



University College Dublin  
Ireland's Global University

# Report of the **PRESIDENT**

September 2023  
– August 2024





## REPORT OF THE PRESIDENT

UNIVERSITY COLLEGE DUBLIN  
NATIONAL UNIVERSITY OF  
IRELAND, DUBLIN

September 2023 – August 2024

For presentation to the Governing Authority of  
University College Dublin, National University  
of Ireland, Dublin at its meeting on  
13 December 2024.

ISBN: 978-1-910963-80-7

# CONTENTS

**002**

Overview by Professor  
Orla Feely, UCD President

---

**007**

UCD by Numbers

---

**012**

Education and Student  
Experience

---

**022**

Research, Innovation  
and Impact

---

**050**

Strategy and External  
Engagement

---

**054**

Global Engagement

---

**058**

Equality, Diversity and  
Inclusion

---

**063**

Finance and Capital  
Development

**073**

Sustainability

---

**076**

Human Resources,  
SIRC, Legal Affairs and  
Transformation

---

**081**

Philanthropic Giving and  
Alumni Engagement

---

**084**

UCD in the Community

---

**086**

UCD College of Arts  
and Humanities

---

**090**

UCD College of Business

---

**094**

UCD College of Engineering  
and Architecture

---

**098**

UCD College of Health  
and Agricultural Sciences

**102**

UCD College of Science

---

**106**

UCD College of Social  
Sciences and Law

---

**110**

University Awards

---

**123**

Appointments

---

**124**

Retirements





# OVERVIEW BY THE PRESIDENT

I am honoured to present my second Annual Report as President of University College Dublin, covering the period 1 September 2023 to 31 August 2024. Throughout the Report, we will highlight the significant achievements of the University during the period.

**SINCE TAKING UP** my new role in 2023 I have been amazed by what I have seen of the activities and achievements happening in our university every day. To take just a few examples from the past year:

- The successful launch of Ireland's first satellite, EIRSAT, carrying experiments as well as a poem cowritten with schoolchildren, represented the culmination of years of work by UCD students, faculty and staff, and provides continuing opportunities for learning and inspiration.
- The redeveloped Level 3 of the James Joyce Library, co-designed with students, is an outstanding addition to our campus experience, and shows how our facilities can be reimagined with brio and ambition.
- The celebration in November of our multicultural and inclusive community heard powerful accounts from UCD staff and students that will be long remembered by those of us fortunate enough to be in attendance.

These are just three examples out of the hundreds that I have had the privilege of encountering. My full list would include not only the high-profile successes that are typically celebrated, but also the remarkable everyday contributions of our faculty and staff in teaching, research and scholarship, in managing our campus and in running our systems. It would include the huge range of achievements of our students across activities inside and outside the classroom. It would also include the many ways in which I have seen members of all parts of our campus community work to support one another and strengthen this community.

We continue to engage globally and build strong networks. We welcomed 300 members of the Una Europa community to UCD for the General Assembly in December 2023. Una Europa is an alliance of 11 European universities, including UCD, who share the common goal of developing a truly European University of the Future. The event tagline 'What's the story?' underscored three days of fruitful conversation, strategic reflection and cultural exchange among delegates.

I am delighted to have been elected President of CESAER, an international association of universities of science and technology in Europe representing over 1.1 million students and 96,000 academic staff. As President, it will be my goal to continue the

// We continue to engage globally and build strong networks. We welcomed 300 members of the Una Europa community to UCD for the General Assembly in December 2023. Una Europa is an alliance of 11 European universities, including UCD, who share the common goal of developing a truly European University of the Future //



evolution of CESAER and further boost our capacity to deliver on advocacy for the interests of universities of science and technology in Europe, and learning among peer institutions across our membership.

## UNIVERSITY GOVERNANCE AND MANAGEMENT

The 7th UCD Governing Authority began its term of office in November 2023, and at its first meeting elected as its Chair Michael Beary, former Country Manager of Amazon Web Services Ireland and a Social Science graduate of UCD.

The full membership of the Governing Authority can be found in the panel to the right.

I also want to thank the members of the 6th Governing Authority for their great service to UCD. I am particularly grateful for the outstanding contribution of Marie O'Connor, Chair of the 6th Governing Authority; Charles Coase, Chair of the Finance, Remuneration and Asset Management Committee; and Isabel Foley, Chair of the Audit and Risk Management Committee.

The ongoing strength of UCD owes a great deal to the calibre and dedication of the individuals who serve in our governance structures.

Professor Colin Scott was appointed as Registrar, Deputy President and Vice-President for Academic Affairs and took up his new role on 1 December 2023. Professor Scott will build strategically on UCD's strengths in teaching and learning with highly distinctive offerings for an enhanced student experience characterised by excellence, inclusion and connectedness.

Professor Kate Robson Brown was appointed as Vice-President for Research, Innovation and Impact and took up her role on 1 March 2024. In the role, Professor Robson Brown will enhance UCD's delivery of research and innovation that advances knowledge, supports the development of outstanding researchers within a positive research culture, and has a clear, positive impact on society and the economy in Ireland and in the wider world.

Triona McCormack was appointed as our first Vice-President for Strategy and External Engagement and took up her role on 1 January 2024. In the role, Triona will provide leadership and connectivity in the development and implementation of the University's strategic plan and its external engagement activities. She will work closely with the University's academic and administrative leadership

### UCD 7th Governing Authority

Michael Beary (Chair)	Kelly Fitzgerald
Miranda Bauer	Conor Galvin
Joe Carthy	John MacMenamin
Jim Clarken	Jimmy Muldoon
Peter Cross	Fiona Mullan
Tia Cullen	Claire Nolan
Ciara Donohue	Prag Sharma
Antoinette Dunne	Emma Sokell
Valerie Farrell	Anne-Marie Taylor
Orla Feely	



Prof Orla Feely pictured at the launch of EIRSAT-1 with Laura Cotter and Antonio Martin-Carrillo, EIRSAT-1 team members.

to shape the University's future direction, build its reputation, and foster and strengthen its engagement with national and international partners and stakeholders.

Following the appointment of Professor Colin Scott, the post of College Principal in the College of Social Sciences and Law was filled on an interim basis by Professor Niamh Moore-Cherry, who was then appointed to the role in February 2024.

Professor Aoife Ahern was appointed as Vice-President for Equality, Diversity and Inclusion in February 2024. Professor Ahern will work across the University to ensure that the principles of equality, diversity and inclusion are embedded in all aspects of the University's strategy, policy, processes, systems and functions.

Finally, I want to take this opportunity to thank Professor Helen Roche for her excellent work and her great service to UCD as Interim Vice-President for Research, Innovation and Impact.

## EDUCATION

UCD is committed to fostering a research-led and learning-centred environment that supports students at every stage of their academic and personal development. We place a strong focus on the importance of the student experience to underpin a sense of belonging. Many of our students overcome significant challenges to thrive in both their learning and wider activity at UCD.

Our dedication to recruit and support new students across educational programmes at all levels has helped us remain as one of the leading universities for domestic undergraduate students.

// Our dedication to recruit and support new students across educational programmes at all levels has helped us remain as one of the leading universities for domestic undergraduate students. We showed a 12.8% share in CAO first preferences //

We showed a 12.8% share in CAO first preferences (Level 8) and maintain the position nationally as the university of first preference for Leaving Certificate students. While the trend for growth in domestic student numbers seen during the pandemic has reduced, especially in graduate taught programmes, non-EU student numbers have shown steady growth across all levels from undergraduate to graduate research. Steps to further enhance the University recruitment processes will ensure we continue to attract excellent students from Ireland, Europe and the wider world.

## RESEARCH

The last year has been a momentous one for UCD Research and Innovation, with more outstanding performance in key areas. We enjoyed great successes, in particular, the awarding of the Co-Centre for Sustainable Food Systems, led between UCD and Queen's University Belfast with the University of Sheffield, the culmination of many years of UCD's leadership in building all-island collaboration in this and other key domains.



Prof Orla Feely, UCD President, centre with the UCD Alumni Awards Winners for 2023 (l-r) Aedamar Comiskey; UCD Alumni Award in Research, Innovation and Impact; Dr Eileen Furlong; Malachy Browne; UCD Alumni Award in Health and Agricultural Sciences; Dr Margaret Faul; UCD Alumni Award in Social Sciences; UCD Alumni Award in Engineering and Architecture: Rachel Kenna; UCD Alumni Award in Law: Dr Alison Darcy; UCD Alumni Award in Science; UCD Alumni Award in Arts and Humanities: Olivia O'Leary; and UCD Alumni Award in Business: Kerry McLaverty. Missing from the photo is UCD Alumni Award in Sport: Josh van der Flier.





Prof Orla Feely with UCD alumni at a reception in Hong Kong.

Research funding awards reached another unprecedented high, with total capture for the period surpassing €220 million. The funding came from 695 separate research awards, the largest of which arose from the successful refunding bids for the BiOrbic Bioeconomy Research Centre and I-Form Centre for Advanced Manufacturing.

## FINANCE

In recent years, UCD has maintained relatively strong financial health within the Irish higher education sector. However, when benchmarked against leading international universities, our financial position is less favourable. I took a number of opportunities to highlight this over the past year.

UCD's gross turnover for the 2023/24 financial year is €828 million with a consolidated operating surplus of €35 million. The surplus is supported by robust treasury returns, driven by rising interest rates throughout the year and substantial cash reserves from research pre-financing and upfront loan drawdowns relating to the University's capital development programme.

## CAMPUS DEVELOPMENT

The University Estate has continued to be a vibrant and essential part of campus life, benefiting not only students, faculty and staff but also the wider community. Our spaces have played a key role in fostering collaboration, learning and innovation, thereby supporting the overall academic ambitions of the University.

The refurbishment of the third level of the James Joyce Library is now complete, marking a major milestone in the Library's evolution since its original construction in the 1970s and 1980s. The redesigned space offers a contemporary, bright and welcoming environment for students and researchers, with 535 new learning spaces to cater to a wide range of needs. This project represents the Library's largest investment in decades, combining state-of-the-art facilities with enhanced welfare provisions.

The Centre for Future Learning is under construction near the main entrance to Belfield, and already making a striking contribution to that important area of campus. The project will deliver innovative academic infrastructure alongside significant landscaping, commuting enhancements and public realm improvements, creating a more welcoming and exciting campus environment for all.

The UCD Science Centre Phase III development is also under way, involving the refurbishment and extension of the Science North and Science West buildings, which were some of the first structures erected on the Belfield campus in the 1960s. The project will refurbish approximately 14,500 m<sup>2</sup> of existing space and add 8,500 m<sup>2</sup> of new facilities, creating a state-of-the-art environment for scientific teaching and research.

## GLOBAL ENGAGEMENT

Global activities in 2023/24 concentrated on further realising UCD's Global vision 'to bring the best of the world to Ireland and the best of Ireland including its distinct cultures to the world'.

The year kicked off with the inaugural UCD Global Experience Summit. This interactive event explored the range of global engagement opportunities for the UCD community and discussed the role of higher education in developing active global citizens.

Focusing on our strategic objectives, 'a Global Experience for All' and 'Enhancing our Global Impact', we completed and launched our strategy for North America, which builds on UCD's longstanding engagement in the region. Our strategy for East Asia was also completed which builds on our strong presence in this region. Each of the regional strategies are now in implementation stage.

## EQUALITY, DIVERSITY AND INCLUSION

The University continued to implement a wide range of activities throughout 2023/24 to deliver on commitments under the EDI





Pictured at the President's Inaugural Lecture are (l-r): Assoc Prof Aoibheann Ní Shuilleabháin, UCD School of Mathematics and Statistics, Event MC; Israel Olatunde, former UCD Ad Astra Scholar, student speaker; Prof Orla Feely; Kerri Rowen, student speaker; Marie O'Connor, Chair of UCD Governing Authority; and Stiofán Ó Briain, Ad Astra Student and poet.

// We aim to maximise our contribution to achieving sustainability at local, national and global levels, not just through education, research and innovation but also through our campuses, community, partnerships and wider engagement //

Strategy 2021-2024. At the end of August we heard that we had been awarded the Athena Swan Institutional Silver Award for our work in pursuit of gender equality, and the EDI team will work with key stakeholders across the University to implement the new Gender Equality Action Plan 2024-2029. The implementation of this action plan will not only support gender equality but will enhance inclusion across all equality grounds.

### SUSTAINABILITY

We aim to maximise our contribution to achieving sustainability at local, national and global levels, not just through education, research and innovation but also through our campuses, community, partnerships and wider engagement. We were named in the top 50 in the QS World University Rankings for Sustainability 2024, achieving the highest result in Ireland and ranking 24th in Europe. UCD received a gold level Smarter Travel Mark from the National Transport Authority in recognition of outstanding measures that support sustainable and active commuting and are one of only two universities in Ireland to have achieved the gold mark.

We have also been appointed as a Sustainable Development Goals (SDGs) Champion for 2024/25, one of twenty organisations from across Ireland chosen by the Department of the Environment, Climate and Communications to raise awareness of the importance of the United Nations SDGs as a roadmap for a safer, fairer, more prosperous and sustainable future for all.

### IN CONCLUSION

In September I delivered my inaugural lecture as UCD President, surrounded by family and friends, along with faculty, staff and students from across the University. I spoke about my own journey to university and across my career, and the difference that my UCD education made to my life. I am, now more than ever, enormously proud of UCD, and I look forward to showing how we will continue to make a difference to Ireland, to the world and to the lives of our students.

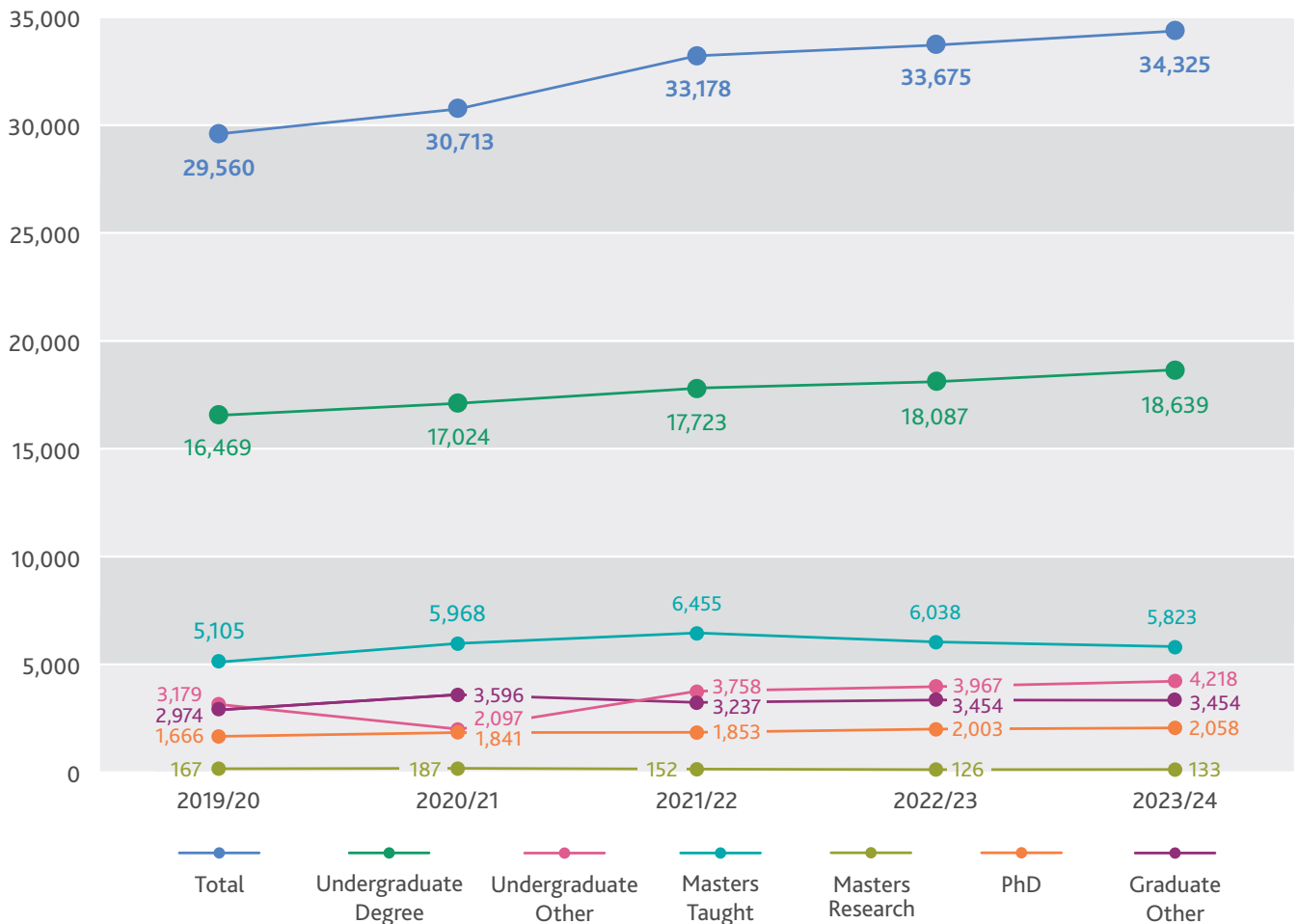
As we move towards the second quarter of this most disruptive of centuries, I am proud of what we achieve and ambitious for our shared future. With the publication of our Strategy to 2030, *Breaking Boundaries*, early in the 2024/25 academic year, I look forward to working with colleagues throughout the University on bringing the Strategy to life with robust implementation plans.

**Professor Orla Feely**  
President

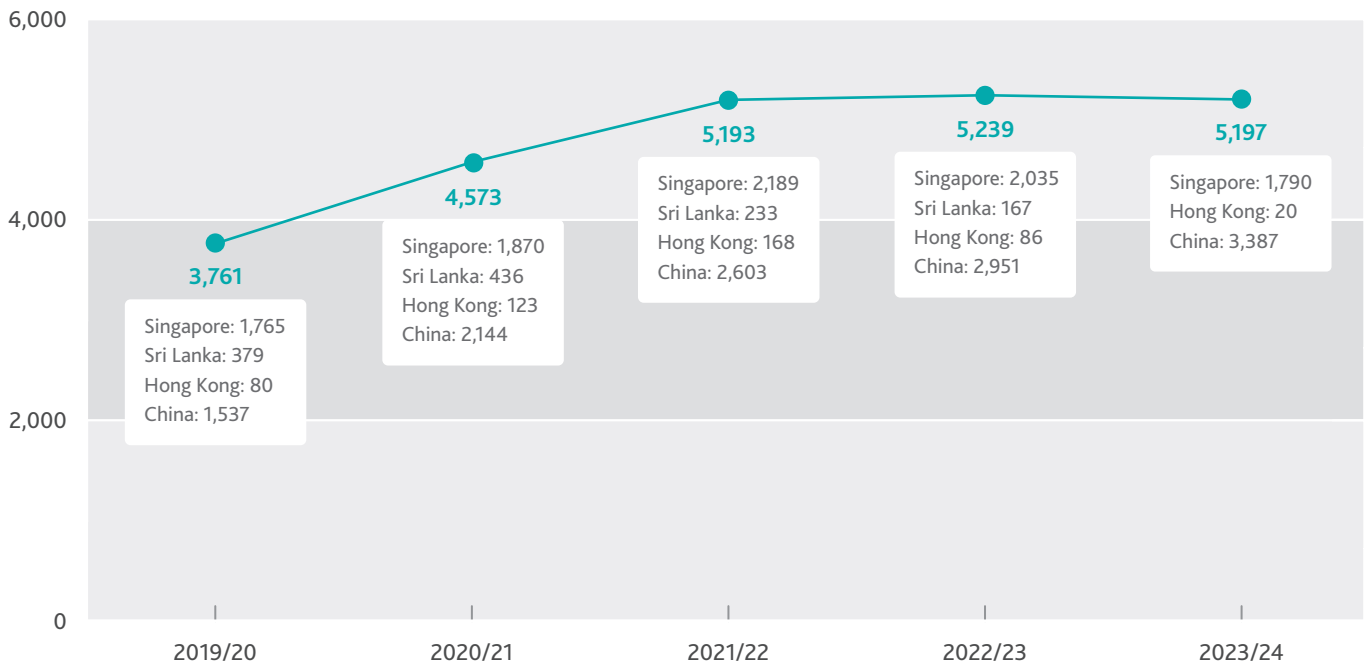


# UCD BY NUMBERS

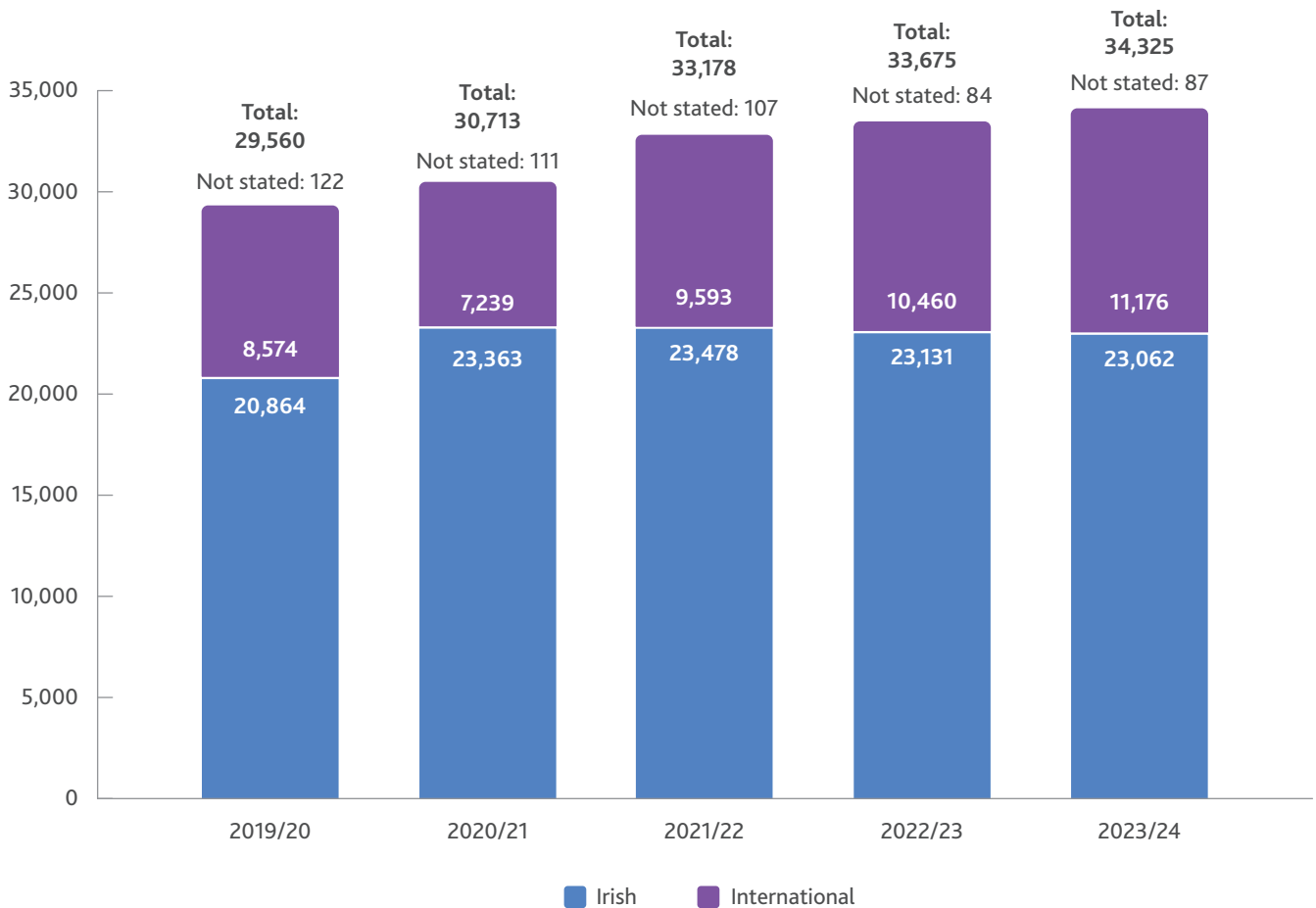
Student Statistics Ireland Campuses



### Student Statistics Overseas Operations

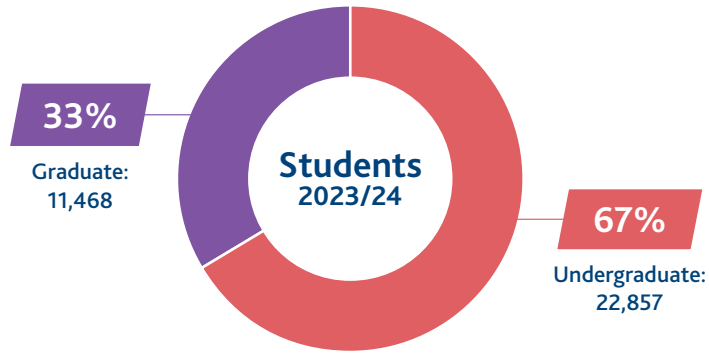


### Students in Ireland

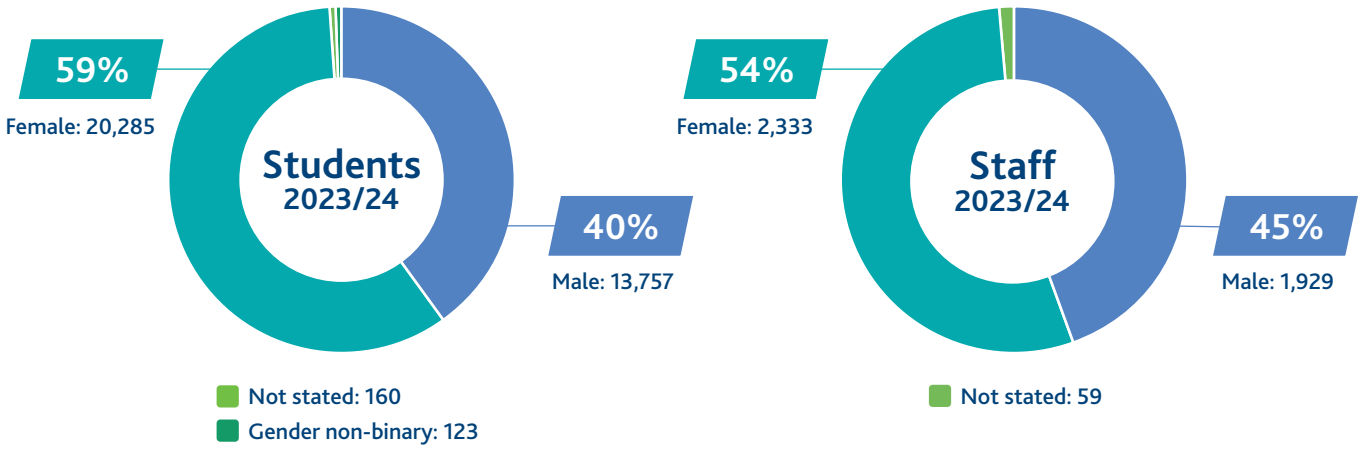




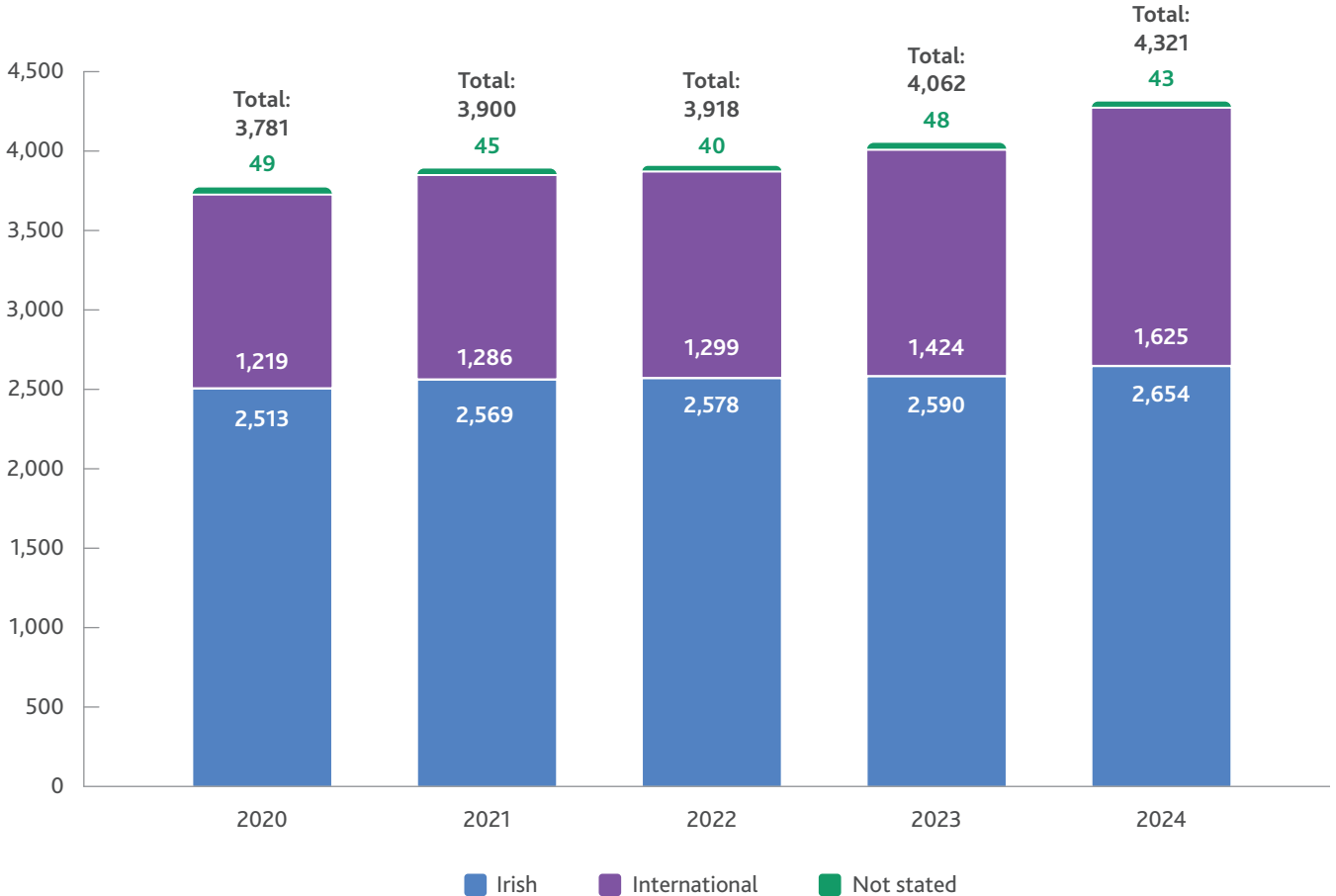
Undergraduate/Graduate Breakdown



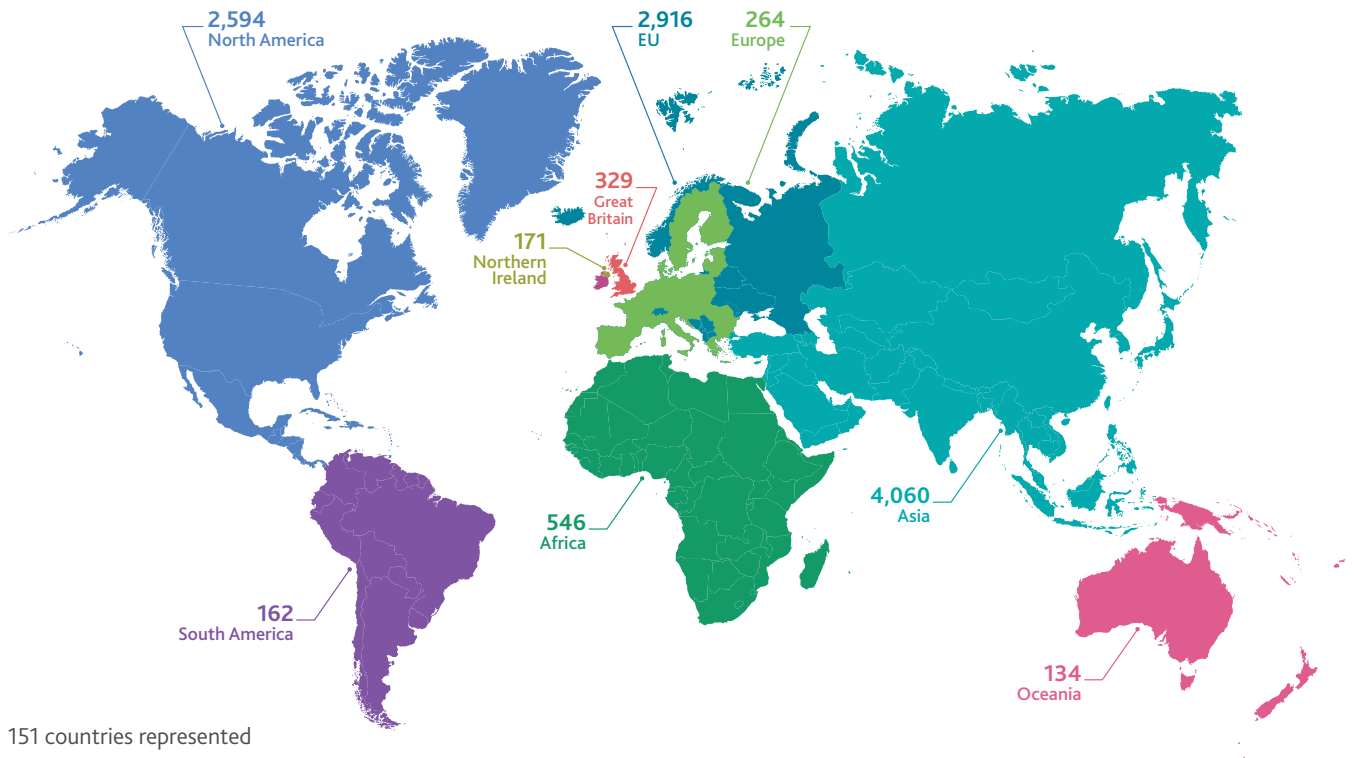
Female/male Breakdown



Staff Statistics in Ireland



### International Students by Region 2023/24



### Undergraduate and Graduate Numbers by Discipline Ireland 2023/24

	Undergraduate	Graduate	Total
Education	1,315	1,088	2,403
Arts and humanities	3,857	436	4,293
Social sciences, journalism and information	2,191	1,181	3,372
Business, administration and law	3,868	2,624	6,492
Natural sciences, mathematics and statistics	2,747	1,056	3,803
Information and Communication Technologies (ICTs)	734	844	1,578
Engineering, manufacturing and construction	1,986	1,116	3,102
Agriculture, forestry, fisheries and veterinary	1,941	609	2,550
Health and welfare	4,218	2,514	6,732
<b>Grand Total</b>	<b>22,857</b>	<b>11,468</b>	<b>34,325</b>

