

ANNUAL REPORT 2024 – 2025

South East Technological University
CONNECTING FOR IMPACT



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FOREWORDS



CHAIRPERSON'S FOREWORD



Welcome to South East Technological University (SETU)'s annual report for the 2024-2025 reporting period. The University's third academic year has proven to be one of continued development of the University across all areas of teaching, research, and public engagement. SETU continues on its mission to transform the south east region, economically, socially and culturally.

SETU successfully completed our CINNTE institutional review carried out by QQI (Quality and Qualifications Ireland) and available [here](#). SETU earned commendation for our commitment to quality assurance, effective governance, and strategic vision, and the report shows a strong vote of confidence in the University's performance since its foundation in May 2022.

SETU's Governing Body met eleven times during the academic year, and continues to support the University in its mission to deliver the highest quality teaching and to perform world class research that creates

vital new opportunities for the south east region. I sincerely thank each member of Governing Body and of the committees for their commitment to SETU.

We continue to publish minutes of all Governing Body meetings on SETU's website, supported by key updates on our social media channels. Each year, the SETU community's appreciation of strong governance grows, recognising its essential role in sustaining progress and enhancing the University's reputation.

SETU has made strong progress in meeting our Irish language commitments, ensuring we uphold our statutory duties and obligations under the Official Languages Act 2003 and its 2021 amendment. The appointment of SETU's first Irish Language Officer has initiated a range of activities to promote the language amongst University staff and build relationships with Irish language partners and cultural organisations.

A significant milestone in the University's organisational development was the appointment of Mr David Denieffe as Senior Vice President Operations (Chief Operations Officer). This is one of three

Senior Vice President roles, which also include a Senior Vice President Finance (Chief Financial Officer) and a Deputy President (Chief Academic Officer).

We thank our staff and students for their curiosity, creativity and determination in shaping our university. We also extend our thanks to stakeholders and public representatives from the south east who continue to advocate on behalf of SETU, to ensure the region has a university worthy of its ambitions.

Under the inspiring leadership of SETU's President, Professor Veronica Campbell, SETU is evolving and growing apace. We extend our deep gratitude to Veronica for her dedication, strategic vision and commitment to SETU. We on the Governing Body look forward to continuing to support her and her leadership team and the whole SETU community in the years ahead.

Warm wishes,

Professor Patrick Prendergast

Chairperson of the Governing Body
and Chancellor

PRESIDENT'S FOREWORD



It is my privilege to present SETU's annual report for 2024-2025, an illustration of a year of continued progress, growth and collaboration in building a university of repute

for the south east. I believe the energy and commitment of our staff and students shines through every page of this report. As President of SETU, it is heartening to see the progress we have made as a community in the three years since our establishment in 2022, and I sincerely thank all our stakeholders for their support.

This year, we received the very welcome news that SETU was chosen to deliver two new prestigious programmes - veterinary medicine and pharmacy. These announcements represent a real show of confidence in our success to date, and a significant expansion of our programme portfolio to the benefit of learners and industry partners in the region.

A strong culture of research and innovation remains central to SETU's ambitions, and this reporting period saw significant progress across our research capabilities, resources and reputation. A standout moment from the year was the announcement that SETU is the leading technological university in Ireland for securing Horizon Europe research funding, with over €12 million awarded. This places

SETU at the forefront of European-funded research within our sector – a fantastic and deserved achievement!

SETU's leadership was also evident in the activities of our EDI Office. In March 2025, we were awarded the Athena Swan Ireland Bronze Institutional Award, recognising our commitment to gender equality and inclusion. As a community, we can be very proud of the leadership SETU has shown in fostering a culture of belonging amongst staff and students.

The year's achievements were numerous and widespread; we celebrated the Department of Aerospace's broadening portfolio; launched SETU's first two sub-strategic plans for research, education and lifelong learning; held our inaugural Teaching Excellence Awards; and established a Sustainable Development Office, all while strengthening our global partnerships and presence. Momentum also grew around our capital projects, with the turning of the sod by Minister Lawless on the second phase of Higher Education Public Private Partnership (PPP) programme at SETU. As always, our students were extremely successful at national and international showcases, award ceremonies and competitions.

Notably, the successes captured in this report were achieved in a year that also presented challenges. As a large

organisation, we have progressed our vision for SETU without a final, fit-for-purpose organisational structure. While we welcome the sanctioning of the three Senior Vice President roles, we will continue to advocate for the approval of other key leadership positions around which we can structure SETU for sustainable growth and impact.

We also faced a significant unforeseen challenge in the form the cyber-attack on our university's IT systems in late October 2024. Undoubtedly, this had a profound impact on the day-to-day operations of the University. I sincerely thank our staff, students and stakeholders for their resilience and commitment to SETU during this time.

Finally, I would like to acknowledge the public representatives from the south east for their continued championing of SETU – their cross party support is essential in realising the true potential of our university and our region.

I also thank each member of SETU's Governing Body for their professionalism, dedication and guidance and I look forward to our continued collaboration as we work toward a university that reflects the talent, creativity and innovation that defines the south east region.

Professor Veronica Campbell
President of SETU

STUDENTS' UNION PRESIDENT'S FOREWORD



I am honoured to welcome you to SETU's annual report for 2024-2025, which gives a clear insight into our university's progress, advancements and developments we have accomplished in 2024-2025. As a new university, of only three years, it is absolutely amazing to see how far our university has come in such a short time. I can gladly say I am proud to be a part of this report and given the opportunity to have the students say in such a crucial document.

It's one thing for a report to be good, but for this report, it's also student focused.

It's clear to see from this report that SETU is achieving its goal of being a "leading technological university with a transformative impact on our community, the south east of Ireland and beyond". In 2024-2025, SETU students played their part in delivering impact through their academic, research and sporting achievements. We saw the contribution our researchers gave to the NASA space mission where an SETU lecturer and our own post graduate researcher provided work on the "cold-wielding experimental payload as part of ASTROBEAT." Seeing the reach our students and staff have put into other major operations around the world is a wonderful

insight into SETU and its community.

In November of 2024 we saw SETU win the Great Agri-Food Debate (GAFD) in its ninth-year running. This event was organised by Dawn Meats and was hosted by SETU for the third year in a row. Our students stood proud as they won the debate entitled "People believe social media influencers more than scientific facts about red meat consumption". It is an honour to say that these students have done the utmost work in representing themselves and the University in such a topical and excellent debate. Our students are proud to represent SETU, and this was an outstanding achievement.

This year we also saw a group of SETU students attend the Global Game Jam, which is the world's largest game development event. Unfortunately, due to Storm Éowyn the Kilkenny Road campus in Carlow was closed, but our students persevered and adapted to gather on discord. Once the storm had left, the students met back up and their skills blossomed. It is wonderful to see how determined our students are and how far they push to represent themselves and our university.

Following on from this, we also saw this year our SETU students recognised at a national level at the Student Sport Ireland

National Awards. Here we had two students awarded for their "sporting success and club leadership" which is an amazing achievement for the two students. Seeing how far our students can reach from SETU in such a positive light really speaks to our sense of belonging and community built here in SETU.

However, as much as I would love to talk about all the achievements of our university, we can still do more. At present there are not enough beds for students to comfortably study and remain in university. Time and time again we see students struggling to make classes, access housing and need extra funding from either our SAF or Emergency Welfare fund due to travel expenses. This needs to change and SETU, as the only university of the south east, must continue to advocate and lobby for funding and policy change to provide appropriate accommodation for SETU students.

I want to personally thank each and every person involved in this report. For all the support myself, my team and our students have seen throughout this year has been amazing and I cannot wait to see where we go next.

Érin Ní Fhoghlú

President of SETU's Students' Union

1 OUR YEAR IN FIGURES



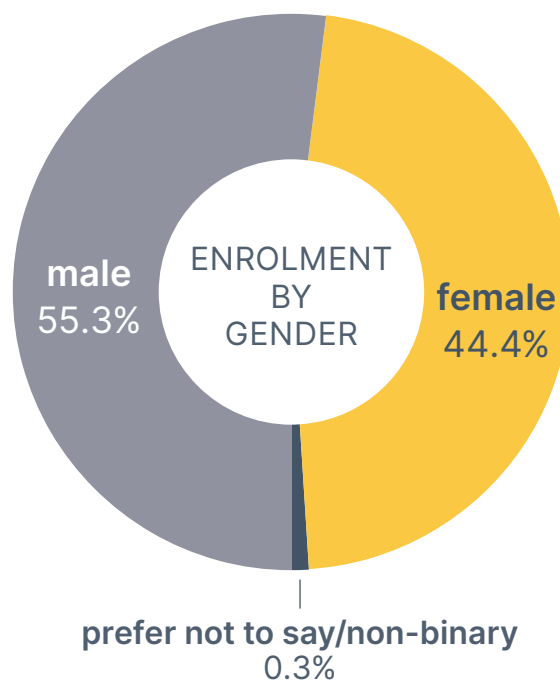


18,350

2024-25 Total
Enrolments

12,641 FULL-TIME
STUDENTS

5,709 PART-TIME
STUDENTS



69% FULL-TIME
STUDENTS

31% PART-TIME
STUDENTS

2nd IN IRELAND
FOR PROPORTION
OF PART-TIME
LEARNERS

Figure 1: SETU Enrolment by Gender 2024-25 (Source: SETU SRS 2025)

1,008

apprentices

1,656

**transnational/
overseas
students**

2,158

**enrolments on
programmes
delivered in
collaboration
with partners**

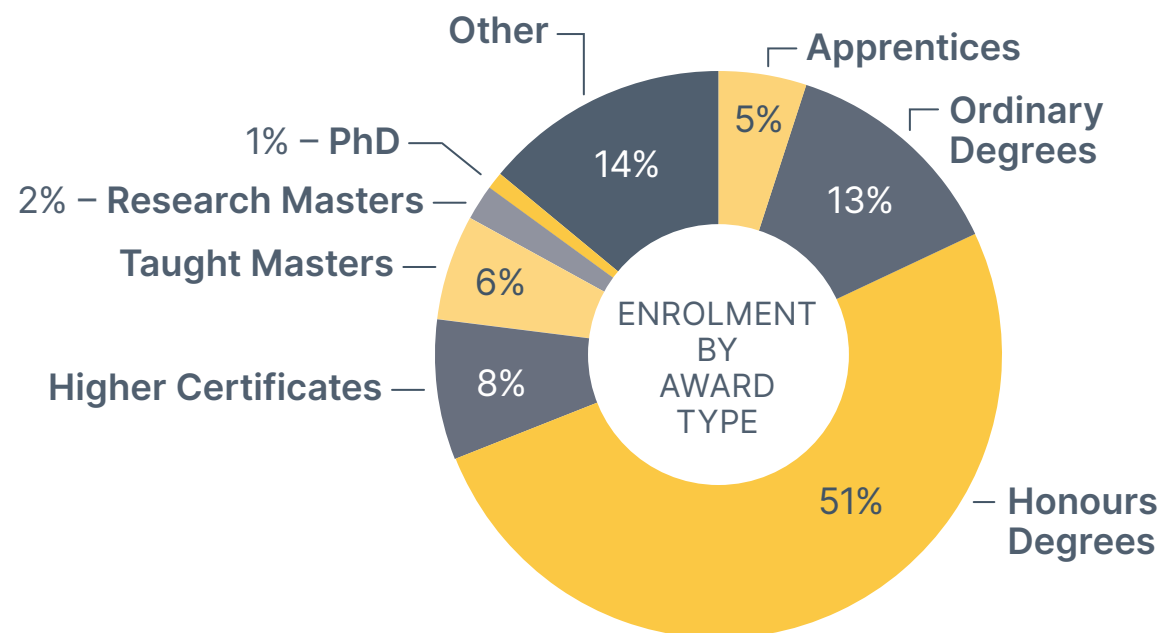


Figure 2: SETU Enrolment by Award Type 2024-25 (Source: SETU SRS 2025)

 **420 Peer reviewed**
PUBLICATIONS AND OUTPUTS

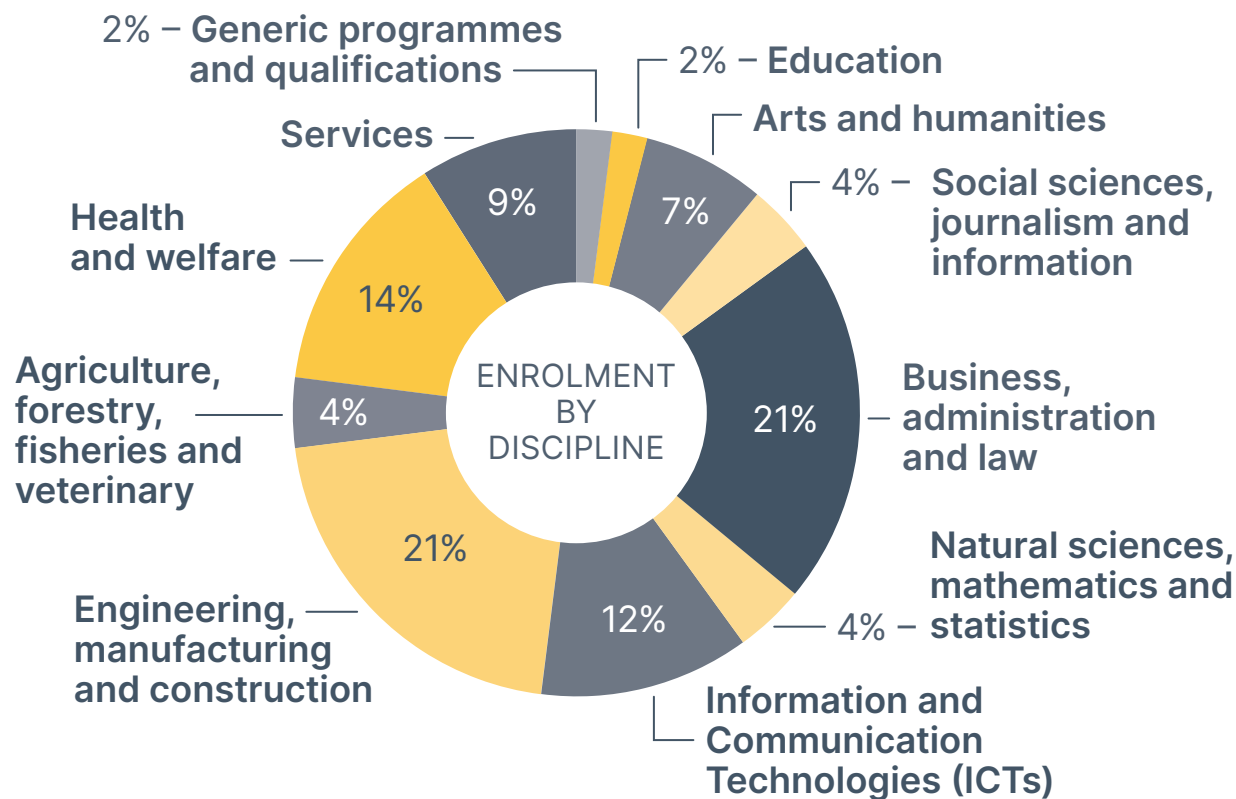
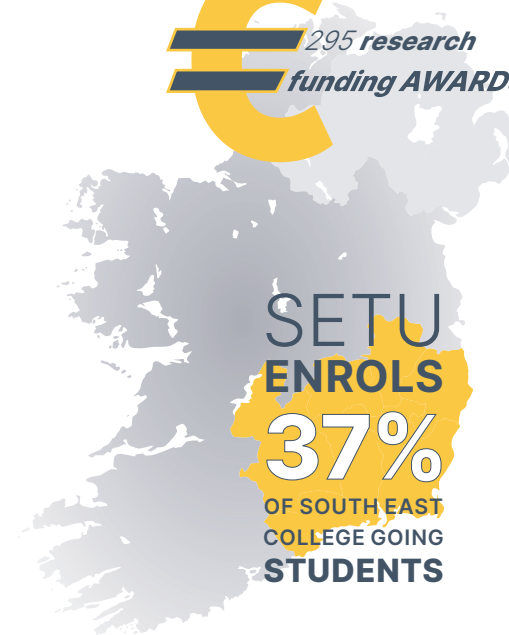


Figure 3: SETU Enrolment by Discipline, 2024-25 (Source: SETU SRS 2025)

 **295 research funding AWARDS**



9.9 percent **MATURE NEW ENTRANTS**
1st IN IRELAND FOR PROPORTION OF MATURE LEARNERS

2 OUR ANNUAL HIGHLIGHTS





18
SEPTEMBER
2024

SETU chosen to deliver new veterinary medicine programme

[READ FULL STORY HERE](#)



29
NOVEMBER
2024

SETU team win ninth annual Great Agri-Food Debate

[READ FULL STORY HERE](#)

25
OCTOBER
2024

SETU to offer new innovative pharmacy programme

[READ FULL STORY HERE](#)



31
JANUARY
2025

SETU students shine at Global Game Jam

[READ FULL STORY HERE](#)





4
FEBRUARY
2025

PhD candidate Dorsa wins prestigious Career Development Award for vision research

[READ FULL STORY HERE](#)



6
MARCH
2025

Rural innovation hub launched in Hacketstown, County Carlow

[READ FULL STORY HERE](#)

21
FEBRUARY
2025

SEAM Research Centre celebrates 15th year milestone with landmark launch

[READ FULL STORY HERE](#)



31
MARCH
2025

SETU hosts 'Celebrating Aerospace' event, showcasing industry innovation and world-class training

[READ FULL STORY HERE](#)





4
APRIL
2025

SETU celebrates Athena Swan Ireland Bronze Institutional Award

[READ FULL STORY HERE](#)



23
MAY
2025

SETU kicks off Foundation Day 2025 celebrations at Wexford Arts Centre

[READ FULL STORY HERE](#)

13
MAY
2025

SETU awarded €3.1 Million INNOVISION COFUND to advance global research in vision and sight loss

[READ FULL STORY HERE](#)



26
MAY
2025

SETU students honoured at prestigious Student Sport Ireland National Awards

[READ FULL STORY HERE](#)





27
MAY
2025

SETU leads Ireland's technological universities in Horizon Europe funding

[READ FULL STORY HERE](#)



12
JUNE
2025

SETU launches strategy to expand access to education through Lifelong Learning

[READ FULL STORY HERE](#)

12
JUNE
2025

SETU officially opens state of the art Corporate Services Building in Carlow

[READ FULL STORY HERE](#)



13
JUNE
2025

SETU launches strategic vision for research, innovation and impact

[READ FULL STORY HERE](#)





18
JUNE
2025

SETU appoints first Chief Operations Officer, David Denieffe

[READ FULL STORY HERE](#)



23
JUNE
2025

SETU celebrates first Teaching Excellence Awards, recognising educators across the University

[READ FULL STORY HERE](#)

23
JUNE
2025

Global experts gather at SETU to shape the future of international education in Ireland

[READ FULL STORY HERE](#)



1
JULY
2025

Start of construction work on two major capital projects at SETU

[READ FULL STORY HERE](#)



3 CONNECTING FOR IMPACT



3.1 VISION, MISSION AND VALUES

The vision, mission and values of the organisation are articulated in the University's first strategic plan, Connecting for Impact: South East Technological University Strategic Plan 2023-2028, which was published in May 2023.

VISION

SETU's vision is:

to be a leading Technological University with transformative impact on our community, the south east of Ireland and beyond.

MISSION

Through inclusive education and high-quality research, South East Technological University drives innovation, empowers communities, and delivers transformative impact for the south east of Ireland.

SETU is an international, entrepreneurial and connected multi-campus technological university that will drive sustainable economic, environmental, cultural and social development in the south east of Ireland.

SETU offers a student-centred education and is committed to lifelong learning, access, equality and inclusion, and to the provision of a comprehensive educational offering.

Our curriculum is responsive to social, cultural and enterprise needs and is research-led. Our research will have impact for the region, nationally and internationally. SETU will work in support of student and staff success and foster a collegial environment for all.

VALUES

Our values underpin who we are and provide us with the foundation on which our identity and vision is fostered.

At SETU:

- We place students at the centre of what we do
- We promote excellence
- We work collaboratively
- We embrace equality, diversity and inclusivity
- We act sustainably, responsibly and ethically
- We treat others with respect.