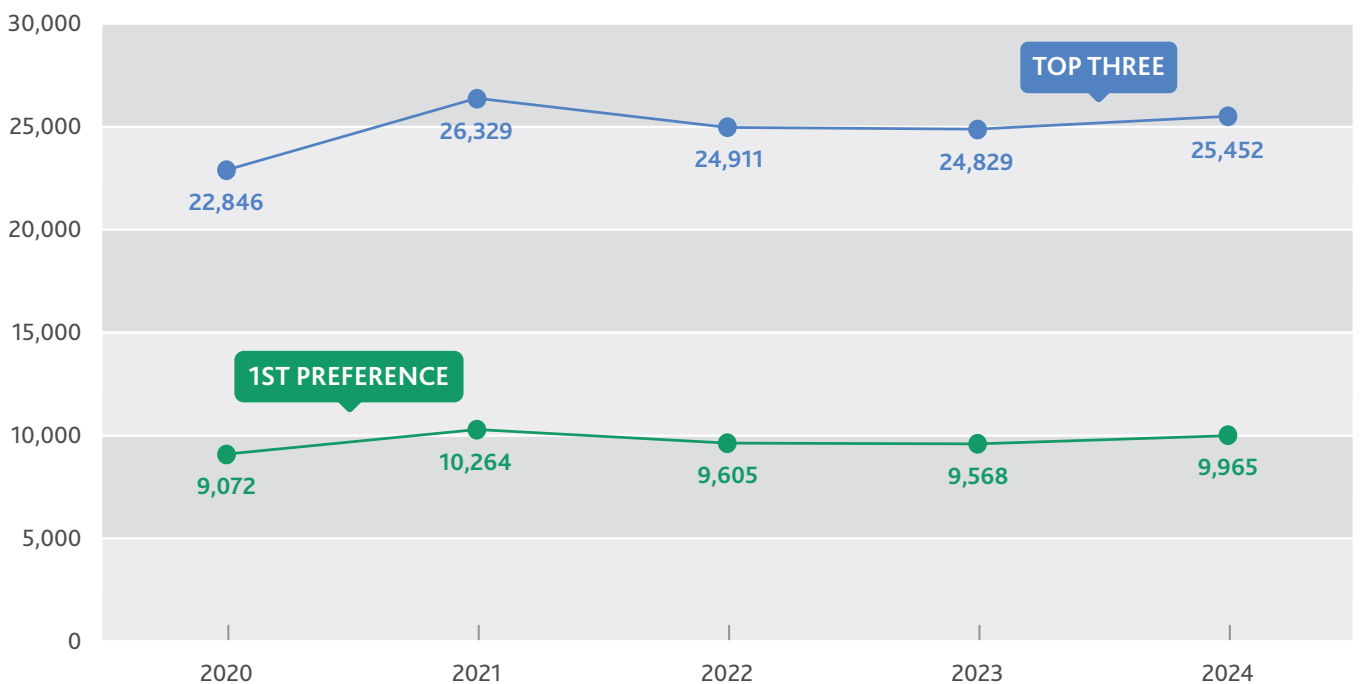
Figures are classified under the International Standard Classification of Education (ISCED) as used by the Higher Education Authority (HEA) and more widely to facilitate comparison of education statistics across countries on the basis of uniform and internationally agreed definition.

Top 20 Countries UCD Alumni\*

 <b>236,611</b> (1) Republic of Ireland	 <b>3,397</b> (8) Germany	 <b>1,083</b> (15) Malaysia
 <b>16,033</b> (2) United States	 <b>3,379</b> (9) France	 <b>1,048</b> (16) Netherlands
 <b>15,430</b> (3) Singapore	 <b>3,318</b> (10) India	 <b>1,008</b> (17) Belgium
 <b>11,749</b> (4) United Kingdom (England, Scotland, Wales, Northern Ireland)	 <b>2,417</b> (11) Australia	 <b>851</b> (18) Switzerland
 <b>7,363</b> (5) China	 <b>2,388</b> (12) Canada	 <b>521</b> (19) United Arab Emirates
 <b>6,976</b> (6) Sri Lanka	 <b>2,305</b> (13) Spain	 <b>458</b> (20) Austria
 <b>3,476</b> (7) Hong Kong	 <b>1,549</b> (14) Italy	

\* Alumni for whom we hold contact details

CAO 1st Preferences





# EDUCATION AND STUDENT EXPERIENCE



**Professor Colin Scott**  
Registrar and Deputy  
President

## Introduction by the UCD Registrar and Deputy President

UCD is committed to fostering a research-led and learning-centred environment that supports students at every stage of their academic and personal development.

**I FEEL IMMENSELY PRIVILEGED** to have been appointed as Registrar, Deputy President and Vice-President for Academic Affairs, to work with the President and teams across the University to develop and deliver learning that is both challenging and inclusive, and with a strong focus on the importance of the student experience to underpin a sense of belonging. I am also very proud of the achievements of our outstanding students, many of whom overcome significant challenges to thrive with both their learning and wider activity at UCD.

Much of the work of a university in education and student experience involves the delivery of high quality services; teaching, student and career-advising, library and IT supports, access supports, residences, sports, societies and more. However, I have been impressed by the aspiration to enhance this experience across virtually every aspect of the University's offerings. This report celebrates the exceptional daily efforts that support students to meet high academic standards in their fields of study and to develop themselves more generally.

UCD's dedication to recruit and support new students across educational programmes at all levels has helped us remain as one of the leading universities for domestic undergraduate students. UCD showed a 12.8% share in CAO first preferences (Level 8) and maintains the position nationally as the university of first preference for Leaving Certificate students. While the trend for growth in domestic student numbers seen during the pandemic has attenuated, especially in graduate taught programmes, Non-EU student numbers have shown steady growth across all levels from undergraduate to graduate research. Steps to further enhance the University recruitment processes taken during the year will ensure we continue to attract excellent students from Ireland, Europe and the wider world.

The increasingly diverse needs of our student population are supported by our adoption of universal design principles in our teaching and learning, and in our student support and services areas. Amongst EU undergraduate students, UCD has the largest access population in Irish higher education, with more than one third coming into study from under-represented groups, with significant financial support offered both by the University and by the government. A growing number of students are also availing of flexible learning opportunities, such as Micro-credentials, with more than fifty courses funded by the Higher Education Authority with subsidies under the Human Capital Initiative (HCI) Pillar 3.

A core mechanism for enhancing learning at UCD has been through funded projects to enable faculty, often working with professional colleagues and students, to develop new initiatives for adoption across the University. Amongst this year's highlights have been new teaching fellowships on 'work integrated learning' and 'students as partners', and the completion of SATLE-funded projects on topics such as digital transformation, sustainability and academic integrity. A new policy on Academic Integrity has been adopted by the Academic Council to better meet the challenges and opportunities presented by generative AI.

Support for students is being enhanced through various initiatives, including a pilot program for a new academic advising system and increased recognition of co-curricular learning achievements. The final report of a project to enhance student mental health has been accepted by the University Management Team with significant steps to be taken over coming years to further support services for students. A substantial capital programme is underway to enhance student learning, sports and societies facilities on the campus, with the initial phase of the James Joyce Library redevelopment opening during the year as a significant exemplar of the quality and impact of further developments to come. All student services are seeing significant growth in demand and in use, adding to the vibrancy of our outstanding campuses.

I started my term of office on 1 December 2023 and wish to thank and congratulate my immediate predecessors, Professor Barbara Dooley who stepped up on an interim basis for more than eighteen months, and Professor Mark Rogers who served more than a decade as UCD Registrar, concluding a long and distinguished career in education and research at UCD with a period as Interim President. I am building on what they achieved. I wish also to thank the whole team in the Office of the Registrar and Deputy President and across all the teams in UCD Academic Affairs and the wider University for all they achieve in supporting excellence and enhancement in learning and student experience.

**Professor Colin Scott**  
Registrar and Deputy President

## A STUDENT-CENTRED EDUCATIONAL EXPERIENCE

### UCD Academic Advising

A new UCD Academic Advising Initiative was planned during the year for a September 2024 launch on a pilot basis in five UCD schools. The academic advising process is supported through a new bespoke IT system which enables the assigning of students to advisors, and the UCD Teaching and Learning website provides online training and resources for advisors. For students, a dedicated website introduces them to academic advising in UCD. In addition, a new video series features UCD students and staff sharing their experiences of how academic advising can help with study and career choices.

### Students as Partners in Teaching and Learning

This new initiative in 2023/24, facilitated in partnership with UCD Students' Union (UCDSU), saw students contribute their perspectives and learning experiences to support work activities led by UCD Teaching and Learning. The 2023/24 'Students as Partners' collaborated with members of the team on activities including webinars, student guides and a podcast series on how generative AI tools are being used by UCD students.

### UCD Fellows in Teaching and Academic Development

Eight members of faculty were appointed in January as UCD Fellows in Teaching and Academic Development 2023-25 to work on university-wide enhancements in teaching and learning through strategic policy and practice-based research. The 2023-25 Fellows collaborate in teams on one of two research themes: Embedding Employability in the Curriculum through Work Integrated Learning; and Engagement through Partnership: Students as Partners in Teaching and Learning.

### UCD TEL All Talks 2024

'Technology Enhanced Learning for All: Creating engaging learning no matter where your students are' was the theme of the UCD TEL All Talks 2024. Following a welcome address from Professor Marie Clarke, UCD Dean of Undergraduate Students, a panel of students shared their insights and experiences on learning in UCD with an audience of faculty and staff from across the University. The event then featured practice exchange talks where five colleagues from different disciplines shared valuable expertise and advice on how they provide engaging learning to their students. The TEL All series is jointly hosted by UCD Teaching and Learning and UCD IT Services in conjunction with UCD's College and School Leaders of Teaching and Learning, the Educational Technology Advisory Network (ETAN), UCD Estate Services, and UCD Students as Partners in Teaching and Learning.

### UCD Assessment for Inclusion Framework

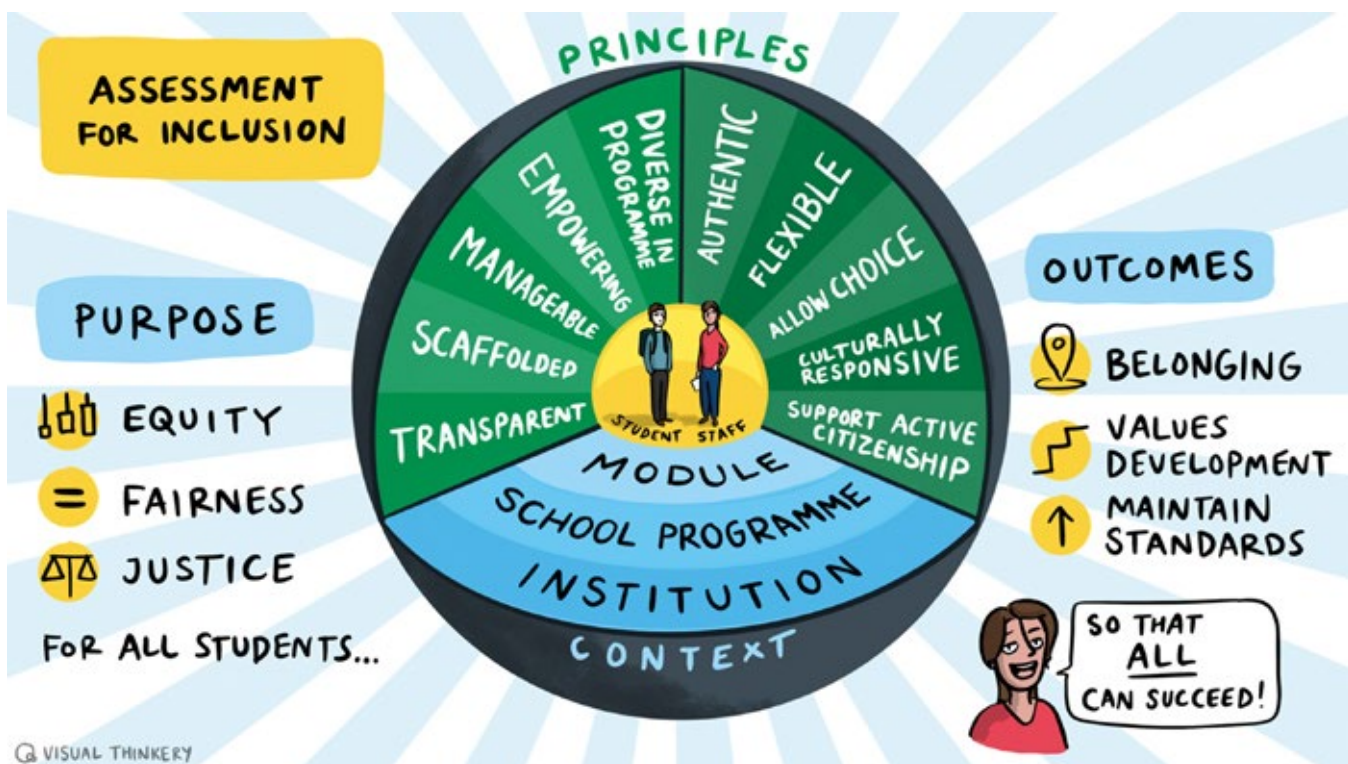
In September, we launched the UCD Assessment for Inclusion Framework. The framework presents an evidence-based conceptual understanding of assessment for inclusion alongside a comprehensive set of resources to support teaching staff in adopting an Assessment for Inclusion approach that aims to create fair and effective methods that enable all students to demonstrate their knowledge and skills to their full potential.

### Nominations for UCD Teaching and Learning Awards 2023/24

Over 3,000 nominations were received for the UCD Teaching and Learning Awards 2023/24. The nomination process is an opportunity for UCD students and staff to celebrate those in the University community who make an exceptional contribution to teaching excellence and student learning.



The UCD Fellows in Teaching & Academic Development 2023-25 (L-R) Dr Annette Clancy, UCD School of Art History and Cultural Policy; Assoc Prof Jaime Jones, UCD School of Music; Dr Elaine Wilson, UCD School of Social Policy, Social Work and Social Justice; Assoc Prof Naomi McAreavey, UCD School of English, Drama and Film; Prof Colin Scott, UCD Registrar and Deputy President; Áine Galvin, Director of Teaching and Learning; Dr Seán Paul Teeling, UCD School of Nursing, Midwifery and Health Systems; Dr Rachel Farrell, UCD School of Education; Assoc Prof Olive Lennon, UCD School of Public Health, Physiotherapy and Sports Science; and Dr Jennifer Keenahan, UCD School of Civil Engineering.



UCD Assessment for Inclusion Framework

### Teaching and Learning Conversations

The Teaching and Learning Conversations series promotes meaningful conversations on key topics in teaching and learning across the University to find common solutions to shared problems. Online community posts and in-person workshops during the 2023/24 academic year brought colleagues and students together to understand and explore their various perspectives and experiences.

### Fostering Creativity and Innovation in our Students

Over 900 UCD undergraduates from across all UCD Schools took UCD Innovation Academy's optional electives in creativity, innovation, entrepreneurial thinking and sustainability. Two new electives were also launched this year: 'Design a Digital Future', where students explore cutting-edge technologies, such as Augmented Reality, Virtual Reality, Artificial Intelligence and Blockchain; and 'Design a Sustainable Future', which empowers students to create solutions to real-world sustainability challenges. This year, the inaugural class's final extended reality (XR) projects, using AR and blockchain for cultural storytelling, was showcased at the 'South by Southwest' conference in Austin, Texas.

We continued our partnership with Deloitte for a second year, with 91 students undertaking a UCD elective in Deloitte's HQ for the week, allowing students to experience work integrated learning through the hands-on application of knowledge and skills with an enterprise partner.

Challenge Based Learning at UCD Innovation Academy involves collaborating with hundreds of companies and organisations each year to provide our students with real-world social, technological, environmental and economic challenges of urgency and significance. Some of the organisations we collaborated within this year include: NASA, AWS, Social Entrepreneurs Ireland, Dell Technologies, the Abbey Theatre, Gitcoin and many more.

Close to 1,000 lifelong learners engaged in accredited and executive programmes. Learners ranged from public sector leaders seeking to become innovation champions, MNC employees upskilling in innovation and AI, and people returning to the workforce.

### Enhancing the Educational Experience Through Creative Technologies

Among the projects at our MakerSpace this year, was a collaboration with Ireland's pioneering space genomics project, MARSCORP, which aims to transform Martian soil for farming, to produce a prototype; the development of a platform to host Augmented Reality models of teaching aids such as plant cells to create an interactive learning experience for students; and making a replica bovine head so that Veterinary Students can learn some of the basics of delivering oral medication to cows. The MakerSpace team at UCD also designed and constructed a model of EIRSAT-1, using a combination of 3D printing, laser cutting and engraving, for display in Ireland's Largest Science Museum.

### Student Desk Chatbot

In this reporting period, the Student Desk chatbot managed 11,207 conversations. Of these, 5,209 (46.48%) took place outside office hours, while 5,998 (53.52%) occurred during office hours. Conversations were distributed across the week, with Tuesday being the busiest day (1,988 conversations) and Saturday the quietest (779 conversations). The majority of users (91.47%) started a conversation on their first visit to the website.

The peak usage time was Friday between 1pm and 2pm, with 193 conversations. Geographically, most conversations were from Ireland (49.21%), followed by India (6.85%) and the United States (4.86%).



### Sustainable Examination Scripts

In April, a new vendor for examination scripts was appointed. A primary objective in their selection was alignment with UCD's sustainability goals, and to ensure that scripts would be produced using eco-friendly methods and materials. The first batch of new scripts, using sustainable materials, were distributed during the May examination session. Each script clearly displays on the back cover that it is produced using sustainable materials.

### Preparing Students for Career Success

This year, external engagement with employers and industry networks constituted a cornerstone of the work of UCD Careers Network to inform professional practice, create graduate and internship opportunities, and to improve understanding of the skills required of our students. Employer-led workshops and alumni panels were organised throughout the year including 'Skilful transitions: Insights from Graduate Research Alumni', 'Careers for Social Impact' and 'Set for Success Law Skills Programme'. We welcomed over 260 exhibitors to five separate Recruitment Fairs, with 6,563 students participating in these events.

The Co-Curricular Community of Practice was established early this year as a forum for understanding the breadth of co-curricular (not for credit) activities across the University. At the annual Student Awards ceremony, over 850 students achieved certificates for co-curricular programmes and study trips. This included the UCD Advantage Award recipients (the University's skills award) which increased by over 50%. This award is recognised on students' Diploma Supplement and was developed to include representation from Global Campus Singapore students for the first time. Additionally, 137 undergraduate students from four UCD Colleges matched with UCD alumni mentors as part of the Career Mentoring programme managed in collaboration with UCD Alumni Relations.

At the Gradireland/Association of Higher Education Careers Service Awards for Excellence held in April, UCD won first place in the Research Informed Practice category for development of the MBA LEAP Employability Framework. LEAP is a bridge between the academic and business worlds, with a focus on providing students with a practical, observable and measurable behavioural framework to support them in applying university learning in the workplace. Underpinned by six behavioural competencies: Adaptability; Communication and Influencing; Critical Thinking and Innovation; Inclusive Leadership; Teamwork and Collaboration; and Results Delivery, the Framework has already been validated with leading global employers and in reference to workforce research institutes.

### Making links: Employers and Early-Stage Researchers

The Careers Network's Researcher Development Team organised a networking event in May which brought employers, funding agencies and early-stage researchers together. Opened by Professor Kate Robson-Brown, UCD Vice-President for Research, Innovation and Impact, the event combined elements of a traditional careers fair with speed presentations from exhibitors alongside panel discussions. As a key event in the calendar this year, it introduced researchers to employment opportunities within and outside academia.

### Continuing Professional Development

This year UCD secured funding for 52 Micro-credential courses under the HCI Learner Subsidy Scheme, part of the Human Capital Initiative (HCI) Pillar 3. The scheme offers either a 50% or 80%

subsidy on course fees for eligible learners. The courses cover a wide range of priority skills areas such as engineering, agriculture, law, medicine and health, psychology and AI. Learners have responded very positively, valuing the flexibility that Micro-credentials provide, which allows them to balance their studies with work.

The learner subsidy scheme, and the accessibility it promotes, has been well-received by both students and enterprise partners.

We are in the final year of multi-annual funding under Springboard+ and HCI Pillar One. In 2023, 520 students enrolled in these programs, and our course offerings now cover a wide array of subjects, including Creativity, Innovation, Entrepreneurship, Environmental Sustainability, Data Analysis for Advanced Manufacturing, Carbon Accounting, Health Informatics, and Computer Science. Springboard+ remains a valuable resource for learners aiming to enhance their skills and advance their careers.

## STUDENT ENGAGEMENT, DIVERSITY AND WELLBEING

### Review of Student Mental Health Supports

The final recommendations of a two-year project review of student mental health were approved in the last academic year. This will lead to an enhanced and better integrated approach to supporting wellbeing within the student body, achieved through committing multiannual funding to more supports, and the creation of a directorate of Student Experience and Wellbeing. The project outcomes recognise in particular the excellent work of professional support staff across UCD who continue to not only provide a set of valuable services but also innovate by collaborating with each other.

### Student Health Service

The student health service provided more than 15,000 appointments in the year and made time to collaborate with UCD Global to promote health and wellbeing with incoming international students, with the HSE to increase uptake of MMR and HPV vaccines and with the Students' Union to promote sexual health and contraception.

### Student Counselling

The Student Counselling team and Chaplaincy continue to collaborate in the provision of bereavement support groups to both staff and students and in the provision of innovative 'life hacks' workshops for your mind, body, narrative and relationships.

### UCD and HSE Wellbeing Support Programme

Staff at the UCD School of Veterinary Medicine and the UCD Student Mental Health and Suicide Prevention Curriculum and Training working group, in collaboration with HSE Health and Wellbeing, NSRF, and NOSP, piloted a mental health and wellbeing support programme called 'Minding Your Wellbeing'. The programme, developed by the HSE and adapted for delivery to first-year Veterinary Medicine students, aims to help participants develop a positive outlook by looking after their mental health and wellbeing. Student Advisers, Chaplains, and other staff from across the University completed the 'Minding Your Wellbeing facilitation' training delivered by the HSE in August. The programme was delivered in September and October 2023, and is being evaluated by UCD, HSE and NOSP for delivery in future years.

### UCD Chaplaincy

This year we launched the inaugural UCD Chaplaincy Awards to



recognise significant contributions made by students to the chaplaincy community.

In a further innovation the chaplaincy adviser team started a soup lunch which offered free soup and bread to students on Tuesdays at lunchtime. This provided a way to bring potentially vulnerable students together and included Irish students, international students and those in direct provision. The team's most loved intervention, however, is their supply of hot chocolate. During student orientation, more than 1,000 cups are distributed and provide a warm welcome to many.

### Student Partnership Forum

Reflecting the University's ongoing commitment to enhancing its student partnership approach, the Student Partnership Forum, comprising staff and student members, convened on three occasions during 2023/24. Student membership of the Forum is drawn from both SU elected representatives, as well as a variety of student leadership roles, encompassing a wide variety of student perspectives and experiences. Representation was broadened this year to capture the distinctive experience of graduate research students, and in response to the development of new student leadership groups. Additionally, the utilisation of the Forum's consultation function allowed significant projects, such as the redevelopment of James Joyce Library or the campus food initiative, to benefit from the insights and feedback from a broad cross-section of the student body.

### Workshops to Provide Skills in Wellbeing

A key objective for the University is to deliver a layered support model which provides students with skills to address their health and wellbeing needs. With this in mind, the Student Advisers designed workshops that are customisable to help meet the challenges of each specific student cohort. Approximately 3,500 students attended at least one of these workshops between September 2023 and August 2024. The workshops are designed to normalise vulnerability, build confidence, and foster a sense of belonging. They were included in Orientation sessions and in over fifteen modules.

This year we continued mindful support for students at exam time. The exam relaxation space is operated by Student Advisers and available during revision week and throughout the exam period. The spaces are in locations across campus including the Vet building, Health Sciences building, and the Newman building. They provide a space where students can go to take a break and regulate their emotions during what can be a stressful time in the lead up to exams.

### Financial Support

A total of 1,358 individual applications were received for the means-tested Student Support Fund, an increase of 25% on the previous year. Additionally, 960 students paying rent received top-up funding. A total of 32 Ukrainian students received specifically designated financial support also. The transparent and efficient distribution of these funds has greatly benefitted students in need. In total, almost 1,300 students received financial support through their Student Advisers and an additional 503 students were supported through UCD Access and Lifelong Learning.

### Income Disregard for Bursary Recipients

UCD offers the largest scholarship programme in the Irish sector. In addition to our collaboration with SUSI, IUA and the 6 Path Clusters

on centralising the 1916 bursaries, UCD was also successful in securing Income Disregard for bursary recipients. Heather Humphreys TD, Minister for Social Protection, announced in November that the UCD Cothrom na Féinne Scholarships are now subject to a disregard of €7,000 in respect of means tests for certain social welfare allowances. The initiative is designed to support students on low incomes to access third level education and to alleviate the financial barriers facing families in receipt of social welfare.

### Cothrom Na Féinne Scholarships

In January, 150 new entrants were awarded Cothrom Na Féinne Scholarships. Scholarship values range from €1,500 to €6,000 per annum. The scholars receive their certificates as part of the UCD Entrance Awards. Cothrom na Féinne is the largest needs-based scholarship in Irish universities and is supported by the generosity of UCD Alumni and corporate donors through UCD Foundation.

Think Again, the UCD scholarship for Mature Student women from low-income and marginalised backgrounds, is progressing strongly in the areas of community outreach, student recruitment, student engagement and research. The Think Again scholars are thriving and a longitudinal Think Again experience evaluation has been initiated.

### Navilens

In May, Colleagues from across the University celebrated global accessibility and participated in the launch of Navilens, an accessible information and wayfinding technology. UCD is the first Irish university to adopt a campus-wide rollout of this innovative support

**1,358** individual applications were received for the means-tested Student Support Fund, an increase of 25% on the previous year



Pictured are Prof Jason Last, Dean of Students and Aisling O'Grady, former Head of UCD Student Advisers on the occasion of her retirement.

tool. NaviLens employs colourful QR codes and customisable audio cues and vibrations to support all users, most notably those who are visually impaired, to independently navigate the world around them.

### Universal Design Professional Development

UCD continues to lead on universal design in the Irish Higher Education sector. We completed the redesign of the UCD Toolkit for Inclusive Higher Education Institutions. This new edition published in May 2024 supports the launch and adoption of the Altitude Charter for Universal Design in Tertiary Education.

UCD launched a pilot national roll out of our Digital Badge in Universal Design Beyond the Classroom in Autumn 2023, along with local roll-outs in UCD in Spring and Summer of 2024, with 73 UCD completions to date. In partnership with AHEAD, we also completed another national roll-out along with local UCD roll-outs of the Digital Badge in Universal Design for Teaching and Learning, with 481 UCD completions to date. These professional development programmes are promoted and facilitated by our University for All Faculty and Professional Staff Partners.

### University for All Roadshow

The University for All Roadshow took place in February, organised and run by our University for All Student Partners and Academic Interns. This event, which took place in a variety of locations across campus, encouraged student participation in our research survey and engaged students to provide suggestions on how to make UCD a more inclusive place for all students. We received a wealth of feedback and will continue to disseminate this through a variety of communication channels.

### dlr Festival of Inclusion

In May, UCD Access and Lifelong Learning took part in the dlr Festival of Inclusion. This involved highlighting and celebrating social inclusion initiatives and supporting and encouraging all to actively participate and engage in the community. With a theme of 'Building Friendships in the Community', UCD ALL welcomed over 30 community members to the campus. Participants took part in tours of the Special Collections, Classics Museum and National Folklore Collection, as well as a taster lecture and lunch in the ALL Centre. It was a fantastic opportunity to showcase some of UCD's unique cultural and historical collections to communities who are distant from higher education.

### 'Hand back the Shame' – report launch

In May UCD launched a unique and significant research report 'Hand the Shame Back' – A Qualitative Study of Traveller Experiences Across the Continuum - Enabling a University for All, by Dr Hannagh McGinley. Dr McGinley's identification as a Traveller brought a unique strength to the study and contributed to the depth and breadth of the findings. The research report presents findings on Traveller experiences across the education continuum, which is crucial for understanding the deeply ingrained practices and structures that impact Travellers' access to and engagement in higher education.

### Arthur Cox LLP support UCD University of Sanctuary programme

Arthur Cox LLP, one of Ireland's leading law firms, announced its commitment to supporting the UCD University of Sanctuary

programme with a philanthropic commitment of €35,000 for the 2024/25 academic year. This generous donation will go towards annual maintenance payments to Sanctuary scholarship recipients.

The UCD University of Sanctuary programme offers a welcoming and supportive environment to students of refugee backgrounds. Refugees and International Protection Applicants face numerous barriers to accessing higher education in Ireland, and UCD is committed to breaking down these barriers and creating opportunities for these students to fully participate in higher education. As a University of Sanctuary, UCD supports up to fifty Sanctuary students annually.

## ENHANCING THE GRADUATE STUDENT EXPERIENCE

### Completion and Attrition Rates Project

The Completion and Attrition project examines attrition rates for graduate research students over a six-year period. This project, initiated in 2023, was developed to address a gap within available reporting. In this second year of the project 85.4% of graduate research students who started in 2017/18, had been awarded a degree, submitted their thesis or remained registered to their programme by the end of six years compared to 80.9% for those who started in 2016/17.

### New Wellbeing Resource

UCD is committed to fostering the wellbeing of its graduate student community and to this end, published an online resource to support graduate research students' health and wellbeing throughout their degree programme. Entitled 'Staying Well', this webpage addresses the unique challenges faced by graduate researchers, offering practical advice and strategies to nurture mental health, prioritise physical wellbeing and cultivate social connections with relevant external resources.

### Managing Graduate Study with a Disability webpage

This year saw the launch of a new webpage dedicated to supporting graduate research students with disabilities or ongoing significant illnesses. This resource offers essential tips and guidance on accessing disability support, collaborating effectively with supervisors, managing assessments, and navigating campus facilities. Additionally, the page links out to LaunchPAD, the national postgraduate initiative designed to build a disabled postgraduate community.

### Research Supervisor Support

The Research Supervisor Support and Development programme is tailored for both new research supervisors and more experienced faculty who would like to refresh their knowledge on aspects of research supervisory practice. The programme was updated this year to include new themes i.e. intercultural competencies in supervision, recruiting international students, including visa issues, support mechanisms for faculty returning to the workplace after extended leave, and Library specialist support.

We also introduced a new online course, 'Resource Pack for Graduate Research Student Supervisors', to equip faculty members with the latest tools and strategies to maintain a contemporary supervisory practice. This course complements the existing Fundamentals of Research Supervision at UCD course, which is tailored for faculty who are new to supervision or new to supervision in UCD.



Students enjoying the newly refurbished library space on Level 3 of the James Joyce Library.

### Student Survey.ie

Following an analysis of the 2023 studentsurvey.ie, Schools were asked to prioritise areas for quality enhancement of the research student experience in 2024. 35 Schools submitted action plans and areas of focus with 'Research Culture' and 'Personal Development Planning' emerging as the top priorities.

### Welcoming New Students

'GradsCONNECT', the welcome event for taught students, was held in September and had over five hundred attendees. In addition, an Orientation event for Graduate Research students which provided key information on what they can expect from UCD, what the University expects from them and the comprehensive support UCD provides was attended by more than eighty students. The research event was repeated in February for January-start students.

### Development, Skills and Events for Doctoral Students

Thesis in 3: In May 2024 research students were challenged to distil their research into an entertaining 3-minute presentation. This year, the winner was Melissa Kinch, UCD School of Nursing, Midwifery and Health Science. Melissa will represent UCD in both the national IUA final and the global Universitas21 competition.

UCD Graduate Studies and the UCD Writing Centre delivered 'Writing on Wednesdays', which offers guided online sessions to support doctoral students writing up their thesis, facilitated by postdoctoral researchers. Thesis writing was also supported for late-stage research students with the ever-popular three-day intensive Thesis Boot Camp.

The Graduate Studies Transferable Skills portfolio of workshops was delivered in a blended format in 2023/24.

### New Elective for PhD and Masters Students

Through the UCD Innovation Academy, we launched the 'Design Your Life' elective to PhD and Masters students this year; a class originating from Stanford University that uses design thinking to address the 'wicked problem' of designing your life and career. 35 PhD and

Masters students from a range of backgrounds including Engineering, Medicine and Food Science, among others, participated in the class.

## DELIVERING LIBRARY, INFORMATION AND KNOWLEDGE MANAGEMENT SYSTEMS

### Library

#### Redevelopment

In September, the multi-award-winning redesign of the James Joyce Library Level 3 was launched and has quickly become a popular location for students. An example of inclusive, student-centred design, Level 3 offers 535 high-quality study spaces, quiet study rooms, Zoom rooms, sensory rooms, and improved wayfinding and charging facilities. This warm and inviting space is routinely full throughout the day and the Library has seen an overall increase in visits since the refurbishment. Scheduled to take place from 2025-2027, Phase 2 of the Library redevelopment will focus on Level 2 and the construction of a Cultural Heritage Centre on Level 1.

Accessibility and inclusion continue to be a top priority and this year a Multi-Faith Room was opened in the James Joyce Library, in addition to trialling the NaviLens system for visually impaired users. New access gates were installed to further improve the student experience and accessibility.

#### Student Engagement

UCD Library saw a significant rise in engagement across its five locations, with 1.76 million visits over the past year, a 46% increase compared to the previous year. Library staff responded to nearly 32,000 queries through in-person visits and digital platforms such as email and chat. The Library's orientation program played a key role in fostering student engagement, providing tours, talks, videos, guides and tutorials, while also participating in major campus events like the UCD Global International Fair and GradsCONNECT. As part of the UCD Welcome module, 340 Peer Mentor group tours were offered, while the New Students guide received 3,690 views in September. A library-sponsored prize draw attracted 498 entries and there was strong engagement on social media.

### Library Services

In January, UCD Library introduced a new service model that divided its operations into two units: 'Information and Learning Services' and 'Academic and Research Services' to better address the evolving requirements of students, academic staff and researchers. The Library held 175 information and digital literacy sessions for around 9,000 students, with nearly 4,000 students completing its Academic Integrity course. Our Academic Integrity LibGuide attracted over 1 million views.

The library partnered with the UCD College of Social Sciences and Law and the UCD College of Health and Agricultural Sciences to co-design the 'Digital Skills for Success in the Workplace' course, which was launched in June by Minister Dara Calleary. The Academic and Research Services unit delivered 33 training sessions, both online and in person, to 570 participants as part of its 'Build Your Research Skills' program. Additionally, the UCD Citizen Science Community of Practice, a joint initiative with the UCD Earth Institute, hosted several events focused on community-engaged projects.

### Cultural Heritage and Public Engagement

UCD Library continues to be active in cultural heritage and public engagement. In October, the library launched the 'Ink & Imagination' exhibition which ran for nearly a year at the Museum of Literature Ireland, a partnership which enabled 46,500 visitors to view treasures from UCD Library's Special Collections.

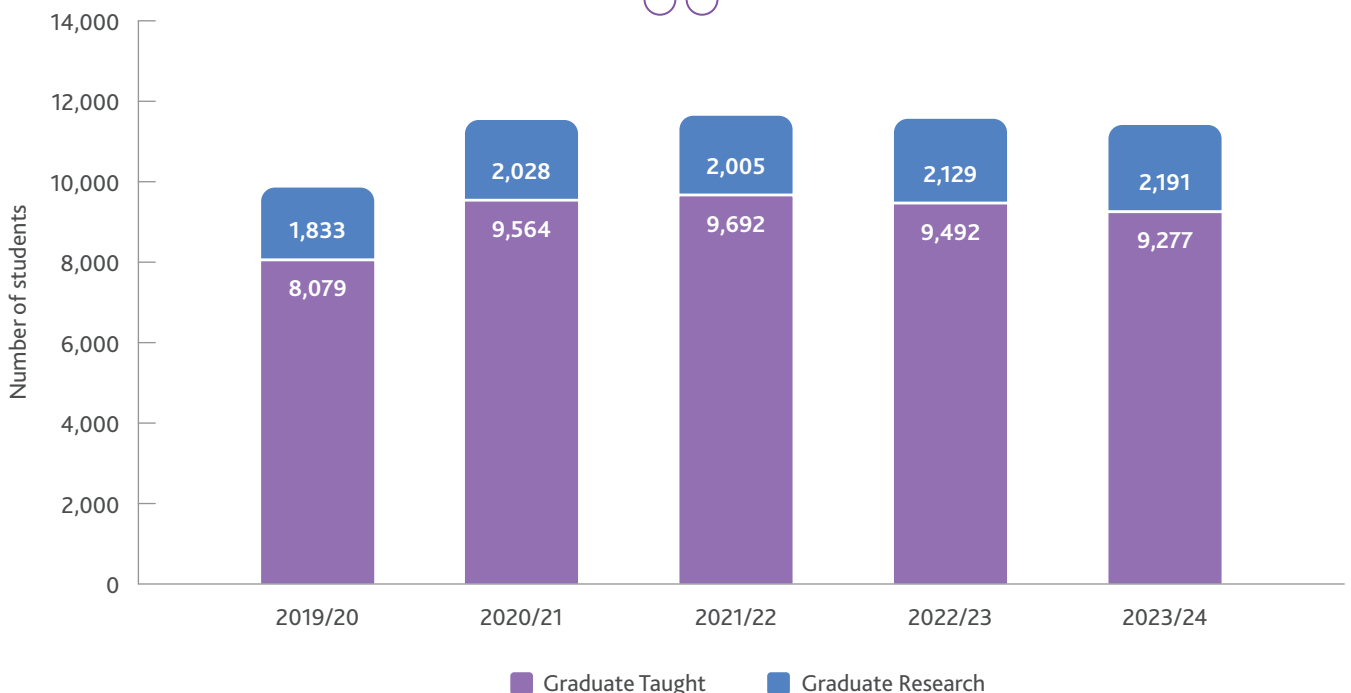
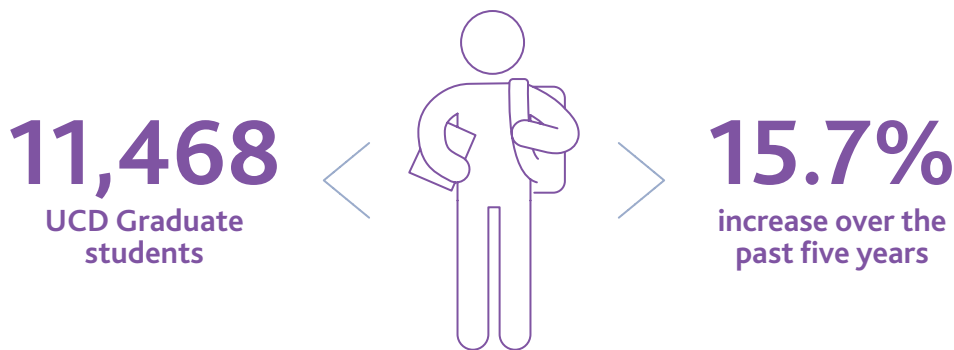
UCD Archives received the Irish Rugby Football Union archives, adding to its growing collection of sports-related archives. The National Folklore Collection launched an online exhibition showcasing 250 photographs of Irish Folklore Commission informants while the Digital Library unveiled the digital collection "Carysfort College and Its Networks."

The Poetry as Commemoration project concluded with the publication of Grief's Broken Brow, a fine press book of poetry that was presented to public libraries across the island. In April, the library collaborated on the 'Judicial Attire and the Centenary of the Free State' exhibition, marking 100 years since the passage of the Courts of Justice Act.

### IT Services

#### New Originality checking platforms

Following a successful pilot, Turnitin is the new UCD originality checker. Turnitin is integrated with Brightspace to assist faculty in the detection of plagiarism and in assuring academic integrity within modules. It was enabled in all Brightspace modules in May, and the University began the transition to Turnitin over the summer term. Additionally, iThenticate, Turnitin's similarity detection tool for researchers, was piloted in the spring and approved as a university-wide solution for faculty and researchers to ensure publication originality and protect UCD's reputation.





### IT SIEM/SOC Implementation Project

The scoping phase for the SIEM/SOC Implementation project is underway by UCD IT Services. The Security Incident and Event Management (SIEM) solution will help to detect cybersecurity incidents in UCD's environment, and a new IT Security Operations Centre (SOC) is being established to respond to these incidents. This is a sectoral solution provided by HEAnet in conjunction with a managed service security partner. The SIEM/SOC will be a key component of UCD's IT security architecture.

### Data Analytics Roadmap for UCD

With growing data and analytics demands, UCD is developing a Data Analytics Roadmap. A cross-functional team, including UCD IT Services and experts, consulted stakeholders to assess data needs, define governance and design technical architecture. The resulting draft strategy, aimed at enhancing UCD's analytics maturity, was finalised by the Steering Group during the year.

### New Online UCD Course Catalogue Launched

This year we launched a new online UCD Course Catalogue. This accessible portal integrates with UCD's online presence, offering comprehensive programme information for prospective and current students. By consolidating various course information sources, it enhances the user experience and simplifies course discovery and applications. A key feature of the new catalogue is its direct deep link to the application process for each course, seamlessly connecting users to the new Applications system developed on the Salesforce CRM platform. This integration provides a seamless and efficient experience for prospective students, from course exploration to application submission.

### WiFi Expansion project

UCD launched a five-year project this summer to enhance WiFi coverage across campus. The initial phase focuses on the Newman, Library, and Agriculture buildings and requires professional surveys, new cabling, and the installation of advanced Wireless Access Points to improve coverage, reliability, capacity, and speed.

### CRM Technology: New Student Applications System

A cross-functional project is underway to support student recruitment, deliver actionable data insights, integrate with social media, and facilitate inter-team communication. This project aims to transform how we recruit students onto UCD programmes by implementing Salesforce, a world leader in CRM technology, as our new CRM platform. UCD is the first Irish university to adopt this cutting-edge solution. As the first element, a new course Applications System was piloted in June 2024 and launched to all non-CAO applicant students from October 2024. This new system provides a better and more streamlined experience for all applicants to UCD.

## PROMOTING QUALITY ASSURANCE AND EXCELLENCE IN GOVERNANCE

### University Governance

The newly constituted Governing Authority was established in November. It is composed of a majority of external members, as well as elected academic, professional and technical staff and sabbatical officers of the UCD Students' Union. In accordance with the Universities Act 1997 (as amended), the Governing Authority retains the ultimate responsibility for the academic quality of UCD's activities and has a duty to provide for and maintain a system of quality assurance in accordance with the Qualifications and Quality Assurance (Education and Training) Act 2012.

For the Academic Council (AC) and its sub-committees, 2023/24 was a significant year as it marked the end of the three-year membership term of elected and nominated members, the first such Academic Council constituted under UCD's revised statutes. Populating the incoming AC involved significant work on planning and oversight of the election of faculty across the six Colleges. As with previous elections electronic voting was utilised, and this process is now the standard for UCD-wide ballots. There was significantly greater participation in these elections than before, and the new AC membership was finalised in late March. Following the confirmation of the membership, elections were held to fill seats on a number of AC sub-committees. These sub-committees play a key role in assisting the AC to perform its functions and ensure that business relating to the quality of UCD's activities can proceed without undue delay. The term of office of new Chairs, elected and nominated members (for both the AC and its sub-committees) begins on 1 September 2024.

The Governing Authority has also now consolidated UCD's existing Statutes into the 'Governing Statute' with the direction that a single document be maintained which contains all future amendments. Making such documents and processes as available and accessible as possible strengthens UCD and enhances its governance.

### Compliance with University, Legislative and External Quality Assurance Requirements

#### Institutional Review Follow-up:

The University completed its fourth year of implementing the recommendations from the 2019 Cinnnte review of the effectiveness of our quality policies, procedures and processes. 94% of the University's associated actions are now complete from a total of 13 recommendations with 47 agreed University actions. Three actions remain across three recommendations that include work projects on Strategic Planning, UCD Global and UCD HR.



Visitors at the 'Ink & Imagination' exhibition at MoLI.

### Internal Quality Reviews

Quality review site visits took place in the UCD School of Information and Communication Studies, UCD Global, UCD/Teagasc Programmes, UCD Sutherland School of Law and UCD Research, Innovation and Impact. An overseas site visit of the UCD/RCSI RUMC joint programmes in Malaysia took place in December 2023. Ongoing monitoring of the recommendations are monitored by ACQEC via each Unit's quality improvement plans and progress updates. The UCD Quality Office continues to monitor the profile of our review groups to ensure that they support the University's objective of building our engagement locally, nationally and internationally (UCD Strategy 2020-2024) and reflect University policies such as Equality, Diversity and Inclusion, Sustainability, and Leadership Development for faculty and staff. A review of the quality guidelines to review professional units was undertaken during the year and a new Handbook published and implemented for 2024.

### University's Annual Quality Report

This report outlines the quality policies, procedures, processes and governance within the University and was submitted to QQI in February 2023, with ongoing monitoring by the Academic Council Quality Enhancement Committee (ACQEC) of the University's responsibilities in relation to its linked providers.

### Irish Register of Qualifications

UCD Registry submitted its annual programme upload to the Irish Register of Qualifications as required by QQI.



Pictured at the launch of Grief's Broken Brow with UCD President, Prof Orla Feely and commissioned poets Chiamaka Enyi-Amadi, Bebe Ashley, Victoria Kennefick, Aifric Mac Aodha, Séan Hewitt, Martina Evans, and Nithy Kasa.

### Linked Providers

The University continues its oversight of its linked providers as required by the 2012 legislation. ACQEC approved the institutional annual quality procedures for NCAD and IOB and continues its oversight of NCAD's Review Panel report and implementation of its QIP. Work is currently underway to review UCD's draft guidelines on linked providers which are due for implementation in January 2025.

### Incoming Undergraduate Degree Students

	2019/20 entrants	2020/21 entrants	2021/22 entrants	2022/23 entrants	2023/24 entrants
<b>Under-represented entrants</b>	<b>985</b>	<b>1,118</b>	<b>1,098</b>	<b>1,022</b>	<b>1,134</b>
<b>Mature entrants</b>	<b>254</b>	<b>258</b>	<b>259</b>	<b>208</b>	<b>217</b>
Mature Years HEA Support Only	85	86	67	71	80
Mature Years Support and Concession	169	172	192	137	137
<b>DARE entrants</b>	<b>380</b>	<b>423</b>	<b>448</b>	<b>500</b>	<b>597</b>
DARE HEA Support Only	184	205	171	248	307
DARE below Support and Concession	196	218	277	252	290
<b>HEAR entrants</b>	<b>231</b>	<b>269</b>	<b>256</b>	<b>212</b>	<b>215</b>
HEAR HEA Support Only	90	122	95	75	75
HEAR below Support and Concession	141	147	161	137	140
<b>Other progression routes</b>	<b>229</b>	<b>263</b>	<b>242</b>	<b>216</b>	<b>235</b>
Other Progression (incl Open Learning)	229	263	242	216	216
<b>Total UCD</b>	<b>4,600</b>	<b>4,957</b>	<b>5,014</b>	<b>4,945</b>	<b>5,274</b>

HEA Support Only = Above cut-off

HEA Support and Concession = Below cut-off

# RESEARCH, INNOVATION AND IMPACT

## Introduction from Vice-President for Research, Innovation and Impact

The last year has been a momentous one for UCD Research and Innovation, with more outstanding performance in key areas such as funding capture, as well as significant new appointments and partnerships. It was my pleasure to join this vibrant and dynamic unit in March and I give thanks to all the teams for their tireless efforts to manage a time of transition without disrupting the vast array of services they provide.

**AS WE COMPLETED** the final year under the themes of the previous university strategy, we saw some of our greatest success. In particular, the awarding of the Co-Centre for Sustainable Food Systems, led between UCD and Queen's University Belfast with University of Sheffield, is the culmination of many years of UCD's leadership in building all-island collaboration in this and other key domains.

Research funding awards reached another unprecedented high, with total capture for the period surpassing €220 million. The funding came from 695 separate research awards, the largest of which arose from the successful refunding bids for BiOrbic Bioeconomy Research Centre and I-Form Centre for Advanced Manufacturing. Meanwhile, the launch of the first Met Éireann Professorship for the development of weather and climate services using data and AI is a significant addition to the University's research portfolio.

It was an extremely proud moment for UCD and Ireland last December when the student and staff team behind EIRSAT-1 achieved the successful launch of their satellite into space. This August, it made its first contribution to scientific knowledge about the universe when it detected two gamma-ray bursts.

We saw an equally strong performance in the domains of Arts and Humanities and Social Sciences, particularly in our researchers' continued outstanding performance nationally in ERC awards, and other significant prizes including the Maurice J. Bric Medal of Excellence and the European Association of Archaeologists Book Prizes. It was also great to see the showcasing in documentary film of some of the University's research in Irish language and culture, which is undoubtedly a unique academic strength for UCD.

On the innovation side, NovaUCD celebrated the twentieth anniversary of its official opening with the publication of a report entitled *NovaUCD Ideas to Impact since 2003*. This impressive report outlines the significant 20-year impact of NovaUCD in



**Professor Kate Robson Brown**  
UCD Vice-President for Research, Innovation and Impact

the commercialisation of our research outputs, creating and supporting new ventures, nurturing and scaling start-ups and established companies with global reach, and creating jobs. The success and impact of NovaUCD was recognised during the year when it featured as the only Irish university-based start-up centre included in the Top 100 of the FT's inaugural Leading Start-Up Hubs in Europe special report.

The opening of a new facility at UCD Lyons Farm incorporating the AgTechUCD Innovation Centre and the UCD Bimeda Herd Health Hub was a key development in our support of Ireland's thriving agtech sector. UCD securing €7 million in funding to deliver an annual food and agriculture innovation and entrepreneurship training programme, in partnership with Teagasc, was a similarly important development.

UCD's research and innovation community continued to build valuable relationships outside Ireland, furthering collaborations through trans-Atlantic partnerships – particularly Northeastern University, University of Massachusetts and the University of California, San Francisco – and numerous cross-border partnerships. UCD's research institutes have remained fundamental to building and maximising the University's international links, in particular UCD Institute for Discovery which also launched the new AI Healthcare Hub this year, and UCD Humanities Institute which continued to have tremendous impact through its Transnationalising the Humanities strand.

**Professor Kate Robson Brown**  
UCD Vice-President for Research, Innovation and Impact

### Research Publications

Details of all research publications for the period of this Report are available online at: [www.ucd.ie/research/publications/20222023](http://www.ucd.ie/research/publications/20222023)

# €220.2m

total funding capture in 2023/24 exceeds our previous funding record of €160.5 million in 2022/23

# 695

separate research awards, gained through the commitment and dedication of UCD researchers and research support staff

## RESEARCH

### RESEARCH FUNDING

UCD researchers secured a record amount in external research funding awards this year. The total funding capture of €220.2 million exceeds our previous funding record of €160.5 million in 2022/23. This funding came from 695 separate research awards, gained through the commitment and dedication of UCD researchers and research support staff.

This total arose from success across a wide range of research areas and funding programmes, reflecting UCD's strong competitiveness across the board. Awards from the Health Research Board (HRB) increased in the last year, with the result of HRB replacing the Department of Agriculture (DAFM) as UCD's fifth largest funder of research.

Large awards included: Phase 2 funding (€23.2 million) of two SFI\* Research Centres based at UCD; Phase 3 funding (€6 million) of the Technology Centre CeADAR, funded by Enterprise Ireland, with a further €5.3 million for the Centre's expansion as a European Digital Innovation Hub (EDIH); a €6 million SFI Research Professorship; and Phase 1 funding (€3.5 million) for a new Co-Centre based at UCD, funded in Ireland by SFI and the Government's Shared Island Fund.

UCD continued to perform very strongly in the EU's Horizon Europe programme, retaining pole position in Ireland and 23rd\*\* among all European higher education institutions. The bulk of our success is attributed to the high volume of prestigious European Research Council (ERC) awards, attesting the excellence of the UCD research community.

Table 1: External Research Awards 2023/24

Year	Total value contracts signed including contributions to overheads (€ million)	Total number of contracts awarded	Total contributions to overheads (%)
2023/24	220.2	695	20.4%

Funding source	Number of contracts	Value (€)
SFI	99	76,688,490
EC	97	47,303,463
IRC***	91	12,331,619
EI	106	22,758,891
HRB	36	11,586,815
Others	266	49,497,096
<b>Total</b>	<b>695</b>	<b>220,166,374</b>

\* Subsequently rebranded as Research Ireland – Taighde Éireann, applicable to all following mentions of SFI.

\*\* European Commission (2024) EU Funding & Tenders Portal [Horizon Dashboard]. Available at: <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/horizon-dashboard>.

\*\*\* Subsequently rebranded as Research Ireland – Taighde Éireann, applicable to all following mentions of IRC.



Table 2: Largest Grants Awarded to UCD 2023/24

Lead PI and Co-PIs	UCD School	Funding source	Programme	Title	Total direct costs €
Professor Kevin O'Connor, Professor Francis Butler, Dr Eoin Syron, Professor Eoin O'Neill, Assoc Professor Paul Evans, Professor James Sullivan, Dr Alan Kelly, Professor Cormac Murphy, Assoc Professor Gerard Cagney, Assoc Professor Helen Sheridan, Professor James Lyng, Professor Eoin Casey, Dr Fionnuala Murphy, Dr Elaine O'Reilly, Dr Joanna Kacprzyk, Professor Lisa Ryan, Professor Lorraine Brennan, Dr Tanja Narancic, Professor Colm Mclaughlin, Professor Fiona Doohan, Professor Karina Pierce, Assoc Professor Marius Claudy, Assoc Professor Carl Ng, Professor Colm O'Donnell, Professor John O'Doherty, Dr Fatemeh Golpayegani, Dr Xiangming Zhu, Assoc Professor Eoghan McGarrigle, Professor Patrick Guiry, Professor Nicholas Holden, Professor Wim Meijer, Professor Paul McCabe, Assoc Professor Thomas Curran, Dr Enrico Secchi, Dr Rainer Melzer, Assoc Professor Nigel Brunton, Dr Saoirse Tracy, Professor Kevin McDonnell, Dr Marco Garcia-Vaquero, Professor Francesco Pilla, Professor Thomas Boland, Dr Cathal McCabe, Dr Marina Rubini, Dr Amanda Sosa, Dr Recep Dereli, Dr Ronald Halim, Professor Paula Bourke, Dr Joseph Sweeney	School of Biomolecular and Biomedical Science, School of Biosystems and Food Engineering, School of Chemical and Bioprocess Engineering, School of Architecture Planning and Environmental Policy, School of Chemistry, School of Agriculture and Food Science, School of Biology and Environmental Science, School of Economics, School of Business, School of Computer Science	Science Foundation Ireland (SFI)	Research Centres-Renewal	BiOrbic Centre (Phase 2) <sup>1</sup>	13,371,699
Professor Denis Dowling, Professor David Browne, Assoc Professor Aisling Ni Annaidh, Assoc Professor Philip Cardiff, Dr Neal Murphy, Dr Fatemeh Golpayegani, Professor Michael Gilchrist, Professor Niall English, Professor Isobel Gormley, Professor Alojz Ivankovic, Assoc Professor Eoin O'Cearbhaill, Assoc Professor Steven Ferguson, Assoc Professor Vikram Pakrashi, Dr Jufan Zhang, Dr Pezhman Ghadimi, Dr Mert Celikin, Assoc Professor Nikolaos Papakostas, Professor Dimitrios Zevgolis, Assoc Professor Fiona Freeman	School of Mechanical and Materials Engineering, School of Computer Science, School of Chemical and Bioprocess Engineering, School of Mathematics and Statistics	Science Foundation Ireland (SFI)	Research Centres-Renewal	I-Form Centre (Phase 2) <sup>1</sup>	9,883,115

1 Platform Budget only. Remainder of the budget was registered in Yr 2022/23.

Lead PI and Co-PIs	UCD School	Funding source	Programme	Title	Total direct costs €
Professor Fengzhou Fang	School of Mechanical and Materials Engineering	Science Foundation Ireland (SFI)	Research Professorship	High-precision manufacturing of freeform and structured surfaces for optical and bio-medical applications	6,154,124
Dr John Lonsdale, Dr Donnacha O'Driscoll, Professor Katharine Robson Brown	School of Computer Science, UCD Research	Enterprise Ireland (EI)	Technology Centre	CeADAR Phase 3	5,908,139
Dr Ricardo Simon Carbajo, Ms Michelle Doyle	School of Computer Science, NovaUCD	EC – DG Communications Networks Content and Technology (Cnect)	Digital Europe Programme (DIGITAL)	CeADAR – Ireland's AI European Digital Innovation Hub (EDIH)	5,363,366
Professor Eileen Gibney, Professor Joseph McMahon, Professor Seamus Fanning	School of Agriculture and Food Science, School of Law, School of Public Health Physiotherapy and Sports Science	Science Foundation Ireland (SFI)	Co-Centre Programme	SureFood Co-Centre (Phase 1)	3,480,742
Professor Emma Teeling	School of Biology and Environmental Science	Horizon Europe	P1-ERC Synergy (Syn)	Learning from Bats: New Strategies to Extend Health span and Improve Disease Resistance (BATPROTECT)	3,107,563
Dr David McKeown, Professor Sheila McBreen, Assoc Professor Brian Mac Namee, Dr Nima Afraz, Professor Lorraine Hanlon	School of Mechanical and Materials Engineering, School of Physics, School of Computer Science	Enterprise Ireland (EI)	Disruptive Technologies Innovation Fund (DTIF)	National Space Subsystems & Payloads Initiative (NSSPI)	2,767,961
Professor Kenneth Dawson	School of Chemistry	Science Foundation Ireland (SFI)	Strategic Partnership Programme	Bio-inspired particle architecture delivery technologies (Bio-PADT)	2,178,502
Professor Kenneth Dawson	School of Chemistry	Horizon Europe	P1-ERC Advanced Grant (AdG)	Functional Nanoscale Therapeutics (FunctionalNanoTher)	2,009,997
Professor Niall English	School of Chemical and Bioprocess Engineering	Horizon Europe	P1-ERC Advanced Grant (AdG)	Engineering and manipulating green solvents by nano-bubbles (NIMBLE)	1,969,212

Lead PI and Co-PIs	UCD School	Funding source	Programme	Title	Total direct costs €
Professor Niamh Nowlan	School of Mechanical and Materials Engineering	Horizon Europe	P1-ERC Consolidator Grant (CoG)	Regulation of Articular Cartilage Zonal Emergence: Harnessing Developmental Pathways to Enhance Regeneration	1,865,250
Assoc Professor Claire Harnett	School of Earth Sciences	Horizon Europe	P1-ERC Synergy (Syn)	Assessing the role of hydrothermal alteration on volcano morphology instability and unpredictable volcanic hazards (ROTTnROCK)	1,827,363
Professor Mary Kelly-Quinn, Professor Olaf Schmidt, Dr Jan-Robert Baars, Professor Michael Wallace, Dr Fiachra O'Loughlin, Assoc Professor John O'Sullivan, Dr Jonathan Turner, Assoc Professor Jens Carlsson	School of Biology and Environmental Science, School of Agriculture and Food Science, School of Civil Engineering, School of Geography	Science Foundation Ireland (SFI)	Co-Centre Programme	Co-Centre for Climate+ Biodiversity and Water	1,649,152
Assoc Professor Aidan Regan	School of Politics and International Relations	Horizon Europe	P1-ERC Consolidator Grant (CoG)	How Corporate Tax Avoidance Fuels the Wealth Inequalities that Undermine Democracy (Democracy Challenged)	1,600,000
Assoc Professor Irial Glynn	School of History	Horizon Europe	P1-ERC Consolidator Grant (CoG)	Solidarity Sovereignty and Sanctuary on the Seas: A Global History of Boat Refugees since the 1940s (SOS)	1,600,000
Professor Katharine Robson Brown, Dr Colm McMahan,	UCD Research	Higher Education Authority (HEA)	Higher Education Research Equipment Grant	HEA Capital Grant 2023-2025	1,556,469
Professor Niamh Nowlan, Professor Fionnuala McAuliffe, Assoc Professor Georgiana Ifrim	School of Mechanical and Materials Engineering, School of Medicine, School of Computer Science	Wellcome Leap	In Utero	Translation of a Wearable Foetal Movement Monitor towards Stillbirth Prevention <sup>2</sup>	1,495,935
Professor Dolores O'Riordan, Assoc Professor John Lambert	School of Agriculture and Food Science, School of Medicine	EC – Education Audiovisual & Culture Executive Agency (EACEA)	Erasmus +	Una Europa – Building the European University of the Future	1,400,066

Lead PI and Co-PIs	UCD School	Funding source	Programme	Title	Total direct costs €
Professor James Sullivan	School of Chemistry	The Royal Society (UK)	Royal Society Science Foundation Ireland University Research Fellowship	Developing carbodisulfuranes as powerful carbon-atom transfer reagents: Synthesis of new terminal metal carbides and metal-carbide clusters	1,381,282
Professor Alistair Nichol	School of Medicine	Health Research Board (HRB)	Research Project	PRIME IRELAND – Pandemic Resilience Ireland Clinical Platform: Refining Performing Predicting and Applying a globally integrated clinical research response for future pandemics in IRELAND.	1,236,148
Assoc Professor Jennifer Keating	School of History	Horizon Europe	P1-ERC Starting Grant (StG)	Towards a connected history of population environmental change capital and conflict in Russian Eurasia 1860s-1920s (Land Limits)	1,199,982
Dr Suja Somanadhan, Dr Rachel Crowley	School of Nursing Midwifery and Health Systems, School of Medicine	Health Research Board (HRB)	Research Project	Rare Disease Research Catalyst Consortium	1,153,811
Professor Wim Meijer, Assoc Professor John O'Sullivan,	School of Biomolecular and Biomedical Science, School of Civil Engineering	Dublin City Council	Research Project	Acclimatize 2	1,114,248
Dr Aura Istrate, Professor Francesco Pilla,	School of Architecture Planning and Environmental Policy	Horizon Europe	P1-MSCA Doctoral Networks (DN)	C-NEWTRAL: Smart comprehensive training to Mainstream new approaches for climate neutral cities through citizen engagement and decision-making support for innovative governance and integrated planning	1,066,824



## INTERNAL RESEARCH SCHEMES 2023/24

UCD makes considerable investments in our own research, across a number of programmes.