3.2 STRATEGIC PRIORITIES

The Connecting for Impact: South East Technological University Strategic Plan 2023-2028 establishes a framework within which SETU will pursue its mission and deliver on its ambitious vision. The plan sets out priority objectives in four areas, objectives that will be supported by key enablers, as follows:

- **Innovation and Research:** SETU aims to lead regional innovation by strengthening research, and expanding its base, outputs, and impact with a particular focus on regional impact. The University targets significant increases in research funding, graduate student enrolment, and knowledge transfer.
- **Learners:** SETU is focussed on further developing its research-informed, applied curriculum to ensure graduates are well equipped to contribute to contemporary society and work. The portfolio will expand to continue to offer diverse study opportunities to students and therefore to support the retention of students in the region.
- **Engagement:** SETU seeks to enhance its role as a regional anchor institution promoting sustainability and positive development within the south east region. It will develop and lead regional and national networks, as well as foster strong, strategic international partnerships.

- **Staff:** SETU aims to be a unified, diverse, and inclusive organisation with a commitment to academic excellence. The University aims over the course of its strategic plan to clarify and develop career paths for staff and upholding values of equality, diversity, and inclusivity. The University aims for a culture of collegiality, openness, and excellence in the workplace.

The University declares in its strategy that it will ensure that its organisational structures, infrastructure and finances are fit for purpose to enable the delivery of its strategic objectives. This requires certain actions on the part of the University and investments from the State and elsewhere that are set out as Enablers in the Strategic Plan.

SETU is currently tracking a wide range of KPIs against targets across the domains of activity in the Strategic Plan. Our progress toward achieving our targeted growth across KPIs for 2028 is outlined on pages 20 and 21.



SETU 2023

Academic TO
Professional/
Managerial/
Support Staff
.....

2 TO 1
RATIO

€ CORE €
INCOME
€173 million

400
UNIVERSITY
STUDENT
ACCOMMODATION

€300k STAFF TRAINING
& DEVELOPMENT
EXPENDITURE
1.5% of non-pay budget

NO FULL PROFESSOR
GRADES

CARBON EMISSIONS
CO₂
5.853 m units per kg

Baseline International Ranking
INTERNATIONAL
STUDENTS
= 270 ERASMUS
200 TRANS-
NATIONAL
4% NON-EU

140 ENTERPRISE
RESEARCH
AGREEMENTS
VALU €1.6m

1400 FULL-TIME
STAFF
365 ACADEMIC
STAFF
with PhDs

3 DEPARTMENTAL
BRONZE **ATHENA
SWAN** AWARDS
University
Legacy
Award

125,000 M² of
**CAMPUS
BUILDINGS**

200 PhD
STUDENTS

19,200
Student
Enrolments

SETU 2025

Academic TO
Professional/
Managerial/
Support Staff
.....

2 TO 1.23
RATIO

€ CORE €
INCOME
€202 million

400
UNIVERSITY
STUDENT
ACCOMMODATION

€600k STAFF TRAINING
& DEVELOPMENT
EXPENDITURE
1.4% of non-pay budget

NO FULL PROFESSOR
GRADES

CARBON EMISSIONS
CO₂
3.867 m units per kg

INTERNATIONAL
STUDENTS
= 284 ERASMUS
1,660 TRANS-
NATIONAL
6.2% NON-EU

18,350
Student
Enrolments

120 ENTERPRISE
RESEARCH
AGREEMENTS

VALUE €2.18m

1340 FULL-TIME
STAFF

348 ACADEMIC
STAFF
with PhDs

€27.2m
per annum
DIRECT
RESEARCH
EXPENDITURE

3 DEPARTMENTAL
BRONZE AWARDS

ATHENA
SWAN
UNIVERSITY
Legacy
Award

130,250 M² of
CAMPUS
BUILDINGS

275 PhD
STUDENTS

SETU 2028

Academic TO
Professional/
Managerial/
Support Staff
.....

2 TO 1.5
RATIO

€ CORE €
INCOME
€195 million

1160
UNIVERSITY
STUDENT
ACCOMMODATION

STAFF TRAINING
& DEVELOPMENT
EXPENDITURE
+30% per annum

20 FULL
PROFESSORS

CARBON EMISSIONS
CO₂
50% REDUCTION

Improved International Ranking

INTERNATIONAL
STUDENTS

=

350 ERASMUS
x10 TRANS-
NATIONAL
8% NON-EU

€27.5m
per annum
DIRECT
RESEARCH
EXPENDITURE

>21,000
Student
Enrolments

+30% INCREASE IN
ENTERPRISE
RESEARCH
AGREEMENTS

VALUE €

>1500 FULL-TIME
STAFF

485 ACADEMIC
STAFF
with PhDs

8 DEPARTMENTAL
BRONZE AWARDS

ATHENA
SWAN
UNIVERSITY
Legacy
Award

179,000 M² of
CAMPUS
BUILDINGS

400 PhD
STUDENTS

3.3 STAFFING AND ORGANISATIONAL STRUCTURES AND OPERATIONS

SETU has made significant progress in reorganising and restructuring its activities and operations to better support the increase in scale and complexity of its operations and the extent of its desired impact. The University appointed its first Senior VP Operations (Chief Operations Officer) in 2025 with two additional Senior VPs also in the recruitment process. There have been a number of other important senior appointments to cross-university roles including in research, capital development and sustainability. A design-thinking methodology has been applied to academic restructuring, progressing planning for six new faculties.

Change and Transformation at SETU

SETU has set out a best practice model for the use of design in supporting our people through change and transformation. This comprehensive support system is designed to fortify our adaptability to change and lead successful transformation. We actively sought to identify key strategic alignments in our approach, striving to cultivate innovative initiatives that harness the potential generated by our shared vision, mission and values.

Throughout the year multiple teams have come together in facilitated change management workshops to develop unit-based strategies, consolidate teams, generate new ideas and explore opportunities.



SETU staff engaging in design thinking workshops

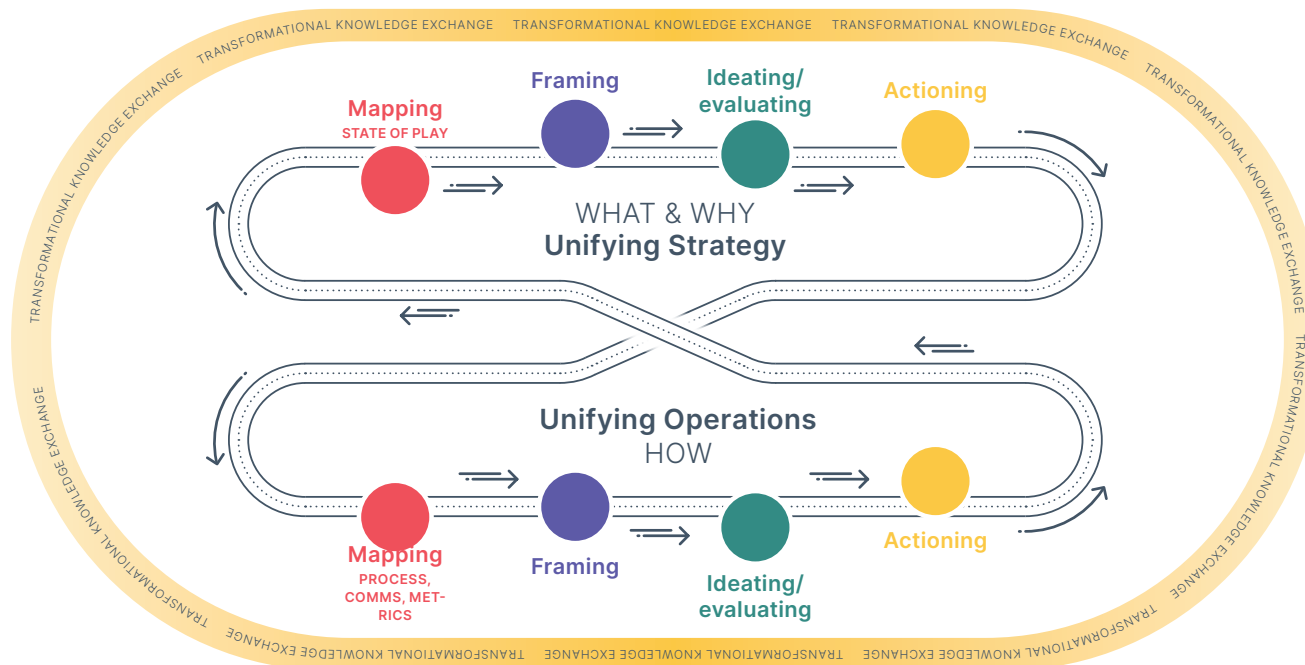


Figure 4: Change Management Framework

SETU transformation framework

One initiative carried out this year to support clarity, consistency, and transparency around change was the development of the Spotlight series of posters. The series provides a detailed mapping of our university services, providing information on ‘who we are, what we do and how to engage’ across SETU functional areas and serves multiple purposes:

1. **Empowering teams** - to support Professional, Managerial and Support Staff (PMSS) units in building a shared understanding of the activities and services they provide.
2. **Strengthening connections** - to act as a signposting tool, helping colleagues connect and collaborate across a dynamic and evolving university environment.
3. **Supporting change** – to provide transparency of activities and highlight opportunities and challenges in delivery of services.



SETU Spotlight Series

Organisation Design

Following the establishment of our six-faculty structure, work continues in faculty development and the interconnectedness between faculty and PMSS functions. This is reflected in the coming together of the Academic Design Board and the PMSS Design Boards this year. A matrix graphic highlights the touch points of interconnectedness.

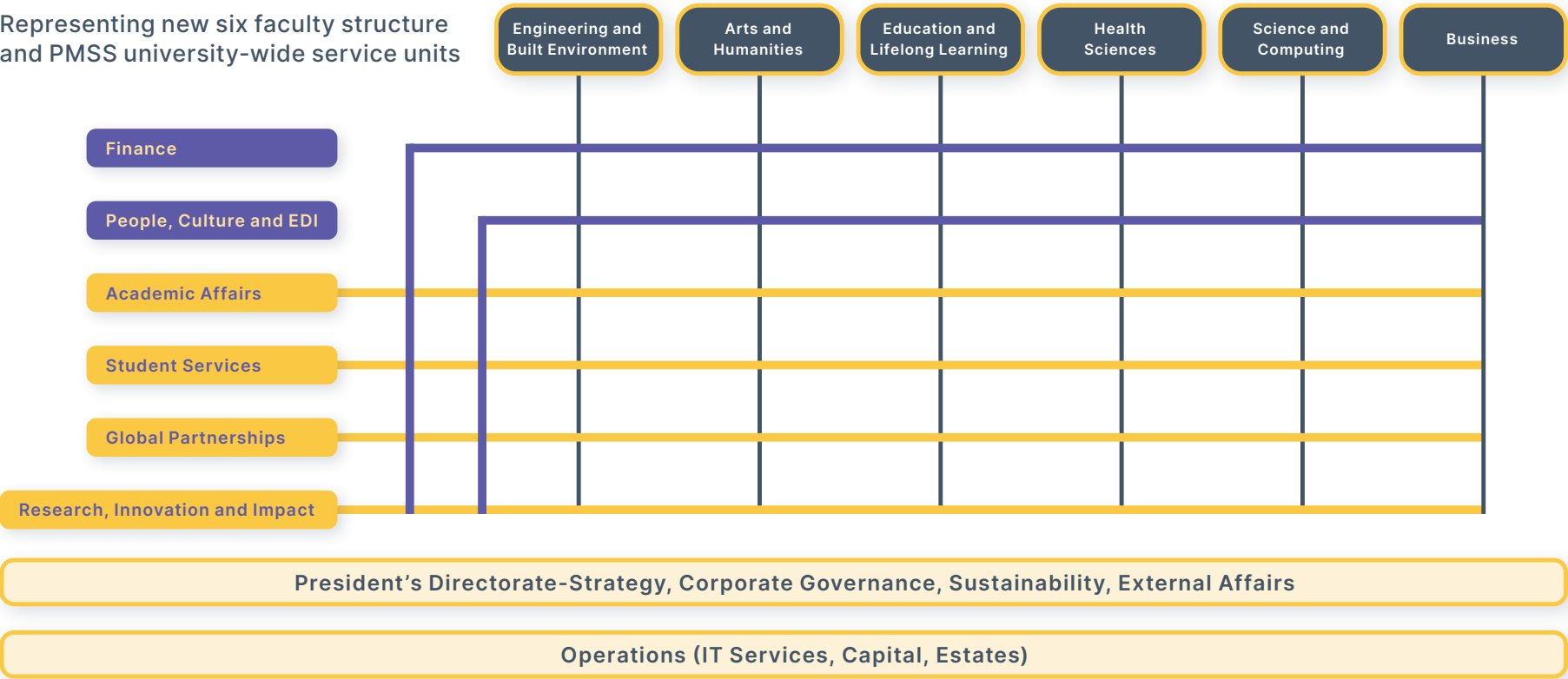


Figure 5: SETU organisation matrix

Change Network

A structured programme of speakers was introduced to the change network this year based on feedback from participants. This provided an informal opportunity to find out more about university activities and to contribute ideas. Speakers included the University Secretary/Vice President Governance, Associate Vice President Sustainability, Estates Management, Vice President Research, Innovation and Impact, Vice President Strategy and Vice President People, Culture and EDI.

CINTE Review

SETU successfully completed QQI's CINTE review process, earning commendation for its commitment to quality assurance, governance, and strategic vision. The process has provided

a comprehensive review of the effectiveness of SETU's quality assurance processes since its establishment in May 2022. The review ensures that SETU maintains ambitious standards in education and training. It also aligns with European and international quality assurance standards.

Just under 200 SETU staff, students, and stakeholders contributed to review including preparation for and participation in the visit.

The review team commended SETU on its multi-campus ethos as a newly merged technological university and its efforts to establish that ethos across the entire university community, resulting in a genuine commitment, buy-in and sense of pride in SETU as the new identity.

The University was commended for the regional support it enjoys as an anchor institution, and its commitment to driving the success of the south east of Ireland as a global leader in specific areas of the economy.

The enthusiasm and commitment of SETU's staff to the success and well-being of their students was also recognised. It was noted that staff members demonstrate a clear dedication to ensuring students receive the support they need, in particular those from disadvantaged backgrounds.

The review team was impressed by the enthusiasm and commitment demonstrated by everyone involved with regard to SETU's mission, vision and strategy and its role in the south east of Ireland.

3.4 CAMPUS INFRASTRUCTURE

SETU's campus development in Wexford

The Wexford Vision Steering Group (WVSG) was formally constituted in July 2025 to develop a comprehensive vision for SETU's presence in Wexford. The Steering Group, chaired by Professor Maria Hinfelaar OBE, was established to provide strategic direction across three pillars: Education and Training, Research and Innovation, and Community Engagement. The steering group acts a bridge between governance, leadership, and staff, supporting the development of a refreshed capital bid to the HEA.

The WVSG will review programmes, assess regional research strengths and proposed priority areas for strategic research investment. A final report will be prepared for Governing Body to review in January 2026.



4 OUR INNOVATION AND RESEARCH



STRATEGIC OBJECTIVE

1

Build SETU research capacity and capability in areas of strength and potential.

4.1 RESEARCH AND INNOVATION AND REGIONAL PRIORITIES

SETU is committed to increasing the knowledge capital of the south east by strengthening and elevating research, innovation, and knowledge transfer within the University and across the wider region. The Office of Research, Innovation and Impact enhances research performance by fostering interdisciplinary collaboration and ensuring that research activities address global, national, regional, and societal challenges. Through these efforts, it plays a pivotal role in positioning SETU as a leading technological university and a driving force behind an innovative region.

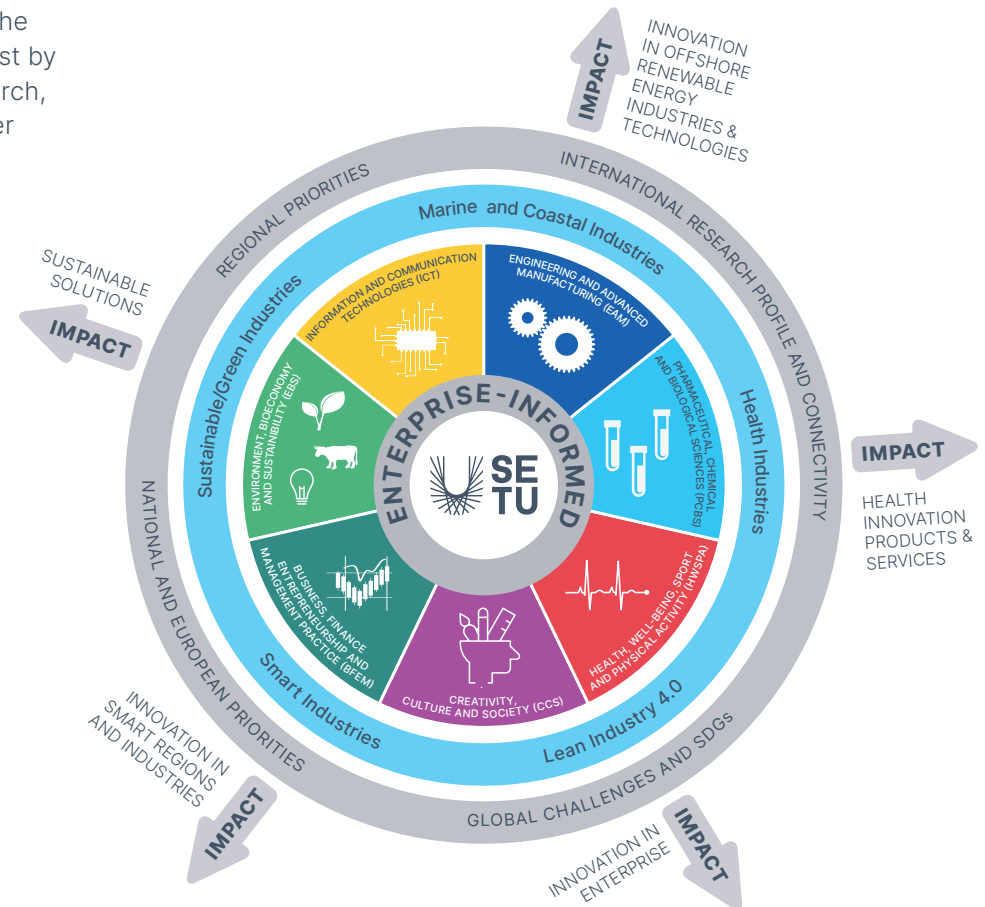


Figure 6: SETU and the Regional Innovation Ecosystem

STRATEGIC OBJECTIVE 2

Elevate our research and innovation activity to levels consistent with a top young global university.

In alignment with SETU's Research, Innovation and Impact Strategy 2025–2028, the University has made measurable progress across its four strategic priorities. This section outlines key achievements and accountability measures implemented during the reporting period. SETU's four technology gateways, PMBRC, SEAM, DESIGN+, and the ICS Gateway at the Walton Institute have supported over 1,200 industry engagements this academic year, with a strong emphasis on SME innovation. These partnerships have led to the co-development of new products, processes, and services, backed by over €10 million in external funding.

Infrastructure upgrades across labs and digital platforms ensure our partners benefit from cutting-edge facilities and capabilities with over €6 million in funding over the period.

With a 11% increase in postgraduate research enrolments, (248 PhD Students in 2023/2024 to 275 in 2024/2025) SETU is cultivating a pipeline of skilled researchers ready to contribute to industry and society. New scholarships and supervision frameworks are enhancing the quality and inclusivity of postgraduate education.

SETU's research is delivering real impact. The Walton Institute's work in AI, future networks, and quantum communications, DESIGN+'s leadership

in sustainable design, PMBRC's advances in pharmaceutical research, SEAM's industry-focused materials expertise, and RIKON's support for SME innovation have all benefited regional and national partners. Public engagement and collaborative projects continue to strengthen SETU's role as a trusted innovation leader.

SETU's Office of Research, Innovation, and Impact oversee progress through reviews and stakeholder consultations. All activities are benchmarked against strategic KPIs set out in *SETU's Research, Innovation and Impact Strategy 2025–2028*, ensuring transparency, responsiveness, and continuous improvement across the University.