### Ad Astra Support Scheme

Ad Astra is an early career faculty recruitment programme. To support incoming Ad Astra Fellows to develop their research and become productive as quickly as possible, the University awards each fellow a discretionary fund of €5,000 and a PhD studentship. In 2023/24, we have invested approximately €3.6 million to support incoming fellows in five Colleges (the scheme runs in specific Colleges annually).

### UCD Output Based Research Support Scheme (OBRSS)

Research activity is critical to UCD's reputation as a leading global university. We recognise that commitment to excellent research builds UCD's reputation and that many of the day-to-day costs of research activity are not covered by research grants. In response, UCD has developed the Output Based Research Support Scheme (OBRSS) to disburse research support funds to faculty based on their research outputs, as captured through publications and PhD

supervision. During the past year, 1,147 faculty were awarded support funds through OBRSS. Details of the OBRSS are shown in Table 4.

## ANALYTICS AND IMPACTS

### Publication Metrics

In 2023, there were 5,083 papers listed in Elsevier SciVal for UCD (see Figure 1). Although the coverage in this data does not reflect the totality of UCD's research outputs (which was 6,716 for the year), this is an important metric. In aggregate, UCD has produced the highest volume of academic publications in the country over the past twenty years.

### Academic Impact

Field-weighted citation impact compares the actual number of citations received by a paper with the expected number of citations for papers of the same document type (article, review, or conference proceeding paper), publication year and subject field. A field-weighted citation impact of 1.00 indicates that an institution's publications have been cited exactly as would be expected based on the global average for similar publications. Using this measure, UCD's publications over the past five-years are 73% more cited than the world average, putting UCD on a similar plane with many other leading international research-intensive universities. During the past five years, 18% of UCD's publications were in the top 10% of the most cited worldwide. In addition, 62% of the publications were co-authored with institutions in other countries, emphasising UCD's position as a global university.

Table 3: Ad Astra Support Scheme (by College)

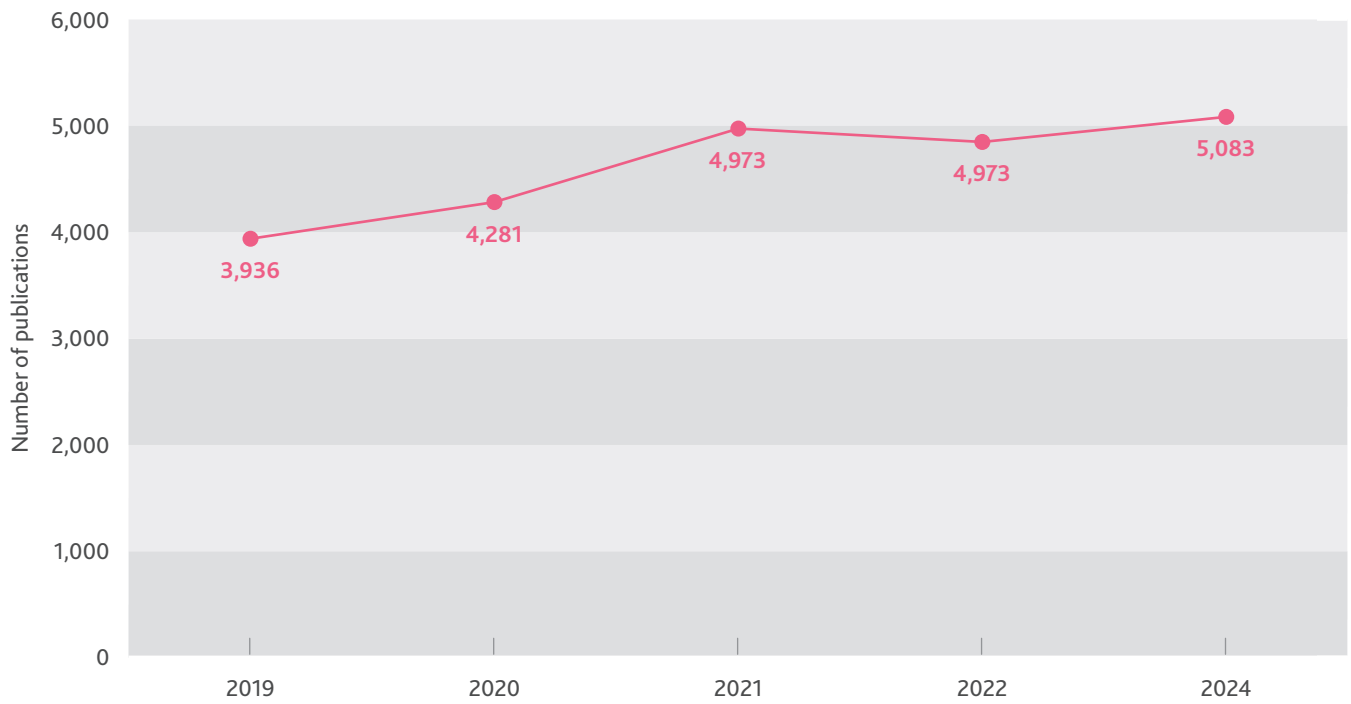
College	2023/24 €
College of Arts and Humanities	516,000
College of Business	774,000
College of Engineering and Architecture	169,000
College of Health and Agricultural Sciences	1,897,000
College of Social Sciences and Law	258,000
<b>Total</b>	<b>3,614,000</b>

**18%**  
of UCD's publications were  
in the top 10% of the most  
cited worldwide

Table 4: Output Based Research Support Scheme 2022/23

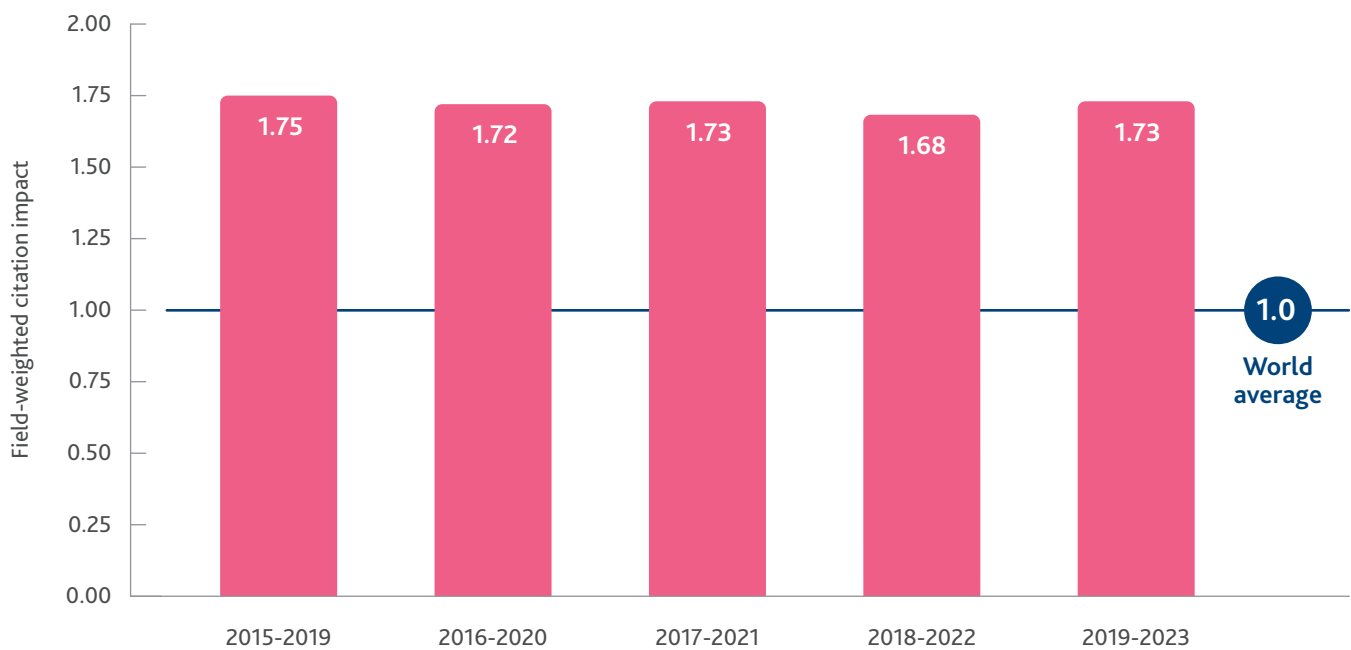
College	Number of recipients	Total allocated €	Average award per person €
College of Arts and Humanities	119	82,062	690
College of Business	58	43,018	742
College of Engineering and Architecture	151	245,694	1,627
College of Health and Agricultural Sciences	309	422,149	1,366
College of Science	258	306,967	1,190
College of Social Sciences and Law	238	224,298	942
Other	14	8,956	640
<b>Total</b>	<b>1,147</b>	<b>1,333,144</b>	<b>1,162</b>

Figure 1: Number of publications recorded in SciVal per year



Source: Elsevier Scopus/SciVal (accessed 1 October 2024)

Figure 2: Field-weighted citation impact per 5-year period



Source: Elsevier Scopus/SciVal (accessed 1 October 2024)

### Societal Impact

The Research Impact Case Study Competition builds capacity throughout UCD in capturing Research Impact. It encourages all researchers, regardless of discipline, to consider and celebrate the societal impact of their work. This competition offers researchers at UCD an opportunity to develop a short, written case study, with illustrative images, highlighting the impact of their research to an external, nonspecialist audience. The overall 2023 winner was 'Right nurse, right place, right time: promoting safe staffing in the healthcare system' by Professor Jonathan Drennan, UCD School of Nursing, Midwifery and Health Systems. All finalists are included in the table below.

### RESEARCH CULTURE INITIATIVE

The Research Culture Initiative was established in 2021 as part of a priority theme in UCD's Strategy for Research, Innovation and Impact. In 2024, UCD solidified its commitment to Research Culture work by establishing the role of UCD Research Culture and Engagement Manager within the Human Resources Culture & Engagement team. Dr Colleen Thomas was named to the post in May and will continue the core work of the Research Culture team including the periodic Research Culture Survey.

Building on this core support from the University, the team have been successful in attracting significant external funding to broaden the scope and reach of the Research Culture work.

**Table 5: Finalists of 2023 UCD Research Impact Case Study Competition**

UCD Impact Case Study Award	Researchers	School	Title
2023 Winner	Professor Jonathan Drennan	UCD School of Nursing, Midwifery and Health Systems	<b>Right nurse, right place, right time: promoting safe staffing in the healthcare system</b>
2023 Engaged Research Impact Prize	Dr Mark Coen and Professor Katherine O'Donnell	UCD School of Law, UCD School of Philosophy	<b>Correcting state narratives on the Magdalene Laundries</b>
2023 Runners-Up	Dr Victoria Durrer	UCD School of Art History and Cultural Policy	<b>Building cross-island capacity in theatre and dance</b>
	Professor Alistair Nichol, on behalf of the Irish Critical Care-Clinical Trials Network (ICC-CTN)	UCD School of Medicine	<b>Improving outcomes of critically-ill patients with acquired brain injury</b>
	Professor William Gallagher	UCD School of Biomolecular and Biomedical Science	<b>OncoMark: avoiding unnecessary chemotherapy in breast cancer patients</b>
	Professor Maria Baghramian	UCD School of Philosophy	<b>PERITIA: understanding and fostering trust in experts and expertise</b>
	Professor Ronan McNulty, Associate Professor Luis Leon-Vintro, Dr Seán Cournane and Bill Kamtchou	UCD School of Physics	<b>Redeploying particle physics detectors for health and medicine</b>
	Professor Dympna Devine and Dr Seaneen Sloan	UCD School of Education	<b>Safe Learning: improving girls' literacy and wellbeing in the Global South</b>
	Dr Orla Kelly	UCD School of Social Policy, Social Work and Social Justice	<b>The 4-day week: making work healthier and more sustainable</b>
	Christina Seery and Professor Jessica Bramham	UCD School of Psychology	<b>The Adult ADHD App: helping people understand and manage their ADHD</b>



Pictured (l-r) at the launch of the Co-Centre for Sustainable Food Systems are: Prof Louise Dye, lead of the integrated UKRI research programme and Co-Director of the Institute for Sustainable Food at the University of Sheffield; Prof Aedin Cassidy, Co-Director of the Co-Centre for Sustainable Food Systems and Director for Interdisciplinary Research at the Institute for Global Food Security at Queen's University Belfast; Dr Siobhán Roche, Director of Science for the Economy at SFI; Prof Kate Robson Brown, UCD Vice-President for Research, Innovation and Impact; and Prof Eileen Gibney, Co-Director of the Co-Centre for Sustainable Food Systems and Director of UCD Institute of Food and Health.

Research assessment has been a priority in the feedback from the Research Culture Surveys and World Café events and in response, the team successfully bid for funding from the National Open Research Forum to develop an open educational resource on the Responsible Use of Research Metrics. The module has been co-designed by the research communities at UCD and partner institutions at Dublin City University, Technological University of the Shannon and University College Cork. After beta-testing the module, it will be made available as a national resource for all those involved in research assessment activities including recruitment, peer review, and career progression.

Led by Professor Orla Feely, the team secured Wellcome Trust funding through the Institutional Research Culture scheme. The two-year award supports an ambitious programme of actions including an inclusive internal seed funding scheme for research culture projects – Research Culture Local Area Initiatives and Measures (ReCLAIM) – with nine awards made in the first of four rounds.

A transdisciplinary research seminar series for early career researchers in collaboration with Queen's University Belfast (QUB) as well as acknowledgement initiatives for Technical Officers and Research Managers / Administrators, whose contributions are often undervalued or overlooked, are also planned. The intersection between researcher wellbeing and research culture is being investigated by Dr Hugh Fulham-McQuillan and Dr Sonya Deschênes, UCD School of Psychology, responding to the research community's feedback which

has consistently highlighted connections between the research environment and mental health.

Finally, the UCD Research Culture team has jointly established with QUB an All-Island Research Culture Network as a knowledge hub and opportunity to exchange best practices with other research-intensive organisations on the island. Nearly 30 organisations have joined the Network in its first year. In addition to quarterly meetings, the Network will continue to host an annual conference on research culture.

## UCD STRATEGIC RESEARCH PRIORITY AREAS – KEY HIGHLIGHTS

At UCD, our research makes a difference. We deliver research and innovation at scale and in areas of national and global significance by prioritising excellence and impact, investing in our people and providing a culture and environment in which they are supported to deliver across the University's four strategic themes:

1. **Creating a Sustainable Global Society**
2. **Transforming through Digital Technology**
3. **Building a Healthy World**
4. **Empowering Humanity**

UCD's academic leadership has recorded substantial achievement in these areas, supported by the Research Partners, Proposals Support and EU Research teams. In addition, the University has strengthened



## // Our Research Partners team is working with UCD's leading academics to develop core programmes, particularly in the areas of Sustainable Food Systems and Climate Resilience and Adaptation //

existing and forged new cross-border and transatlantic partnerships to foster collaboration and drive real impact in the areas addressing the world's biggest challenges.

### Creating a Sustainable Global Society

Researchers across every discipline are seeking solutions to the world's most pressing challenges, from transitioning to sustainable energy, developing secure sustainable food systems to building climate resilience. Our Research Partners team is working with UCD's leading academics to develop core programmes, particularly in the areas of Sustainable Food Systems and Climate Resilience and Adaptation, with significant progress made in the last year.

UCD and Met Éireann announced a new multimillion-euro academic research programme at UCD to support the further development of weather and climate services for Ireland using data science and AI. The Met Éireann Weather and Climate Research Professorship incorporates a €1 million annual investment for an initial period of five years. The programme will be overseen by an expert knowledge transfer team at Met Éireann working closely with a professor-led

research group at UCD School of Mathematics and Statistics and UCD Earth Institute.

In May, UCD welcomed the launch of a transformative new joint Research Centre, hosted at the UCD Institute of Food and Health. Managed jointly by Queen's University Belfast and UCD, with University of Sheffield, the Co-Centre for Sustainable Food Systems brings together world-leading researchers with expertise in areas that are core to food system transformation including. Co-led by Professor Eileen Gibney, the €35 million Co-Centre is jointly funded for six years by the Government of Ireland, UKRI, the Northern Ireland Department of Agriculture, Environment and Rural Affairs, and industry.

UCD is also part of the highly ambitious €41.3 million Climate+ Co-Centre (for Climate + Biodiversity + Water) which will conduct research, innovation and policy development across the interlinked challenges of climate change, biodiversity loss and water degradation on the islands of Ireland and Britain. The UCD co-applicant on the Centre is Professor Mary Kelly-Quinn, UCD School of Biology and Environmental Science and UCD Earth Institute, with seven other UCD funded investigators who are mostly members of UCD Earth Institute.

Nine UCD projects were chosen for the final two competitions of the National Challenge Fund to accelerate research in the areas of Green Transition and Digital Transformation. Five were selected for the Sustainable Communities Challenge, such as GEOMETRIC: GEOphysics and Machine learning for Evaluating Transportation Infrastructure Condition (Dr Shane Donohue and Dr Soumyabrata Dev). Four teams were funded for the Future Food Systems



Pictured (l-r) are the finalists in the Conway Festival Gold Medal competition for research excellence, Mykyta Malkov, Haleema Azam, Ciara Walsh, Sarah Kierans, Yinghao Li pictured with Professor Breandán Kennedy, interim Director, UCD Conway Institute.

Challenge, such as FungiTech: crop residues as a substrate for producing filamentous mycoprotein (Professors Fiona Doohan and Lorraine Brennan).

The Environmental Protection Agency granted €14.3 million in funding to 33 new research projects, including five for UCD. These projects will help build transdisciplinary research capacity and talent in Ireland in key areas relating to sustainability transitions and societal transformations, with a priority on maximising the impact of research and innovation for the environment.

In May, the Government announced €104 million investment to fund four SFI Research Centres for a second phase, including BiOrbic Bioeconomy SFI Research Centre and I-Form SFI Research Centre for Advanced Manufacturing, both based at UCD. VistaMilk SFI Research Centre and FutureNeuro SFI Research Centre for Neurological Diseases were also funded for another phase. A further €21 million was committed by the Centres' industry partners.

### Transforming Through Digital Technology

UCD researchers are exploring and combining interdisciplinary approaches and methodologies to digitally revolutionise research across every field from medicine to philosophy. UCD Research has conducted several research development initiatives in the areas of Space, AI, Quantum and Technology for Health, including the support of significant bids and collaborative relationships.

A UCD-led space project entitled National Space Subsystems and Payloads Initiative (NSSPI) has secured over €7.9 million in funding from the State's Disruptive Technologies Innovation Fund (DTIF), strongly supported by the UCD Research Partners team. Led by Dr David McKeown, NSSPI will support the development of an economically sustainable and expanding space industry in three initial clusters: optical communications for space; autonomous smart satellites and spacecraft and payload modelling; and simulation, assembly, integration and test research support.

UCD's student-built satellite EIRSAT-1 was successfully launched into space on 1 December 2023, making history for Ireland and UCD. It was launched on a Falcon 9 SpaceX rocket from Vandenberg Space Force Base in California and correctly injected into low Earth orbit. It is Ireland's first space mission. On 21 August, EIRSAT-1's on board Gamma-ray Module (GMOD) detected two separate gamma-ray bursts (GRBs) within 80 minutes of each other. The GRBs were confirmed by other space craft and a ground and space telescope network coordinated by the European Southern Observatory in Chile, validating the full GMOD instrument performance in-orbit.

In February, UCD hosted a conference exploring the potential growth of the Irish space sector by focusing on how Scotland has made a success of its space industry. The booked-out event has brought senior stakeholders from space enterprises, space sector organisations and leading researchers from across the island of Ireland and Scotland as well as further afield including the European Space Agency and the UK Space Agency.

UCD and Northeastern University have announced that they have extended their longstanding partnership in undergraduate and doctoral education, and research with the aim of strengthening their shared focus on global challenges in healthcare. This follows

## 5

new research projects in  
UCD received funding from the  
Environmental Protection Agency

# €104 million

investment to fund four SFI Research  
Centres for a second phase, including  
BiOrbic Bioeconomy SFI Research  
Centre and I-Form SFI Research Centre  
for Advanced Manufacturing, both  
based at UCD

the signing in 2023 of a bilateral Memorandum of Understanding. The two institutions this year announced a joint grant competition to deepen existing research collaborations and foster new cross-institutional relationships. Five projects were funded, including 'Sample Sleuth: Active Learning for Optimal Biomarker Sampling Strategies in Clinical AI' and 'Amplifying Resilience: Digital Sustainability in DIY Music Communities'.

Two researchers from UCD School of Mathematics and Statistics were granted Irish Research Council Advanced Laureate Awards in 2023. Dr Kazim Buyukboduk was funded to study variational properties of arithmetic objects, which is a major theme within number theory. Dr Robert Osburn will lead pioneering research in completely uncharted territory, with potentially transformative impacts in the study of automorphic forms, quantum topology, combinatorics, theoretical physics and beyond.

Four UCD-led projects were awarded under the National Challenge Fund to explore solutions related to Ireland's Green Transition and Digital Transformation. AI2Peat combines artificial and human intelligence for peatland monitoring; AI-Form uses artificial intelligence to accelerate nanomedicine development; RESR explores renewable energy storage for mobile applications; and STROHAB utilises extended reality and artificial intelligence to allow for tele-rehabilitation of stroke patients.

### Building a Healthy World

UCD is responding to global health challenges in cancer, infectious diseases and metabolic medicine which we approach through the lens of One Health and which are strategically aligned to national and EU priorities. UCD is driving advancements in diagnostics, therapeutics, medical devices, and digital health solutions in these key areas.

In the metabolic medicine domain, UCD Diabetes Complications Research Centre (DCRC) held a Research Symposium in January to showcase the innovative interdisciplinary research and



Dr Carlos Matellan, postdoctoral researcher from UCD School of Medicine and UCD Conway Institute was awarded the 2023 IRC Thomas Mitchell Medal of Excellence as the top-ranked postdoctoral STEM researcher.

collaborations within the Centre. Dr Jing Lyu spoke about her research on 'Injectable Stem Cell Hydrogels for Diabetic Wound Healing. Associate Professor Eoin O'Cearbhaill discussed 'Emerging Medical Devices for the Treatment of Diabetes'. Professor Donal O'Shea gave a talk on 'Understanding Obesity.' Clinical Associate Professor Andrew Malone spoke about his research on 'Single Cell Analysis Strategies in Kidney Transplant Rejection.'

Professor Carel Le Roux was named 2023 IRC Researcher of the Year, for his work as a leading clinical scientist investigating how "the gut talks to the brain" to inform safer and more effective treatments of obesity. Dr Carlos Matellan was the 2023 IRC Thomas Mitchell Medal of Excellence recipient as the top-ranked postdoctoral STEM researcher – his research addresses the rising mortality from chronic liver diseases in Europe.

In the cancer domain, a delegation of experts made up of leading participants in the All-Island Cancer Research Institute (AICRI) met with the US Congressional Caucus on Capitol Hill. They highlighted the significant impacts in cancer research and care on the island of Ireland delivered through 25 years of transatlantic collaboration. World-leading cancer experts, also led by UCD's Professor William Gallagher and Queens' Professor Mark Lawlor, later gathered in Farmleigh, Dublin, to promote greater Euro-American cooperation in tackling cancer.

Dr Fiona Freeman, UCD School of Mechanical and Materials Engineering and Fellow at UCD Conway Institute, was awarded €1.5 million ERC Starting Grant for 'Development of a lung METAstasis-on-a-CHIP model for osteosarcoma as a biomimetic testing platform for drug discovery and therapeutic innovation (META-CHIP).'

Systems Biology Ireland (SBI) at UCD and the Quantitative Biosciences Institute (QBI) at University of California, San Francisco (UCSF) announced the 2024 winners of the joint

Research Fellowship Awards (RFAs), which aim to support collaborative high quality and groundbreaking research proposals in the areas of network biology and drug/drug target discovery. Three projects were funded.

In the infectious diseases domain, Chair of Critical Care Medicine at UCD and Director of the Irish Critical Care-Clinical Trials Network (ICC-CTN) Professor Alistair Nichol was granted a Health Research Board (HRB) Applied Programme Awards for PRIME Ireland (Pandemic Resilience Ireland Clinical Platform).

Dr Christine Kelly was awarded funding under the prestigious dual-track HRB Postdoctoral Fellowship schemes, Applying Research in Policy and Practice (ARPP) and the Clinician Scientist Fellowships (CSF) to develop a surveillance system to improve detection of infections in people who have recently travelled.

In February, UCD launched its new Centre for One Health, which is led by Director, Professor Tony Holohan. The Centre aims to research, educate and build awareness in relation to One Health, to promote the use of this approach and to become a national and world-class leader in developing and facilitating strategies to implement One Health.

### Empowering Humanity

Within this theme, researchers across a diverse range of disciplines are addressing major societal challenges through research that enables inclusive processes, shapes human thought and motivates lasting behavioural change. UCD Research is supporting these aims with a particular focus on Engaged Creativity, valuing creative outputs alongside meaningful and lasting research impact.

Professor Gabriel Cooney and Professor Graeme Warren, UCD School of Archaeology, were the 2024 recipients of the prestigious European Association of Archaeologists Book Prize. The prize is awarded works that have had a formative influence on the general



Prof Graeme Warren (left) and Prof Gabriel Cooney, UCD School of Archaeology were announced as recipients of the prestigious European Association of Archaeologists Book Prize, at the opening ceremony of the 30th EAA Annual Meeting in Rome in August.



public with regard to archaeological research, and have helped address issues in archaeological heritage management. Professor Cooney received the award for his book *Death in Irish Prehistory* (Royal Irish Academy, 2023). Professor Warren was awarded for *Hunter-Gatherer Ireland: Making Connections in an Island World* (Oxbow Books, 2022).

Associate Professor Jennifer Keating, UCD School of History, was awarded a €1.5 million ERC starting Grant for 'Towards a connected history of population, environmental change, capital and conflict in Russian Eurasia, 1860s-1920s (Land Limits).' The project seeks to redefine debates on economic growth in northern Eurasia and state and community violence in the late imperial and early Soviet period (1860s-1920s). It aims to restore the environment as a vital category for understanding the collapse of the imperial state and the rise of its successors.

Also from UCD School of History, Dr Patrick Anthony was awarded the IRC's Maurice J. Bric Medal of Excellence as the top-ranked postdoctoral researcher in the Arts, Humanities and Social Sciences category. He was awarded the prize for excellence in postdoctoral research for his work which focuses on the relationship between climate science and colonial violence, offering a comprehensive study of knowledge production through conquest and land expropriation.

In March, a new TG4 documentary film shared with the public for the first time the extraordinary story of Úna Ní Fhaircheallaigh, the first woman to write a novel in the Irish language. The film was based on research by Professor Regina Uí Chollatáin and Dr Ríona Nic Congáil, highlighting Ní Fhaircheallaigh's forgotten role in Irish history as an ardent campaigner for women's rights in education and society – also the first female Professor of Irish at UCD.

Associate Professor Aidan Regan, UCD School of Politics and International Relations, was awarded a prestigious €2 million ERC Consolidator Grant for groundbreaking research in Political Economy. His project 'Democracy Challenged' will examine why concentrated capital and wealth inequality are a problem for democracy, and the role of corporate tax avoidance and law in enabling these processes.

UCD researchers were awarded funding to partner with French counterparts on collaborative research projects under the Ulysses Scheme, announced by the Embassy of France in Ireland and the IRC. The projects include: Comparing administrative burdens across Ireland and France as barriers to the implementation of the National Climate Action Plans (Dr Margaret Samahita, UCD

// In addition to contributing across the University's four strategic themes outlined above, UCD's Research Institutes deliver cross-cutting programmes and events to further enhance the knowledge base, research ecosystem and impact of UCD //

## €1.5 million

ERC starting Grant awarded to Associate Professor Jennifer Keating, UCD School of History

## €2 million

ERC Consolidator Grant for groundbreaking research in Political Economy was awarded to Associate Professor Aidan Regan, UCD School of Politics and International Relations

School of Economics); and Women, agency and the promotion of Franco-Irish cultural relations, 1850-1950 (Professor Judith Harford, UCD School of Education).

Three UCD projects to promote open research received HEA support under the National Open Research Fund (NORF). Dr Lai Ma was funded for 'Building a Culture of Open Research for Irish Health and Social Care Practitioner Researchers.' Professor Grace Mulcahy received funding for 'Pilot Training for Responsible Use of Research Metrics,' and Professor Kalpana Shankar was funded for 'A Review of Open Research in Connected Health Ecosystems'.

### UCD RESEARCH INSTITUTES

In addition to contributing across the University's four strategic themes outlined above, UCD's Research Institutes deliver cross-cutting programmes and events to further enhance the knowledge base, research ecosystem and impact of UCD, some of which are outlined below.

#### UCD Conway Institute for Biomolecular and Biomedical Research

On 20 October 2023, the Conway Institute marked its twentieth anniversary as part of the annual UCD Conway Festival of Research and Innovation. Five hundred people including alumni, staff, students and representatives of industry, charities and the community joined the celebrations.

Conway Fellows published groundbreaking papers in the last year. Findings published in *The Lancet* by Professor Carel le Roux may partly explain increased ovulation after bariatric surgery in women with polycystic ovary syndrome. Research led by Professor Adam Byrne in the *American Journal of Respiratory and Critical Care Medicine* shows that a specific cell in the immune system plays a vital role in how lung fibrosis develops. Associate Professor Colm Ryan published work in *Molecular Systems Biology* suggesting that paralogs contribute to tumours being able to tolerate astonishing levels of genetic alterations.



Professor Therese Kinsella and Associate Professor Antoinette Perry were winners in NovaUCD's 2024 Innovation Awards, recognising the commercialisation of research in the areas of cardiopulmonary disease and high-grade cancers. SME SiriusXT Ltd launched the world's first commercial table-top soft X-ray microscope in the Institute, with applications in disease research and drug discovery.