During the period, SETU undertook more than 115 consultancy contracts and 120 research agreements along with 47 innovation voucher projects with industry. Success from previous spin outs include:

- BioEnz Technologies, a SETU spin-out company, was recognised as one of Ireland's Hot 100 Start-ups for 2024. ([news link](#))
- Supplement Certified Ltd., another SETU spin-out, received High Potential Start-up investment to support its global growth.

KEY PERFORMANCE INDICATOR	2022/2023	AS OF 31.08.25	TARGET 2028
Number of Research Funding Applications	235	248	400
Number of Peer Reviewed Publications	312	317	325
% of publications per annum in high impact journals	65%	64%	70%
Research Agreements with Industry	76	118	150
Value of Research Agreements with Industry	€2.2m	€2.2m	€3m
Employees of companies in incubators/ Innovation Centres ¹		350	420
New Spin out companies	8 active 1 new	6 active 1 new	Target of 7 new
Licences, Options and Agreements	4	6	18



Table 1: Key Performance Indicators for SETU's Knowledge Transfer Research Activity



4.2 RESEARCH OUTPUTS AND PUBLICATIONS

SETU researchers had 234 publications in peer-reviewed journals, with 186 research outputs from conferences. Conference outputs were both peer reviewed and non-peer reviewed.

For more details, please see Appendix A on page 102.

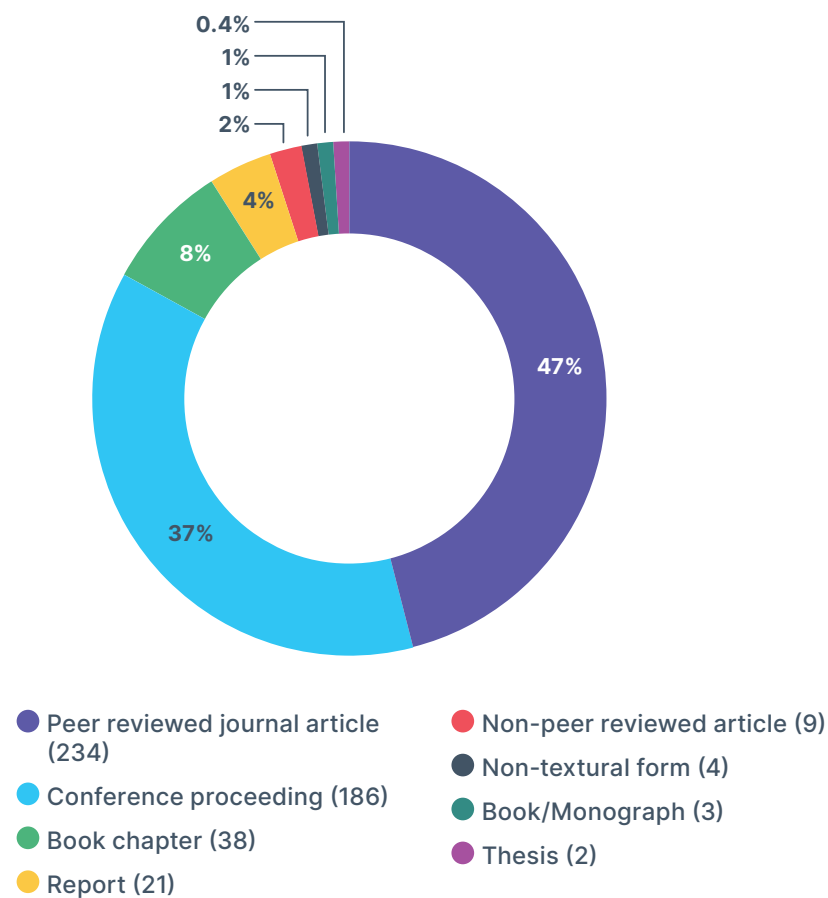


Figure 7: Research outputs and publications 2024

4.3 PERFORMANCE HIGHLIGHTS

SETU is a strong driver of regional innovation through its local and international research networks. SETU researchers have continued to demonstrate their calibre by securing externally funded contracts to the value of €22.97m within the period 1 September 2024 – 31 August 2025 representing 278 funding awards. Research expenditure (excluding capital) during this period was €27.2M. Furthermore, a significant increase in research funding proposal activity was noted, with 295 submissions made in the period (up 19% from 248 in the previous period).

SETU is the highest performer under Horizon Europe among technological universities, with €12.79 million in research income underscoring our strategic commitment to internationalisation, research excellence, and sustained engagement with Europe's flagship Research and Innovation programme.

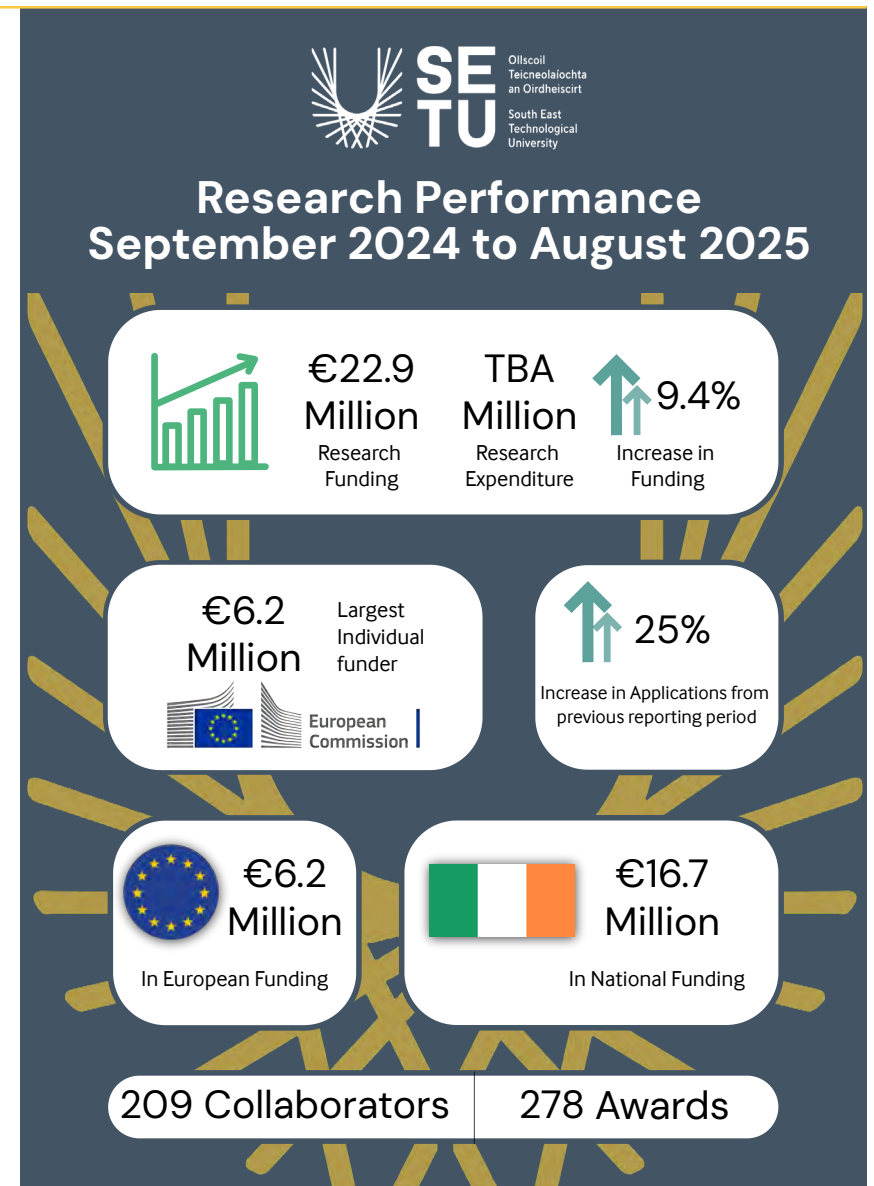


Figure 8: Research Performance 2024/2025

4.4 STRATEGIC PRIORITY ALIGNMENT

4.4.1 TU RISE – enhancing research culture and environment

TU RISE (Technological University Research and Innovation Supporting Enterprise) is a programme co-financed by the Government of Ireland and the European Union through the ERDF Southern, Eastern and Midland Regional Programme 2021-27 to boost research, innovation, and enterprise collaboration.

In its first year, TU RISE at SETU has strengthened research capacity and industry collaboration across the south east. Officially launched in November 2024, it has been widely promoted through a strategic communications plan. A European Commission delegation visited SETU to review progress under the TU RISE initiative further enhancing programme awareness.

TU RISE has enabled the following in SETU:

- 35 academic staff participations in the TU RISE Sabbatical Scheme, fostering research leadership and interdisciplinary collaboration
- Partnering with 30 companies to fund PhD scholarships, postdoctoral fellowships and research sabbaticals.
- Funding four rural innovation hubs to expand SME access to innovation.
- Strengthening SETU's research culture across seven themes and four priorities

- Delivering training in communication, impact, integrity, IP, and grant writing
- Increasing national and EU research funding success through proposal support
- Initiating new professional programmes
- Raising the research profile and strategic communications.

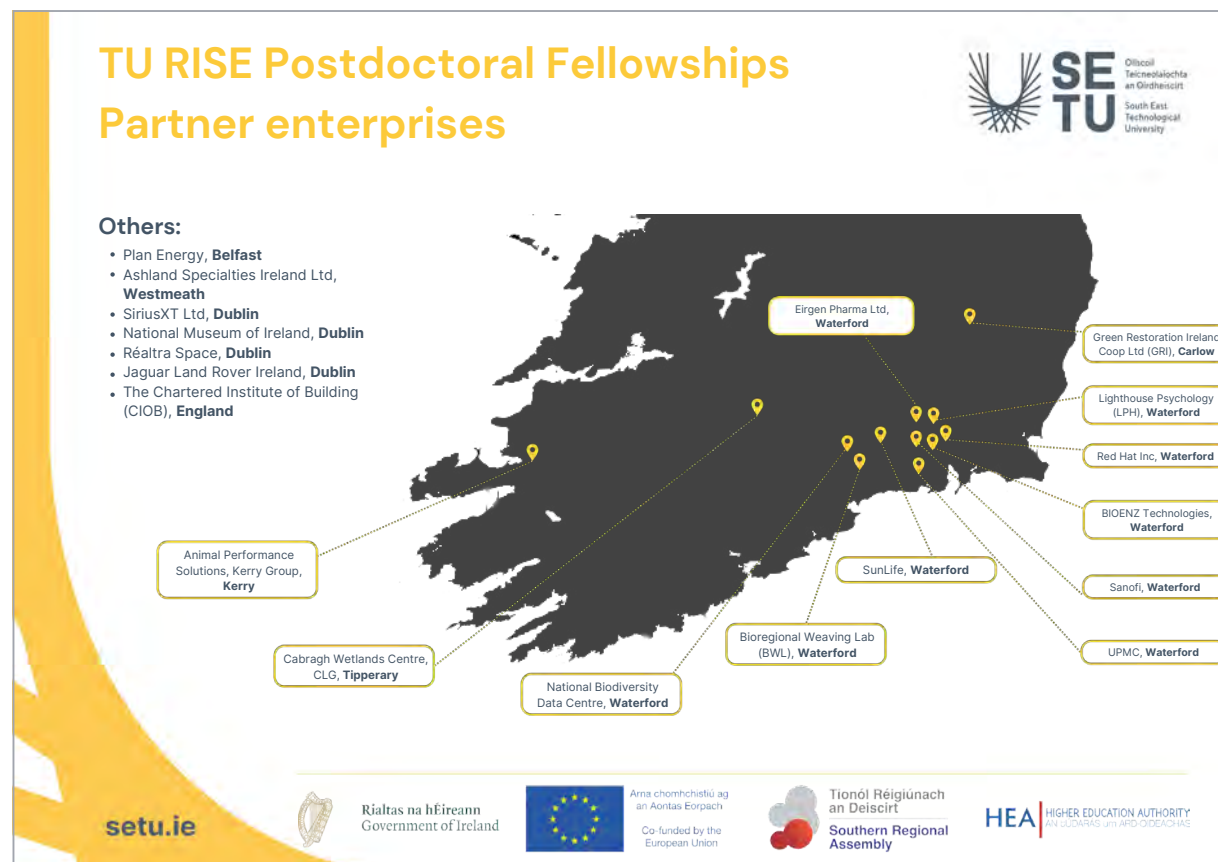


Figure 9: TU RISE Project Partners for postdoctoral funded projects

STRATEGIC OBJECTIVE

3

Enhance our ability to translate our research into meaningful impact for the region and beyond.

4.4.2 Four Rural Innovation Hubs

Funded by TU RISE, and in collaboration with local authorities and other partners, SETU launched three rural innovation hubs in Hacketstown, Dungarvan and Urlingford in the period with a fourth to be situated in Rosslare before year end. This vibrant network of rural innovation hubs delivers supports in areas such as digitalisation, innovation, and sustainability.

SETU's New Frontiers programme supported 80 entrepreneurs. In 2024–25, GrowthHub supported a substantial number of students, reflecting its growing role in fostering entrepreneurship at SETU.

4.5 MEANINGFUL IMPACT, CAPACITY BUILDING

The Office of Research, Innovation and Impact support researchers by identifying funding opportunities, guiding preproposal development, and advising on submission requirements and alignment with policy and industry priorities.

A comprehensive suite of research supports has been developed in the period, that are structured around four development pillars: enhancing research development, strengthening research intelligence, building community skills, and increasing research impact.

Research Connexions is an internal research support scheme comprising of 14 targeted funding pathways designed to strengthen research activity across all SETU faculties. The programme provides staff with dedicated time and structured support to pursue competitive external funding and to advance high-quality research outputs.

[Funding supports](#)





Research Culture: SETU carried out its first Research Culture Survey, with 111 staff taking part. Their feedback is helping shape updated priorities and the new Human Resources Strategy for Researchers (HRS4R) Action Plan.

HRS4R and HR Excellence: A new action plan has been created to ensure SETU keeps its HR Excellence in Research Award through to December 2025.

Researcher development: The Broaden Your Horizons programme delivered more than 30 training sessions on research integrity, open science, leadership, and career development.

Wellbeing and community: SETU continued to support staff wellbeing through initiatives that encourage connection and mental health, including wellness walks held across campuses.

Research support: Researchers are supported through tailored training, mentoring, and resources designed to strengthen the quality and impact of their work.

Staff Training: Increased from 28 events in 2023-2024 to 60 in 2024-2025 representing a 114% increase, largely enabled by TU RISE. With over 1,140 registered attendees and 10 new dedicated programme brochures, all designed to strengthen research capacity and collaboration.

Researchers also benefit from access to SETU's strategic frameworks including the Researcher Development Pathways (RDP) and Grant Development Model (GDM), which provide foundational knowledge and skills for securing competitive funding and progressing research careers. This activity is enabled by our research management system, Pure, which is externally facing and through which SETU's research outputs explored supporting greater visibility, external partnerships, and collaborative opportunities.

[Pure Profile](#)

4.5.1 Growth of a Vibrant, Diverse and Multicultural Postgraduate Research Community

KEY PERFORMANCE INDICATOR	2022/2023	AS OF 31.08.25	TARGET 2028
Percentage of Staff with PhDs	44%	43.1%	55%
PhD Student Enrolment	223	275	400
Number of postdoctoral researchers	19	22	38

Table 2: Key Performance Indicators for SETU Staff and Students with PhDs



“This conference highlights the energy, ambition, and talent of our postgraduate research community. Their work reflects the diversity of thought and depth of inquiry that make SETU a vibrant and impactful research university. These researchers are not only contributing to knowledge but also addressing the real-world challenges facing our region, our country, and our world.”

Professor Marie Claire Van Hout, Vice President for Research, Innovation and Impact at SETU

The 2025 SETU Postgraduate Research Conference brought together early-stage researchers from across the University for a vibrant day of presentations, discussion, and community building.

Held on Wednesday, 4 June 2025, this year’s conference, themed ‘A Celebration of SETU’s Diverse and Ambitious Postgraduate Research Community’, was organised by postgraduate researchers Barry O’Sullivan, Manasa Hegde, Emma Holden, and Trish Finegan. This student-driven conference created a valuable platform for researchers and supervisors to connect across campuses and disciplines, share their work in a supportive setting, and foster a strong sense of community.

Please visit: <https://www.setu.ie/research-innovation/our-research-impact/annual-research-report> for further details on researcher development pathways.



Photo: Prof. Veronica Campbell, President of SETU, alongside Prof. Marie Claire Van Hout, Vice President of Research, Innovation, and Impact, Dr Geraldine Canny, Head of Research, and Dr Luke Power, RII Projects Manager, are pictured with the five awardees of SETU's annual Research Excellence Awards at a ceremony at the University's Carlow campus.

4.6 RESEARCH AREAS OF STRENGTH AND POTENTIAL

These achievements and success stories reflect SETU's strategic priorities of expanding research capacity, fostering a vibrant postgraduate research community, and delivering inclusive, regionally impactful innovation.

Research Excellence Awards

17.01.25

SETU hosted its fourth annual Research Excellence Awards 2025, at a ceremony at the University's campus in Carlow.

The awards are designed to recognise and celebrate SETU's outstanding research contributions across various academic disciplines.

Community of Practice

29.04.25

SETU hosts inaugural Community of Practice event on AI in research first Community of Practice (CoP)- 'Generative Artificial Intelligence- to explore how generative AI is reshaping the research landscape' - led by Dr Hazel Farrell.

SETU researchers contribute to NASA space mission with Astrobeat

05.11.24

SETU lecturer in aerospace engineering, Dr Mark Wylie, and SETU postgraduate researcher, Theeba Shafeeg, were delighted to see an experimental payload they collaborated on launched to the International Space Station using NASA's SpaceX's 31st commercial resupply services mission.

ASTROBEAT investigates the use of cold welding to repair perforations in the outer shell or hull of a spacecraft from the inside. Some micrometeoroids and space debris traveling at hyper velocities could perforate the outer surfaces of spacecraft, possibly jeopardising mission success or crew safety.

[Astrobeat Space Mission](#)

Photo: Pictured at the launch of míde at Glasson Lake House is the consortium's leadership group. Back row left to right: Prof. Niamh Murphy (SETU), Dr Jenny Murphy (ATU), Dr Mary Margaret Meade (Ulster University), Dr Leanne Coll (DCU), Dr Sinead Holden (UCD), Dr Patricia Jackman (University of Lincoln), Dr Emma Cowley (TUS), Dr Katie Liston (Ulster University), Dr Angela Carlin (Ulster University), Dr Maria Faulkner (ATU), Dr Niamh Kitching (MIC), Dr Brendan Egan (DCU), Dr Carla McCabe (Ulster University). Front row left to right: Dr Catherine Norton (UL), Dr Siobhan O'Connor (DCU), Dr Aoife Lane (TUS), Dr Niamh Ní Cheilleachair (TUS), Dr Denise Martin (ATU).



Photo: SETU researchers Dr. Mark Wylie and Theeba Shaf.



Research consortium tackles the gender gap in sport and health science

17.02.25

For the first time, an all-island research consortium has been established to tackle the gender gap in sport and health science. South East Technological University is part of this cross-university research consortium, named míde.

The aim of míde is to understand and improve the health, wellbeing, participation and performance of girls and women in sport. The consortium officially launched on Friday, 31 January 2025 at the Women in Sport and Exercise Conference. This event was held at Glasson Lake House, Westmeath and was attended by over 180 academics, researchers and key opinion leaders.

míde aims to address this by taking a holistic view of the various factors in girls' and women's lives that may act as barriers when it comes to engagement in physical activity, sport and exercise across the lifespan, including at key stages such as puberty, pregnancy and menopause.

5 OUR LEARNERS



5.1 LEARNER PROFILE

SETU offers a student-centred education and is committed to access, equality and inclusion, and to the provision of a comprehensive educational offering.

With over 18,000 students enrolled at SETU, 5,709 are part-time students, representing over 31% of total enrolments. This figure is significantly above the national average for part-time learners and highlights the University's commitment to lifelong learning, professional upskilling, and supporting the regional workforce.

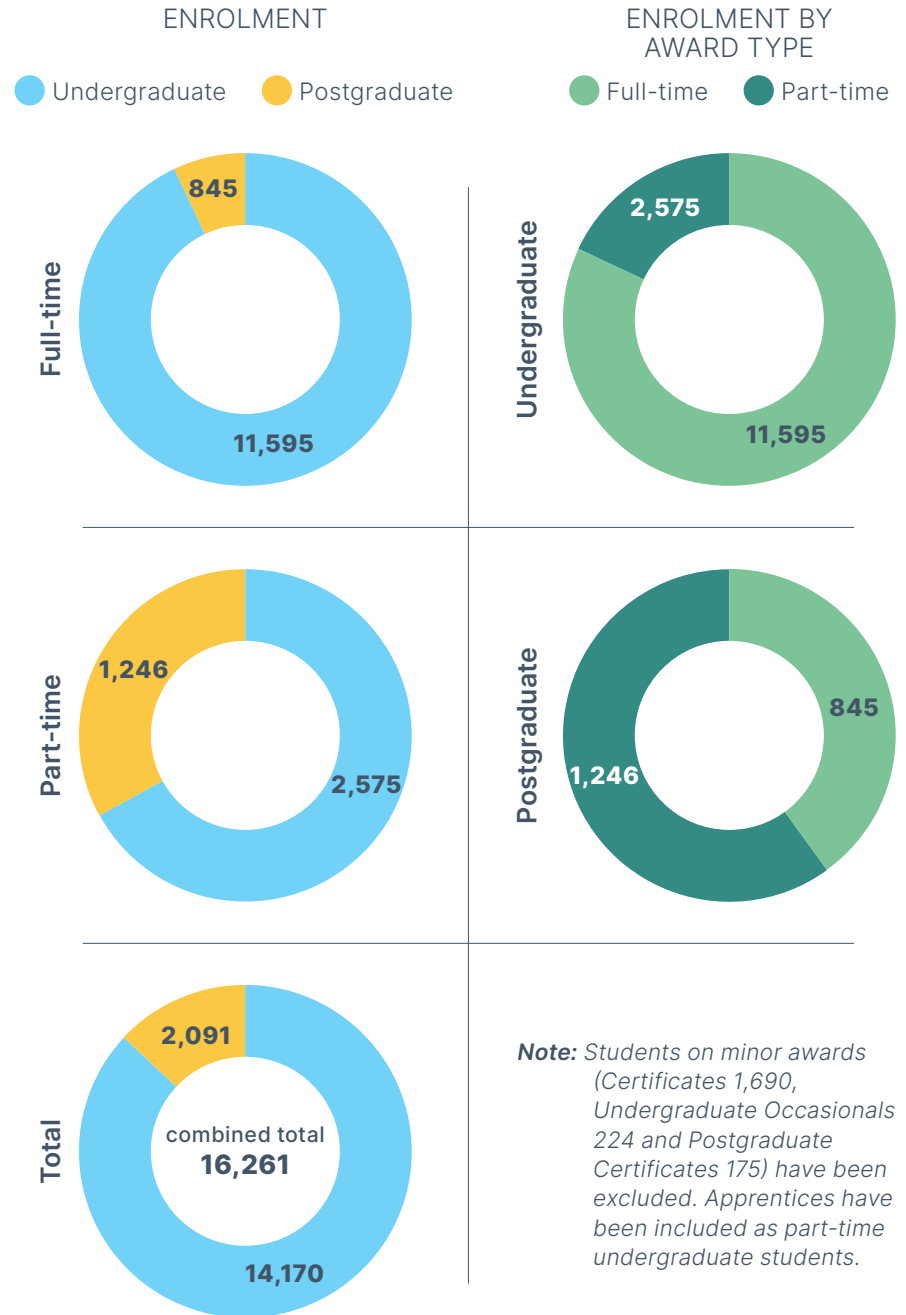


Figure 10: SETU Enrolment 2024-25 (Source: SRS March 2025)



5.2 GRADUATE EMPLOYMENT

A substantial proportion of SETU graduates secure employment within the region, highlighting the University's strong regional impact and its potential role in reducing outward migration. Figures 11 and 12 illustrate the distribution of graduate employment across the region and by county.

In the 2024-2025 reporting period, 40% of SETU graduates are employed within the south east region, underscoring the University's strong contribution to local workforce development.

GRADUATE EMPLOYMENT IN THE REGION

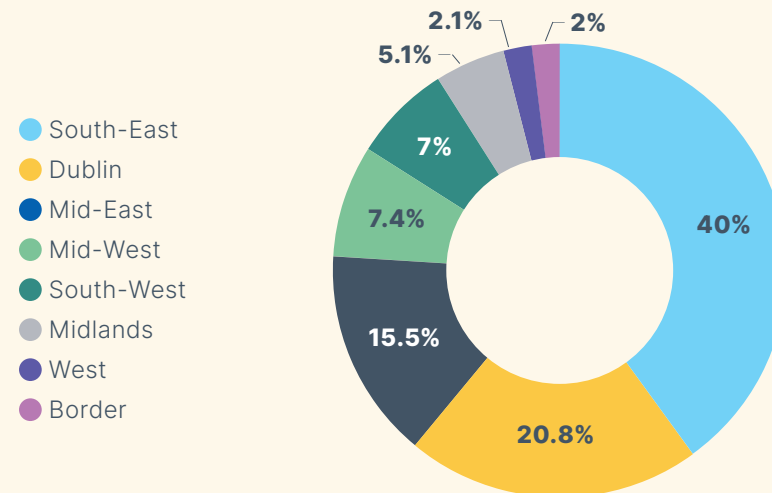


Figure 11: Region of Employment for SETU Graduates Class of 2024
(Source: SETU Graduate Survey)

GRADUATE EMPLOYMENT BY COUNTY

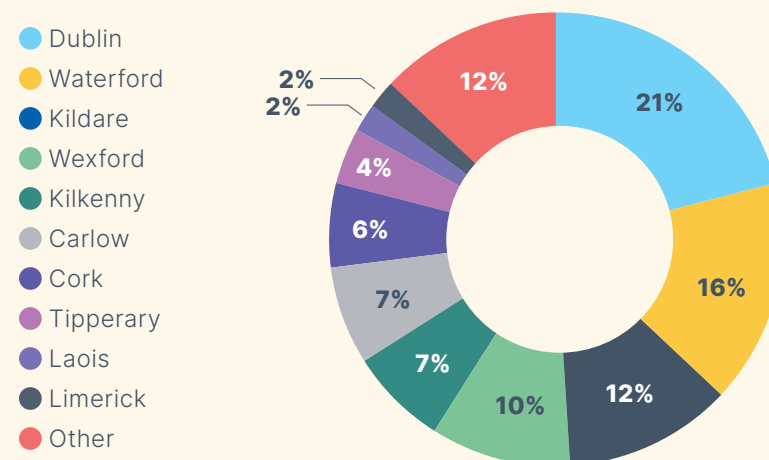


Figure 12: County of Employment for SETU Graduates Class of 2024
(Source: SETU Graduate Survey)



STRATEGIC OBJECTIVE

4

Expand SETU educational provision to maximise educational opportunities for people in the region through a renewed programme portfolio that aligns to regional skills and educational needs, develops new discipline areas to address regional demand and arrest the outward migration of students from the region, and that enhances access and progression pathways.

5.3 TEACHING AND LIFELONG LEARNING AT SETU

SETU's strategy for Lifelong Learning responds to the vision, mission, values and objectives set out in the SETU Strategy Connecting for Impact 2023-2028. It aims to address the opportunities facing SETU to firmly embed a culture of lifelong learning across the south east region and beyond through its actions, programmes, partnerships and engagement with stakeholders internal and external to SETU.

This strategy addresses the following key themes set out in the SETU's strategic plan – Connecting for Impact 2023 – 2028:

- Advance the social, cultural and economic development of the region, towards the achievement of the UN Sustainable Development Goals, specifically Goal 4: to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all;
- Design and deliver innovative programmes, accreditation and delivery options;
- Demonstrate collaboration in all of its activities strongly connected to learners, staff, communities, employers and European and international partners.

The strategy is informed by national and European policy in the field of lifelong learning, the experience of SETU in this field and the specific human and social capital needs set out in our university strategy for the region.

Lifelong Learning at SETU will enhance the socio-economic impact of the University in the region and address access, inclusion and skills. It will work towards further diversifying our population of students with a specific focus on targets set out in the National Access Plan 2022-2028 (HEA, 2022).

In 2024, SETU published its skills report on the lifelong learning needs of the south east focusing on the land sciences, biopharma, manufacturing, hospitality, digital, financial services and construction sectors. In support of the upskilling and reskilling needs of these critical regional industries, SETU was awarded €2.93m under the Government's Springboard+ programme to provide over 600 places on 26 course

SETU'S LIFELONG LEARNING PROFILE 2025

5,000+
Lifelong Learners

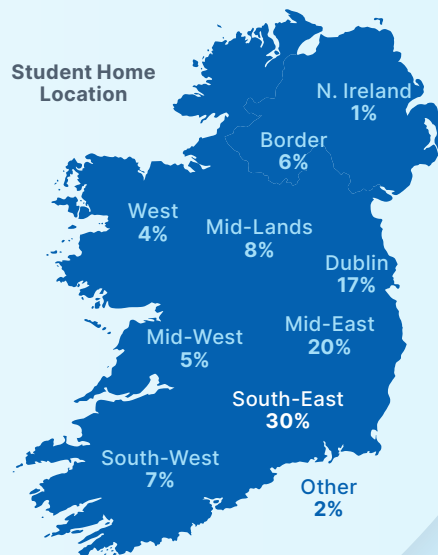
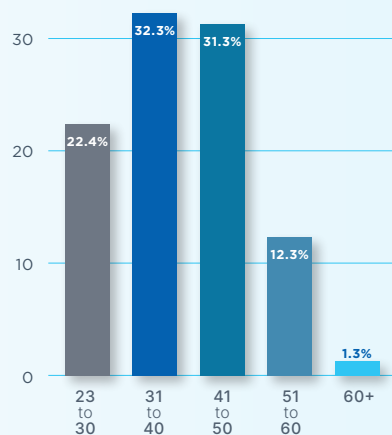
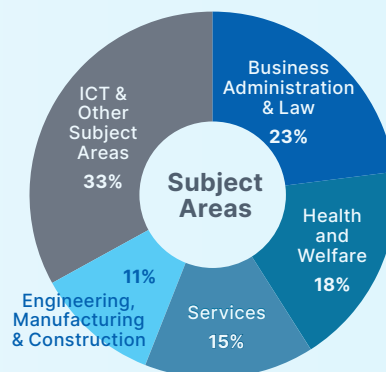
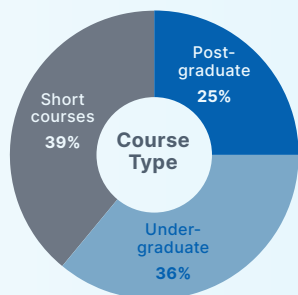


Figure 13: Age Profile of LLL at SETU



VISION

SETU as a leader in lifelong learning, driving socio-economic transformation and offering high quality, innovative, inclusive and flexible learning pathways.

MISSION

Deliver high-quality, flexible programmes that meet the needs of learners and the region.



	2025	2028
	Lifelong Learning Student Enrolments 5,000	Lifelong Learning Student Enrolments 6,000
	Learners from National Access Plan Target Groups 12%	Learners from National Access Plan Target Groups 20%
	Learners using RPL (Recognition of Prior Learning) 10%	Learners using RPL (Recognition of Prior Learning) 30%
	Micro-credentials for Smart Specialisations 10	Micro-credentials for Smart Specialisations 100
	Number of Post- Graduate Lifelong Learners 20%	Number of Post- Graduate Lifelong Learners 35%
	Lifelong Learning Programme Completion Rate: 80%	Lifelong Learning Programme Completion Rate: 90%
	Flagship Part-time Degree Programmes 2	Flagship Part-time Degree Programmes 6
	Lifelong Learning PhD Students 10	Increase in PhD students 50%
	Partnerships with Regional and National Bodies	Enhanced Strategic Regional and National Partnerships

Table 3: SETU's Lifelong Learning strategic ambitions for 2025 - 2028

Strategic Objective 1:

Lifelong Learning Portfolio: Innovation and Growth



- 1,000 Additional Lifelong Learning Students.
- 20% Increase in RPL use to 30%.
- 15% Increase in Postgraduate Level Students.
- 6 New Flagship Part-Time Degree Programmes.
- 6 New Work-Based Learning Major Award programmes.
- Business Development Unit and Faculty Incentive Scheme Established.

Strategic Objective 2:

Lifelong Learning Student Experience



- 10% Increase in Completion Rates to 90%
- Annual Lifelong Learning Student Survey from 2025-2026.
- Lifelong Learning Student Support Plan Developed and Implemented.
- University-Wide Lifelong Learning Supports for students and faculty.

Strategic Objective 3:

Lifelong Learning Engagement



- UNESCO Learning City Project Manager Appointed.
- Review SETU Lifelong Learning representation at relevant regional and national agencies and fora.
- Campus wide CRM for Lifelong Learning Developed and Operationalised.
- Review of all Linked Partners during AY 24/25.

Strategic Objective 4:

Lifelong Learning Research and Scholarship



- 2 National and 2 EU Research Funding Applications per year.
- Increase Funding Applications to €1m.
- Increase PhD Students by 50%.
- Increase Peer-Reviewed Faculty Research Outputs and Publications by 25% per year.
- Faculty of Education and Lifelong Research Strategy 2025-2028 Published.

Strategic Objective 5:

Lifelong Learning supporting Sustainable Development



- Embed sustainability within all areas of curriculum design, approval and deliver to ensure that all learners acquire the knowledge and skills needed to promote sustainable development.
- Align Faculty policies, procedures and metrics alongside the upcoming SETU Sustainable Development Framework (Strategic Action 9.3).
- Support Faculty staff in developing competencies in the area of Education for Sustainable Development (ESD) through Faculty training, seminars and CPD.

STRATEGIC OBJECTIVE

5

Recast the SETU curriculum to create a research-informed, internationalised curriculum across all campuses that will take account of changing patterns of employment, the centrality of equality, diversity and inclusion, and the opportunities associated with sustainability, new and developing technology, and civic and social needs.

5.4 NEW PROGRAMME DEVELOPMENT

SETU chosen to deliver new veterinary medicine programme

In 2022, the Higher Education Authority (HEA) initiated plans to expand capacity in health-related programmes, including veterinary medicine. Following a thorough independent assessment, SETU's proposal for MVB in Veterinary Medicine was successfully endorsed.

Minister for Further and Higher Education, Patrick O'Donovan, TD made the announcement alongside Minister for Agriculture, Food and the Marine Charlie McConalogue, TD at the National Ploughing Championships at Ratheniska in Co Laois.

"SETU is now poised to deliver an innovative veterinary medicine degree that prepares students for the realities of veterinary practice in rural Ireland. Our distributed model of clinical teaching, where students will complete their clinical rotations in practices across the south east, will be transformative for both the University and the region."

Professor Veronica Campbell, SETU President



Photo: Minister for Further and Higher Education, Patrick O'Donovan TD, pictured with SETU President, Prof. Veronica Campbell and the SETU veterinary medicine programme development team at the National Ploughing Championships at Ratheniska, Co. Laois in September 2024.

SETU to offer new innovative pharmacy programme

In October 2024, SETU welcomed its approval to offer a new Master of Pharmacy (MPharm) programme, aiming to address the skills demands of the healthcare sector and contribute to the vibrant pharma industry of the region.

The announcement by Minister for Further and Higher Education, Patrick O'Donovan TD aligned with SETU's strategic plan and builds on SETU's established expertise in pharmaceutical science and biosciences, underpinned by research at the Pharmaceutical and Molecular Biotechnology Research Centre (PMBRC).

"Pharmacy is a highly sought-after programme of relevance to the south east that will act as a magnet for talent, consistent with national and regional strategies. As the only university in the region, SETU is delighted to be chosen to provide this new pharmacy programme."

Professor Veronica Campbell, SETU President



5.5 UNIFIED TERTIARY DEGREES AT SETU

SETU is committed to integrating pathways for Further Education (FE) and Higher Education (HE), and key to this has been the deepening of formal progression partnerships with Kilkenny and Carlow Education and Training Board (KCETB), Laois and Offaly ETB (LOETB), and Waterford Wexford ETB (WWETB), under unified tertiary provision. Unified Tertiary Degrees allow for students to begin the first year of an SETU degree in a partner ETB, and to transfer seamlessly to SETU for the subsequent years to degree completion. The academic year 2024/25 saw an increase from two degree pathways to eight degree pathways across the three ETBs, in the areas of Business, IT, Health Science, and Tourism and Hospitality, with 91 students enrolled which accounts for 40% of the national numbers of unified tertiary enrolments.

SETU and LOETB:

- Bachelor of Science (Honours) in Software Development
- Bachelor of Business Studies (Honours)
- Bachelor of Science (Honours) in IT Management

SETU and KCETB:

- Bachelor of Science in Applied Healthcare
- Bachelor of Business in Hospitality and Tourism
- Bachelor of Science (Honours) in IT Management
- Bachelor of Science (Honours) in Public Health & Health Promotion

SETU and WWETB:

- Bachelor of Business in Business.



5.6 STUDENTS' FINAL YEAR PROJECTS AND EXHIBITIONS

BA Design (Visual Communication) Design Degree showcase

The students from the BA Design (Visual Communication) programme ran their final year design degree showcase in Waterford Central Library in May. This public exhibition was a partnership with Waterford Central Library, EU Direct, Creative Ireland, SETU's Creativity and Culture Research, and the Institute of Designers in Ireland.

Final-year Tourism and Event Management students & Wexford County Council evaluate key aspects of the Comhaltas Fleadh Cheoil na hÉireann 2024

Final-year Tourism and Event Management students partnered with Wexford County Council to evaluate key aspects of the Comhaltas Fleadh Cheoil na hÉireann 2024, which attracted an estimated 650,000 visitors to Wexford. Using primary research, students assessed festival quality, pricing, marketing effectiveness, operations and site design. The findings were presented formally to Wexford County Council to inform planning for Fleadh 2025.

Wexford's BA (Hons) in Arts programme community-connected art initiatives

Students from Wexford's BA (Hons) in Arts programme engaged in a range of community-connected art initiatives as part of the 'socially engaged practice' module. Partners included

Men's Shed, Tidy Towns, KITE and the Ukrainian community in Enniscorthy, creating inclusive art experiences and fostering civic awareness. Outcomes were exhibited at the 'Social Canvas' exhibition as part of SETU's Foundation Day 2025 event in Wexford Arts Centre.

Digital Marketing students link with 'Google for Nonprofits Marketing Immersion Project'

Seventeen non-profit organisations from five countries benefitted from the efforts of Digital Marketing students, as part of the link with 'Google for Nonprofits Marketing Immersion Project'. The students developed digital marketing plans and managed over \$165,000 in ad spend, placing over one million ads and developing new skills while the campaign infrastructure created will have on the organisations that participated.

International Business and Marketing students conduct research aligned with Ireland's Town Centre First policy

International Business and Marketing students collaborated with Carlow and Laois County Councils' Town Centre First teams in Ballylinan, Co Laois and Bagenalstown, Co Carlow to conduct research aligned with Ireland's Town Centre First policy. The findings were presented at the EU Parliament in Brussels and to MEP Cynthia Ní Mhurchú highlighting the project's regional and European impact.



Photo (L-R): SETU art students Clodagh Dempsey and Emma Daly proudly showcase the collaborative artworks they created with the Ukrainian Community Group at Wexford Arts Centre.



International Business and Marketing students visit Brussels.

STRATEGIC OBJECTIVE

6

Reorganise and enhance our learner support infrastructure and learning environment, encompassing all aspects of the student experience, to ensure opportunities for active, equitable and inclusive participation of all our learners in all aspects of university life, and position SETU as a leader in how we enable learner success.

5.7 STUDENT EXPERIENCE

SETU places students at the centre of all activities. The University has ambitious but achievable plans to further enhance the SETU student experience.

Enhancement of access, support and belonging, as well as deepened student engagement and amplification of the learner voice underpin many of the initiatives that the Student Experience team have developed in the past year.

SETU Student Survey 2025

In May 2024, the Student Experience Committee acknowledged the importance of gathering data pertaining to student experience to inform decision making. With the national student survey, studentsurvey.ie, under redesign, the Student Experience Committee agreed to develop and deploy SETU's first university wide student survey.