Conway Fellows were recognised with distinctions and prizes: Professor Catherine Godson delivered the Barry Brenner Endowed Lectureship at the American Society of Nephrology's Kidney Week; Professor Carel Le Roux was named 2023 IRC Researcher of the Year; Dr Carlos Matellan received the 2023 IRC Thomas Mitchell Medal of Excellence as the top-ranked postdoctoral STEM researcher. Institute Fellows were also recipients of prestigious research awards including an ERC Starting Grant (Associate Professor Fiona Freeman) and an IRC Advanced Laureate Award (Professor Ken Wolfe).

Professor Amanda McCann led doctoral training in PPI as part of ColoMARK, a MSCA Doctoral Network programme with patients from the Bowel Cancer Ireland community, as part of The Patient Voice in Cancer Research initiative. With tapestry weaver, Lorna Donlon, Professor McCann is also leading an art-science collaboration between 200 women from minority communities, researchers and patient partners. A body of work entitled The Vitruvian: Uncovering the Layers of Cancer, by artist Vincent Devine, launched during Science Week, co-created with patient partners and cancer researchers led by Professor William Gallagher.

The Institute ran a structured transition year (TY) placement programme, CuriosiTY, with 150 students (80% from DEIS schools). This joint initiative with Systems Biology Ireland is co-delivered with 70 postgraduate researchers. More than 1,000 TY students participated in CuriosiTY events held in schools across Dublin, Laois, Louth, Monaghan and Wicklow.

### UCD Institute for Discovery

On 15 May, UCD celebrated the official launch of the AI Healthcare Hub, marking a significant milestone in the integration of artificial intelligence (AI) into healthcare. AI Healthcare Hub is led by leadership team: Professor Patricia Maguire, Professor Peter Doran, Professor Fionnuala Ní Áinle, Professor Brian Caulfield, Professor Gerardine Doyle, and Associate Professor Brian Mac Namee.

The Institute hosted SAS Vice-President of Healthcare and Life Sciences Gail Stephens and SAS Global Medical Director Stephen

**1,000+**  
TY students participated in CuriosiTY events held in schools across Dublin, Laois, Louth, Monaghan and Wicklow



Pupils from St Tiernan's Community School, Balally take part in the CuriosiTY programme at UCD Conway Institute.

Kearney, who also met with the UMT. SAS has been a key partner on UCD AI Healthcare Hub's flagship project AI PREMie. The Institute also conducted an invited visit to the Nagoya University Institute for Advanced Research, Japan, to co-host a workshop on AI and healthcare at the University Based Institutes of Advanced Study (UBIAS) Directors Conference, with the aim of developing a collaboration on AI in healthcare across the network of 50 Institutes of Advanced Study.

The Institute's Global Visiting Fellowship programme helps to support and facilitate emerging interdisciplinary research across the University. This year saw visits from highly distinguished researchers from leading global institutions: Professor Akram Alshawabkeh, Senior Vice-Provost and Director of PROTECT Superfund Research Center at Northeastern University; Professor Manuel Salto-Tellez, Chair of Molecular Pathology at Queen's University Belfast; Professor David Hickton, Founding Director of University of Pittsburgh Institute for Cyber Law; Professor John Basl, Associate Professor of Philosophy (AI and data ethics initiatives lead) at Northeastern University's Ethics Institute; and Professor Stuart Russell OBE, a pioneer in AI research and leading voice on AI regulation and the impact of AI on humanity.

The Institute's Human Health, Impact and Technology Series (#HHITseries) continued with a further six events. Guests included: Consultant Radiologist Peter MacMahon on 'Generative AI in the ED – Developing tools to predict the future'; and Dr Michael Byrne, Clinical Professor of Medicine in Vancouver General Hospital and University of British Columbia, on 'Using AI and allied technologies to deliver precision endoscopy and imaging to gastroenterology.' Discovery also continued to highlight exceptional young interdisciplinary researchers through its 'Rising Stars' programme, highlighting early career academics on diverse subjects from quantum mechanics to food.

### UCD Earth Institute

Professor Eoin O'Neill was appointed Director of UCD Earth Institute for a five-year term, with Dr Meriel McClatchie, UCD School of Archaeology and Dr Conor Sweeney, UCD School of Mathematics and Statistics, as deputy directors. With a background in environmental policy, Professor O'Neill aims to develop and enhance the policy impact of UCD's environmental, climate and sustainability research over the course of his tenure.

New Institute research initiatives for 2023/24 include supporting the new multi-million-euro research programme to develop weather and climate services using data science and AI led by UCD and Met Éireann; a new multidisciplinary network of UCD soil researchers; and a project exploring the narrative mediation of energy transitions from fossil fuel to renewable energy systems.

Over 80 events were hosted this year, including the Institute's long-standing Thursday morning research talks, research theme meetings, international visiting speakers, early career researcher events, campus walks and more. New for this year, the Institute launched a Dublin city centre policy seminar series, with four lunchtime seminars held in the Museum of Literature Ireland, Newman House, and the Irish Architectural Archive on Merrion Square, exploring issues relating to democracy and the environment. These well-attended seminars brought UCD research directly to policymakers

// Over 80 events were hosted this year, including the Institute's long-standing Thursday morning research talks, research theme meetings, international visiting speakers, early career researcher events, campus walks and more //

and other stakeholders on topics including rural transitions; policy, expertise and trust; the EU Nature Restoration Law; and the use of data to address building vacancy in the context Irish towns.

Three journalists were awarded residencies to work with the UCD Earth Institute research community this spring following the first call for a new journalist-in-residence programme: Dr Claire O'Connell, an experienced freelance journalist who writes a regular science column for the Irish Times; Lauren Boland, journalist with The Journal and lead on its Temperature Check climate newsletter; and Janine Kennedy, award-winning freelance contributor to the Irish Farmers Journal on agriculture, food and climate. The first of its kind in Ireland, the programme aims to support high quality journalism around environmental, climate and sustainability topics, strengthen the communication between journalists and researchers and bring UCD research and researchers to new audiences. The programme was also featured as part of the Department of Foreign Affairs' World Press Freedom Day activities on 3 May 2024.

### UCD Energy Institute

The UCD Energy Institute continued to grow its impact and multidisciplinary research programmes around the energy transition. NexSys, which commenced in early 2022, continued to have a strong momentum across its fundamental, engaged and industrial targeted projects, with 19 targeted projects in progress. In May 2024, NexSys researchers gathered for an all-team summit in Galway, which included the participation of over 30 NexSys PhD and postdoctoral researchers. The summit was designed to identify and develop key research integration tasks to further realise the multidisciplinary potential of NexSys.

This year, Institute members continued to engage with schoolchildren, the general public and specific community groups through in-person events, consultation groups, and print, online, radio and television media appearances.

Based in UCD Energy Institute, three sustainability demonstrator projects with funding from the Higher Education Authority got underway. These are: the UCD Bike Library Pilot, a pilot bike lending library for the UCD community in collaboration with the UCD Library; the EI Energy Calculator, a web-based calculator tool which will allow domestic energy users to use their smart meter data to compare the best priced and lowest emission tariffs on the market, based on their specific energy habits; and the Sustainability Curriculum Project, a project linking academic modules in UCD with NGOs and public sector organisations working on all aspects of the energy transition.





Pictured at the launch of the Finding Beo comic in March are Minister Peter Burke TD and Prof Tom Curran, UCD School of Biosystems and Food Engineering and UCD Institute of Food and Health.

As well as the academic research impacts and outputs, Institute members continued to provide input to industry and policy makers for broad strategic impact. For instance, NexSys and UCD Energy Institute researchers presented their findings at the UCD-ESRI Energy Policy Research Conference in January in Dublin, and the Institute and NexSys submitted a response to a consultation paper on Dynamic Electricity Price Tariffs prepared by the Commission for Regulation of Utilities (CRU).

### UCD Institute of Food and Health

Professor Eileen Gibney was appointed Director of the Institute in September 2023. The Institute would like to thank its previous Director, Professor Dolores O’Riordan, for her immense contributions and commitment since the Institute’s establishment in 2008 and for her leadership as Director from 2013 to 2023.

The Institute had a very successful year for research funding, particularly with the establishment of the €35 million Co-Centre for Sustainable Food Systems, which is led by Professor Eileen Gibney (see more in Research Highlights above).

Institute Fellows were recognised with various distinctions: Professor Nick Holden was named 2024 NovaUCD Innovation Champion of the Year; Dr Ajay Menon won Best Emerging Start-up for SusBiome in the NovaUCD Venture Launch Accelerator Programme; Professor Dolores O’Riordan and Adjunct Professor Brijesh Tiwari were appointed Fellows of the International Academy of Food Science and Technology.

// As part of its internal funding, the Institute developed a travel bursary scheme to support its early career researchers to present their research at international conferences, with six early career researchers funded to-date //

Supported by seed funding through the Office of the Vice-President for Research, Innovation and Impact, the Institute launched a call for short project proposals to enhance its interdisciplinary work and new collaborations with colleagues in Arts, Humanities and Social Sciences, and Business. Among the projects funded was the sequel to the comic ‘Finding Beo’ developed by Professor Tom Curran, which was launched in March 2024 by Minister Peter Burke TD.

Several workshops and meetings were held throughout the year, including an industry-focused meeting on ‘Agri-Food Transformation – Exploring the Impact of AI and Digitalisation.’ In addition, funded through the Institute’s Strategic Support Scheme, Professor Saskia van Ruth and Dr Fiona Lalor held a workshop on the topic of Food Fraud in June.

The Institute introduced a travel bursary to support early career researchers presenting at international conferences, funding six

// Enhancing the policy and practice impact of members' research is a core goal of the UCD Geary Institute, with its dissemination platform, PublicPolicy.ie, playing a critical role. Between July 2023 and July 2024, the website disseminated 78 external policy reports and 27 papers highlighting the policy implications of members' research in an assessable, easily understood way. Over this period, this website attracted 74,872 views from 35,794 visitors //

researchers to date. An extensive programme of outreach and public engagement events continued during the year, including the popular online Food and Health Public Lectures. The Institute also commissioned a series of short videos to highlight the work of its PhD students. Entitled 'PhD Journeys', the videos featured six students from across the Institute's research themes.

### UCD Geary Institute for Public Policy

The UCD Geary Institute is focused on supporting policy-relevant research, primarily in social and behavioural sciences. The Institute accepts membership from UCD faculty and researchers and organises events for members, their PhD students and international collaborators. The Institute also provides members with pre- and post-award project and financial management support, specialist research IT support, as well as office and meeting space for research projects and PhD students.

During 2023/24, the Institute's post-award research project management supports were significantly expanded. Institute staff provided project management supports for two new major, multi-partner Horizon Europe research projects: EqualHouse (From Housing Inequality to Sustainable, Inclusive and Affordable Housing Solutions), led by Professor Michelle Norris; and EqualStrength (From One Closed Door To Another: Cumulative Discrimination And Prejudice Against Marginalised Groups In Europe) led by Associate Professor Mathew Creighton, UCD School of Sociology.

The Institute supported the implementation of the Irish module of the European Social Survey (ESS), led by Dr Micheal Collins, UCD School of Social Policy, Social Work and Social Justice. It also housed the research groups: SOHAM Lab – Sociology of Humans and Machines; UCD Childhood and Human Development Research Centre (CHILD-RC); UCD Behavioural Science and Policy Group; and UCD Centre for Democracy Research.

Enhancing the policy and practice impact of members' research is a core goal of the UCD Geary Institute, with its dissemination platform, PublicPolicy.ie, playing a critical role. Between July 2023 and July 2024, the website disseminated 78 external policy reports

and 27 papers highlighting the policy implications of members' research in an assessable, easily understood way. Over this period, this website attracted 74,872 views from 35,794 visitors.

In 2023/24, the Institute ran the funding scheme for members 'Building International Collaboration Supports' (BICS). It funded visits to UCD for 13 international collaborators of Institute members. In addition, the Institute provided a comprehensive training programme in social science research methods and maximising policy impact, as well as regular 'writing retreats' for members.

### UCD Humanities Institute

In 2023/24 the UCD Humanities Institute-led research project 'Post-extractivist Legacies and Landscapes' (funded by the Andrew Mellon Foundation) culminated in a transdisciplinary conference at the University of Witwatersrand last November. Participants examined the environmental and social legacies of mining. The program included site visits to the Ergo mine in Brakpan, the Ferreira Mine Museum, and the home studio of artist William Kentridge. The Institute also curated its first art exhibition, launched by Professor Kate Robson Brown, 'Landings: Art After Extractivism' which ran in May and featured artworks in diverse media by Judy Carroll Deeley, Sarah Comyn, Helen Doherty, Katherine Fama and a short animation by Linda Mbeki, Ali Aschman and Alex Widdoson.

The Transnationalising the Humanities strand was very active with workshops and roundtables on: Funding Applications – Troubleshooting and (Un)Successful Stories; Women and Labour – Interdisciplinary Perspectives; Investigating Emotions in Migration – The Experiences of Italian Women (with Professor Monica Miscali, Norwegian University of Science and Technology); Designing Kind Educational Practices (with Dr Wajeehah Aayeshah, University of Melbourne); and Roots in the Air – Multilingualism and Displacement.

The Institute oversaw a number of events for funded research projects. They included a workshop series on researching and teaching contemporary ecological challenges by the PIs of 'Cultural Imaginaries of Just Transitions', Dr Treasa De Loughry and Dr Sharae Deckard; and practice-based workshops on art, activism and audiences by PIs of 'Extractivist Landscapes', Dr Sarah Comyn and Dr Megan Kuster.

The annual PhD conference organised by the Institute's resident PhD students explored 'Cannibal Consumption: Culture, Capital and Critique' in March, with speakers from Ireland, UK and continental Europe.

Last November, the Institute hosted a guest lecture by Professor John Barry, Professor of Green Political Economy, Queen's University Belfast, on 'Imagination, Hope and the Planetary Crisis.' In it, he posed the questions: Does the planetary crisis lack a 'compelling story'? Does the dominant science-based narrative fail to connect with people's values, aspirations and lives? What role can imaginative literature and art play in mobilising more people to understand the causes, consequences and solutions to our ecological emergency? These questions will drive the Institute's research in the coming years.



## INNOVATION

UCD is committed to its key role in Ireland's innovation and knowledge exchange ecosystem as an enabler of economic growth and as a contributor to economic, cultural and social development.

We support this commitment through our innovative and entrepreneurial students and graduates, the development of partnerships with businesses, Government agencies and social and cultural enterprises, the commercialisation of research outputs, generating, supporting and scaling new ventures and established companies with global ambitions, and creating jobs.

A key development during the year was the celebration of the twentieth anniversary of the official opening of NovaUCD with the publication of a new report entitled *NovaUCD Ideas to Impact Since 2003*.

In the last 20 years UCD has supported 550+ companies and early-stage ventures through the services and supports provided across the University by NovaUCD. In addition, the NovaUCD entrepreneurial community has raised over €1.3 billion in equity funding over the last 20 years.

Seventy new UCD spin-out companies have also been incorporated; over 1,165 inventions have been disclosed by UCD researchers; over 370 priority patent applications have been filed and over 320 licensing deals have been concluded with a range of indigenous and international businesses and over 220 consultancy projects undertaken through ConsultUCD since it was established in 2017. During the year the success and impact of NovaUCD was recognised

when it featured as the only Irish university-based start-up centre, and one of only three centres in Ireland, to feature in the Top 100 of the FT's inaugural Leading Start-Up Hubs in Europe special report.

UCD successfully secured €7 million in funding over the next six years to deliver an annual food and agriculture innovation and entrepreneurship training programme at the AgTechUCD Innovation Centre, in partnership with Teagasc. The focus of the Food and Agriculture Sustainable Technology Innovation Programme (FAST-IP) is to increase innovation knowledge within the food and agriculture sector leading to the creation of more high potential start-ups and jobs.

During the year NovaUCD also commenced a new AI Ecosystem Accelerator Programme in partnership with CeADAR to support entrepreneurs who are developing disruptive AI solutions for a global market.

// UCD successfully secured €7 million in funding over the next six years to deliver an annual food and agriculture innovation and entrepreneurship training programme at the AgTechUCD Innovation Centre, in partnership with Teagasc //



Pictured (l-r) at the launch NovaUCD's 20th anniversary Report entitled *NovaUCD Ideas to Impact Since 2003* are, Tom Flanagan, UCD Director of Enterprise and Commercialisation; Prof Orla Feely, President, UCD; and Neale Richmond TD, Minister of State for Business, Employment and Retail.



Pictured (l-r) at NovaUCD are: Prof Kate Robson Brown, UCD VP; Richard Cooke, La Casa Care; Dara Calleary TD, Minister of State for Trade Promotion, Digital and Company Regulation; and Yuxin Wang, GoMappED at the launch of the inaugural AI Ecosystem Accelerator Programme.

## UPDATE ON NEW INITIATIVES AND PROGRAMMES

NovaUCD has continued to actively expand its accelerator programme initiatives, and an exciting new development in the last year was the start of the new AI (Artificial Intelligence) Ecosystem Accelerator Programme being delivered in partnership with CeADAR, Ireland's Centre for AI. Eleven start-ups were selected to participate in the inaugural six-month programme.

The programme is being funded through the European Digital Innovation Hubs framework, a Europe-wide initiative with funding of €700 million from both the European Commission and the governments of member states.

During the year NovaUCD announced the launch of a new Venture Capitalist in Residence (VCiR) programme. The programme offers experienced investors the opportunity to engage with the NovaUCD entrepreneurial community and support start-ups and early-stage ventures and enables venture capitalists to contribute their expertise to the NovaUCD start-up community. Gianni Matera, founder of Growing Capital, was also announced as the first NovaUCD VCiR.

During the past year, NovaUCD's collaboration with ESA BIC Ireland has proven to be a continuing catalyst for significant developments and advancements for space-related ventures. Four new start-ups, in sectors ranging from sports tech to climate tech to advanced manufacturing were approved for the ESA BIC Ireland programme at NovaUCD.

The 2024 New Frontiers Programme also commenced during the year with 11 entrepreneurs participating in an intensive six-

# 11

entrepreneurs participated in an intensive six-month journey as part of the 2024 New Frontiers Programme

month journey, involving a series of commercial workshops and mentorship, which play a pivotal role in shaping and elevating their business ideas.

The NovaUCD Mentors and Business Partners Network has continued to grow, and now has over 150 members. The commercial and professional members provide mentoring and advice to students and researchers who are seeking to develop start-up ideas at the early stage and in several cases, collaboration develops into partnerships with members becoming investors and executives in the maturing start-up businesses.

The NovaUCD and UCD Lochlann Quinn Business School Enterprise Scholarship is now in its sixth year. This scholarship allows a student the opportunity to complete a year-long internship with two NovaUCD start-ups. This programme recognises the distinct value students gain from working in this sector, particularly a student with a genuine interest in entrepreneurship and potentially an ambition to start their own business.

In addition, the NovaUCD Founder's Programme included workshops with Deloitte, Enterprise Ireland, Goodbody and Microsoft. Other events held during the year focused on topics such as intellectual property, managing finances, the Network and Information Security Directive (NIS2) and securing investment.

### Commercialisation of Research Outputs

Through UCD's knowledge transfer team based at NovaUCD, researchers from UCD are assisted with the identification and protection of intellectual property (IP) arising from research programmes and the commercialisation of IP through licensing to companies and through the formation of spin-out companies.

During the year UCD researchers reported a total of 74 inventions. In addition, 24 priority patent applications were filed by UCD across areas of agriculture and food, energy, engineering, environment, information and communication technology, life sciences, medtech and veterinary medicine. Twenty-five licence agreements were also concluded by UCD with a range of indigenous and international companies.

Four new UCD spin-out companies (Lia Therapeutics, Licovolt, SizeWise and Voitheia BioScience) were incorporated, registered and formally reported during the year.

### ConsultUCD

Through ConsultUCD, the University's managed consultancy service, members of the UCD academic community can share their expertise and knowledge with external organisations. Consultancy is one way in which academics can demonstrate the impact of their research.

In the last year more than 100 consultancy projects have been carried out by academics from more than 20 different UCD Schools and Centres showcasing the breadth of the University's expertise including:

- Professor Siobhan Mullan, UCD School of Veterinary Medicine, whose interests include the delivery of large-scale, long-term impactful improvements in animal welfare. She has undertaken several consultancy projects in recent years and has transferred her expertise to clients in Australia, the UK, Scotland, Thailand, Indonesia, France and North America. Various organisations have sought advice from Professor Mullan including a multinational food company to luxury goods manufacturers to farming non-profit organisations.
- Dr Joseph Mooney, UCD School of Social Policy, Social Work and Social Justice, who has recently undertaken consultancy work with a large government agency where he led a group that oversaw a five-stage review of a new procedure and its implementation at the agency. His services were delivered over several months and included managing several stakeholder groups, advising on training, questionnaires and focus groups, conducting interviews and culminated in a final report with analysis and recommendations. Dr Mooney has also won a tender to provide advisory services to an EU body on trauma informed care.

### EU Projects

NovaUCD started its second Horizon Europe funded project during the year. The three-year project, called IMPAC3T-IP, seeks to develop new tools for improving the licensing of intellectual property in three different scenarios: Co-Creation, Crisis and Classical.

// During the year UCD researchers reported a total of 74 inventions. In addition, 24 priority patent applications were filed by UCD across areas of agriculture and food, energy, engineering, environment, information and communication technology, life sciences, medtech and veterinary medicine //

### Partnering with Industry

UCD has a strong track record of working with industry and seeks strong and strategic engagement with business and with social and cultural enterprises; adding value, expanding networks and exploring new opportunities to deliver impact through partnership.

Our innovation ecosystem includes large-scale industry collaborative programmes such as SFI-funded Centres and Strategic Partnerships, and Enterprise Ireland-funded and industry-led technology centres.

Up to 100 companies, ranging from early-stage high-tech start-ups to established innovation-led companies, can be NovaUCD clients at any one time. These companies are primarily based at NovaUCD or NexusUCD or have located elsewhere on campus to collaborate more closely with UCD or are participating in an accelerator programme being delivered through NovaUCD.

### NovaUCD Support Programmes

The NovaUCD team also supports researchers in the commercialisation of intellectual property outputs through a series of training programmes and workshops, including Roadshows, Innovation Sprints and the UCD VentureLaunch Accelerator Programme. NovaUCD also supports the development of student entrepreneurial talent through the Student Enterprise Competition and the BT Young Scientist Business Bootcamp.

They also provided tailored workshops for postdoctoral researchers during the year including at postdoc career orientation sessions, workshops on intellectual property management and commercialisation for postdocs and assistant professors and participation in events with the UCD Careers Network.

### NovaUCD Roadshows

The NovaUCD Roadshows are focused on raising awareness in the research community of the supports provided by NovaUCD and to provide an overview of the supports available to help in the commercialisation of research outputs.

Roadshow events were held in ML-Labs SFI Centre for Research Training in Machine Learning, UCD College of Engineering and Architecture, UCD College of Science, Insight SFI Research Centre for Data Analytics and UCD School of Public Health, Physiotherapy and Sports Science.



### NovaUCD Innovation Sprint

The NovaUCD Innovation Sprint is a one-day workshop to help researchers assess the commercial potential of an invention or new product that they are working on. The objective of the Innovation Sprint is to strengthen the pipeline of commercial opportunities arising from research and move towards applying for Enterprise Ireland Commercialisation Funding.

Two Innovation Sprints were run this year, one in iCrag SFI Research Centre in Applied Geosciences and one in the UCD AlgaeBrew Group in the UCD School of Biosystems and Food Engineering.

### SusBioME Wins 2024 UCD VentureLaunch Accelerator Programme

SusBioME, an emerging greentech start-up developing technology for use in the anaerobic digestion process to increase renewable gas yields from biomass, was named overall winner of the 2024 UCD VentureLaunch Accelerator Programme.

This annual accelerator programme, which is run by NovaUCD, aims to support the creation and launch of sustainable and profitable new start-ups emerging from the University.

Renewable gas from anaerobic digestion is key for energy security and sustainability. In the anaerobic digestion process organic feedstocks, including wastes, are digested and turned into biogas or biomethane, which can be used exactly like natural gas.

However, a major bottleneck limiting renewable gas production is the low digestibility of feedstock used in the anaerobic digestion process which leads to unrealised gas yields and low operational efficiency.



Pictured at the UCD O'Brien Centre for Science are: Professor James Lyng, Dr Ajay Menon and Bernie Fitzpatrick, promoters of SusBioME, an emerging greentech start-up from the UCD School of Agriculture and Food Science, overall winner of the 2024 UCD VentureLaunch Accelerator Programme.

To address this problem SusBioME, a start-up emerging from the UCD School of Agriculture and Food Science, is developing modular, plug-in disruptive electro-processing technologies to make feedstocks more biodigestible. As a platform technology it can be applied to a wide range of feedstocks and bioprocesses.

The members of the SusBioME team are Dr Ajay Menon, who completed the VentureLaunch Accelerator Programme, Professor James Lyng, Norman Maloney and Bernie Fitzpatrick.

The Customer Discovery Programme also took place this year in advance of the VentureLaunch Accelerator Programme. This programme supports research teams in making contact with prospective trial partners for their innovations to validate the value propositions.

### 2024 NovaUCD Student Enterprise Competition and Nova Vision

The NovaUCD Student Enterprise Competition, an intensive four-week accelerator programme for student entrepreneurs, took place during the year. The programme is now in its tenth year and is run by NovaUCD as a framework to support undergraduate and postgraduate students who want to work together to develop and grow start-ups.

A total of 13 early-stage student ventures and 26 participants took part in this year's competition. Over 80 early-stage ventures and some 200 students have now completed the NovaUCD Student Enterprise Competition over the last ten years.

Following a series of pitches to a judging panel at the culmination of the competition, Clia, an emerging medtech start-up, was named winner of the €3k Tech Sustainability Prize sponsored by Terra Solar and Orgo, an emerging edtech start-up, was named winner of the €3k One to Watch Prize sponsored by NovaUCD.



Pictured (l-r) at NovaUCD are, Zackary Musumeci, an undergraduate student in the UCD College of Science and founder of Orgo, with Rory Lambe and Ben O'Grady, research masters students in the UCD School of Public Health, Physiotherapy and Sports Science, and co-founders of Clia, winners of the 2024 NovaUCD Student Enterprise Competition.





Pictured (l-r) at the AgTechUCD Innovation Centre at UCD Lyons Farm are, Desmond Savage, Co-founder, Moonsyst, PJ Maguire, Sales Lead, Moonsyst and Marion Cantillon, Founder, PitSeal, winners of the 2024 AgTechUCD Agccelerator Programme

Clia is developing software-as-a-service which plugs into existing cardiac rehabilitation services to improve support and treatment for people at risk of cardiac disease. The founders of Clia are physiotherapists, Rory Lambe and Ben O'Grady, research masters students, investigating wearable technology, in the UCD School of Public Health, Physiotherapy and Sports Science under the supervision of Dr Cailbhe Doherty.

Orgo is developing a mobile e-learning platform focused on Organic Chemistry to enable students across the academic spectrum to become comfortable with the subject. The mobile app will help students with bite-size lessons and revision questions to ensure success throughout their college careers. The founder of Orgo is Zackary Musumeci, currently a Biochemistry and Molecular Biology undergraduate student in the UCD College of Science.

This year two new components were introduced to this accelerator programme.

The first was focused on supporting the students to think further about how they can create AI powered start-ups, and to consider what are the tools and opportunities to leverage generative AI, not only in their products or services, but also in their business operations.

The second was to provide 'checkpoints' as the students refined their business ideas where they could reflect on the UN's Sustainable Development Goals (SDGs) and how best to align their emerging start-ups with these goals.

Many of the students who completed this year's competition had also participated in Nova Vision, a new entrepreneurship initiative,

which took place earlier this year. The key goal of Nova Vision is to nurture sustainability and technology, in alignment with the UN's SDGs, and to empower students to contribute to positive global change through entrepreneurial activities.

### 2024 BT Young Scientist Business Bootcamp

A team of four students were declared the overall winners of the 2024 BT Young Scientist Business Bootcamp held at UCD for a project entitled 'Eco Route', examining local bus routes to school to see whether they are operating in the most efficient way.

The BT Young Scientist Business Bootcamp, now in its fifteenth year, was established by BT Ireland in 2010 and is delivered in partnership with NovaUCD to give students the commercialisation skills they need to develop their BT Young Scientist and Technology project ideas into viable business ventures.

A total of 26 students took part in this year's four-day bootcamp.

### Official Opening of AgTechUCD's Innovation Centre and UCD Bimeda Herd Health Hub

Minister for Enterprise, Trade and Employment, Simon Coveney TD officially opened the new €4.8 million state-of-the-art facility (ca. 1,010 sqm) incorporating the AgTechUCD Innovation Centre and the UCD Bimeda Herd Health Hub at UCD Lyons Farm.

The focus of the AgTechUCD Innovation Centre, the first and only on-farm workspace hub in Ireland, is to promote and accelerate early-stage start-ups and SMEs with disruptive innovations in the agri, agtech, agrifood and veterinary sectors, as they build their innovative businesses into leading enterprises creating jobs. The

AgTechUCD Innovation Centre provides clients with preferred access to on-farm experimental facilities, allowing testing and trialling of products and services in the real-world environment at UCD Lyons Farm.

The UCD Bimeda Herd Health Hub provides a national facility for dairy herd health education, research and consultancy and will support the delivery of state-of-the-art training to undergraduate and postgraduate students in the UCD School of Veterinary Medicine. The UCD Bimedia Herd Health Hub will also support the provision of UCD's flagship distance-learning graduate programme, the Graduate Certificate in Dairy Herd Health.

Funding for the new facility was provided by Enterprise Ireland, through the Regional Enterprise Development Fund, a philanthropic donation from Bimeda to the University through UCD Foundation, and UCD.

### AgTechUCD Agccelerator Programme

During the year eight start-ups completed the third AgTechUCD Agccelerator Programme which is focused on fast tracking the commercial and leadership skills of participants and to provide them with the support and guidance needed to accelerate their start-ups in Ireland and on the global stage.

This intensive twelve-week programme included dedicated business development workshops and investor readiness training, mentoring from sector experts and business advisors, guest speakers and facilitated introductions to AgTechUCD's venture capital and business angel networks.

At the end of the programme and following a series of final pitches Moonsyst was named the AIB and Yield Lab AgTech Start-up 2024 and received a €10k prize, and PitSeal was named the FBD AgTech One to Watch 2024 and received a €10k prize.

Moonsyst has developed a Smart Rumen Monitoring solution that collects real-time information from inside cattle, an ingestible 'Fitbit' for cows. The co-founders of Moonsyst, based in Co Cork and Hungary, are Desmond Savage and Peter Gesler. PJ Maguire, Sales Lead, Moonsyst completed the programme.

PitSeal is an eco-friendly biofilm spray comprised of unique strains of seaweed and nutrients that forms an airtight, water-repellent seal over silage pits, eliminating the need for plastic sheeting and weights. PitSeal, based in Co Limerick, was founded by Marion Cantillon.

### New Food and Agriculture Sustainable Technology Innovation Programme

UCD has secured €7 million in funding, over the next six years, to deliver a new food and agriculture innovation and entrepreneurship training programme, in partnership with Teagasc.

The focus of the Food and Agriculture Sustainable Technology Innovation Programme (FAST-IP) is to increase innovation knowledge within the food and agriculture sector leading to the creation of more high potential start-ups and jobs in this sector of the economy.



Pictured (l-r) are; Gary Ryan, Director, AgTechUCD; Dr Siobhán Jordan, Head of Technology Transfer and Commercialisation, Teagasc and Professor Nick Holden, UCD School of Biosystems and Food Engineering and Academic Director, FAST-IP.



FAST-IP will be delivered by the UCD School of Biosystems and Food Engineering, in partnership with Teagasc, at the AgTechUCD Innovation Centre.