The survey provided comprehensive feedback from SETU students to inform curriculum, programmatic reviews and other developments including sustainability, EDI and civic and social needs of our diverse student body.

Key findings from the survey include:

- The SETU score for Supportive Environment in 2025 was the highest score achieved to date by SETU.
- Students were asked a series of questions on the theme of belonging, with 63% feeling like they belonged at SETU, 76% being content with their friendships at SETU, and 73% believing that SETU fosters an inclusive and welcoming environment (Figure 14).
- The SETU Student Survey 2025 also consisted of a number of open-ended questions.

Students were asked what three words or values come to mind when they think of SETU's brand. There were 1,000 valid responses which showed that inclusive, inclusivity and inclusion made up three of the top ten most frequent words used by respondents. Education, community, support/supportive and welcoming were other frequent words used by students.

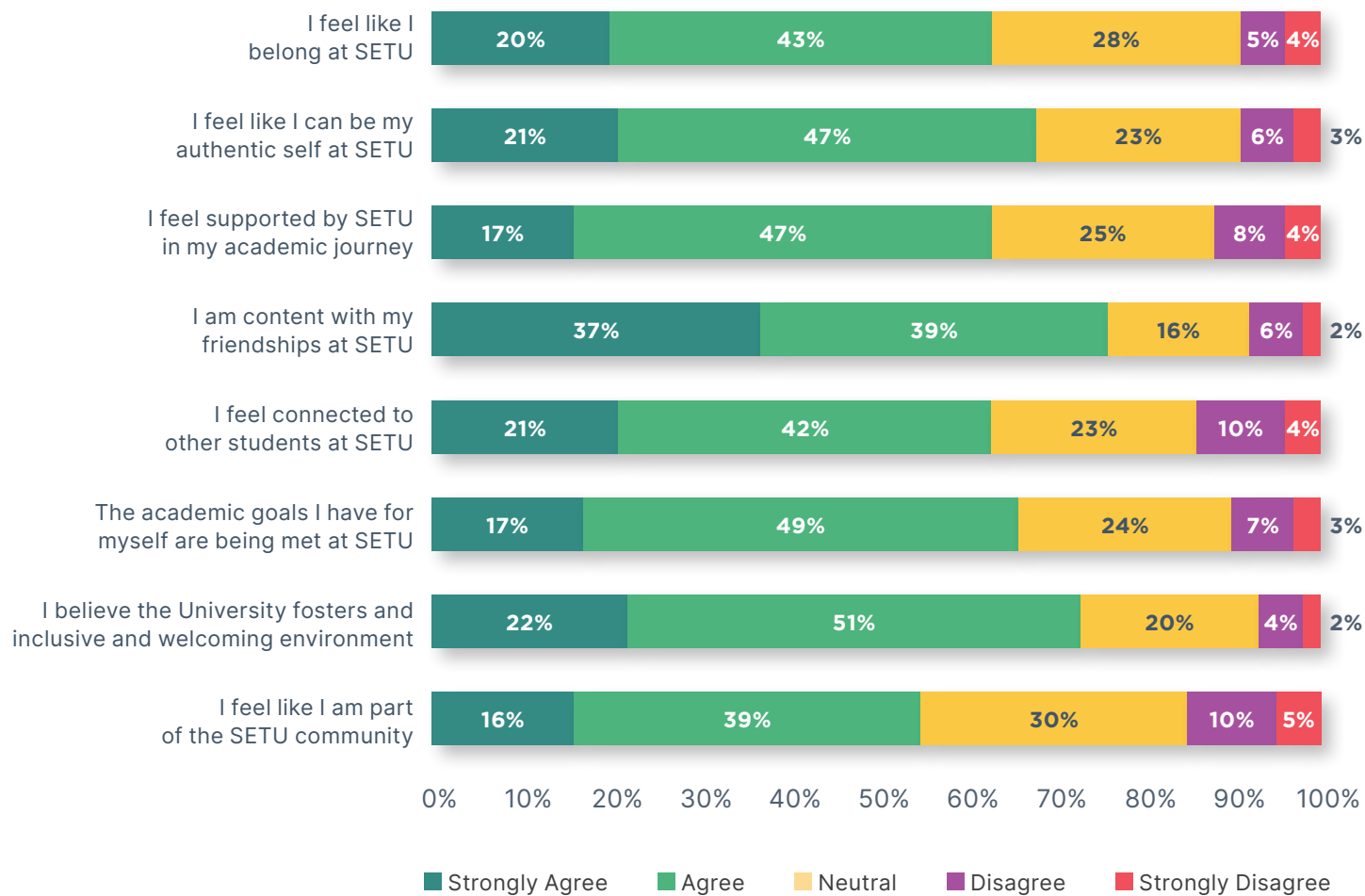


Figure 14: Responses to the questions on the theme of belonging from the SETU Student Survey 2025
(No. of responses range from 1,661 to 1,806)

2,528

students attended
**SETU'S ONLINE
ORIENTATION
SESSIONS** in
September 2024

3,000

first year students
attended **SETU'S
ON CAMPUS
ORIENTATION**

5.8 STUDENT SUPPORT SERVICES

On Campus Orientation 2024/25

SETU Student Support Services provides a range of supports that are focused on helping students both during the transition to third level and throughout their time at SETU. The Student Support team works with students on a wide variety of issues, including personal and academic concerns. Below is a list of services provided by SETU Support Services:.

- Access Supports
- Career Development Services
- Counselling Services
- Disability Support Services
- Medical Services
- Peer Mentoring Programme (P2P)
- Student Assistance Fund (SAF).

Student Support Services - Spotlight Series

(i) Careers Development Centre

SETU has placed a strong strategic focus on student career development and student employability. In support of this the Careers Development Centre plays a key role in empowering students and graduates for their future careers. This is achieved through strategic employer engagement, close collaboration with academic departments and the delivery of high-impact events and services which have

culminated in strengthened the position of the University as a key driver of career development and graduate employability.

The Careers Development Centre has been recognised as a national leader, winning awards six years in a row at the national Gradireland and Association of Higher Education Guidance Services Award.

(ii) Access Initiatives: Creative Writing Workshop

Through the PATH 5 Initiative, the Creative Writing Workshop was developed in partnership with National Traveller and Roma Inclusion Strategy (NTRIS) as an educational and culturally appropriate project with Traveller students in the south east region and rolled out in September 2024. Published author Caroline Busher facilitated a total of 24 writing workshops from September to December 2024, in four primary and two post-primary schools in Wexford County, engaging with 45 traveller students, assisting them in writing individual stories about their family culture and traditions. As well as improving their literacy skills, the students engaged very well and benefitted greatly.

PATH 3 funded projects focused on supporting Traveller access, transition and success in education by developing targeted initiatives to enhance Travellers' experience in education.

more than €1.8 million

in **STUDENT ASSISTANCE FUNDING** distributed to

1,584 full-time students

3,128

scheduled
**INDIVIDUAL
COUNSELLING**
sessions

1,373

students registered
for **DISABILITY
SUPPORT** in the
2024/25 academic
year

3,625

MEDICAL VISITS

244

same-day **URGENT
ASSESSMENT
APPOINTMENTS**
attended

(iii) Peer Mentoring Programme - P2P

SETU's Peer Mentoring programme, involves the recruitment and training of students in second year and above to act as Peer Mentors to incoming first year students. This programme has an integral role in supporting the transition to university. Peer Mentors act as a social support throughout students' time in first year, informing them of college supports and activities. There was a total of 308 Peer Mentors in 2024/25 and 39 senior mentors. SETU also ran a variety of other initiatives and activities to enhance student transition and engagement and these included:

- Themed Weeks
- Student Support Services weekly newsletter
- Student Support Services Desk
- Just Ask Stand
- SETU Connect Fest in conjunction with EU Conexus and Clubs & Societies
- Academic Writing workshops
- Social Media Campaigns (e.g. Positivity week)
- Conducted Student Feedback
- Rock Painting.

1,350

STUDY SPACES
across 4 libraries

Research Supports

Irish Research electronic Library (IREL) membership

Representation at National Open Research Forum projects

Funding secured for an SETU Institutional Repository

345

LIBRARY TRAINING SESSIONS delivered to staff and students covering:

- Sourcing information
- Referencing
- Academic Integrity
- Artificial Intelligence Literacy

N-TUTORR

TWO LEARNING LABS/STUDY PODS



Photo L to R: John Maher, Chair Centre for Newfoundland and Labrador Studies, David Kyffin, Head of Political and Public Affairs at the Embassy of Canada, Dr Eugene Broderick, Terry O'Brien, Head of Library Information Services, SETU (Waterford), Dr Suzanne Denieffe, Head (Waterford) Faculty of Arts and Humanities, Kieran Cronin, Special Collections, Heritage and Outreach Librarian.

Library

Throughout this reporting period SETU Library has continued to deliver a high-quality library service to all library users. Extensive engagement was carried out by the library at many levels to participate widely in university life and showcase library resources.

Special Collections

To commemorate the 75th anniversary of Newfoundland and Labrador joining Canada (1949–2024), SETU Libraries and the Centre for Newfoundland and Labrador Studies, hosted The Three Sisters Lecture Series, a collection of Canadian-themed lectures from international experts celebrating the province's cultural and historical contributions.



Launched in 2014, the Library Junior Access Programme continues to be delivered through the Luke Wadding Library in partnership with the SETU Access Office (Student Life and Learning) and six local schools. The 2024/25 programme welcomed new participants to the Cork Road Campus, reinforcing SETU's ongoing commitment to access and inclusion.





5.9 SPORT AT SETU

Sports, Clubs & Societies

SETU's vibrant sporting community continued to thrive, supported by over 80 sports clubs and societies and more than 5,000 active members across the Carlow, Waterford, and Wexford campuses. This strong participation base contributed significantly to the depth and quality of performances throughout the year.

In athletics, podium finishes were secured at indoor and outdoor meets, highlighted by gold, silver, and bronze medals at the IUAA Championships. Basketball enjoyed a standout year, with the women's team winning both league and intervarsity titles, alongside individual All-Star honours. Boxing produced further success with multiple national medals, while esports, golf, GAA handball, karting, kayaking, powerlifting, and rugby all added to the medal count with championship victories and representative honours.

Recognition for SETU athletes also reached far beyond the campuses. Students received Student Sport Ireland awards, national honours in GAA, camogie, and ladies' football, and international call ups across soccer, basketball, athletics, cycling, GAA handball, and martial arts.

In addition to these competitive achievements, SETU's broad array of non-competitive sports, recreational clubs, and student societies continued to enrich university life. With thousands of students participating, these groups provided inclusive opportunities for participation, personal development, and community building, ensuring that students of all interests and abilities were supported within a diverse and welcoming university environment.

In November 2024, the SETU Waterford GAA Club announced a three-year sponsorship deal with Waterford engineering firm Weltec Engineering. Off the field, SETU Novus secured the rights to host the 2026 World GAA Games in the SETU Arena, while the University also welcomed major national events, including the Cairn Community Games Track and Field and Outdoor

Team Championships at the South Sports Campus and the M Donnelly GAA Wheelchair Hurling & Camogie All-Ireland Finals in Carlow. These milestones further strengthened SETU's commitment to inclusive sport and community engagement.

Additional highlights included another significant milestone with the SETU Waterford Wildcats capturing their first Women's Super League Regular Season Championship since 2001. Together, these achievements highlight not only the dedication and talent of SETU's student athletes but also the depth, diversity, and resilience of the University's sporting community.



SETU's Wildcats

High performance student athletes studying at SETU



Katie Corrigan

BA (Hons) in Sports Management and Coaching (Rugby Year 2) and SETU Sports Scholar

Irish Women's 6 Nations Squad 2024 (4 tries) & Women's National 7s Squad for the World Games



Grace Fitzpatrick Ryan

BSc (Hons) in Sports Rehabilitation and Athletic Therapy (Year 2) and SETU Sports Scholar

Selected for the Irish Women's U19 team for the UEFA European Championship Qualifiers Squad



Kyle Jordan

BSc (Hons) in Quantity Surveying (Year 3) and SETU Sports Scholar

U19 Singles & Doubles World Handball Champion 2024



Meabh O'Connor

BSc (Hons) in Construction Management & Engineering (Year 4) and SETU Sports Scholar

Top 10 World Race Walking Tour U23 10km (Slovakia)



Amy Rushton

BSc (Hons) in Sports Rehabilitation and Athletic Therapy (Year 3) and SETU Sports Scholar

Selected for Ireland University 7s Women's Squad – World University Rugby Sevens Championship



Abbie Cullen

BA in Applied Social Care (Year 3) and SETU Sports Scholar

ICO World Kickboxing & Karate Championships: 2 Gold, 1 Silver



Kate Hickey

BA (Hons) in Early Childhood Education (Year 4) and SETU Sports Scholar

Senior Irish Women's Basketball Squad; Waterford Sports Award (February 2025)



Adam Nolan

BSc (Hons) in Sports Rehabilitation and Athletic Therapy (Year 3) and SETU Sports Scholar

National Senior Sprint Hurdles Champion; Ireland 110m hurdles representative at the 2025 European and U23 Championships.



Mary Phillips

BA (Hons) in Sports Management and Coaching (Soccer Year 3) and SETU Sports Scholar

Selected for the Irish Women's U19 team for the UEFA European Championship Qualifiers



Irish Colleges & Universities Men's Soccer Team 2024-25

- Dean Larkin (BA Accounting, Year 2)
- Jesse Dempsey (BA Arts, Year 2)
- Callum Thompson (BA (Hons) in Civil Engineering (Year 2))
- James Crawford (BA (Hons) in Sports Management and Coaching (Soccer Year 1))
- Thomas Considine (BA (Hons) in Sports Management and Coaching Year 4)

Student Sport Ireland Awards 2024-25

Kate Hickey – Basketball Excellence and National Recognition

Final-year BA Early Childhood Care & Education student, Kate Hickey led the SETU women's basketball team to a historic double: Basketball Ireland Colleges Women's B League and Intervarsity titles. Her leadership and performance earned her a place on the Intervarsity All-Star Team, selection to the Senior Irish Women's Basketball Squad, and the prestigious Student Sport Ireland Sports Person of the Year 2025 award. Kate also received a Waterford Sports Award in February 2025—a fitting tribute to an outstanding year on and off the court.

Ellen Donnelly – Driving Change in Motorsport

Second-year BA Marketing & Digital Media student Ellen Donnelly made history on and off the track. She won gold at the DCU All-Female Karting Competition and was recognised nationally with the Student Sport Ireland Leadership Award 2025. Ellen's success celebrates both sporting excellence and the growing presence of women in motorsport.

[Student Sport Ireland Awards 2024-25](#)

Graduates' Achievements 2024-25

Linda Kelly with Katie-George Dunlevy – Gold, Women's B Tandem Road Race, 2024 World Road Cycling Championships (Zürich). Awarded Irish Times / Sport Ireland Sportswoman of the Month (August 2025). (Graduate, BSc Health & Exercise Science)

Marcus Lawler (SETU Athletics Development Officer) – Member of Ireland's 4×100m Relay Team; set new National Record at the European Team Championships Division 2 (Maribor, June 2025) (Graduate, MSc in Strength and Conditioning).

Our Community Engagement 2024-25

Hosting Rights for the 2026 World GAA Games

SETU Novus was awarded the hosting rights for the 2026 World GAA Games, which will take place at SETU Arena. This successful tender highlights the University's reputation as a leading venue for major national and international sporting events.

[World GAA Games](#)



National Events

Throughout the year, SETU continued to serve as a central hub for national sporting activity. The University hosted the Cairn Community Games Track and Field and Outdoor Team Championships, drawing participants and supporters from across the country. SETU South Sports campus also hosted the 2025 AAI Games with a packed two day schedule where some of Ireland's top senior and masters athletes battled it out on the track and in field events in July.

[Cairn Community Games Track and Field and Outdoor Team Championships 2025](#)

[GAA Wheelchair Hurling/Camogie All Ireland Champions](#)

6 OUR ENGAGEMENT



STRATEGIC OBJECTIVE

7

Lead and deepen strategic partnerships with government, local authorities, education sector, public sector, enterprise, culture, voluntary and community organisations within the south east to maximise regional cohesion and impact, enhance capacity to plan for and respond dynamically to current and emerging skills and educational needs of employers, and to enhance regional productivity, growth and sustainability.

6.1 REGIONAL ENGAGEMENT

SETU's role as an anchor institution within the south east region is a key tenet of our strategy. An endorsement of the University's position within the region was reflected in the commendations of the QQI Institutional Review of South East Technological University (CINTE review 2024). The International Review Panel's final report commended SETU on the 'regional support it enjoys as an anchor institution, and its commitment to driving the success of the south east of Ireland as a global leader in specific areas of the economy'.

"The review team commends SETU on its close and strategic engagement with industry and employers to ensure that its academic training offer and research portfolio continue to remain relevant to the skills needs of the region, and for its commitment to incorporate work placement across its programmes to support the development of workplace ready graduates."

SETU CINTE COMMENDATION 2025

Key Highlights 2024 - 2025

Regional Innovation and Enterprise Collaboration

In 2025 a new scholarship in automation engineering, 'Autom8' was established in collaboration with regional automation/biopharmaceutical firms – Bausch + Lomb, Teva, Sanofi, Integer and MSD. SETU scholars on this programme will be supported financially, through mentorship and employment opportunities throughout their four years of study.

SETU, 'Engineering the South East Cluster' and Waterford Chamber hosted the national Toys4Engineers Expo at the SETU Arena in October

2024. With over 100 exhibition stands from start-ups to leading multinationals, the event is a showcase of talent, technology and employment opportunities available across all the engineering disciplines in the south east.

Educational Partners & Regional Skills

SETU and the Irish Defence Forces Partnership receives national award



Photo L to R: Colonel Johnny Whittaker, Director of Defence Forces Training and Education, David Denieffe, Chief Operations Officer at SETU, James Lawless, TD, Minister of Further and Higher Education, Research, Innovation and Science and Dr Frances Hardiman, Head (Carlow) Faculty of Engineering and Built Environment at SETU at the announcement of Performance Funding 2024 awards.

The HEA awarded €1 million to SETU to expand its pioneering education pathways for members of the Irish Defence Forces. The funding, awarded under the HEA's Performance Funding Framework 2024, recognises SETU's collaboration with the Irish Defence Forces and supports further development of tailored education programmes that address skills gaps, support public service reform, and provide enlisted personnel with access to higher education opportunities that were previously out of reach.



Photo: ESB managers and instructors together with SETU key personnel sign a collaboration agreement.

SETU and Waterford Airport

SETU signed a MoU with Waterford Airport to develop a National Aerospace Academy, specialising in Unmanned Air Vehicles (UAVs). This collaboration will support offshore renewable energy sector in the south east, fostering climate-focused research and further strengthening Ireland's aerospace ecosystem. This partnership builds on SETU's strong networks in the aerospace and aviation sectors. Correspondingly, SETU established a new Aircraft Mechanic apprenticeship and has launched a postgraduate Masters programme in Engineering in Flight Test Engineering at its Carlow campus.

“ SETU's partnership and collaboration with Waterford Airport and its newly achieved EASA compliance, combined with its outstanding academic training via its aerospace programmes, ensures the south east region will continue to drive innovation in this sector.”

Cynthia Ní Mhurchú, Member of the European Parliament (MEP)

SETU and ESB Networks Training

SETU's Extended Campus and ESB Networks Training formed a new collaboration in 2025 centred on shared commitment to education, skills development and technological innovation. An initial priority is the development of an SETU-accredited training programme in Electrical Network Operations. Access to vital infrastructure, including high-voltage substations, will provide learners with invaluable, hands-on experience in real-world environments-ensuring Ireland's energy workforce is prepared for the challenges and opportunities of the future.

SETU Leading Health and Wellbeing in the Community

SETU supported a growing number of regional health-based initiatives that strive to improve the health and wellbeing of our region's citizens. Examples of these include:

- A postgraduate scholarship led to the development of the National Physical Activity Guidelines for Chronic Conditions and for pregnant and

postpartum women, a programme commissioned by the HSE's Healthy Eating and Active Living team and led by SETU. The guidelines were launched in June 2025.