FAST-IP will have five intakes of fifteen participants, beginning in September 2024 and running until the end of 2029. The twelve-month in-person programme, aimed at mid-career professionals, is accredited by UCD at Level 9 on the National Qualifications Framework. Participants who complete the programme will be awarded a Graduate Diploma in Agrifood Innovation and Entrepreneurship.

The programme's focus will be on the immersive experience and participants will spend 8-10 weeks immersed in agricultural environments including farms, food processing companies and Teagasc locations throughout the year-long programme.

FAST-IP is supported under the Innovators' Initiative Programme co-funded by the Government of Ireland and the European Union through the Southern, Eastern & Midland Regional Programme 2021-2027.

### Additional AgTechUCD Events

In May AgTechUCD hosted *The Future of Irish Agriculture Through AgTech* event in partnership with AgTech Ireland and the Agricultural Science Association. The event included a panel discussion drawing out relevant themes around the key drivers of successful agtech innovation along with a pitch session, featuring a range of technologies from a number of businesses including start-ups, more established Irish businesses and a number of international businesses.

In May AgTechUCD also hosted an Inside AgTech webinar entitled *R&D Tax Credits for Agri-Businesses* with Dr Samir Belhout and Brenda Donohoe of Braithwaite Ireland. During the webinar they outlined to an audience of Irish agtech start-ups and SMEs how they can avail of R&D tax credits and how they can even apply for these tax credits if they are pre-revenue.

### 2024 NovaUCD Innovation Awards

The NovaUCD Innovation Award was established in 2004 to highlight UCD's commitment to innovation. This year these awards included seven categories, in addition to the NovaUCD Innovation Award. The awards recognise and celebrate knowledge transfer, consultancy and entrepreneurial achievements and successes, and the promotion of an innovation culture, made by members of the UCD research and innovation community. The recipients of the 2024 NovaUCD Innovation Awards are profiled on pages 48-49.

### Fundraising Successes

During the year UCD spin-outs and spin-ins were successful in fundraising including:

- Assiduous, a capital markets technology pioneer headquartered at NovaUCD, secured a €500k funding package through EIT Digital together with an investment from Enterprise Ireland through the Pre-Seed Start Fund to commercialise the company's AI native advisory engine.
- Better Futures, an early-stage artificial intelligence (AI) focused start-up headquartered at NovaUCD, has secured €500k in pre-seed funding from angel investors. The company will use the funding to accelerate the roll-out of EVA™, its novel AI Assistant and Platform for engineers and manufacturers.



Pictured (l-r) at NovaUCD are: Ciarán McNamee, co-founder, Binarii Labs; Donnchadh Cullinan, Head of ICT HPSU, Enterprise Ireland; Peter Burke TD, Minister for Enterprise, Trade and Employment; Aidan Finn, CEO and co-founder, Binarii Labs; Prof Kate Robson Brown, UCD VP and Steven Garner, co-founder, Binarii Labs at the announcement of Binarii Labs securing €400k in funding from Enterprise Ireland with plans to create over 100 new jobs by 2027.



During a visit to NovaUCD, Simon Harris TD, Minister for Further and Higher Education, Research, Innovation and Science, and Sylvie Retailleau, the French Minister of Higher Education and Research met with members of the Output Sports team.

- Beyondbmi, a UCD spin-out, closed a €1 million seed funding round, led by private investors and Enterprise Ireland. The new funding will be used to further develop and expand Beyondbmi's services.
- Binarii Labs, a data security solution developer headquartered at NovaUCD, secured an investment of €400,000 from Enterprise Ireland in High Potential Start-Up match funding, bringing to €3 million the total raised by the company to date. The company, which was founded in 2021, plans to create over 100 new jobs in Ireland by 2027.
- NanobOx, a UCD spin-out, closed a €900,000 funding round from a consortium of Irish venture capital investors led by The Yield Lab, with participation from DeepIE Ventures and Growing Capital. This funding will see the company complete field trials.
- Skippio, a tech start-up which has developed an innovative platform to enhance the fan experience at large-scale venues and events, has secured €540,000 in seed funding. The investment round, led by private investors with the support of Enterprise Ireland High-Potential Start-Up funding, will be used by the NovaUCD-headquartered company to scale into the UK market.

### Awards and Other Successes

During the year Equal1, headquartered at NexusUCD and a leader in silicon-powered quantum computing was named winner of the prestigious Institute of Physics' Quantum Business Innovation and Growth (qBIG) prize for its technological advancements in quantum computing. The qBIG Prize recognises and honours SMEs at the forefront of quantum technology development across the UK and Ireland. Equal1, a UCD spin-out, also inaugurated a new centre of excellence in Sherbrooke, Québec, Canada.

LaNua Medical, an emerging UCD spin-out, was declared winner of the Big Ideas Competition at Enterprise Ireland's 2024 Start-Up Day. LaNua Medical, an Enterprise Ireland Commercialisation Fund project, is developing solutions for problems in embolisation – a minimally invasive procedure that can be used to treat, for example, internal bleeding or benign and malignant tumours. LaNua's GateKeeper device blocks blood flow to select tissue, while enabling targeted therapeutic delivery aimed at reducing the risk of side effects.

During the year Output Sports, a UCD spin-out headquartered at NovaUCD, announced details of its expansion into the US market. The company's products enable strength and conditioning coaches, sport scientists and rehab professionals to fully understand and optimise their athletes' performance using a single wearable sensor system. The company's technology is currently used by sports practitioners in over forty countries, including in the USA and in multiple sports. The company has opened a new office in Boston, and co-founder, and CEO, Dr Martin O'Reilly has relocated to Boston to further build Output's US growth team.

Proveye, a UCD spin-out headquartered at NovaUCD, was named winner of the Start-Up Innovator of the Year Award, the Award for the best overall start-up at the 2023 Innovation Arena competition, hosted by Enterprise Ireland in association with the National Ploughing Association, at the 2023 National Ploughing Championships.



# 2024 NovaUCD INNOVATION AWARD WINNERS



Professor Therese Kinsella

Pictured is **Professor Therese Kinsella**, CEO and founder of ATXA Therapeutics, recipient of the 2024 NovaUCD Innovation Award. ATXA is a clinical-stage pharmaceutical company committed to the advancement of innovative, life-changing treatments for cardiopulmonary diseases. The company was founded in 2015 as a UCD School of Molecular and Biomedical Science spin-out based on over 20 years of research at the UCD Conway Institute. ATXA's focus is the development of NTP42 its lead candidate drug, which has orphan

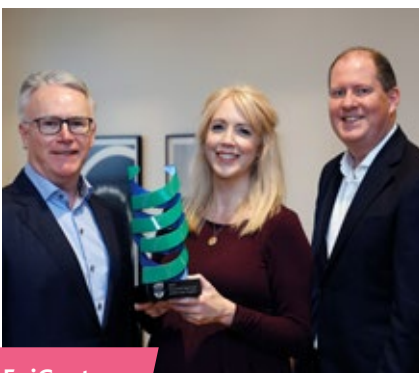
drug designations from both the EMA in Europe and the FDA in the US, for the treatment of Pulmonary Arterial Hypertension, a devastating disease of the lungs and heart. ATXA has raised over €17 million in funding (equity and grant) to date, and Professor Kinsella and ATXA have 16 granted patents.



Associate Professor Nan Zhang

Pictured is **Associate Professor Nan Zhang**, UCD School of Mechanical and Materials Engineering, recipient of the 2024 NovaUCD Invention of the Year Award. He received this Award in recognition of a patented microfluidic system and process for the formulation of nanomedicines, which was developed by him and his research team. The system

is designed to accelerate formulation screening and to enhance formulation optimisation, crucial for the development of gene therapy, cell therapy, and vaccines.



EpiCapture

**EpiCapture**, which is focused on developing accurate and non-invasive liquid tests for the early detection and prognostic assessment of high-grade cancers, including prostate cancer, is the recipient of the 2024 NovaUCD Spin-out of the Year Award. The company was co-founded in 2021 by Associate Professor Antoinette Perry and Edward Simons, as a UCD School of Biology and Environmental Science spin-out. EpiCapture-prostate, the company's first test, currently in development, is a novel urine DNA test to detect high grade

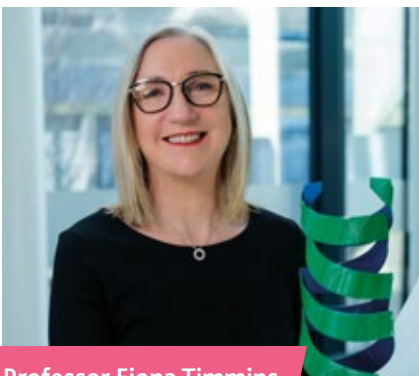
prostate cancer. EpiCapture, an Enterprise Ireland high-potential start-up also supported by EIT Health, has completed two multi-centre international studies, appointed Dr Jim Walsh as Chairman and Kevin Tansley as CEO. Pictured (l-r) are Edward Simons, Associate Professor Antoinette Perry and Kevin Tansley.



John Byrne

Pictured is **John Byrne**, CEO and founder of Corlytics, the global leader in regulatory intelligence and policy compliance technology, recipient of the 2024 NovaUCD Founder of the Year Award. Corlytics, headquartered at NexusUCD, is relied upon by 40% of the top 30 Systematically Important Financial Institutions including Tier 1 organisations such as ING, BNY Mellon, ScotiaBank and SwissRe. Since 2020 Corlytics, which also has offices in London, Lisbon and New York, has grown 60% per annum

and the number of customers has roughly doubled during this period. Last year the company made two significant acquisitions, ING SparQ and Clausematch. Corlytics, which was founded in 2013, continues to invest heavily in innovation, with Group investments in R&D exceeding €50 million to date.



Professor Fiona Timmins

Pictured is **Professor Fiona Timmins**, UCD Dean of Nursing, Midwifery and Health Systems and Head of the UCD School of Nursing, Midwifery and Health Systems, recipient of the 2024 NovaUCD Consultancy of the Year Award. In recent years Professor Timmins has carried out, or is carrying out four consultancy projects, through ConsultUCD, for clients including, the Irish Hospice Foundation, the University of Genoa and the HRB. These consulting projects result in a high level of national

and international collaboration and impact that serve to increase the reputation of UCD.



Professor Nick Holden

Pictured is **Professor Nick Holden**, UCD School of Biosystems and Food Engineering, recipient of the 2024 NovaUCD Innovation Champion of the Year Award. Since joining UCD in 1995 Professor Holden has been championing innovation and entrepreneurship within his School and College and through his leadership roles at UCD.

He has collaborated with over 60 companies on technology development and sustainability assessment and his research portfolio has resulted in the submission of

a number of invention disclosures related to remote sensing, two new venture ideas, one of which was incorporated as Proveye, a UCD spin-out company. In addition he is also the academic director of the new Food and Agriculture Sustainable Technology Innovation Programme, an innovation and entrepreneurship programme to be delivered annually over the next 6 years by UCD in partnership with Teagasc.



Hugh Sheehy

Pictured is **Hugh Sheehy**, CEO and co-founder of Go Eve recipient of the 2024 NovaUCD Licence of the Year Award. Go Eve, an electric vehicle (EV) charging start-up and a joint UCD and Imperial College London spin-out, is commercialising the 'DockChain' technology. The DockChain technology extends the reach of a single EV charger with an extensible daisy-chain of low-cost charging terminals, or 'Docks', allowing it to electrify multiple parking spaces. Go Eve was co-founded in 2021

by Hugh Sheehy, John Goodbody, Professor Robert Shorten, Dr Pietro Ferraro and Andrew Cullen and in 2022 the patented DockChain technology was licenced to Go Eve by UCD. Having licenced the technology Go Eve closed a €3.5 million funding round from a number of international investors, grew to a team of 12 staff, established its headquarters at NovaUCD, with offices in London and in Ohio.



# STRATEGY AND EXTERNAL ENGAGEMENT

I was honoured to take up the new position of Vice-President for Strategy and External Engagement in January 2024. Over the last eight months, I have enjoyed working with the UCD community to shape the University’s future direction, build our reputation, and foster and strengthen engagement with national and international partners and stakeholders.



**Triona McCormack**  
Vice-President for Strategy and External Engagement

## STRATEGY

The priority for this year is to develop the next strategy for UCD. It is important that the strategy is clear, concise, implementable and distinctively UCD. To achieve this, we undertook a comprehensive and wide-ranging consultation process. We engaged faculty, staff and students through surveys, town halls, world cafés, and College, School and Unit visits.

Externally, we partnered with The Reputations Agency to undertake one-to-one interviews across our stakeholder groups, providing independent input into our process. Additionally 10,000 alumni

were asked for their views on our future direction.

With the President and UMT colleagues, we also spoke to Government, donors, alumni, employers, funders and our partners nationally and internationally. These discussions focused on external perceptions of UCD, what our stakeholders would like from us, and we from them, and provided valuable inputs to the new strategy.

We assessed the complex and changing external landscape for higher education and beyond, drawing on secondary

Above: Pictured on a visit to UCD to meet with the VP for Strategy and External Engagement, UCD Clinton Institute and UCD Global to discuss potential areas of collaboration are members of a delegation of Department of Foreign Affairs senior management: (l-r) Prof Scott Lucas, UCD Clinton Institute for American Studies; Liam O'Flaherty, Dept Director of US/Can, DFA; Dr Ciara Leonard, Public Affairs Manager, Office of the UCD VP for Strategy and External Engagement; Stephen O'Dwyer, Deputy Director for Policy Planning, DFA; Julie Connell, US Director, DFA; Triona McCormack, UCD VP for Strategy and External Engagement; Una Watkins, Director, International Student Recruitment, UCD Global; Mike Talbot, Director, UCD Global Engagement; Shannon Farrelly, Director of North America Global Centre, UCD Global; and John Barry, Director of Major Strategic Partnerships, Office of the UCD VP for Strategy and External Engagement.



research, internal and external data. This was supplemented by benchmarking information and a comparison study against universities internationally. These data combined to provide a picture of the environment for UCD in the years to come.

The analysis and feedback from across our extensive engagement have informed UMT and GA discussions over the summer and are helping us to develop a strategy that is simple, backed by implementation plans that ensure our strategy is the lived experience of everyone in UCD and is visible to our partners and stakeholders externally. All of the rich feedback and thoughtful inputs provided will be particularly valuable as we develop these detailed plans.

The strategy will be launched in November 2024.

## EXTERNAL ENGAGEMENT

### Public Affairs

As a publicly-funded and internationally-focused institution, it is important that UCD can assess the external landscape for higher education and research and can influence and shape policy that impacts us. We do this through our relationships with governments, agencies, and industry and academic membership organisations. While this is a collective activity across the University, to date, we have not had a singular focus on this important area. That is why I established the role of public affairs manager in the unit, with Dr Ciara Leonard undertaking the role.

In what has been a year of elections internationally, we focused on the European elections and the new Commission and on the final budget of the outgoing Government in Ireland.

We also continued our close engagement with the UK. The relationship between UK and Irish higher education and UCD, in particular, is very strong and we continue to advocate for more funding mechanisms, such as the Shared Ireland Fund, to underpin this relationship into the future. To support our engagement, we held a number of events across the year.

### Ireland – Scotland Space Conference

In February 2024, in partnership with the University of Strathclyde and the Scottish Government in Ireland, UCD hosted a conference focused on learnings from the Scottish and Irish space sectors and the importance of strong collaboration between academia, industry and government. The conference built on the strong network across the national space sector developed by the C-Space group led by Professor Lorraine Hanlon, Professor Shiela McBreen and Dr Ronan Wall.

Titled 'Scotland-Ireland Space: Growing the Space Economy Together', the event opened by Neale Richmond TD, Minister for Business and Employment, brought 100 senior stakeholders from space enterprises, space sector organisations and leading researchers from across the island of Ireland and Scotland, as well as further afield including the European Space Agency and the UK Space Agency. The event highlighted opportunities for the space sectors in Ireland and Scotland linked to the net zero challenge.

Following the success of this conference there are plans for a follow-up event in Glasgow in February 2025 to advance discussions to enhance economic, environmental and societal benefits derived from both space sectors through joint learnings and collaboration.



Pictured at the Scotland Ireland Space Conference are (l-r): Triona McCormack, UCD VP for Strategy and External Engagement; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Prof Malcolm Macdonald, Director and founder of the Applied Space Technology Laboratory at the University of Strathclyde; and Dr Hina Khan, Executive Director of Space Scotland.



### Visit of The Lord Mayor of the City of London

We welcomed The Rt. Hon., The Lord Mayor of the City of London, Alderman Michael Mainelli to UCD in February 2024 for a meeting with our research leaders and industry partners on how we can 'Connect to Prosper' in areas of shared interest including food sustainability, energy systems and hydrogen.

### Welsh Ministerial Visit

UCD was delighted to welcome Welsh Government Minister Jane Hutt MS as part of a St David's Day visit to Ireland in March 2024. Hosted by UCD Vice-President for Sustainability, Professor Tasman Crowe, we discussed our Welsh collaborations in areas of sustainability, climate and energy along with UCD researchers Professor Eoin O'Neill, Dr Arlene Crampsie and Professor Wim Meijer together with Mary Gallagher Cooke and Dr Ciara Leonard.

### Marketing

Recognising the importance of strong and consistent brand messages to support UCD's engagement externally, I established a new UCD Brand Working Group with wide, cross-University representation. Our work is informed by consultations that took place as part of the strategy development process, a brand audit, and workshops focused on audiences and messaging. The outputs of this work, which will be rolled out in the first half of 2025, will be brand assets for digital and print, along with our core messages so that UCD has a clear, confident and consistent voice externally.

The Marketing team collaborated with UCD Global Relations, Partnerships and Mobility, UCD Foundation and UCD Alumni and Development to develop an interim brand video used at partner, prospective donor and alumni engagement events. From autumn 2023 it was used at many events, including during a Presidential mission in the USA, at a UCD Global partner event in Beijing, at the Una Europa General Assembly plenary and at the launch of the UCD North America strategy.

In order to avail of the reputation-building potential of associating UCD with the Una Europa alliance and its ten other partner universities, the team initiated a campaign to promote UCD's hosting of the Una Europa General Assembly in December 2023, with a Dublin Airport arrivals billboard ad and a full-page ad in Times Higher Education Magazine, coinciding with the dates of the general assembly.

Targeting prospective domestic undergraduate students and their influencers across three phases from October to July, a CAO campaign ran nationwide on all key digital and social channels as well as cinema, radio, press and outdoor. The campaign achieved strong digital and social engagements, driving traffic to the campaign landing pages. A supplementary digital ad campaign for the Ad Astra Academy ran in January, leading to high engagement and positive applications.

A two-phase graduate campaign was piloted this year. Phase one promoted the Postgraduate Open Day in a three-week campaign via digital, social, audio and radio platforms to help drive awareness and registrations. The aim this year, which was achieved, was to increase attendance of final year students from other universities nationwide. Phase two involved a nationwide campaign in March and April targeting high achieving final year undergraduates and early career professionals with the aim of them choosing UCD for



Pictured at the visit of The Rt. Hon., The Lord Mayor of the City of London, Alderman Michael Mainelli are (l-r) Dr Eoin Syron; Prof Eileen Gibney; Triona McCormack; Dr Ciara Leonard; and Karen Doyle, Gas Networks Ireland.

their postgraduate degree. The campaign achieved strong growth in digital and social engagements, resulting in increased web traffic to the campaign landing page and course search pages.

The University Relations Office partnered with Gaeltacht UCD this year to submit the advertising audit on behalf of all Colleges, Schools and Units within the University. This was the first time, since the introduction of the amended act, that public bodies had been asked to submit their advertising details for the previous calendar year (1 January 2022 to 31 December 2023) to ensure compliance with the obligations as required by the Official Languages (Amendment) Act 2021 – Section 10a.

### External Communications

Over the course of the year, combining news media placement and social media postings, the University generated high levels of awareness of its key strategic developments and activities, and the achievements and successes of its faculty, staff, students and graduates. The central university social media platforms continued to provide highly effective opportunities to directly communicate and engage with its audiences.

The President's Inaugural Lecture by Professor Orla Feely (September 2023) was reported in the national news media including The Irish Times and Irish Independent. The news reports highlighted the President's views on how a shortfall in State investment in higher education is limiting what the university, and the country, can achieve. A series of content posts garnered some 192,921 impressions and 6,384 engagements. On the central university LinkedIn platform alone, the social posts amassed over 63,000 impressions and 700 engagements, while posts on the central university Facebook achieved 52,506 impressions and 3,958 engagements. The President's Inaugural Lecture (full event and lecture only) published to the central university YouTube channel has been viewed over 4,200 times.

UCD Communications and UCD Research partnered on media relations and publicity support of the launch of EIRSAT-1, Ireland's first space satellite designed and built by UCD students and faculty under the guidance of the European Space Agency (ESA). The launch garnered significant national and international news media coverage including RTÉ News, BBC News, RTÉ Morning Ireland, RTÉ Drivetime, Newstalk, The Irish Times, The Irish Independent, Irish Central, China Daily, The Irish Post and Voice of Nigeria. A series of content posts across the central university social media platforms successfully reached mass audiences with a total of 540,035 impressions and 15,813 engagements. Posts on the central university Facebook alone had 208,261 impressions and 4,719 engagements, while posts on the central university Instagram had 70,572 impressions and 4,891 engagements.

Another news/content highlight was the record number of UCD Ad Astra athletes, students and graduates who competed in the Paris 2024 Olympic and Paralympic Games. Social posts across the central university Facebook, Instagram, LinkedIn, X, and Threads highlighting their participation and successes amassed a total of 1.2 million impressions, 44,000 engagements, and 42,101 video views.

A unique opportunity presented by a UCD international student's interaction with their parents in New York by live link over the Dublin Portal allowed for a social post on the central university Facebook which achieved 1.9 million impressions and 93,341 engagements, including 20,000 likes.

The publicity in support of the awarding of the UCD Ulysses Medal to Professor Geoffrey Hinton, the 'Godfather of AI', delivered national media coverage of the award on RTÉ TV Six One News and RTÉ Radio 1, Drivetime. A series of social posts on the award across the central university Facebook, Instagram, LinkedIn and X/Twitter also highlighted the story to mass audiences with over 164,000 impressions and some 2,628 engagements.

The news of a €2.5 million redevelopment of a disused space in the Newman Building into the Trapdoor theatre, the new home of the

UCD Creative Futures Academy (CFA), was successfully placed in the national media, including RTÉ and The Irish Times.

One of many research news stories placed in the national and international news media was the discovery by a UCD student of a 2,000-year-old bedbug infestation unearthed near Hadrian's Wall. The find supports the idea that the Romans brought the parasitic insects with them when they invaded Britain in AD 43. The discovery was reported in The Guardian, the Daily Mail, and GB News.

Over the year, two media training sessions with faculty were hosted in partnership with The Conversation UK. These online training sessions were attended by faculty from the College of Science, the College of Business, the College of Health and Agricultural Sciences, and the College of Engineering and Architecture.

### Publications

The Office is responsible for preparation and submission of the President's annual and interim reports to the UCD Governing Authority. In addition, two issues of UCD Today, the campus magazine, were produced, celebrating and featuring achievements and successes across the University.

### Major Strategic Partnerships

During the year we have made further significant progress in building partnerships with industry and other organisations based in Ireland and internationally, in areas such as talent development, research, innovation and sustainability.

UCD's major strategic partners include: AIB, Bristol-Myers Squibb, Dún Laoghaire-Rathdown County Council, ICON plc, Intel, Mainstream Renewable Power, Microsoft, Origin Enterprises plc, PwC, A&L Goodbody and Teagasc. Examples highlighting the value of these partnerships are given below.

Four exceptional students from UCD received an Intel Women in Technology Scholarship, aimed at encouraging the pursuit of a career in science and technology. A delegation of 30 senior Intel managers participated in an Artificial Intelligence and Machine Learning upskilling workshop, delivered by the Advance Centre and UCD Micro-credentials which demonstrated courses and modules available through UCD Micro-credentials.

The Microsoft-UCD Programme for Digital Policy is currently in its fourth year and our educational graduates are now employed across the digital industry, the public sector, civil society and research. The UCD Centre for Digital Policy has emphasised public outreach and, with the support of extra funding from Microsoft, has recently launched a series of short videos on AI, receiving considerable media coverage.

*Triona M<sup>c</sup> Cormack*

**Triona McCormack**

Vice-President for Strategy and External Engagement



Guangzhou-Dublin International College of Life Sciences and Technology (GDIC) students graduating in July 2024.



# GLOBAL ENGAGEMENT

Global activities in 2023/24 concentrated on further realising UCD’s Global vision ‘to bring the best of the world to Ireland and the best of Ireland including its distinct cultures to the world’. Focusing on our two strategic objectives, ‘a Global Experience for All’ and ‘Enhancing our Global Impact’, we realised significant progress with some highlights below.



**Professor Dolores O’Riordan**  
UCD Vice-President for Global Engagement

## GLOBAL EXPERIENCE FOR ALL

The year kicked off with the inaugural UCD Global Experience Summit. This interactive event explored the range of global engagement opportunities for the UCD community and discussed the role of higher education in developing active global citizens. The keynote speaker, Guido de Wilde (University of Amsterdam) shared his insights on building student communities and developing 21st century competences for today’s challenges.

We were delighted to host the Una Europa General Assembly at UCD in December welcoming over 250 attendees from our ten Alliance partners. The assembly focused on the theme ‘What’s the Story?’, drawing on Ireland and UCD’s strong tradition of storytelling. An accompanying cultural programme brought these ideas to life by showcasing our campus, community, and cultural traditions. I was honoured to be appointed as the Chair of the Una Europa Board of Directors in 2024 and pleased to open and proceed over the General Assembly in Zurich.

// We were delighted to host the Una Europa General Assembly at UCD in December welcoming over 250 attendees from our ten Alliance partners. The assembly focused on the theme ‘What’s the Story?’, drawing on Ireland and UCD’s strong tradition of storytelling //



Our students continued to develop their cultural competences by enrolling in Global Language Modules at the Centre for English and Global Languages with the greatest interest shown in Spanish, French and Irish Sign Language. Funding under the #ThinkLanguages HEI initiative (led by Professor Michael Brophy) was used to offer taster language classes in Arabic, Korean, Polish, Russian and Swahili to TY students. The Centre further developed its English for Academic Purposes (EAP) modules embracing changes arising from the increased availability of generative AI; and the team was pleased to provide learning opportunities in EAP for 1,735 students across UCD's three joint international colleges in China in addition to providing a supportive learning environment to students on our Belfield campus.

UCD is committed to enhancing opportunities for mobility, so we were thrilled this year to achieve the highest ever Erasmus+ Key Action 1 funding award of €2.3 million to support exchange opportunities. Over 600 UCD students travelled on Erasmus study and traineeship mobility across several programmes. The funding award for mobility projects outside Europe facilitated working with partners in Mozambique, New Zealand and Japan.

**€2.3 million**  
of Erasmus+ Key Action 1 funding  
awarded to support exchange  
opportunities and enhance  
mobility opportunities

// The UCD Irish Institute for Chinese Studies hosted five public lectures between September 2023 and August 2024. Lecture topics included Chinese theatre, poetry, classics and language acquisition and were delivered by renowned experts in their respective fields //

122 students participated in Universitas 21 virtual skills development programmes this year. The NICE programme, for example, gives students the opportunity to develop their transferable skills by working with peers across 28 leading global partners on global challenges. Nine students took part in U21 summer schools hosted by the University of Amsterdam and Fudan University.

The UCD Irish Institute for Chinese Studies hosted five public lectures between September 2023 and August 2024. Lecture topics included Chinese theatre, poetry, classics and language acquisition and were delivered by renowned experts in their respective fields.

On the first full moon night of the Year of the Dragon, the 2024 Chinese New Year celebration was held at the UCD Confucius Institute for Ireland with over 7,000 people including the local community enjoying the colourful festivities.



Pictured at the launch of North America Strategy are (l-r) H.E. Nancy Smyth, Canadian Ambassador to Ireland; Prof Orla Feely, UCD President; Prof Dolores O'Riordan, VP for Global Engagement; and Mike Clausen and US Deputy Chief of Mission to Ireland.





Students enjoying the Pop-up Gaeltacht.

It was a significant year for Gaeltacht UCD, as the Centre expanded its projects and its team. The new appointments will facilitate the University's compliance with the Official Languages (Amendment) Act 2021 and represent the University's commitment to the Irish language and its speakers. The Centre commenced an awareness campaign on Irish language legislative requirements, and submitted UCD's first report to An Choimisinéir Teanga, the Irish language regulator, demonstrating our compliance with legislation.

Strengthening and sustaining students' and employees' relationship with the Irish language, and continuously improving services for the Irish language community remained at the core of all activity throughout the year. The Centre welcomed over 400 participants to language courses and cultural activities, it attracted creative and talented students to its Irish Language Residential Scholarship Scheme, and saw the return of local, national and international participants to its seventh International Irish Language Summer School.

## GLOBAL IMPACT

It was my privilege to lead several overseas delegations in the past year to countries including China, the USA, India and South Africa. The visits provided opportunities to deepen relationships with partners and enhance UCD's global reputation.

During the visit to India, we celebrated the ten-year anniversary of the UCD Global Centre in Delhi. As part of the celebrations, I launched the UCD South Asia Engagement Strategy 2024-2029

// It was my privilege to lead several overseas delegations in the past year to countries including China, the USA, India and South Africa. The visits provided opportunities to deepen relationships with partners and enhance UCD's global reputation //

and hosted a panel discussion on Innovation with participants including H.E. Kevin Kelly, Ambassador of Ireland to India and Dr Arabinda Mitra, Hon. Distinguished Fellow and former Scientific Secretary Office of the Principal Scientific Adviser to the Government of India.

Consistent with our strategic objectives we also completed and launched our strategy for North America, which builds on UCD's longstanding engagement in the region. To deepen our partnership with the University of Massachusetts, Amherst, we launched a new 2024 joint Seed Funding for Strategic Research Initiatives call for academics and researchers tackling three broad strategic themes. Grants were awarded for researchers to visit one another's faculty, establish new collaborations and strengthen existing partnerships.

# 51 members

of the UCD community participated in volunteer projects in Uganda, Tanzania and Cambodia, delivering impactful projects in the areas of healthcare, education and sustainability in collaboration with our partners

Our strategy for East Asia was also completed which builds on our strong presence in this region. Each of the regional strategies are now in implementation stage. The launch of seed funding as part of the implementation plan for our Strategy for Africa attracted great interest from the UCD community and projects are now underway.

It was a landmark year for UCD's transnational education joint ventures in China with students graduating from all ten programmes across all three of the joint colleges for the first time. Other highlights of the year included Gaeltacht UCD's Irish Culture Week in March, Professor Orla Feely's visit to GDIC in April, BDIC being listed (ranked third) as one of the Top 20 Sino-Foreign Joint ventures in China, and CDIC being recognised as the outstanding Sino-Foreign Cooperative Education project in Shaanxi Province for the third year in succession.

Led by UCD Volunteers Overseas, 51 members of the UCD community participated in volunteer projects in Uganda, Tanzania and Cambodia, delivering impactful projects in the areas of healthcare, education and sustainability in collaboration with our partners. We were delighted that UCDVO team were recognised for their outstanding work winning a prestigious U21 award.

As our current Global Engagement Strategy (2021-2024) nears completion, we are truly proud of our significant achievements to advance UCD's global reach and impact. I am grateful to my colleagues who have worked tenaciously and enthusiastically to make this happen. We look forward to advancing UCD's Global Engagement which will continue to be a priority in the UCD Strategy to 2030.



**Professor Dolores O'Riordan**  
UCD Vice-President for Global Engagement

// Our strategy for East Asia was also completed which builds on our strong presence in this region. Each of the regional strategies are now in implementation stage //



Pictured at the launch of the South Asia Strategy are (l-r) Prof Dolores O'Riordan, VP for Global Engagement; HE Kevin Kelly; Dr Arabinda Mitra, Jitendra Sinha, Tanaz Buhariwala and Manoj Madhusudanan.