- A partnership with the Department of Geriatric Medicine UHW and Tirlán targeted research to assist frail older adults.
- SETU collaborated with UPMC informing the development of the UPMC ExWell Medical Programme at SETU Arena, an exercise intervention programme for men with prostate cancer.
- A collaborative health initiative with Éist Cancer Support Centre and Carlow Older Persons Forum, worked to support older adults' physical health across the region.

A unique six-week introduction to university programme saw Professional Social Care Practice students learning alongside adults with intellectual disabilities from the Cairdeas Centre in Carlow. This NTUTORR-funded initiative fostered mutual learning, inclusion, and professional development, culminating in a joint presentation at Social Care Ireland 2025.

SETU supporting Arts, Culture & Community Engagement



MoU with Coláiste na Rinne

SETU and Coláiste na Rinne formed a new partnership to strengthen and enhance Irish language education, culture, and heritage in the south east region. Through the signing of a MoU, the agreement seeks to support the cultural and economic development of Gaeltacht na nDéise.

“We are very pleased to work with an ambitious and dynamic university like SETU in support of the cultural, social and economic development of the Gaeltacht and the wider south east region. This new partnership will further strengthen our role and enhance our ability to offer new and exciting educational programmes to people who, in our experience, are hungry to learn more of our language”.

Críostóir Ó Faoláin, Director of Coláiste na Rinne



Foundation Day 2025

SETU's Foundation Day 2025 focussed on the theme 'Connecting our Communities'. In partnership with sporting, arts and volunteer organisations nationally and regionally. SETU held three showcase events across the region involving external stakeholders, students and staff to demonstrate the impact which SETU has on our wider regional communities. Keynote speakers included Senator Aubrey McCarthy, founder and Chair of Tiglin, Tom Ryan, Director General of the GAA and Elizabeth Whyte, CEO, Wexford Arts Centre.

Calmast leading STEM Public Engagement

In 2024/25, Calmast, SETU's STEM engagement hub, significantly expanded its reach across the south east. As the regional lead for STEM activities, Calmast coordinated three of Ireland's nine Science Week festivals, delivering 324 events and engaging over 21,000 participants across Kilkenny, Carlow, Waterford, Clonmel, and Wexford. These efforts were supported

by Research Ireland, industry partners, local authorities, and community organisations.

Calmast also launched a new cyber security programme in collaboration with industry and 18 schools, while continuing to lead Maths Week nationally, engaging 520,000 participants across the island of Ireland. Regional development was further strengthened through its STEM cluster network, which brought together 80 members from Waterford, Wexford, Clonmel, and Kilkenny.

The hub supported both summer and winter editions of the Robert Boyle Schools- — partnering with the RDS for the winter programme-and led the third year of the ACT STEAM Climate Action Project, which reached over 2,000 people through 10 initiatives aligned with the UN Sustainable Development Goals.



SETU, supported by enterprise across the region, welcomed over 1,000 second level female students to Women in Technology 2025 Showcase at SETU Arena in March.

STRATEGIC OBJECTIVE

8

Partner internationally to extend our reach and maximise our impact, enhance our attractiveness and reputation, and to drive an inclusive, outward-looking region.

6.2 INTERNATIONAL ENGAGEMENT

A Globally Connected University Community

From its foundation, SETU has embraced internationalisation as central to its mission. In 2024–2025, this commitment was given renewed focus with the unveiling of SETU’s new Global Engagement Strategic Plan, Global Minds, Global and Local Impact 2024–2028. The plan sets out a clear vision: to foster a globally connected university community enriched by diverse perspectives, experiences, and networks; one where graduates thrive in an interconnected world and staff are empowered to lead on the global stage.

The mission underpinning this vision is equally ambitious: to enrich SETU’s environment through global engagement, to create opportunities for our people and our economy, and to strengthen the south east region as an inclusive, globally connected hub of innovation and growth. Developed through a broad consultative process, the plan identifies five strategic priorities, 18 objectives, 55 actions, and measurable outcomes that will guide SETU’s international strategy to 2028.

OUR VISION

GLOBAL MINDS,
GLOBAL AND LOCAL IMPACT

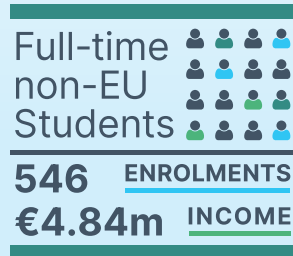
A globally connected university community with diverse cultural perspectives, international experiences, global partnerships and networks, nurturing graduates that thrive in an interconnected world, and empowering faculty to lead in their fields.

OUR MISSION

GLOBAL MINDS,
GLOBAL AND LOCAL IMPACT

To cultivate a sustainable and collaborative approach to internationalisation that enriches our environment, creates exceptional opportunities for our people and economy, and fosters the growth of an inclusive globally connected region.

SETU 2023



Erasmus+ MOBILITY

211 PARTNERSHIPS
256 INCOMING, 40 OUTGOING (STUDY)
19 OUTGOING TRAINEESHIPS
29 BIP (BLENDED INTENSIVE PROGRAMMES)
22 OUTGOING STAFF, 22 INCOMING STAFF



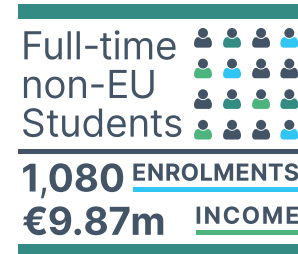
53% of over 1,000 research papers co-authored with SETU researchers involved 1,047 organisations across 104 countries

co-authored RESEARCH PUBLICATIONS

Transnational Education

559 ENROLMENTS
95 ^{NFQ L7} GRADUATES

SETU 2028



Erasmus+ MOBILITY

236 PARTNERSHIPS
200 INCOMING, 80 OUTGOING (STUDY)
30 OUTGOING TRAINEESHIPS
90 BIP (BLENDED INTENSIVE PROGRAMMES)
35 OUTGOING STAFF, 35 INCOMING STAFF



ish INTERNATIONAL STUDENT BAROMETER
Exceed overall Global ISB and Ireland ISB satisfaction ratings across all categories, with top 3 placement for employment/career support for Ireland ISB and European ISB.

Transnational Education

2,120 ENROLMENTS
520 ^{NFQ L7 L8 & L9} GRADUATES



GROWTH AND IMPACT 2024–2025

Student Diversity

up from 16.7% the previous year

Nearly **19% of SETU students** in Ireland held nationalities other than Irish, representing **120 nationalities**.

1,624 TNE Students

Mobility

Erasmus and other mobilities continued to thrive

464 students

76 staff

Full-time International Students

8.8% of the total full-time student population

1,105 International Students

755 non-EU Students

3% annual increase

€6.1m non-EU income

18.7% annual increase

Global representation

A new network of international educational representatives was established, fully aligned with Ireland's Code of Practice for International Learners and the TrustEd Ireland framework, ensuring excellence in recruitment and support.

Expanding Partnerships and Agreements

During 2024–2025, SETU signed a number of new agreements that further broadened its international footprint:

Non-EU International

India: MoU with Kamla Nehru Mahavidyalaya University (KNM).

China

MoU with Shanghai Institute of Tourism; two new SLAs with Nanjing University of Information Science and Technology (NUIST).

Erasmus+ Agreements

SETU has agreement in place with universities in:

France / Austria / Belgium / Germany / Hungary / Poland / Romania / Spain / Switzerland.

With new collaborations in Blended Intensive Programmes (BIPs) with partners in **Austria / Germany / Belgium / Turkey / Czech Republic / Greece and Portugal** in health and welfare.



STRATEGIC PRIORITIES



GLOBAL OPPORTUNITIES

Enhancing talent attraction across students, researchers, and staff from Europe and beyond, with the dual aim of diversifying SETU and strengthening the south east's links to global markets, industries, and ideas.



GLOBAL STUDENT EXPERIENCE

Committing to excellence in the international student journey through systematic feedback, global benchmarking, and statutory quality assurance.



GLOBAL PARTNERSHIPS AND NETWORKS

Refining our partnerships to prioritise those with greatest strategic impact, strengthening SETU's global profile and creating new pathways for growth.



INTERNATIONALISATION AT HOME (IaH)

Ensuring every student benefit from international perspectives through curriculum design, intercultural initiatives, and engagement with global challenges.



GLOBAL RANKINGS AND REPUTATION

Building SETU's profile to secure a place in leading global rankings by 2028, while expanding international accreditations as a signal of trust and ambition.

SETU Erasmus+ Partnerships

Visit of HUAHE President



On 17 December 2024, SETU was honoured to welcome Dr Yin Xinming, President of Henan University of Animal Husbandry and Economy (HUAHE), and her delegation to SETU. This marked Dr Yin's first visit to Ireland since her appointment one year earlier. The itinerary included high-level meetings with SETU leadership, campus tours, engagement with HUAHE lecturers training at SETU, a local farm visit, and cultural experiences at Borris House and Kilkenny.

Visit of NUIST President



In July 2025, SETU welcomed President Chen Haishan and colleagues from the Nanjing University of Information Science and Technology (NUIST) to Ireland. NUIST is one of SETU's longest-standing Chinese partners and SETU-NUIST's Joint Institute is a flagship model of Sino-Irish higher education collaboration. The delegation's visit included strategic meetings with SETU leadership and discussions on expanding cooperation in areas such as ICT, engineering, sustainability, and student mobility.

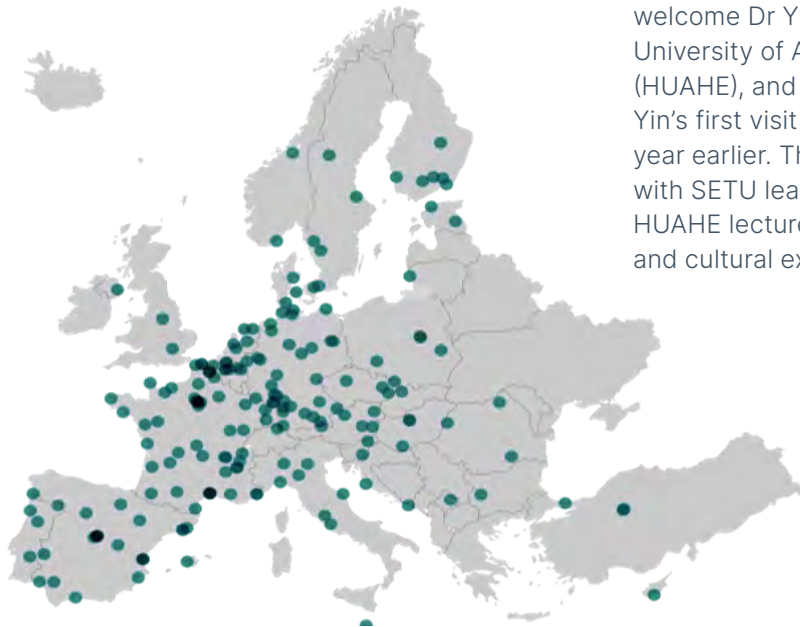


Figure 15: SETU's Erasmus+ Agreements across Europe

Research with Global Reach

SETU's research profile continues to expand globally. Between 2020 and mid-2025, SETU researchers co-authored nearly 1,200 papers with over 1,200 institutions in 107 countries. The University's strongest collaborations were with colleagues in the UK, USA, China,

Italy, Australia, Spain, Brazil, France, Germany, and Japan. Importantly, SETU researchers are already collaborating with 15 of the world's top 20 universities, as ranked by Times Higher Education in 2025.

Visit of the Ambassador of Morocco



In December 2024, SETU was delighted to welcome His Excellency Mr Lahcen Mahraoui, Ambassador of Morocco to Ireland. The visit focused on exploring opportunities for international collaboration in Agriculture and Land Sciences, reflecting SETU's growing global reach in disciplines critical to food security, sustainability, and regional development.

Visit of the Embassy of South Africa

On 10 March 2025, SETU was honoured to welcome Her Excellency Ambassador Nicolette Schreiber, accompanied by Counsellor Political Ms Mabet van Rensburg and Information Officer Ms Charlene Hiscock from the Embassy of South Africa in Ireland. The delegation engaged with SETU colleagues on opportunities for strengthening international relations, research collaboration, and innovation partnerships.



US University Familiarisation Visit



In April 2025, SETU warmly welcomed a delegation of senior US university counsellors and international education leaders as part of an Education in Ireland familiarisation (FAM) programme. This was a landmark occasion, as SETU became the first technological university in Ireland to host such a visit, providing many participants with their first direct experience of Ireland's new university sector.

Delegates represented some of the United States' most respected higher education institutions, including:

- Texas A&M University
- Forum on Education Abroad
- Ball State University
- University of North Carolina at Chapel Hill
- Averett University

- University of South Carolina
- University of Kansas
- Salve Regina University
- University of South Dakota
- Appalachian State University
- Baylor University
- Elmhurst University
- Stonehill College
- California Polytechnic State University, San Luis Obispo
- Norwich University.

This first-of-its-kind visit showcased SETU's facilities, academic strengths, and strong regional connections, while opening new pathways for collaboration and student mobility. It also positioned SETU at the forefront of transatlantic engagement, reinforcing the south east's growing global reputation as a destination for international study.

Looking Ahead

SETU Global is not only about the international growth of the University, it is about transforming the south east into a region of greater opportunity, influence, and impact. Every international student welcomed, every partnership formed, and every research collaboration, deepens Ireland's connections to the world while ensuring that the south east remains a dynamic hub for innovation and talent.





7 SUSTAINABILITY



STRATEGIC OBJECTIVE

9

Ensure sustainable development is embedded in SETU's leadership, governance and operations, and that the SETU community of staff and students are sustainably aware and incorporate sustainable practice into daily university life.

7.1 CLIMATE ACTION ROADMAP

SETU has published its third Climate Action Roadmap which is updated based on the latest version of the Climate Action Mandate (September 2024). The University continues to make progress on the targets included in Climate Action Roadmap (CAR) and plans to further reduce emissions and meet decarbonisation and energy efficiency targets.

As reported through the SEAI Monitoring & Reporting System, SETU had, by December 2024, achieved a 45.2% improvement in energy efficiency as measured against the baseline figures taken between 2006 to 2008. In 2024, total CO₂ was 3,854,230 kgCO₂ or 34.2% below the 2016 to 2018 baseline of 5,853,092 kgCO₂.

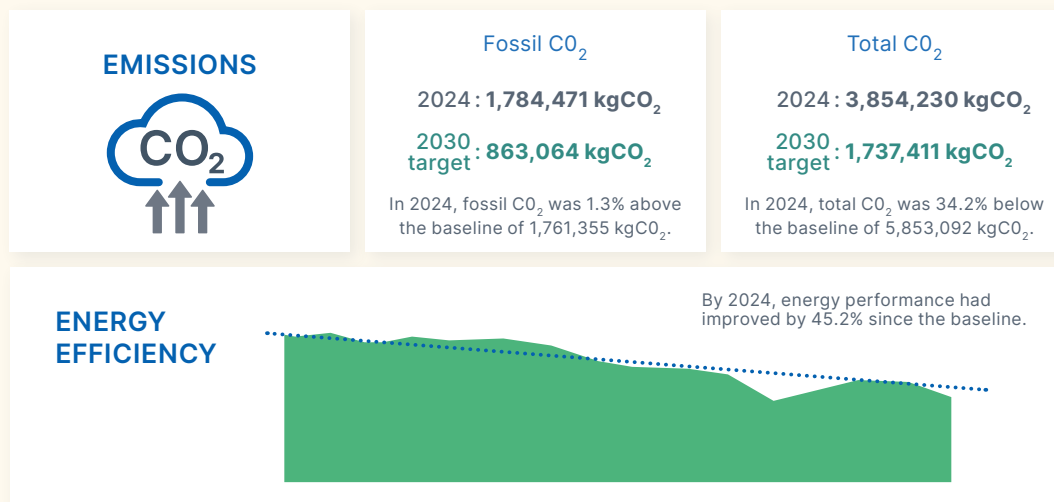
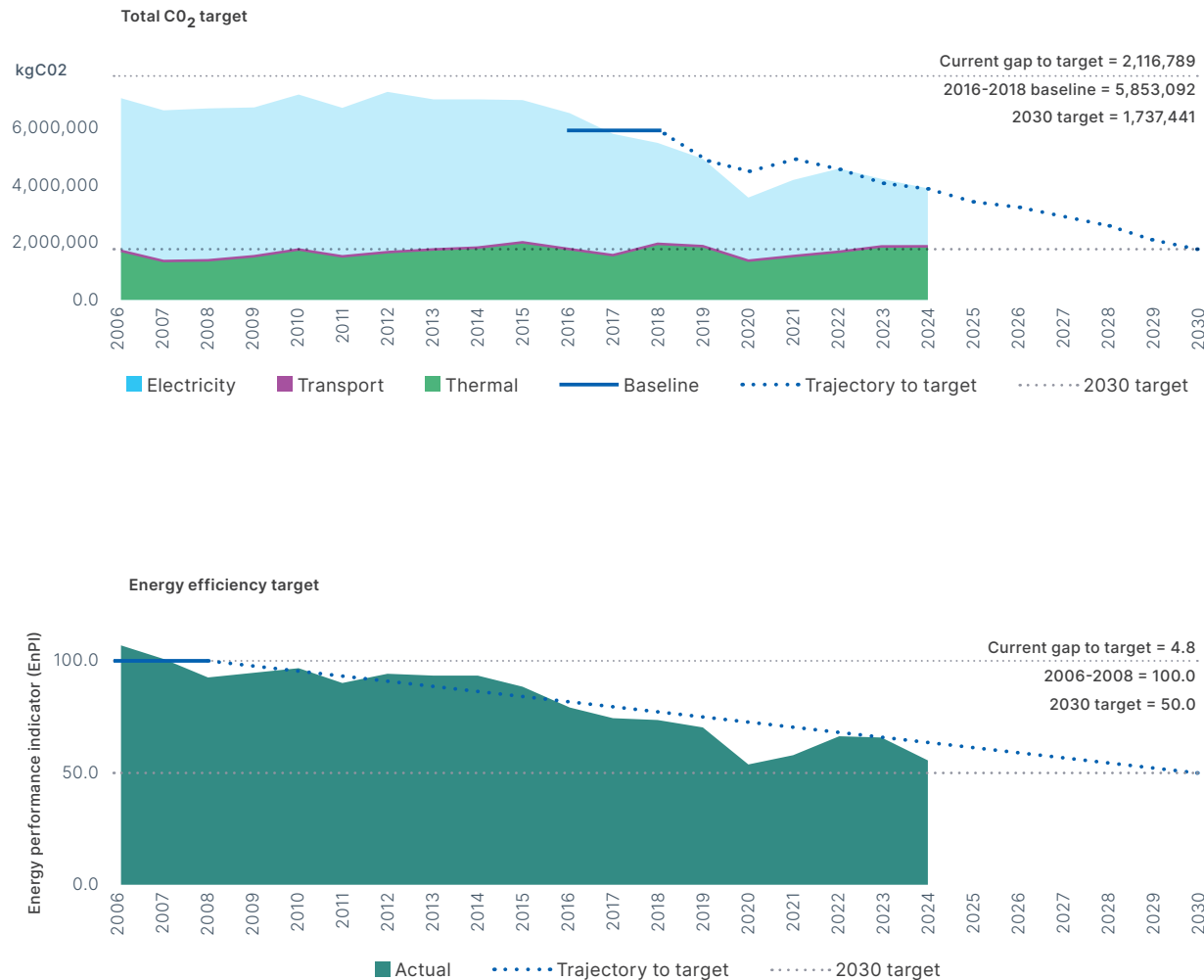


Figure 16: SEAI Monitoring & Reporting System platform interface for emissions targeting and energy efficiency.



Figures 17: SEAI Monitoring & Reporting System graphs to illustrate progress

Key initiatives during this reporting period include:

- Participation in the SEAI ISO50001:2018 Accelerator energy management programme, SI426 energy audit completed across all campuses
- Appointment of a climate action manager and a sustainability education lead
- Energy Team and an Executive Management Team (EMT) Sustainable Development Committee convened;
- Hosted numerous sustainability focused courses, events, activities and training programmes for students and staff including 'Climate Leadership Training' for all senior and middle management staff and members of the energy team and Sustainable Development Office;
- In collaboration with Carlow County Council, a major active travel project is ongoing on the Kilkenny Road campus.

7.2 FOCUS ON CLIMATE AND BIODIVERSITY

SETU held its inaugural Climate and Biodiversity Week and, in collaboration with partners across the region, hosted a suite of events to focus attention on climate and biodiversity. Activities included circular economy initiatives for students including a Junk Koture Design Exhibition, clothing swap and repair workshops, an early childhood forest school, and events exploring energy use, active travel, changing weather patterns and climate adaptation.

A series of 'family flower beds' were installed by students and staff from the BSc in Horticulture on the Cork Road campus to serve as a teaching tool showcasing plant family diversity, identification traits, ecological significance, and culinary and medical uses, while also supporting biodiversity and enhancing campus spaces.



7.3 FOCUS ON SUSTAINABLE DEVELOPMENT



Strategic Partnership for a Sustainable Future

SETU signed a Memorandum of Understanding (MoU) with GreenTech HQ, Ireland's first Sustainability Innovation Hub, located in Enniscorthy, Co Wexford. This strategic collaboration underscored both organisations' shared commitment to sustainability, innovation, enterprise development, and community engagement. The agreement established a framework for advancing joint sustainability objectives through the exchange of expertise, networks, and resources.

SUSTAINABLE DEVELOPMENT GOALS

National and international sustainability networks

SETU was accepted as a full member of the United Nation's Sustainable Development Solutions Network (SDSN) Ireland in 2024. SDSN is an all-island network which mobilises members to leverage collective effort towards progressing the UN Sustainable Development Goals (UN SDGs). SETU has also become an institutional member of the International Partner Network of the UNESCO Chair on Education for Sustainable Lifestyles as part of efforts to promote and strengthen education and learning for sustainable development.



SETU Sustainability in the Arts Festival wins inaugural HEA impact award

The third annual SETU Sustainability in the Arts festival involving students from the areas of music, visual art, graphic design, culinary arts, languages, and internationalisation, showcasing their unique perspectives on how the sustainable development goals apply to them, took place in April 2025. The festival, which was themed 'Land, People, Culture', featured a range of multi-disciplinary collaborations from undergraduate and postgraduate students, the purpose of which was to embed sustainability into the culture of the university. The SETU Sustainability in the Arts Festival achieved national recognition at the event winning the inaugural SATLE Impact Award recognising initiatives that have demonstrated significant impact in national priority areas.



EU-CONEXUS

European University for Smart
Urban Coastal Sustainability

EU-CONEXUS

- EU-CONEXUS European University Alliance for 'Smart Urban Coastal Sustainability' has continued its progress across all SETU campuses. Through EU-CONEXUS, SETU is working with eight universities across Europe to create joint education and research opportunities that will support sustainable, smart, nature-based solutions to achieve key sustainability goals, reduce impact on coastal ecosystems, respond to present regional challenges, and anticipate future ones. Highlights from 2024-25 include:
- 26 undergraduate students undertook micro credentials themed on Smart Urban Coastal Sustainability;
- Four students participated in thematic blended intensive programmes in Valencia and Bucharest;
- Six culinary art undergraduate students travelled to Zadar for a Student Research Hub exchange
- 55 postgraduates attended a Student Research Hub at Rosslare Europort; six students represented SETU at the EU-CONEXUS Student congress and festival in Cyprus;
- Four PhD students attended the EU-CONEXUS PhD Summer School in La Rochelle;
- Three academic staff members delivered local CPD training through the EU-CONEXUS Teaching Academy programme.



Photo: Anna Bekmansurova is pictured beside her painting at EU-CONEXUS festival at Frederick University in Cyprus. The theme of the exhibition was 'Welcome to the Hotel Mediterranean' and students were asked to explore the Mediterranean's role as both a welcoming and challenging place, deeply intertwined with the concept of Smart Urban Coastal Sustainability (SmUCS).

Sustainability Key Highlights 2024 - 2025

- SETU staff participated in the Education for Sustainability Digital Badge hosted by the national forum for the enhancement of teaching and learning in higher education with 21 participants from SETU in February 2025. The programme explores the concepts and practical steps on embedding sustainability into academic curriculum.
- In March 2025, SETU held a sustainability seminar in Wexford exploring the 'Business of Biodiversity' where SETU sustainable farm management and business students, local business representatives and SETU staff, engaged with representatives from Teagasc, AIB and Castlebridge on the opportunities of the green transition.
- SETU hosted Green Week 2025, a celebration of sustainability and environmental action, across its campuses. Activities included talks, hands-on workshops, a climate café, the Marchathon 2025 Step Challenge, and eco-friendly initiatives around renewable energy, reducing waste, and a community engagement project by SETU Forestry to create a mixed native woodland at the SETU West Campus.
- In April, SETU featured as part of the HEA Education for Sustainable Development (ESD) all island HEI Spotlight series, with the establishment of the Living Lab at SETU's West Campus in Carriganore, a collaborative space facilitating teaching, learning, innovation, knowledge creation and community engagement.

8 OUR STAFF

Photo: SETU's inaugural PMSS Excellence Awards took place in September 2024. Awardees included, Mary Boylan, Peer Support Officer, Angela Collins, Head of Careers Centre, Kim Harte, Librarian, Róisín Shanahan, Sexual Violence and Harassment Prevention and Response Manager and the Centre for Technology-Enhanced Learning (CTEL) team.



STRATEGIC OBJECTIVE 10

Build a unitary university culture that cultivates a strong sense of shared community acknowledges and values employees, and fosters well-being and happiness.

Our ambition for our staff in SETU is to be a leading employer of choice by fostering a culture of wellbeing, engagement and academic and organisational excellence. In the period 2024/2025 we have aimed to support our community to achieve their highest potential

as we focus on achieving better educational outcomes for our students, higher quality innovation and research, and greater impact on our region. In this section of the report, we have highlighted several initiatives that aim to achieve our goals for staff.

8.1 STAFF PROFILE

SETU has over 1,600 staff. Table 5 displays the number of staff by category.

Staff KPIs	Now	2028
ACADEMIC TO PMSS STAFF RATIO	2 : 1.23	2 : 1.5
EXPENDITURE ON STAFF TRAINING	1.4% Non-Pay	1.95%
ACADEMIC STAFF WITH PhDs	43.1%	55%
ATHENA SWAN AWARDS	University 3 Departmental Awards	University 8 Departmental Awards

Table 4: SETU staff key performance indicators (KPIs) from SETU Strategic Plan 2023-2028



43% of SETU's full-time academic staff have PhDs. SETU has **22** post-doctoral researchers (2024/25).

	2022 - 23	2023 - 24	2024 - 25
Academic	818	835	873
Management	42	49	56
Clerical/Administrative	227	258	238
Technical	124	123	133
Support Staff	52	62	58
Student Support	20	17	27
Researchers	0	0	
Exchequer Funded Research Staff	94	113	130
Other research and/or specialist project based posts funded from non-exchequer source	143	56	112
Total	1,519	1,513	1,627

Table 5: SETU Staff Profile (Source: SETU ECF Returns March 2022, March 2023, March 2024 and PSN Return March 2025)

STRATEGIC OBJECTIVE 12

Actively mainstream equality, diversity and inclusion across our university, where all participants in university life live the values of equality and inclusion in our interactions, behaviours and operations, and in the way we lead and manage.

8.2 EQUALITY, DIVERSITY & INCLUSION AT SETU

SETU's Public Sector Equality and Human Rights Duty

SETU is committed to fulfilling its obligations under Section 42 of the Irish Human Rights and Equality Commission Act 2014, to promote equality, prevent discrimination, and protect human rights. SETU embeds this duty across all areas of university activity, including teaching and learning, research and innovation, staff and student wellbeing, employment, campus development, student accommodation, and community engagement.

Implementation is guided by the SETU Strategic Plan 2023–2028, “Connecting for Impact,” and the SETU Equality, Diversity and Inclusion (EDI) Strategic Plan 2024–2029. The Public Sector Equality and Human Rights Duty Report 2025 outlines our commitment to these strategies and progress achieved over this recording period.

For this report, SETU applied an Equality Impact Assessment (EIA) process to systematically review policies and practices, ensuring transparency, accountability, and the protection of human rights. The Public Sector Equality and Human Rights Duty Report 2025 and EIA documents are available on the SETU website.



EDI KEY ACHIEVEMENTS



EDI and Workplace Excellence Award

In November 2024, the EDI Office received the inaugural EDI & Workplace Excellence Award at the Waterford Business Awards, in recognition of its commitment to equality, diversity, and inclusion. The award recognises the team’s commitment to promoting a culture of respect, understanding, and inclusivity throughout the University.



Tackling Gender-based Violence Summit

In December 2024, SETU hosted the Tackling Gender-based Violence summit at its Waterford and Carlow campuses during the global ‘16 Days of Activism’. The event was coordinated by the Sexual Violence and Harassment Support Unit, led by Róisín Shanahan, Sexual Violence and Harassment Prevention and Response Manager, and Ciara Byrne, Project Officer Consent Framework, and funded by NTUTORR. The summit brought together staff, students, and practitioners from higher education and external support agencies to strengthen prevention and response efforts.



Athena Swan Ireland Bronze Institutional Award

In March 2025, SETU was awarded the Athena Swan Ireland Bronze Institutional Award in recognition of our commitment to advancing gender equality and fostering an inclusive environment for staff and students. This achievement reflects the collective effort of colleagues across the University in developing and implementing our comprehensive Gender Equality Action Plan, marking an important step in making SETU a more equitable institution.



Dr Aidan Walsh, Highly Commended

In February 2025, Dr Aidan Walsh was a finalist for Employee of the Year at the National Diversity and Inclusion Awards and received a Highly Commended award, one of only four presented on the night. This recognition highlights his outstanding dedication to advancing equity, diversity, and inclusion across SETU.



National recognition for the EDI Office

In May 2025, the EDI Office received national recognition at the Education Awards, winning the Excellence in Diversity, Inclusivity and Equality Award. The office was also named a finalist for Best International Collaboration for the Gazan Scholarship Initiative, highlighting the University's leadership in promoting inclusive and globally engaged education. These achievements demonstrate SETU's continued commitment to advancing equality and inclusion within the University and beyond.



SETU approves Race Equality Action Plan

In June 2025, SETU approved its Race Equality Action Plan, marking a significant step in advancing diversity, equity, and inclusion across the University. The plan outlines strategic initiatives to address racial inequality, promote cultural awareness, and foster an inclusive environment for students, staff, and the broader community. Its approval reflects the University's commitment to tackling racism and embedding race equality into policies, practices, and institutional culture.



President's Inaugural Sanctuary Scholars Lunch

In June 2025, SETU hosted its inaugural President's Sanctuary Scholars lunch, recognising students from refugee and asylum-seeking backgrounds and those who have supported them. The event provided an opportunity to celebrate the achievements of Sanctuary Scholars, strengthen connections across the University community, and reflect on the role of education in fostering safety, opportunity, and belonging.



EDI Leader Award for Dr Allison Kenneally

In July 2025, Dr Allison Kenneally, VP for EDI, received the Diversity in Business Diversity, Equality & Inclusion Leader Award in recognition of her transformative leadership in advancing EDI within Irish higher education. Under her guidance, SETU has achieved national and international recognition, including the European Union's Inclusive Gender Equality Champion Award and the Excellence in Diversity, Inclusivity, and Equality Award. Dr Kenneally's work has established SETU as a leader in diversity and inclusion, fostering a culture where all students and staff can thrive.

8.3 HR EXCELLENCE IN RESEARCH

Human Resources Strategy for Researchers (HRS4R)

SETU continues to make strong progress in implementing the Human Resources Strategy for Researchers (HRS4R), embedding the principles of the European Charter for Researchers and the Code of

Conduct for Recruitment. The University remains focused on building a research environment that is supportive, inclusive, and sustainable, where researchers at all stages of their careers can thrive.

Highlights from 2024–2025

- **Broaden Your Horizons (BYH):** SETU's flagship researcher development programme offered over 30 bespoke training and development opportunities this year, ranging from research integrity, open science, and unconscious bias awareness to career planning, research supervision, leadership, communication, researcher orientation and postgraduate induction.
 - **Equality, Diversity & Inclusion:** Research was embedded as a core strand of SETU's Athena Swan Ireland Bronze Institutional Award application, with strong input from the Self-Assessment Team.
 - **Research Culture Survey:** A major milestone this year was the delivery of SETU's first Research Culture Survey (June–Sept 2025), which engaged 111 staff across academic, research and professional roles.
- This survey has given the University an invaluable evidence base on areas such as recognition, integrity, wellbeing, training and career development.
- **Strategic Investment:** The launch of the VPRII Strategic Fund 2025 has provided targeted support for open access publishing, conference participation, early career projects and policy-engaged research, alongside a call for new initiatives to strengthen SETU's research culture.
 - **External Collaboration:** SETU continues to play an active role internationally and nationally, leading on Researcher Careers in the EU WIDERA ENABLES project, contributing as a member of the All-Island Research Culture Network (AIRC�), and serving as evaluators for the European Commission on HRS4R to remain connected with best practice across Europe.

STRATEGIC OBJECTIVE

11

Empower and enable our staff to achieve their highest potential in a fulfilling and happy work environment, with clear career progression options for all.

8.4 EMPLOYEE RECOGNITION EVENTS

PMSS Excellence Awards

SETU's inaugural PMSS (Professional, Managerial, and Support Staff) Excellence Awards took place in September 2024. The first-annual awards ceremony is part of a new staff recognition initiative launched by the President of SETU, Professor Veronica Campbell, in March 2024. The initiative gives staff across SETU's varied PMSS teams the opportunity to nominate colleagues for Excellence Awards in recognition of their contribution and commitment to the University.

The SETU PMSS Staff Excellence Awards reflect SETU's commitment to excellence and recognise staff who:

- demonstrate inclusivity, impact, innovation and excellence in their work at SETU.
- illustrate contributions and commitment to the University, its goals and core values.
- foster collaboration, communication, and cooperation among colleagues, university constituents and external partners.

Teaching Excellence Awards

SETU celebrated the University's inaugural Teaching Excellence Awards ceremony in June 2025. The aim of the Teaching Excellence Awards is to recognise individuals and teams who have demonstrated exceptional dedication, innovation, and impact in their teaching practice, advancing the University's mission and enriching our vibrant academic community.

By recognising teaching as both a scholarly and professional endeavour, the Teaching Excellence Awards highlight SETU's commitment to value and reward excellent teaching.

The awards also reinforce the importance of continual professional development and scholarship in teaching and learning and serve to highlight the fact that excellence is an ongoing journey of reflection, development, and shared learning.



Photo: Dr Danielle Douglas, lecturer and awardee; Prof. Veronica Campbell, SETU President; and Dr Catherine Lowry-O'Neill, lecturer and awardee pictured at the inaugural Teaching Excellence Awards.

9 OUR FINANCIAL PICTURE



9.1 Consolidated and University Statement of Comprehensive Income

for the 12 month period ended 31 August 2024 (Audited)

		2024		2023	
		Consolidated 31/08/2024 12 Months €000s	University 31/08/2024 12 Months €000s	Consolidated 31/08/2023 16 Months €000s	University 31/08/2023 16 Months €000s
	Note				
INCOME					
State Grants	3	106,306	106,306	119,126	119,126
Tuition Fees and Student Contribution	4	52,337	52,337	67,811	67,811
Research Grants & Contracts	5	21,903	21,903	28,509	28,509
Student Support Funding	6	2,548	2,548	2,601	2,601
Other Income	7	18,375	9,912	21,411	10,971
Amortisation of Deferred Capital Grants	20	9,870	9,464	12,716	12,243
Interest Income		732	732	205	205
Deferred Pension Funding	25	46,550	46,550	62,066	62,066
Total Income		258,621	249,752	314,445	303,532
EXPENDITURE					
Staff Costs	8	137,313	133,010	170,151	164,935
Retirement Benefit Cost	25	46,550	46,550	62,066	62,066
Other Operating Expenses	9	50,043	46,009	58,121	53,800
Depreciation	12, 13	11,080	9,887	14,332	12,783
Total Expenditure		244,986	235,456	304,670	293,584

9.1 Statement of Comprehensive Income (Consolidated View) - CONTINUED

12 Months to 31 August 2024 (Audited)

		2024		2023	
	Note	Consolidated 31/08/2024 12 Months €000s	University 31/08/2024 12 Months €000s	Consolidated 31/08/2023 16 Months €000s	University 31/08/2023 16 Months €000s
Surplus/(Deficit) before transfer to Subsidiary Undertaking		13,635	14,296	9,775	9,948
Transfer to Subsidiary undertaking		-	(903)	-	(1,204)
Surplus before appropriations		13,635	13,393	9,775	8,744
Transfer from Capital Development Reserve	21	93	93	286	286
Transfer to Capital Development Reserve	21	-	-	-	-
Surplus after appropriations		13,727	13,485	10,061	9,030
Experience gains/(losses) on retirement benefit obligations	25	7,318	7,318	7,318	7,318
Reduction in pension liabilities arising from retirements in the period	25	17,753	17,753	17,753	17,753
Changes in assumptions underlying the present value of retirement benefit obligations	25	183,243	183,243	183,243	183,243
Total actuarial gains in the period	25	208,314	208,314	208,314	208,314
Adjustment to deferred retirement benefits funding	25	(208,314)	(208,314)	(208,314)	(208,314)
Total comprehensive income for the period		13,727	13,485	10,061	9,030

The Consolidated Statement of Comprehensive Income includes all gains and losses recognised in the year.

9.2 Consolidated and University Statement of Financial Position

as of 31 August 2024 (Audited)

		2024		2023	
		Consolidated 31/08/2024 12 Months €000s	University 31/08/2024 12 Months €000s	Consolidated 31/08/2023 16 Months €000s	University 31/08/2023 16 Months €000s
	Note				
FIXED ASSETS					
Property, Plant & Equipment	12	219,739	189,497	210,865	180,189
Heritage Assets	13	4,043	4,043	4,195	4,195
		223,782	193,540	215,060	184,384
CURRENT ASSETS					
Inventory		27	-	36	-
Receivables	15	19,011	23,917	15,701	21,154
Cash and Cash Equivalents	16	89,492	88,581	71,516	70,450
		108,530	112,498	87,253	91,604
Less Payables: amounts falling due within one year	17	(78,665)	(76,649)	(65,287)	(63,392)
Net Current Assets		29,865	35,849	21,966	28,212
Total Assets less Current Liabilities		253,647	229,389	237,026	212,596
Less Payables: amounts falling due after more than one year	18	(4,122)	(3,612)	(5,033)	(4,515)
PROVISION FOR AMOUNTS & CHARGES:					
RETIREMENT BENEFITS					
Retirement Benefits Obligations	25	(522,617)	(522,617)	(476,067)	(476,067)
Deferred Retirement Benefit Funding Asset	25	522,617	522,617	476,067	476,067
Total Net Assets		249,525	225,777	231,993	208,081
Deferred State Capital Grants	20	204,394	188,072	195,315	178,587
UNRESTRICTED RESERVES					
Income & Expenditure Reserve		34,018	26,592	20,291	13,107
Capital Development Reserve	21	11,113	11,113	16,387	16,387
Total		249,525	225,777	231,993	208,081

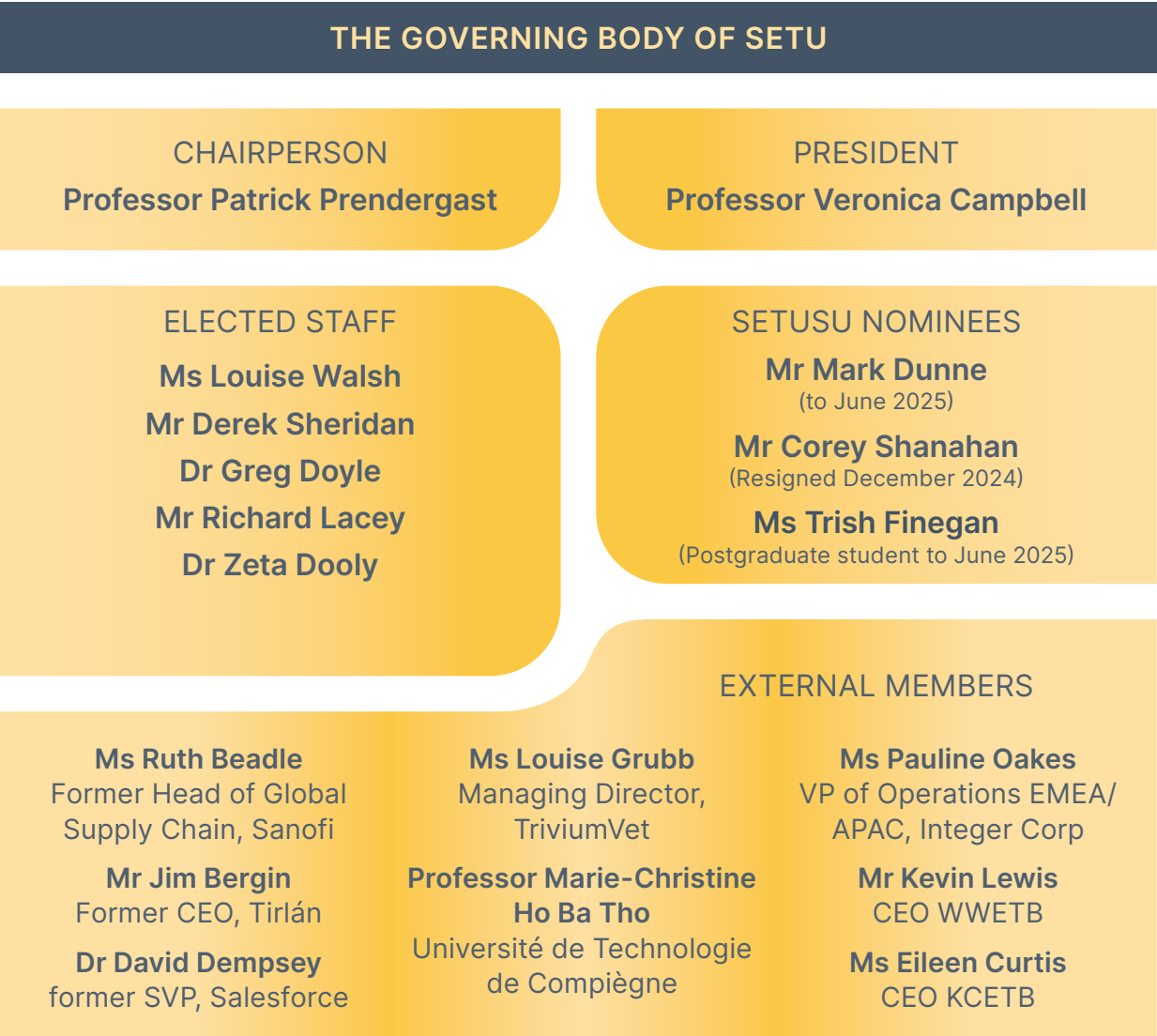
10 OUR GOVERNANCE

Photo: Members of SETU's Governing Body 2024-2025.