# EQUALITY, DIVERSITY AND INCLUSION



**Professor Aoife Ahern**  
Vice-President for Equality,  
Diversity and Inclusion

Top: Pictured at the formal signing of the HEA Anti-Racism Principles (l-r): Prof Colin Scott, UCD Registrar, Deputy President and Vice-President for Academic Affairs; Marcellina Fogarty, Senior Equality Diversity and Inclusion Manager; Prof Orla Feely, UCD President; Dr Desire Mpanje, Programme Director, International Humanitarian Action and co-chair of the EDI Anti-Racism and Cultural Awareness Subgroup; Prof Kalpana Shankar, Full Professor, UCD School of Information and Communication Studies; Dipti Pandya, Director, UCD Research and co-chair of the EDI Anti-Racism and Cultural Awareness Subgroup; Rory Carey, Director, Culture and Engagement; and Dr Jennie Rothwell, Senior Manager, Centre of Excellence for EDI.

I was delighted to take on the role of Vice-President of Equality, Diversity and Inclusion (EDI) during the 2023/24 academic year and to build on the extensive and excellent work that Professor Colin Scott has done to embed EDI in all aspects of university life.

**THE UNIVERSITY CONTINUED** to implement a wide range of activities throughout 2023/24 to deliver on commitments under the EDI Strategy 2021-2024, and some of the highlights are included in this report. The participation and engagement from all members of the UCD community has been essential in our journey towards creating a sense of belonging and enhancing an inclusive and respectful culture.

## **POLICY AND STRATEGY DEVELOPMENT**

In May 2024, I led a UCD Strategy World Café where participants shared their views on how we can embed EDI effectively in the next University Strategy. There was good discussion on future focus points and how to ensure that UCD is not only an inclusive study and work environment but that we are also a leader and exemplar for how a diverse community can flourish.

There was a sense that there is a much greater awareness of EDI on our campus. Areas for enhancement and emerging themes included a desire for more diversity in our leadership teams, enhancement of accessibility on campus, addressing intersectionality, the importance of EDI research and data, and more consideration on how EDI can benefit students on our international campuses.

In terms of policy development, a new UCD Fertility Treatment Policy, supported by Employee and Manager Guides, was published to provide workplace support and guidance for employees undergoing fertility treatment. A Carers Framework was published, where all resources for carers have now been collated in a single location for ease of access.

As part of the development of a UCD Domestic Violence policy and guides, a Working Group was established to prepare the documentation,

engage with experts in this field such as Women's Aid and consult with those most impacted. This policy will promote a culture that facilitates disclosures of domestic violence and abuse and promotes a safe environment and support for the UCD community.



## INITIATIVES

UCD has been awarded the Athena Swan Institutional Silver Award and EDI will start working with key stakeholders across the University to implement the new Gender Equality Action Plan 2024-2029. The implementation of this action plan will not only support gender equality but will enhance inclusion across all equality grounds thanks to the expanded nature of the Athena Swan charter as UCD works towards an intersectional approach to EDI.

Over 70% of UCD Schools now have Athena Swan awards and are leading a step-change through implementation of ambitious gender equality action plans. The first Silver award in the College of Science was achieved in 2023/24.

New additions, including disability awareness training for employees and managers and 'Menopause in the Workplace eLearning', were launched as part of the 2023/24 EDI Training and Awareness Raising Programme. A new digital EDI Ambassador Badge initiative introduced in 2023/24 recognises those who engage with EDI and can be obtained by completing essential EDI training courses and workshops. As the pilot concluded in August 2024, over 60 employees had applied for the digital badge.

UCD published its second Gender Pay Gap Report in December 2023, which includes data analysis, trends and the actions the University is taking to reduce the gap. The Report shows a continued downward trend in the gender pay gap from 11.96% mean in 2019 to 9.36%, and from 12.04% median to 7.32%.

The UCD EDI Neurodiversity Working Group was tasked to better understand our campus climate in relation to neurodiversity and make recommendations to enhance a neurodiversity friendly environment. The group undertook employee/student surveys, interviews, and a sensory audit. Recommendations will be translated into an action plan by a newly established EDI Neurodiversity Sub-group.

UCD is the first HEI to establish an 'Engaging Men in EDI' working group, co-chaired by two senior male academics. The group's focus is on developing and implementing strategies to actively engage men in EDI initiatives across the University. The group held an employee consultation event in April 2024, the outcomes of which were used to create a roadmap for the group's future work.

Additionally, UCD, with Dún Laoghaire Institute of Art, Design and Technology and Munster Technological University, led a project that secured funding to create a tailored programme to raise awareness amongst men about their essential role in achieving gender equality and equip them with tools to strengthen their involvement.

The Multicultural Employee Network of UCD (MENU) launched a new virtual book club featuring books dealing with multiculturalism,

**274** employees completed 'Building a Respectful Culture at UCD' online training, bringing the total to over 900 employees

// UCD published its second Gender Pay Gap Report in December 2023, which includes data analysis, trends and actions the University is taking to reduce the gap. The Report shows a continued downward trend in the gender pay gap from 11.96% mean in 2019 to 9.36%, and from 12.04% median to 7.32% //



Pictured at the UCD D&R Conference (l-r): Prof Orla Feely, Minister Jennifer Carroll MacNeill TD and Prof Aoife Ahern.





UCD Dignity and Respect Student Ambassadors pictured at the D&R Conference.

## // The second Dignity and Respect Annual Report 2022/23 was published highlighting activities towards fostering an inclusive and respectful culture in UCD and outlining progress through statistics //

intercultural identities, immigration, displacement and books in translation contributing to fostering a sense of inclusion and belonging.

EDI commenced a series of 'Perimenopause and Menopause Information and Networking' sessions with the aim of providing employees with a space where they can get practical tips from guest specialists and share experiences.

### DIGNITY AND RESPECT

The second Dignity and Respect Annual Report 2022/23 was published highlighting activities towards fostering an inclusive and respectful culture in UCD and outlining progress through statistics. Formal complaints continue to be three times higher in comparison to numbers before the new policies were published and the new training and awareness initiatives.

A key milestone was reached during 2023/24 with over 50% of UCD managers having attended Dignity and Respect training. In 2023/24, 274 employees completed 'Building a Respectful Culture at UCD' online training, bringing the total to over 900 employees. Feedback for both training programmes continues to be very positive. Dignity and Respect is also embedded each year within the new 'Bystander' online training for incoming students as part of orientation with consistently high engagement.

Disclosures to the Dignity and Respect Support Service rose by 18% compared to the previous year. The advisers participated in various outreach initiatives including orientation programmes, stands at

Belfield and Blackrock and discussion cafés organised with Student Societies. The advisers also facilitated workshops embedded in academic modules to prepare students for clinical placements, delivered training for student leader groups and employees. The service was rated the most impactful UCD service by international students in the 2024 International Student Barometer.

### EVENTS

A number of events were organised that supported the work of the EDI Anti-Racism and Cultural Awareness sub-group. On 18 September 2023, Professor Orla Feely, UCD President, formally signed the HEA Anti-Racism Principles, a gesture that publicly demonstrated the commitment UCD made to addressing racial inequalities and to providing a safe learning experience and working environment for our students and employees, regardless of racial and ethnic background.

Following the Dublin city riots, UCD held a community gathering in November 2023 outside O'Reilly Hall to reassert the University's commitment to cherishing and respecting all members of our multicultural and inclusive University. We heard from employees and students about their lived experiences and initiatives within the University to enhance our inclusive culture.

On 20 March 2024, to mark the International Day for the Elimination of Racial Discrimination and to support the development of UCD's Anti-Racism Action Plan, EDI held its annual conference on 'Tackling Racism and embracing Cultural Diversity and Intersectionality'. Professor Orla Feely, UCD President, opened the conference and introduced keynote speaker Siobhan McKenna, Head of Equality, Diversity and Inclusion, Public Appointments Service. We heard from speakers from INAR, Pavee Point, the Immigrant Council of Ireland, and Black and Irish. The EDI Annual Report 2022/23, reflecting on initiatives and achievements and reporting on progress towards UCD's EDI Strategy and Action Plan, was launched at this conference by Tristan Aitken, Chief People Officer and Director of SIRC, Legal Services and Transformation.

The UCD EDI Disability Subgroup and EDI Neurodiversity Working Group celebrated International Day of Persons with Disabilities by showcasing research, supports and initiatives to raise awareness about work across the University.

In April 2024, UCD launched its 'Making UCD a Neurodiversity Friendly Campus Report'. Speakers from UCD showcased neurodiversity friendly and inclusive initiatives underway in UCD and a new Staff Neurodiversity Network was launched.

## // To mark the International Day for the Elimination of Racial Discrimination and to support the development of UCD's Anti-Racism Action Plan, EDI held its annual conference on 'Tackling Racism and embracing Cultural Diversity and Intersectionality' //

In May 2024 UCD hosted a national Dignity and Respect Conference attended by over 200 delegates. Jennifer Carroll MacNeill TD, Minister of State for European Affairs and Defence, emphasised the importance of providing trauma-informed support. Professor Orla Feely, UCD President, reaffirmed UCD's strong commitment to this and stressed the community's collective responsibility in creating a respectful campus environment. Speakers from the Health, Justice and HE sectors provided valuable insights, and D&R Support Colleagues and D&R Student Ambassadors highlighted the voluntary contributions made by the community.

During Carers Week, the UCD Carewell event on Family Carers in Higher Education Institutions was held with internal and external speakers.

The Senior EDI Manager and EDI Training and Awareness-Raising Coordinator delivered a workshop on gender equality at the international UNA Europa Staff Week on Diversity and Inclusion in October 2023, hosted by the University of Bologna.

UCD's Multicultural Employee Network MENU celebrated their 5th anniversary with an event on campus in December 2023 with food and music.

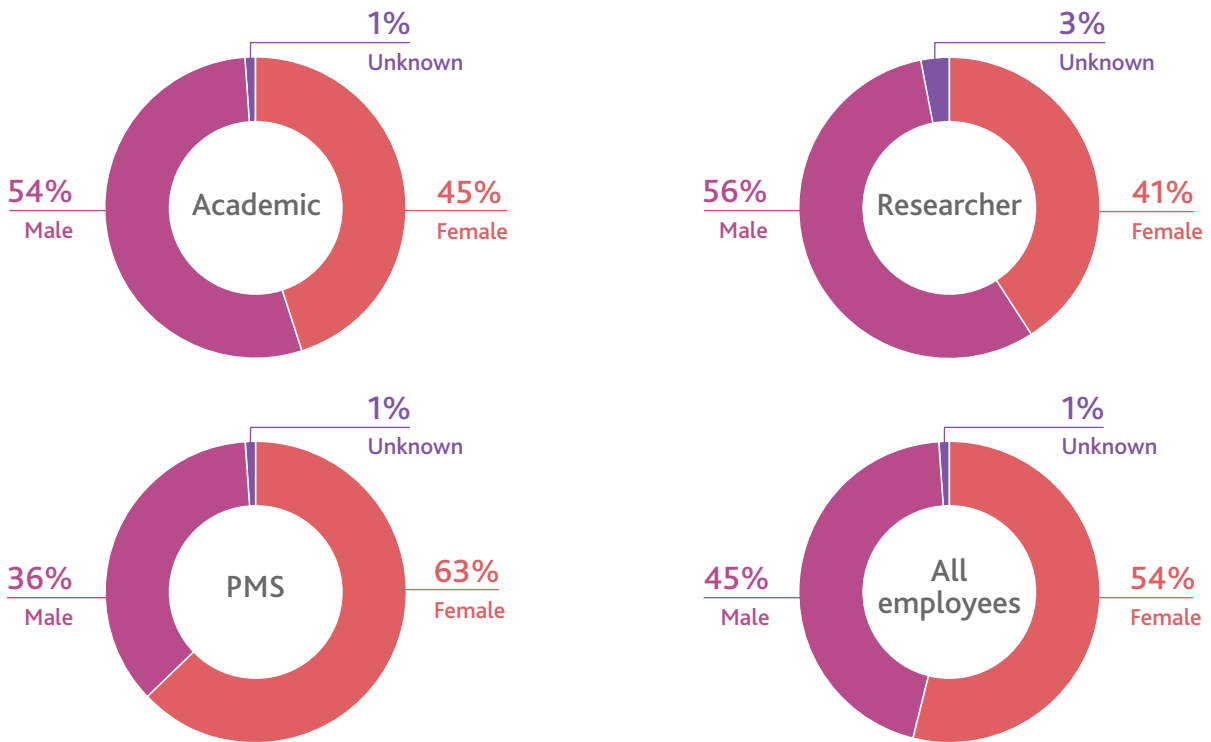


**Professor Aoife Ahern**  
President for Equality, Diversity and Inclusion

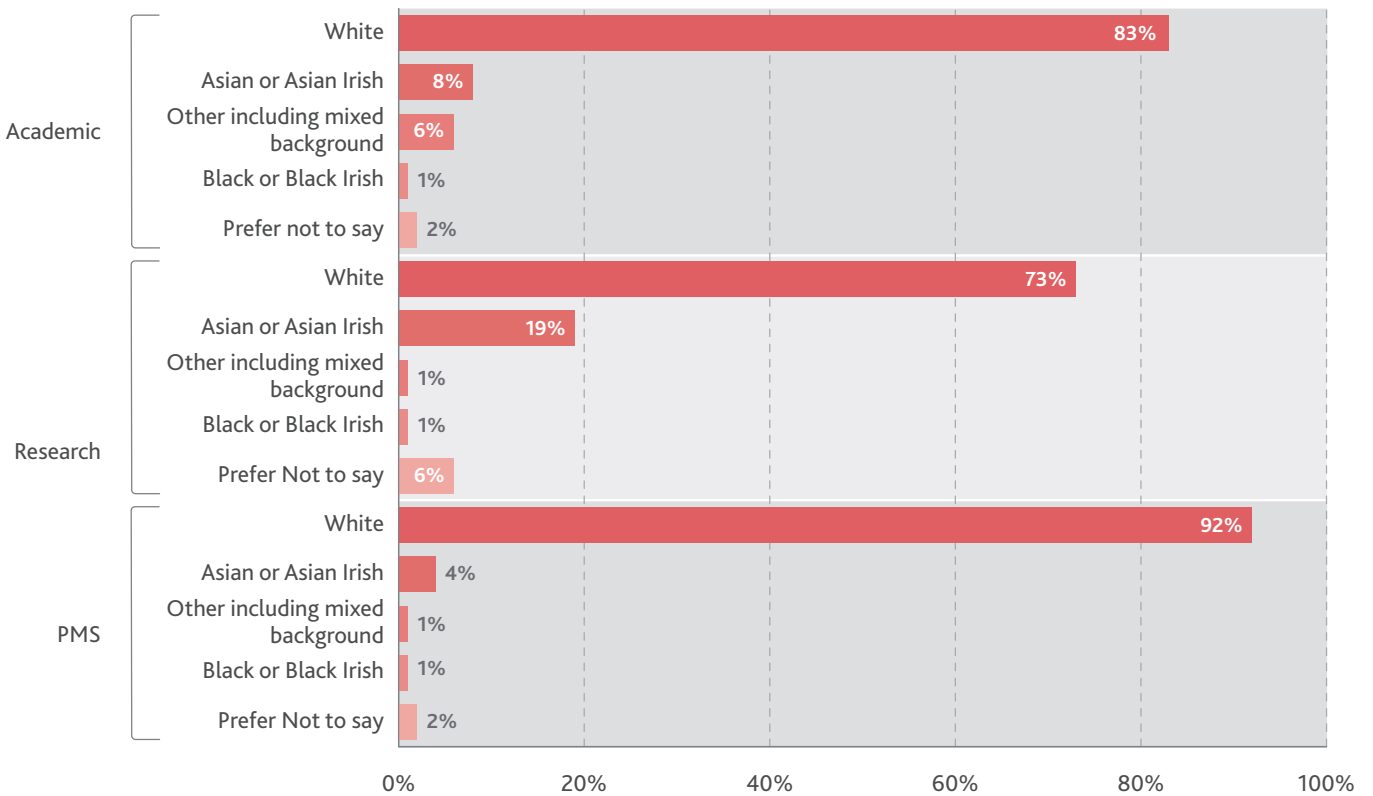
### Employees by Gender 2022/23

Staff Category	Female	Male	Unknown	Grand Total	% Female	% Male	% Unknown	
<b>Academic</b>	Full Professor	60	125	–	185	32%	68%	0%
	Professor	56	70	–	126	44%	56%	0%
	Associate Professor	124	184	–	308	40%	60%	0%
	Lecturer/Assistant Professor Above Bar	331	357	5	693	48%	51%	1%
	Lecturer/Assistant Professor Below Bar	9	16	1	26	35%	62%	3%
	Other Academic & Teaching	84	58	6	148	57%	39%	4%
<b>Academic Total</b>	<b>664</b>	<b>810</b>	<b>12</b>	<b>1,486</b>	<b>45%</b>	<b>54%</b>	<b>1%</b>	
<b>Research</b>	Researcher	213	291	14	518	41%	54%	1%
<b>Research Total</b>	<b>213</b>	<b>291</b>	<b>14</b>	<b>518</b>	<b>41%</b>	<b>56%</b>	<b>3%</b>	
<b>Professional, Managerial and Support (PMS)</b>	Academic Administrative / Professional	379	101	2	482	79%	21%	0%
	Administrative / Professional	494	235	6	735	67%	32%	1%
	Research Support	219	178	10	407	54%	44%	2%
	Technical	147	110	1	258	57%	43%	0%
	Other Support	155	163	1	319	49%	51%	0%
<b>PMS Total</b>	<b>1,394</b>	<b>787</b>	<b>20</b>	<b>2,201</b>	<b>63%</b>	<b>36%</b>	<b>1%</b>	
<b>Grand Total</b>	<b>2,271</b>	<b>1,888</b>	<b>46</b>	<b>4,205</b>	<b>54%</b>	<b>45%</b>	<b>1%</b>	

Employees by Gender % Split



Employee Ethnicity 2023



This data is derived from those who have self-reported their ethnic origin through the Employee Self-Service Diversity Screen(ESS), with a current participation rate of 41%.



Artist's impression of the new multipurpose sports and exam hall.



# FINANCE AND CAPITAL DEVELOPMENT



**David Kelly**  
Bursar

## FINANCE AND PROCUREMENT

In recent years, UCD has maintained relatively strong financial health within the Irish higher education sector. However, when benchmarked against leading international universities, our financial position is less favourable. To mitigate the substantial reduction in government funding over the past decade, we have increasingly relied on non-EU student recruitment. Currently, this stream generates in excess of €140 million annually, creating a significant dependency on non-EU income. The sustainability of this revenue is contingent on UCD's international reputation as a world-class

institution, which is in turn dependent on our ability to provide a world-class student experience. However, the staff-to-student ratio has deteriorated in recent years, underscoring the need for further investment.

Budget 2025 has committed to increasing core funding for the Higher Education sector, beginning with an additional €50 million in 2025, rising to €150 million by 2029 under the Funding the Future initiative. This funding will allow universities to make critical investments in staffing, student support services and infrastructure to ensure the continued delivery of high-quality education.

// Budget 2025 has committed to increasing core funding for the Higher Education sector, beginning with an additional €50 million in 2025, rising to €150 million by 2029 under the Funding the Future initiative. This funding will allow universities to make critical investments //

Investing in higher education through core funding, research support and student resources is directly linked to national economic and societal progress. UCD remains committed to advocating for increased funding to ensure parity with our European counterparts and to continue delivering high standards of education. UCD gross turnover for the 2023/24

# €828 million

in gross turnover for the 2023/24 financial year with a consolidated operating surplus of €35 million

financial year is €828 million with a consolidated operating surplus of €35 million. The anticipated surplus is supported by robust treasury returns, driven by rising interest rates throughout the year and substantial cash reserves from research pre-financing and upfront loan drawdowns relating to the University's capital development program. We have also planned for increased interest and depreciation costs going forward as a result of our €1 billion capital development programme – which is currently underway.

We have a devolved performance-based budgetary model, whereby additional resources are allocated on a formulaic basis to those Schools and Colleges generating additional income and to the University. We support individual Colleges and Schools to develop five-year financial plans which broadly align with the strategic objectives of the University and provide a multi-annual view of each unit's planned activities and resource requirements. The University is in the process of implementing a major finance transformation which includes the replacement of our current finance system, with a new tier1 cloud-based ERP. The new system is expected to be operational in Q2 2025.

The Procurement and Purchasing Unit continues to reduce the level of non-compliant expenditure with suppliers. Non-compliance has reduced from 5.4% of operational expenditure in 2020/21 to 2.7% in 2022/23. For 2023/24 we expect it to halve again to 1.3%.

The Procurement and Purchasing Unit is also ensuring value for money is achieved for the University. While the commercial environment has been challenging in the past few years with cost increases and supply chain difficulties, the Unit has made 16% in savings over the last five years on prices from the market across our purchases. This is done via good preparation of tenders and blanket tendering for all purchases.

## UCD ESTATES

Over the past year, the University Estate has continued to be a vibrant and essential part of campus life, benefiting not only students, faculty and staff but also the wider community. Our spaces have played a key role in fostering collaboration, learning and innovation, thereby supporting the overall academic ambitions of the University.

The University is expanding strategically, with the addition of new space in the Founders District, adjacent to the main campus, and the development of the AgTech Building in the Lyons Estate, both of which will enhance our capacity for research and student engagement. These expansions will ensure that our growing community has the infrastructure it needs to thrive in a growing research environment.

Key growth-enabling projects, partially funded through Higher Education State Infrastructure Fund (HESIF) programmes, are also progressing positively. The UCD Centre for Future Learning and Science Phase III are critical initiatives aimed at expanding and modernising our academic infrastructure, helping to advance cutting-edge education and research on campus.

Additionally, enabling works for the much-anticipated Sports & Student Amenity Precinct on the west side of campus are nearing completion. Subject to final approvals, the main construction phase is expected to commence in early 2025. This development will significantly enhance the student experience by providing new sporting, social, learning and support spaces, reaffirming the University's commitment to creating a campus environment that supports holistic student development.

## CAMPUS DEVELOPMENT UCD Centre for Future Learning

Significant changes have taken place at the main entrance to the campus over the past year, most notably with the ongoing construction of the UCD Centre for Future Learning. While still under development, this impressive new building already makes a striking contribution to the University's entrance plaza. The project is delivering state-of-the-art academic infrastructure alongside significant landscaping, commuting enhancements and public realm improvements, creating a more welcoming and visible campus environment for passers-by and visitors.

As a key component of the Education, Research and Innovation Character Area, the UCD Centre for Future Learning will enable the University's future growth by providing additional purpose-built facilities that reflect the latest pedagogical practices. These spaces are designed to support the development of essential skills that students will need to thrive in their future careers. When completed the building will allow the consolidation of teaching activity from elsewhere on the campus, allowing the growth of Colleges and Schools in the decanted areas. Sustainability is a key part of this project, with numerous environmentally positive features integrated into the design. These include:

- The promotion of sustainable transport options, with a significant increase in bicycle parking capacity;
- The integration of existing green spaces wherever possible, enhancing the natural environment;
- Additional tree planting and reinforcement of the woodland boundary, contributing to biodiversity;

// Significant changes have taken place at the main entrance to the campus over the past year, most notably with the ongoing construction of the UCD Centre for Future Learning. While still under development, this impressive new building already makes a striking contribution to the University's entrance plaza //



- The use of natural water attenuation features to manage stormwater in an eco-friendly way;
- The overall strategy is to maximise natural daylight and ventilation throughout the buildings. This will be supplemented by mechanical ventilation with demand control in areas where natural ventilation is not sufficient;
- The building will have a minimum 60% green roof and incorporate sustainable urban drainage (SUDS) principles;
- The building will use heat pump technology to achieve its energy performance. In order to enhance the benefits of this technology, it is intended (subject to planning and planning compliance) to incorporate these heat pumps into the district heating system and locate them in the energy centre;
- As part of the structural design in relation to concrete, 50% cement replacement with ground granulated blast furnace slag (GGBS) has been specified to reduce the embodied carbon content by approximately 40%.

The building is designed to achieve an A3 BER rating and to comply with the requirements of NZEB and Part L 2017 of the Building Regulations. As required by Part L, between 10 and 20% of the building's energy requirements will be derived from renewable energy sources. These include solar photovoltaic arrays as well as heat pump technology.

A new Bus Interchange is set to be developed as a separate, but integral, project in collaboration with the National Transportation Authority (NTA). Planned to align with the current needs and future growth of the campus, this project will form part of the NTA's BusConnects programme, aiming to enhance public transport infrastructure and links to the University.

In conjunction with the NTA, planning for the Bus Interchange, as well as improvements to the N11 bridge and surrounding areas, are underway. This initiative will significantly improve transport connectivity by expanding both the quantity and quality of bus routes servicing the campus. Additionally, it will enhance pedestrian and cycle routes, creating more sustainable and accessible commuting options for students, staff, and visitors.

Within the Belfield campus, the Bus Interchange will integrate seamlessly with the University's wider masterplan, including the pedestrian plaza. The result will be a modern, efficient and user-friendly transport hub, offering a greatly improved experience for bus users and further reinforcing the campus's commitment to sustainable transport solutions.

### UCD Science Centre Phase III

Science Phase III involves the comprehensive refurbishment of the Science North and Science West buildings, some of the first structures erected on the Belfield campus in the 1960s, which have remained largely unchanged since then. The project will refurbish approximately 14,500 m<sup>2</sup> of existing space and add 8,500 m<sup>2</sup> of new facilities, creating a modern environment for scientific teaching and research, while supporting the University's future growth. Upon completion, the UCD O'Brien Centre for Science will span over 66,000 square metres and accommodate 7,500 students, along with the academic and administrative staff needed to support their education and research.

During the summer of 2023, a significant aspect of this project saw the unprecedented decanting of circa 14,500m<sup>2</sup> of active



Renovation works continue on Science Phase 3.



# 66,000m<sup>2</sup>

of space in the completed UCD O'Brien Centre for Science will accommodate 7,500 students, along with the academic and administrative staff needed to support their education and research

# 535

new learning spaces in the refurbished third level of the James Joyce Library

accommodation to maintain the live science education and research programmes at UCD, whilst the refurbishment of the Science North and West buildings is ongoing. This was a challenging decant both in terms of nature, scale and timescale, and benefited greatly from the cooperation of the academic and technical community, along with innovative temporary and permanent accommodation solutions.

Since BAM Ireland took possession of the site in early October 2023, the Science Phase III project has made significant progress. The initial phase involved the removal of the existing 1960s façade, as well as the demolition of internal walls down to the original floorplates. In January 2024, the bridge connecting the Science Hub to the West Building was dismantled, marking a key milestone.

The project has now transitioned into the reconstruction phase. Over the past few months, the clip-on structure on the side of the West Building has started to emerge, alongside the construction of the new link connecting the North and West buildings. More recently, the installation of the new façade on the North Building has become visible, signalling continued advancement towards a modern, energy-efficient facility.

The Science Phase III development will adhere to the Nearly Zero Energy Buildings (NZEB) requirements, as specified in Irish Building Regulations Part L for non-residential buildings. The project aims to meet the following performance coefficient targets:

- Energy Performance Coefficient (EPC): <0.90
- Carbon Performance Coefficient (CPC): <1.04
- Renewable Energy Ratio: >0.10

These targets represent a 60% improvement in energy performance compared to the 2008 Part L minimum standards, based on a building where 20% of its energy is derived from renewable sources. The heating system will use low-temperature air-source heat pumps, with supplementary or backup heating

sourced from the campus district heating system, further enhancing energy efficiency.

The project's Building Energy Rating (BER) target is A3, and it will be EXCEED-certified, ensuring the design meets the requirements of IS 399 Energy Efficient Design. An independent energy efficiency expert is managing the EXCEED process for UCD, ensuring compliance and optimal performance. In addition, the development will also be BREEAM-certified, targeting a rating of BREEAM Excellent, with the achieved credits mapped against the UN Sustainable Development Goals (UNSDGs), demonstrating a commitment to sustainability and global best practices.

These measures are aligned with UCD's long-term environmental targets, including reducing carbon emissions by 30% by 2030 and improving energy efficiency by 50% by 2050. The Science Phase III project exemplifies the University's commitment to sustainable development, ensuring that both current and future facilities support its ambitious climate action goals. The project's sustainable approach includes retaining the original concrete frame of the buildings, which is projected to save approximately 2,700 metric tons of CO<sub>2</sub> emissions.

### James Joyce Library Project

The James Joyce Library (JL) was one of the first modern buildings built on the Belfield campus in 1972, and was constructed in phases, reaching its current configuration by 1987, at which time the student population was 10,684. The growth in the student population and the evolving needs of students means the refurbishment of the JL is a necessary and critical component of the University achieving its strategic aims.

The refurbishment of the third level of the James Joyce Library (JL) is now complete, marking a major milestone in the Library's evolution since its original construction in the 1970s and 1980s. The redesigned space offers a contemporary, bright and welcoming environment for students and researchers, with 535 new learning spaces to cater to a wide range of needs. This project represents the Library's largest investment in decades, combining state-of-the-art facilities with enhanced welfare provisions.

Key Features of this project include:

- **Variety of Learning Spaces:** The floor now provides both formal and informal study areas with a wide range of seating and table configurations, ensuring comfort and flexibility;
- **Technological Integration:** Every study desk is equipped with power and data connections, catering to students using laptops, tablets or other devices;
- **Silent Study Zones:** Quiet areas have been established for those who need focused, uninterrupted study;
- **Access to Natural Light:** Seats by the windows maximise both views and natural lighting, enhancing the ambience;
- **Specialist Sensory Rooms:** A bookable sensory study room has been introduced for students with sensory needs, as well as a transitional space where they can decompress;
- **Zoom Rooms:** Designated spaces for online meetings provide a quiet, tech-enabled environment for remote learning or virtual communication;
- **Sustainability and Wellbeing:** Green plants have been introduced throughout the space, promoting a refreshing



Aerial image of sport and student amenity.

and calming atmosphere. Additionally, the floor includes accessible and gender-neutral bathrooms, water stations and free charging stations for mobile devices;

- Additional Amenities: Copying and printing facilities, as well as display walls adjacent to social gathering areas, add further convenience for students.

This transformation marks the start of a larger capital development plan, with refurbishments of Level 2 and Level 1 scheduled to follow. JLL will remain open throughout the project and disruption will require careful management through a phased and zoned approach ensuring alternative study space is always available in JLL for students.

### Newman Building

The Newman Building opened in 1970 and is approximately 23,000m<sup>2</sup> in area ranging over six floors. The building was initially the home of the Colleges of Arts and Humanities, Social Science, and Law and is typical of all the buildings designed and built as part of the 1964 design for the campus masterplan. In 2012, the University implemented a series of fire safety improvement works leading to a Fire Safety Certificate that was granted in 2015. In the same year, the University commenced an extensive phased refurbishment programme that included remodelling and updating internal floors and the replacement of windows. The programme was paused in 2020 in response to COVID-19, by which time approximately 10,100m<sup>2</sup> of the building, primarily the upper floors, had successfully been refurbished.

## // Phase 1 of the UCD Student Precinct is nearing completion, marking a major milestone in the ambitious project to enhance the campus's sports and recreational facilities //

The University now intends to recommence the refurbishment programme, consistent with the completed areas, that will extend over approximately 12,000m<sup>2</sup>. Works currently underway include the refurbishment and extension of Block H of the Building. These works include a new extension to existing Block H, creation of link corridors to adjoining blocks of the Newman Building, and fitout of proposed extension areas with associated external and site works. Accommodation to be provided includes additional offices, meeting rooms, open plan office area, tea stations, WCs, etc. Works are due to commence on site in mid-November with a planned completion date in early 2026.