South East Technological University (SETU) was established by Ministerial Order under Section 36 of the Technological Universities Act 2018 ("TU Act"), (Number 3 of 2018), on the appointed day of 1 May 2022 and the inaugural President, Professor Veronica Campbell, commenced in her role in July 2022.

The Governing Body of SETU has been established in accordance with the provisions of the Technological Universities Act 2018 as amended by the Higher Education Act 2022. Members of the Governing Body perform key roles in relation to the direction, strategy, and governance of the Technological University. SETU Governing Body has established a number of committees for the purpose of carrying out their functions



10.1 GOVERNING BODY COMMITTEES

Audit and Risk Committee provides support to the Governing Body in relation to its responsibilities in respect of audit, risk and compliance. Dr David Dempsey is the Chairperson of the Audit & Risk Committee.

Equality, Diversity and Inclusion Committee assists and advises the Governing Body in the performance of its functions by providing governance and oversight achieved by reviewing reports and assurances received from the President and the SETU Executive Management Team (EMT). The committee also provides guidance and direction on policy matters associated the achievement of EDI objectives across the University. Ms Ruth Beadle is the Chairperson of the Equality, Diversity and Inclusion Committee.

Finance and Capital Investment Committee assists and advises the Governing Body in the performance of its functions by oversight of the statutory financial statements, financial planning regarding capital projects, and financial management of the University. Prof. Patrick Prendergast, Chairperson of SETU's Governing Body chairs this committee. The Commercialisation Committee, which is chaired by Ms Louise Grubb is a sub-committee of the Finance and Capital Investment Committee.

Nominations Committee was established for the purpose of selection and appointment of external members to the Governing Body and to oversee the election process of staff members and student members. Prof. Patrick Prendergast, Chairperson of SETU's Governing Body chairs this committee.

Policy Committee supports the Governing Body in their responsibilities regarding governance in respect of university policies. The Governing Body recognise the important role that

policies play in representing the official position of the University on any aspect of its activities and is committed to a transparent, inclusive and collaborative process to develop and review policies. Mr Kevin Lewis is the Chairperson of the Policy Committee.

Joint Quality Committee is responsible for ensuring the overall quality of university based reviews. The committee will also make recommendations on areas for policy development and enhancement. Ms Pauline Oakes is the Chairperson of the Joint Quality Committee.

Governance on setu.ie

All information pertaining to the work of the Governing Body is available on setu.ie: <https://www.setu.ie/about/governance-and-management/governing-body>. These pages are updated every six weeks with meeting minutes and the latest information post Governing Body meetings.

SETU Committee Membership							
C = Chair M = Member E = External S = Staff/Student							
NAME	AUDIT AND RISK	FINANCE AND CAPITAL INVESTMENTS	EQUALITY, DIVERSITY AND INCLUSION	POLICY	JOINT QUALITY	COMMERCIALISATION	NOMINATIONS
Beadle, Ruth			C				M
Bennett, Paul			S				
Bergin, Jim							
Bosch, Lucy Kate							
Buckley, Imelda	E						
Connors Aldridge, Mary			E				
Curtis, Eileen	M						
Daly, Cara			S				
Dempsey, David	C						
Denieffe, David			S				
Doolin, Kevin					S		
Dooly, Zeta					S		
Doyle, Greg				S			
Ferrie, Rich						E	
Finegan, Trish							
Graham, Anne						S	
Grubb, Louise		M				C	
Hardiman, Frances		S				S	
Ho-Ba-Tho, Marie-Christine							
Holohan, Kathleen	E						
Lacey, Richard					S		
Lewis, Kevin				C			M
Lynch, Carol		E					
McCormack, Patrick		E					

Table 6: SETU Committee Membership

SETU Committee Membership							
C = Chair M = Member E = External S = Staff/Student							
NAME	AUDIT AND RISK	FINANCE AND CAPITAL INVESTMENTS	EQUALITY, DIVERSITY AND INCLUSION	POLICY	JOINT QUALITY	COMMERCIALISATION	NOMINATIONS
McCann, Emer					S		
Murphy, Helen		S					
Ní Fhoghlú, Éirín							
Oakes, Pauline					C		
Ogilvie, Brian						S	
O'Neill, Aisling						S	
O'Sullivan, James						S	
O'Toole, Cormac						S	
Prendergast, Patrick		C					C
Quigley, Sean	E						
Quirke, Alan		E					
Rath, Vivian			E				
Sandot, Jeremie			S				
Sheridan, Derek			S				
Sheridan, Elaine						S	
Storey, Aubrey					S		
Van Hout, Marie Claire					S	S	
Walsh, Louise		S					
TBC					VP Education SU CW		
TBC					VP Education SU WD		
Gender Ratio	F: 60% / M: 40%	F: 62.5% / M: 37.5%	F: 37.5% / M: 62.5%	F: 0% / M: 100%	F: 57% / M: 43%	F: 60% / M: 40%	F: 67% / M: 33%

Table 6: SETU Committee Membership (continued)

10.2 GOVERNING BODY AND COMMITTEE MEMBERSHIP ATTENDANCE

Governing Body		
No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 11		
Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson	11/11
Professor Veronica Campbell	President	11/11
Ms Ruth Beadle	External Minister Appointment	5/11
Mr Jim Bergin	External Minister Appointment	9/11
Mr Kevin Lewis	External Nominee	9/11
Mr Mark Dunne (member to 30/6/25)	President SETUSU	9/10
Ms Eileen Curtis	External Nominee	8/11
Ms Sarah Clarke (member to 30/9/24)	Professional, Management & Support staff	1/1
Mr Derek Sheridan (member from 22/10/24)	Professional, Management & Support staff	9/10
Mr Claus Derenda (member to 30/9/24)	Academic staff	0/1
Dr Kathleen Moore Walsh (member to 30/9/24)	Academic staff	1/1
Mr Richard Lacey	Academic staff	11/11
Mr Ray Ryan (member to 30/9/24)	All Staff member	0/1
Ms Louise Grubb	External Member	8/11
Dr David Dempsey	External Member	11/11
Professor Marie-Christine Ho Ba Tho	External Member	5/11
Ms Pauline Oakes	External Member	6/11
Mr Corey Shanahan (resigned in Dec 2024)	SETUSU Nominee	3/4
Ms Trish Finegan (member from 22/10/24)	SETUSU Nominee	9/10
Dr Zeta Dooly (member from 26/11/24)	All Staff member	9/9
Dr Greg Doyle (member from 26/11/24)	Academic staff	9/9
Ms Louise Walsh (member from 26/11/24)	Academic staff	7/9

Table 7: Governing Body Membership Attendance

Table 8.1 Audit & Risk Committee

No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 6

Name	Role	Meetings attended
Mr Jim Bergin (Chair to 17/9/24)	Chairperson	1/1
Ms Nora Widger (resigned 30/9/24)	External member	0/1
Ms Imelda Buckley	External member	4/6
Ms Kathleen Holohan	External member	5/6
Mr Kevin Lewis (member to 30/3/25)	Governing Body member	4/4
Mr Sean Quigley	External member	6/6
Dr David Dempsey (Chair from 17/9/24)	Chairperson - Governing Body External member	5/5
Ms Eileen Curtis (member from 21/1/25)	Governing Body External member	2/3

Table 8.2 Commercialisation Committee

No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 3

Name	Role	Meetings attended
Ms Louise Grubb	Chairperson	3/3
Dr James O'Sullivan	Head of Innovation & Commercialisation	3/3
Mr Cormac O'Toole	VP Finance/Financial Controller	3/3
Ms Elaine Sheridan	VP Governance/University Secretary	2/3
Professor Marie Claire Van Hout	VP Research, Innovation & Impact	0/3
Dr Anne Graham	Staff nominee	1/3
Dr Frances Hardiman	Staff nominee	2/3
Mr Brian Ogilvie	Staff nominee	3/3
Dr Aisling O'Neill	Staff nominee	2/3
Dr Rich Ferrie	External member	2/3

Table 8: Committee Membership Attendance

Table 8.3 Equality, Diversity & Inclusion (EDI) Committee

No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 5

Name	Role	Meetings attended
Ms Ruth Beadle	Chairperson	5/5
Mr David Denieffe	President's nominee	2/5
Mr Mark Dunne	President SETUSU	0/5
Ms Sarah Clarke (member to 30/9/25)	Governing Body Staff member	1/1
Dr Cara Daly	Staff nominee	5/5
Mr Paul Bennett	Staff nominee	5/5
Mr Jeremie Sandot	Staff nominee	4/5
Dr Vivian Rath	Independent External Member	3/5
Ms Mary Connors Aldridge	Independent External Member	1/5
Mr Derek Sheridan (member from 21/1/25)	Governing Body Staff member	1/2

Table 8.4 Finance Capital and Investment Committee

No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 7

Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson	6/7
Professor Veronica Campbell	President	7/7
Ms Louise Grubb	Governing Body External member	3/7
Dr David Dempsey (member to 30/9/24)	Governing Body External member	1/1
Mr Mark Dunne	President SETUSU	6/7
Dr Frances Hardiman	Head of Faculty of Engineering	7/7
Dr Helen Murphy	Head of Education and Life-Long Learning	5/7
Mr Ray Ryan member to 30/9/24)	Governing Body Staff member	1/1
Ms Carol Lynch	External member	5/7
Mr Patrick McCormack	External member	6/7
Mr Alan Quirke	External member	2/7
Ms Louise Walsh (member from 21/1/25)	Governing Body Staff member	3/4

Table 8.5 Joint Quality Committee

No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 4

Name	Role	Meetings attended
Ms Pauline Oakes	Chairperson	4/4
Professor Marie Claire Von Hout	VP Research, Innovation & Impact	0/4
Ms Eileen Curtis (member to 21/1/25)	Member of Governing Body	2/2
Mr Claus Derenda (member to 30/9/24)	Governing Body Staff member	0/0
Mr Richard Lacey	Governing Body Staff member	4/4
Dr Kevin Doolin	Member of Academic Council	1/4
Mr Aubrey Storey	Member of Academic Council	4/4
Ms Emer McGann	Member of Academic Council	3/4
Mr Corey Shanahan (resigned Dec 2024)	SETUSU	1/1
Mr Brian Power	SETUSU	2/4
Dr Zeta Dooly (member from 21/1/25)	Governing Body Staff member	1/2

Table 8.6 Nominations Committee

No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 3

Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson	2/3
Ms Ruth Beadle	Governing Body external member	3/3
Mr Kevin Lewis	Governing Body external member	3/3

Whilst not a member of the Nominations Committee the President was in attendance for 3 of the 3 meetings.

Table 8.7 Policy Committee

No. of meetings held from 1 Sept 2024 to 31 Aug 2025 = 5

Name	Role	Meetings attended
Professor Patrick Prendergast	Chairperson (to 23/3/25)	2/5
Mr Kevin Lewis	Governing Body external member – (Chairperson from 16/4/25)	5/5
Dr Greg Doyle	Governing Body Staff member (Appointed 21/1/25)	4/4

Whilst not a member of the Policy Committee the President was in attendance for 5 of the 5 meetings.
KL took over as Chair on 16/4 and PP no longer on Policy Committee.

10.3 ACADEMIC COUNCIL 2024-2025

During the academic year 2024/2025, Academic Council met on nine occasions, with a further standing committee meeting taking place during the summer months. Academic Council committees also met in accordance with an agreed schedule throughout the academic year and provided formal reports to Academic Council meetings. Regular items discussed at Council meetings included the validation of new programmes and changes to existing programmes; external examiner

appointments; ratification of examination results; generative AI; data presentations; and IT matters. Some specific items of note during the year included the establishment and administration of the University student survey; the approval of various regulations, policies, procedures and associated documents; undertaking a university self-evaluation as part of preparations for the CINTE institutional review; and the approval and implementation of the University's academic delivery framework.

10.4 OFFICIAL LANGUAGES (AMENDMENT) ACT 2021

SETU continues to meet its statutory duties and obligations under the Official Languages Act 2003 and its 2021 amendment. An tAcht na dTeangacha Oifigiúla (ATO) David Denieffe and Bord na Gaeilge, a sub-committee of the Executive Management team, lead the active implementation of bi-lingual services and supports at the University.

MoU with Coláiste na Rinne

In September 2024, SETU and Coláiste na Rinne in Gaeltacht na nDéise, County Waterford, agreed a new partnership to strengthen and enhance Irish language education, culture, and heritage in the region through the signing of a Memorandum of Understanding (MoU).

The new partnership will enhance Coláiste na Rinne's ability to offer new and exciting educational programmes to meet a growing demand for courses that deepen appreciation of Irish language, culture and heritage. SETU has established an implementation group to support the rollout of this collaboration.

Development of the first Irish Language Strategy

Bord na Gaeilge worked on the development of the first Irish language strategy for the University. The draft strategy will proceed to final approval and implementation stages in the next academic year.



Research will be a key focus in SETU's forthcoming Irish Language Strategy. A doctorate student presented her PhD research relating to business, the Irish language and Gaeltacht na nDéise to Bord na Gaeilge. A second PhD student is undertaking Irish language research in relation to Irish language planning.

Irish Language Advertising

SETU continued to increase its Irish language advertising as a percentage of total volume of output and is expected to reach the 20 per cent compliance requirements of Irish language advertising by the end of 2025.

SETU exceeded the 20 per cent requirement in relation to radio and press advertising, however social media and Out of Home (OOH) advertising figures were lower than 20 per cent, reducing SETU's overall percentage of Irish language advertising for 2024.

SETU has exceeded the requirement to place a minimum of 5 per cent of advertising spend with Irish language media. Efforts to ensure all staff vacancies are advertised bi-lingually have also been strengthened. Bord na Gaeilge acknowledges the work of SETU's branding, marketing and communications offices in assisting with regulatory compliance.

Appointment of an Irish Language Officer

SETU appointed its first Irish Language Officer/ Oifigeach Gaeilge in August 2025. The Irish Language Officer's remit is to promote the Irish language among staff and students and build and grow relationships with partner organisations, including with Gaeltacht na nDéise. The Irish Language Officer will be an advisor on Irish language translation, signage and advertising and will ensure the University's obligations are met and work to enhance implementation of a 'teanga bheo' across SETU.

Seachtain na Gaeilge

SETU's library network hosted Seachtain na Gaeilge events to promote the Irish language and resources for students and staff in March 2025. At SETU's Cork Road campus events took place at both the Luke Wadding Library and the College Street campus library. These included: book displays of Irish language materials, exhibitions on Irish traditional music and social media messaging 'as Gaeilge' on the library website. Library announcements on the public address system were in the Irish language for a period each day from March 1 to 17 inclusive.

Two traditional music concerts were hosted with the Irish Traditional Music Orchestra (Cheolfhoireann Cheoil Thraidisiúnta SETU), led by Nóra Kavanagh and Dylan Bible, to celebrate Irish culture and music. More than 200 people attended the concerts.

At SETU's Summerhill campus, a visual display was exhibited for Seachtain na Gaeilge, including everyday phrases, QR codes to recommended Irish language podcasts, YouTube channels, films and language learning resources. This was also promoted on social media.

SETU's Kilkenny Road campus library created a book display which included promotional material from Seachtain na Gaeilge's website as well as a bank of Irish phrases. The library circulated links to Irish podcasts and a 'focail a day' via social media.

HONORARY DOCTORATE AWARDS 2024

SETU proudly awarded honorary doctorates to five distinguished individuals in recognition of their exceptional contributions to society in the south east.

The honours were conferred at SETU's 2024 graduation ceremonies and celebrated the achievements of Anna May McHugh, Managing Director of the National Ploughing Association (NPA); Willie Mullins, leading horse trainer; Sr Brigid Reynolds, educator and humanitarian; Eamonn McEneaney, former Director of Waterford Museum of Treasures; and Liam Griffin, Director of the Griffin Hotel Group.

Sadly, Sr Brigid Reynolds passed away in January 2026. It was a great honour for SETU when Sr Brigid accepted the University's honorary doctorate degree.

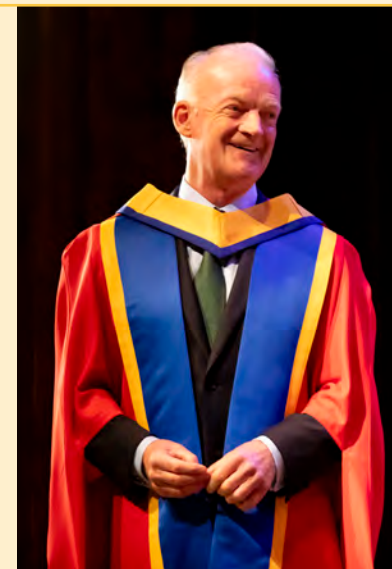
Her citation beautifully captured both her character and her immense contribution to society, describing her as:

"a dedicated advocate for social justice, who combines academic expertise, moral conviction, and an unwavering commitment to ensuring that the voices of the vulnerable and marginalised are represented in public policy debate."

Quote from SETU's honorary citation for Sr Brigid Reynolds, 30 October 2024.



Prof. Veronica Campbell welcomes Dr Liam Griffin and Dr Anna May McHugh to SETU's graduation ceremonies.



Dr Willie Mullins at SETU's 2024 graduation ceremonies.



The late Sr Brigid Reynolds (1943- 2026) pictured with Prof. Veronica Campbell.



Dr Éamonn McEneaney is presented with his honorary doctorate degree by Prof. Patrick Prendergast, Chancellor of SETU.

A APPENDIX



APPENDIX A: SETU RESEARCH OUTPUTS 2024

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