### Sports and Student Amenity Masterplan

Phase 1 of the UCD Student Precinct is nearing completion, marking a major milestone in the ambitious project to enhance the campus's sports and recreational facilities. Key achievements to date include the relocation of six 5-a-side pitches, construction of a 4G UEFA-standard soccer pitch, a 4G water-based half-hockey training pitch, and a skills wall with a 4G synthetic surface. These facilities are equipped with LED lighting, providing optimal conditions for student athletes.





Proposed walkway to multipurpose sports and exam hall.

To improve connectivity and accessibility, new footpaths will link the woodland walk, athletics track and sports buildings, while a new east/west road from the Newstead entrance will provide direct access to the sports facilities on the west side of campus. Full access to these amenities is scheduled for Quarter 2 of 2025. This milestone marks a critical step forward in the project.

Planning for Phase 2 of the project is complete with the project currently undergoing final approvals. This next phase will introduce a multi-purpose sports hall, and an indoor tennis centre, which will also serve as an examination and assessment venue, further enriching campus life.

These delivered elements when realised and aligned will lend an improved coherency to this character area of the campus; improving its walkability, upgrading the existing provision of sporting and ancillary facilities, and enhancing the co-location of activities and supports, leading to a further integrated campus community.

### UCD Residences Masterplan

As noted in the previous Annual Report, UCD has engaged extensively with Government and State Bodies to work towards the delivery of additional student beds on campus. Resulting from that engagement and cooperation, it is planned to commence construction of Phase 2A of the Student Residences Masterplan delivering 493 additional student beds in Q3 2025 utilising existing planning consents. As outlined in the Student Residences Masterplan, these future phases of work will result

// To improve connectivity and accessibility, new footpaths will link the woodland walk, athletics track and sports buildings, while a new east/west road from the Newstead entrance will provide direct access to the sports facilities on the west side of campus //

# 4,680

beds for students between the Belfield and Blackrock campuses on completion of Phase 2A of the Student Residences Masterplan

in the closure of existing surface car parks within the footprint of the Phase 2A site, adjacent to the UCD Village to be replaced with an underground car park and cycle parking facilities upon the project's completion. The anticipated completion of these beds will see a community of 4,680 students living between the Belfield and Blackrock campuses.



## COMMUTING

With the delivery ahead of schedule of the targets set out in the UCD Travel Plan 2016-2021-2026, planning has commenced on a new plan with updated targets and aligned with our existing development and strategic plans. Our community can expect engagement on the new Travel Plan over the course of the coming year.

Late 2023 saw the launch of Phase 5A of the BusConnects project and the commencement of services of the S4 and S6 southside orbitals serving the campus, which replaced parts of the retired 17 and 175 bus routes. While noting some commuters to campus have had to make adjustments to their travel arrangements, it is important to also acknowledge that many other members of our community have benefited from the new routes and improved frequencies of the services and the presence of buses passing through and serving campus at the new bus stops at the UCD Village, Newman Building, and Sports Centre has been greeted positively.

2024 also saw the delivery of the extended on-campus service of the 142 bus which now starts and finishes its route at the UCD Village serving the aforementioned stops at the Newman Building and Sports Centre.

In April 2024 UCD applied for the NTA Smarter Travel Mark and achieved a gold accreditation – awarded to organisations that have put in place “outstanding measures that support active and sustainable commuting”. At the time of the award, UCD

// The early morning campus experience is regularly punctuated by parents and children cycling together on campus, using the improved permeability of our campus as part of their onward journey to work and school, further integrating our local community and the campus and positive experience for future cohorts of UCD students //

was one of only two universities in Ireland to achieve the gold accreditation.

Around campus, increasing levels of staff cycling is welcomed and highlighted on campus by the number of cargo bikes regularly parked at our public and secure cycle parking facilities. Additionally, the early morning campus experience is regularly punctuated by parents and children cycling together on campus, using the improved permeability of our campus as part of their onward journey to work and school, further integrating our local community and the campus and positive experience for future cohorts of UCD students.



New cycle parking.





One of the new bus routes loading at the new stop at the Sports Centre.

## ENERGY

UCD continues to make progress towards our mandated targets for energy efficiency and greenhouse gas emissions by 2030. For UCD and other public bodies these targets are as follows:

- Reduce Greenhouse Gas Emissions by 51% by 2030 from a baseline of 2016-2018;
- Increase the improvement in energy efficiency in the public sector from the 33% target in 2020 to 50% by 2030.

In 2023, the latest year for which provisional reporting data is available, UCD continued to make significant progress towards these targets. The information below highlights this progress which is awaiting final confirmation from the Sustainable Energy Authority of Ireland (SEAI).

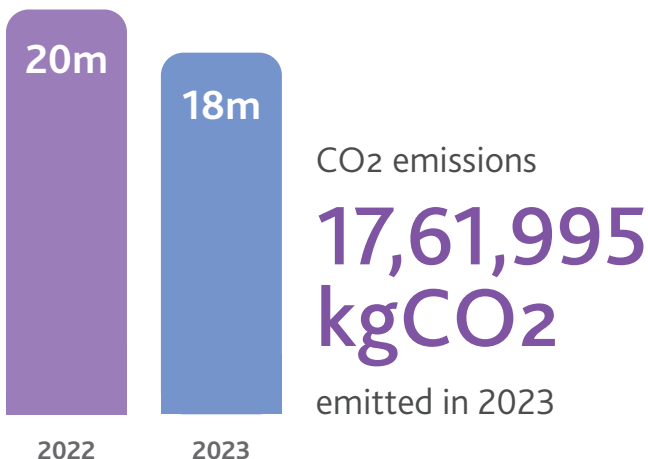
2023 resulted in 17,612 tonnes CO<sub>2</sub> emitted in 2023, a significant fall from the 2022 figure of 19,802 tonnes. These figures include both thermal and electrical energy consumed and transport fuel used for maintenance and operation of the estate. Several operational and environmental factors have contributed to this fall, including improved operational controls and accounting, ongoing utilisation of sustainable energy sources including the commissioned 1MW heat pump and use of our biomass boiler and construction activities that required the temporary shutdown of energy and water heating infrastructure.

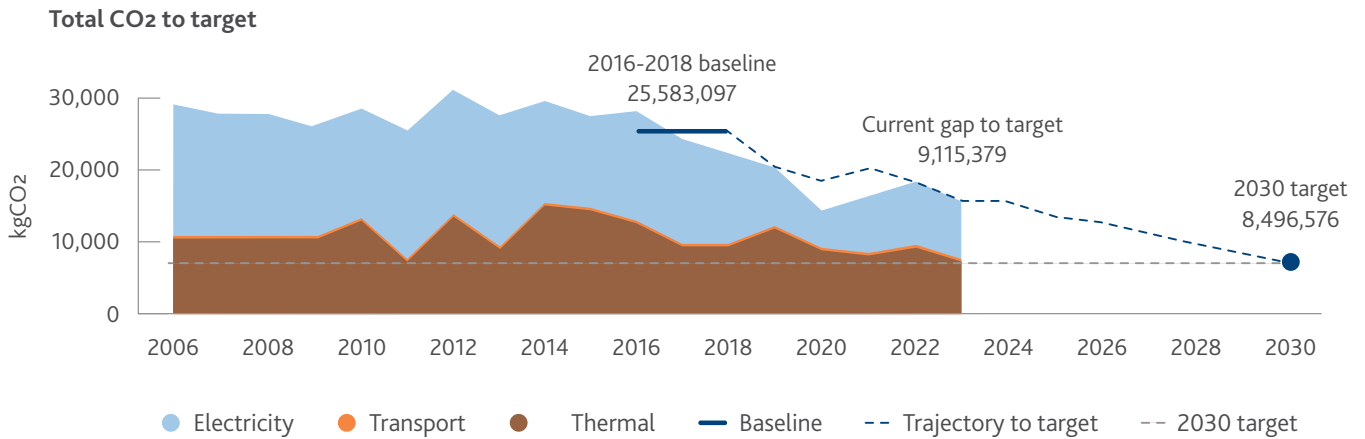
Noting our place as a sectoral leader in the energy and decarbonisation field, UCD has been shortlisted as a finalist in the Energy in Buildings category for the 2024 Annual SEAI Energy Awards.

The shortlisted project, the UCD Lochlann Quinn School of Business Pathfinder, showcases a successful retrofit of the 2002-built, D1 BER-rated building to a BER B standard (TBC). 2023 saw the completion of the project transforming it into an energy-efficient facility using the below technical interventions:

- Implementation of comprehensive upgrades including heat recovery ventilation;
- Decommissioning of local gas boilers and connection of the building to the campus district heating system;
- Commissioning of local water heat pumps and a solar PV installation on the roof of the building.

The building now integrates on-campus renewable energy sources including biomass and heat pumps into its heating blend. This is





coupled with improved insulation, air tightness and high-efficiency fan systems. These changes have significantly reduced the building's energy use and carbon footprint, achieving an estimated 15% reduction in CO<sub>2</sub> emissions compared to the previous year. Further improvements are expected as UCD's district heating system evolves, and the national grid continues to decarbonise.

The 2030 target for total CO<sub>2</sub> emissions remains at circa 8,500 tonnes. The pathway to achieving this target has been outlined in the UCD Climate Action Roadmap 2024.

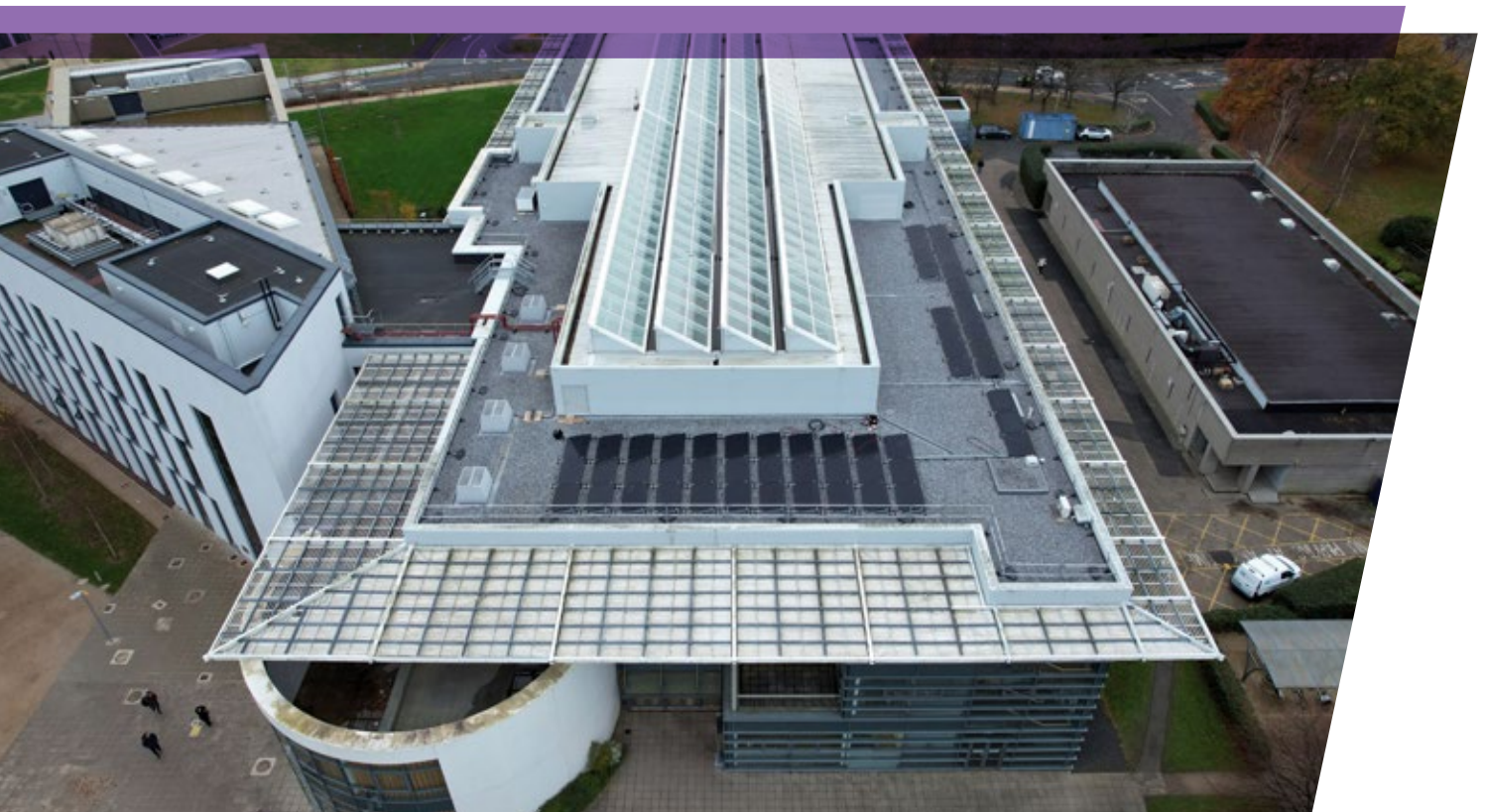
### Landscaping

Estate Services continue to manage and develop the landscaping of the campus. Building on the cooperation between support units and academics, control measures to protect the pyramidal orchid colony

identified last year and resulting from the reducing mowing scheme on campus have been put in place.

A multi-year programme to improve the condition of our campus woodland walks commenced in 2024 with a renewal of the woodland walk surface between the Merville House pedestrian and cycle entrance on the N11 and the landscaping associated with the Centre for Future Learning adjacent to the N1 car park at Belfield House.

Further strengthening of the woodland areas and corridors on campus continued with the planting of native young trees in the environs of Merville Student Residences which in time will add benefit to the existing mature woodlands in the area and provide screening for residents of Merville.



The roof of the UCD Quinn School of Business.



## Hospitality Services

Reflecting on the 2023/24 academic year, UCD has made significant strides in improving the campus dining experience, with a strong focus on affordability, sustainability, convenience and diversity. Following a comprehensive tender process, Gather & Gather and KSG were selected as the University's leading food service providers. This partnership has already delivered a range of enhancements, including the introduction of more affordable dining options, with main courses priced at €5, €7 and €9 at key restaurant locations, alongside tea and filter coffee available for just €1.50.

Further diversifying the dining experience, UCD welcomed four new global food trucks – Bombay Pantry, Chimac, Burritos & Blues and Biang Hand-Pulled Noodles – offering street food at 30% below retail prices. There are also plans to extend service hours and introduce click-and-collect options, making dining on campus even more convenient. Additionally, our authentic restaurant at the UCD Confucius Institute continues to thrive, complemented by new offerings in the UCD Village.

Sustainability remains a key priority across all food services, with a strong commitment to eco-friendly practices. Our partners have embraced sustainable packaging, increased local sourcing and are working closely with the Office of the Vice-President for Sustainability. Upcoming sustainability initiatives include the launch of a campus-wide reusable cup and bowl scheme in the months ahead.

To further enhance the campus dining environment, UCD has made significant investments in creating new outdoor dining areas that foster social interaction and community spirit. A pilot social student engagement area in the UCD School of Veterinary Medicine, featuring 24/7 smart vending machines and bean-to-cup coffee, is

// Noting our place as a sectoral leader in the energy and decarbonisation field, UCD has been shortlisted as a finalist in the Energy in Buildings category for the 2024 Annual SEAI Energy Awards //

providing students with affordable and convenient meal options. These machines are also being trialled at other locations across campus to expand access to quick and affordable food options.

Looking to the future, UCD is committed to strengthening the sense of community through dining. Events such as the Big Lunch and Residences Block Parties continue to foster engagement, while new culinary experiences are planned. The launch of the UCD Food Consultative Group in November will further enhance the dining experience by enabling real-time feedback from the University community to our catering partners, ensuring continuous improvement and innovation.



**David Kelly**  
Bursar



New catering options on campus for food and coffee.

Prof Tasman Crowe in conversation at an Amazon Web Services Sustainability Breakfast Briefing.



# SUSTAINABILITY



**Tasman Crowe**  
VP for Sustainability  
Professor



Sustainability encompasses major crises like climate change and biodiversity loss, but also societal, economic and governance dimensions like health and wellbeing, education, hunger and inequality.

**UCD HAS LONG BEEN** a strong contributor to sustainability but recognises the urgency and complexity of these challenges and is committed to further development of its thought and action leadership in this area. UCD aims to maximise its contribution to achieving sustainability at local, national and global levels, not just through its education, research and innovation but also through its campuses, its community and its partnerships and wider engagement.

Based on our contributions to date, UCD was named in the top 50 in the QS World University Rankings for Sustainability 2024, achieving the highest result in Ireland and ranking 24th in Europe. UCD was

awarded a gold level Smarter Travel Mark from the National Transport Authority (NTA) in recognition of its "outstanding measures that support sustainable and active commuting". UCD is one of only two universities in Ireland to have achieved the gold mark. We recently became the first Higher Education Institution in Ireland to sign the CANIE Accord, underlining our commitment as part of the international education community to take action against climate change and create sustainable practices within the sector.

UCD has also been appointed as a Sustainable Development Goal (SDG) Champion for 2024/25, one of twenty organisations from across Ireland chosen

// UCD aims to maximise its contribution to achieving sustainability at local, national and global levels, not just through its education, research and innovation but also through its campuses, its community and its partnerships and wider engagement //

by the Department of the Environment, Climate and Communications to raise awareness of the importance of the United Nations SDGs as a roadmap for a safer, fairer, more prosperous and sustainable future for all.

We are bound under the national Public Sector Climate Action Mandate to make a range of specific commitments for climate action. These are reflected in our annual Climate Action Roadmap updates, which are on our website and are reported here and in the Finance and Capital Development chapter. UCD is committed to a far more wide-ranging programme of work for sustainability, however, across the full spectrum of environmental, societal, economic, cultural and governance challenges. Some illustrative examples are provided below and reference to sustainability can be found throughout this President's report.

## SUSTAINABILITY GOVERNANCE

UCD's action for sustainability is now being fostered and supported by the UCD Sustainability Unit, with leadership from myself as Vice-President for Sustainability and oversight and advice from the University Management Team Sustainability sub-group (UMT SUS).

To enable a whole of institution approach, UCD Sustainability also encompasses a new set of Sustainability Core Working Groups to research, consult and make recommendations for action in relation to:

- Education, student experience and professional development
- Research, innovation and impact
- Operational integration
- SDG engagement and impact

Membership of each group includes students, technical and administrative staff as well as academic representatives from each College. As part of our open, inclusive and participatory approach, half of the members were identified via Expressions of Interest. The establishment of these structures represents an important step to ensure the promotion, communication and mainstreaming of sustainability within and outside UCD.

## Kate Raworth brings Doughnut Economics to Ireland

As part of the conferring of the first cohort of BSc Sustainability students, UCD conferred economist and Doughnut Economics author Kate Raworth with an honorary degree in recognition of her outstanding contribution to advancing the sustainability agenda.

As part of her visit to UCD, Kate also delivered a public lecture to a full UCD Moore Auditorium and an online audience from 32 countries worldwide. The associated panel discussion involved experts from UCD as well as the National Economic and Social Council and the Irish Doughnut Economics Network. Kate was involved in a range of additional events allowing wide engagement with students, stakeholders, policymakers and the wider public.

## EDUCATION FOR SUSTAINABILITY

Among the new initiatives for education in sustainability, the UCD School of Agriculture and Food Sciences launched a new BSc in Sustainable Food Systems in 2024. The programme will provide students with an understanding of the entire food chain from on-farm production to human consumption and attendant scientific principles and policies.

## SUSTAINABILITY INITIATIVES

### UCD Sustainability Seed Funding Programme

UCD Sustainability launched a programme supported by Performance Funding from the Higher Education Authority (HEA) and comprising two schemes in 2024: A 'Sustainability Research Seed Funding' scheme to stimulate and support interdisciplinary sustainability research, innovation and impact by UCD researchers and their colleagues, collaborators and stakeholders and a 'Seed Funding for Sustainability Initiatives' scheme seeking to bring the



Prof Patrick Paul Walsh and members of the UCD Sustainability Unit with Eamon Ryan TD, Minister for the Environment, Climate and Communications, and other SDG Champions at the formal announcement of the new SDG Champions for 2024-2025.

// Among the new initiatives for education in sustainability, the UCD School of Agriculture and Food Sciences launched a new BSc in Sustainable Food Systems in 2024. The programme will provide students with an understanding of the entire food chain from on-farm production to human consumption //





The first cohort of UCD's BSc in Sustainability pictured with (centre front) Prof Lisa Ryan, Prof Tasman Crowe, Prof Orla Feely, Kate Raworth, with Dr Paulo Virtuani, BSc Sustainability Admin Support on the left and Kirsten Southard, BSc Sustainability Programme Manager on the left, second row. Also present were colleagues from the Irish Doughnut Economics Network.

university community together to unlock the campus' potential as a living lab for sustainability solutions.

### Climate Action Leadership Training

In compliance with the Public Sector Climate Action Mandate, the University Management Team and UCD's Extended Leadership Group completed Climate Action Leadership Training. These sessions ensured that UCD meets its legal obligations, but also enabled colleagues to discuss sustainability and climate action across all facets of our university.

### SDG Week 2024

To mark the national Sustainable Development Goals (SDG) Week, UCD Sustainability collaborated with community-based clothing reuse hub Change Clothes to run clothes mending and upcycling workshops on campus. Change Clothes is also a Department of the Environment, Climate and Communications SDG Champion 2024-25.

### SUSTAINABILITY COMMUNICATIONS

The UCD Sustainability website [www.ucd.ie/sustainability](http://www.ucd.ie/sustainability) has now been launched. It is intended as a one stop shop to showcase the diversity of thought leadership and action for sustainability being undertaken and to help inspire and inform more, both within and outside UCD. Under a series of action areas, examples can be found on the website of relevant research and innovation, education and campus initiatives, together with advice on how to get involved and a resources section with key documents and links.

To enhance the University's communications and engagement around sustainability, dedicated social media accounts have been created on LinkedIn and Bluesky, sharing relevant research stories, events and initiatives. These accounts are gaining a substantial audience and widespread engagement. A UCD Sustainability podcast was launched and 22 short videos have also been produced in-house, showcasing and sharing sustainability stories and increasing engagement.

UCD's diverse and substantial contributions to sustainability are made possible by the excellence and engagement of our community of faculty, staff and students and our external partners. We look forward to continuing our work together for a more sustainable future.

**Professor Tasman Crowe**  
Vice-President for Sustainability

Speakers at the 'RISE Together' event pictured (l-r) are Sue Philpott, Director, College of Engineering and Architecture; Tristan Aitken, Chief People Officer and Director of SIRC, Legal Services and Transformation; Prof Orla Feely, UCD President; and Joyce McLoughlin, HR People and Organisation Development Manager.



# HUMAN RESOURCES, SIRC, LEGAL SERVICES AND TRANSFORMATION



**Tristan Aitken**  
Chief People Officer and Director of SIRC, Legal Services and Transformation

## HR PARTNERING, PEOPLE DEVELOPMENT AND BUILDING ORGANISATION CAPABILITY

The HR Partner team enhanced organisational effectiveness by providing strategic support across the University, focusing on key initiatives like the hourly paid project, guiding new Heads of School, managing casework and participating in local projects.

The People and Organisation Development team engaged over 3,000 participants through more than 230 diverse offerings, including training courses, leadership development, and workshops. This initiative fostered professional development and supported over 2,800 Performance for Growth conversations. The RISE Leadership and People Management Programme remained prominent, with over 240 attendees contributing to 1,100 leadership touch points since 2022.

To celebrate this engagement, a milestone event called 'RISE Together', attended by 90 people managers, was hosted by Professor Orla Feely, UCD President, and Tristan

Aitken, Chief People Officer, allowing over 400 leaders to reflect on the programme's impact on their growth and effectiveness.

## PEOPLE CHANGE MANAGEMENT

A dedicated People Change Management team has worked with our community to support adoption of organisational change. The team has ensured that people are at the heart of our two major transformation programmes, FinPOST and University CRM, as well as supporting community driven projects. People Change Management have worked to support our people to adopt change through innovative communications

**3,000+**  
participants engaged through more than 230 diverse offerings from the People and Organisation Development team



// Promoting roles in the University and attracting a diverse pool of talent remains a top priority. Key initiatives included weekly job announcements for internal staff, enhanced outreach through LinkedIn and Jobs.ac.uk, resulting in over 22,000 applicants and 2,738 contracts issued last year //

and engaging team sessions. The development of sustainable approaches and frameworks in both training and organisation design has also been a key focus. In tandem with these initiatives, the team began the work of building capability in planning, navigating and leading change university-wide, focusing on the people-centred mindsets, tools and methodologies that will support this.

### HR SERVICES

Promoting roles in the University and attracting a diverse pool of talent remains a top priority. Key initiatives included weekly job announcements for internal staff, enhanced outreach through LinkedIn and Jobs.ac.uk, resulting in over 22,000 applicants and 2,738 contracts issued last year. The Ad Astra Fellows programme welcomed thirty new faculty members, and the team filled several senior positions.

**700**  
staff exits processed

**70**  
retirees assisted

HR Operations implemented a new Public Sector Agreement, retroactively increasing faculty and staff pay, and managed around 1,000 contract setups and 4,000 hourly-paid setups. They processed over 700 staff exits and supported various leave requests, while also initiating automatic holiday pay for hourly staff starting January 2024 and streamlining the Sick Leave process. The HR Helpdesk addressed over 20,000 queries.

The HRIS team provided over 250 reports, ensured compliance with statutory returns, and supported audits. The Pensions Team assisted 70 retirees, conducted pension information sessions, and facilitated appeals for benefits.

Overall, HR Services contributed significantly to large-scale university projects, including the Hourly Paid Project, POST, FINPOST, and Sick Leave so as to enhance support and resources across the institution.



Pictured at the D&R Conference (l-r): Catherine Tormey, Dr Maeve Eogan, Marcellina Fogarty, Prof Orla Feely, Minister Jennifer Carroll MacNeill, Rory Carey, Louise Walsh and Prof Aoife Ahern.



**71%**  
of applicants achieved  
promotion

**5,000**  
users on the UCD Workvivo  
platform fostering employee  
connections and engagements

### CULTURE AND ENGAGEMENT

The Culture and Engagement unit supports UCD's goal of being an employer of choice by enhancing the attraction, retention and development of diverse faculty and staff. Key initiatives include the launch of the UCD Workvivo platform in May 2024, which fosters employee connection and engagement among approximately 5,000 users. Engagement activities throughout the year drew over 4,300 registrations, including fitness classes and social events.

The UCD Wellbeing Day in October 2023 attracted 800 attendees and featured seminars on mental, physical and financial health. Following tragic events in November of 2023, the community gathered to reinforce inclusivity and support for diverse experiences. UCD received a See Change Certificate for its mental health initiatives, including a policy and training for mental health conversations.



UCD Dignity and Respect Support stand at the Employee Wellbeing Day held in O'Reilly Hall designed to provide information on the UCD policies and supports available to promote good mental, physical and financial wellbeing.

The UCD Culture Trail promoted collaboration between faculty, staff, and students through cultural activities, culminating in a community concert in April. An annual celebration for the academic year's start in August engaged 1,600 employees. The unit also recognised long service through awards and initiated retirement receptions and memorial events.

The Values in Action (VIA) Awards honoured colleagues exemplifying UCD values. 29 submissions were received with nine awards made, see details on page 115.

The Employee Relations team ensured effective policy application and collaboration with trade unions to foster a positive work environment.

### PROMOTIONS AND GRADING

The Promotions and Grading team facilitated the Faculty Promotions Committee who considered 73 applications for promotion during 2023/24, with 71% of applicants achieving promotion. The Gender Equality Action Plan (GEAP) set gender equality targets in promotion which are monitored on an annual basis. In 2023/24, the GEAP targets were achieved for the level of promotion to Associate Professor and Full Professor but not achieved for the level of Professor.

In October 2023, 41 candidates were recommended for the award of tenure and approved by the Academic Council in November 2023.

The Job Sizing Framework, which recognises role growth and allows for a role to be resized is now in its fourth cycle with a steady state of applications being considered monthly from September to June of each year.

Between September 2023 and August 2024, twelve Technical Officers were successfully promoted to Senior Technical Officer by the Technical Staff Committee.

### EQUALITY, DIVERSITY AND INCLUSION

The Equality, Diversity and Inclusion (EDI) Unit as part of Culture and Engagement, contributes to the achievement of the HR strategy and overall UCD strategy through the implementation of a broad range of activities, a full summary is provided in the EDI chapter of this report.

UCD was awarded the Athena Swan Institutional Silver Award in August 2024, and EDI will start working with key stakeholders across the University to implement the new Gender Equality Action Plan 2024-2029.

// The Gender Equality Action Plan (GEAP) set gender equality targets in promotion which are monitored on an annual basis. In 2023/24, the GEAP targets were achieved for the level of promotion to Associate Professor and Full Professor but not achieved for the level of Professor //



Panellists at the Inaugural Brian Mullins Healthy UCD Memorial Lecture were (l-r) Philly McMahon, Footballer with Ballymun Kickhams and former Dublin player; Kate Kilcommins, Camogie player and UCD Brian Mullins/GPA Scholarship Recipient; Marie Crowe sports journalist and broadcaster with RTÉ Sport; and Ger Brennan, former Dublin player and UCD GAA Development Executive.

// The UCD Legal Office had a productive year, handling over 1,000 new matters and providing support across the University, including research, clinical trials and export controls //

### UCD LEGAL OFFICE, FREEDOM OF INFORMATION UNIT AND THE OFFICE OF THE DATA PROTECTION OFFICE (DPO)

The UCD Legal Office had a productive year, handling over 1,000 new matters and providing support across the University, including research, clinical trials and export controls. The team collaborated closely with multiple departments on policy development in export controls, EDI and student affairs, while managing contentious cases and participating in new committees.

The Records Management and FOI Unit effectively managed complex FOI requests, improving response times with enhanced tracking tools. They provided comprehensive FOI advice and engaged with regulatory bodies, achieving successful outcomes in external appeals.

The Office of the DPO (ODPO) advised the University on data protection matters, managed data incidents, and processed many data subject access requests. The DPO continued to see strong participation in GDPR Advice Clinics and organised 'UCD Data

Protection Month,' which included a workshop for nearly 100 GDPR Champions to share insights and network.

### SIRC/RISK MANAGEMENT – OFFICE OF THE CHIEF RISK OFFICER (CRO)

The SIRC Office continues to provide a high quality, technically competent service provision to colleagues across the organisation. There are few areas of university operations that do not require some degree of input from the professionals within the SIRC Office.

The SIRC Office played a key role during the year in maintaining a relationship with the key external statutory competent authorities and the facilitation of onsite compliance audits by same, e.g. the Health and Safety Authority, the Environmental Protection Agency, the Revenue Commissioners, and the Department of Enterprise, Trade and Employment.

A key priority during the year was to close out the procurement of and to begin the roll out of a safety management software system and online incident reporting system that will, going forward, allow the University to better track and manage safety performance across the organisation.

Another significant milestone achieved during the year was the development and approval by the UMT of a new Risk Management Policy and Risk Appetite Framework, and the associated work undertaken to embed the same across the organisation.

The various committees under the auspices of the SIRC Office such as the Enterprise Safety Committee, the Biosafety Committee, and





Fr Eamonn Bourke speaking at the non-denominational memorial service in the UCD Rose Garden to remember colleagues, students, family and friends who have passed away.

// Colleagues within the SIRC Office continue to provide high quality training across a wide range of technical complex areas to both colleagues and students, with over 700 attendees during the year //

the Radiation Safety Committee continued to actively contribute to the wider University, whilst a new Risk Management Advisory Committee was established during the year as a key component of the University's Risk Management Framework.

Colleagues within the SIRC Office continue to provide high quality training across a wide range of technical complex areas to both colleagues and students, with over 700 attendees during the year.

The workplace safety specialists within the team continue to actively engage in 'on the ground' safety audits especially amongst the higher risk areas of University operations.

### UCD AGILE

UCD Agile supports continuous improvement and project delivery across the University. In the past year, the team assisted 54 initiatives, providing project management for three projects and facilitating about 78 workshops. These workshops focused on remit

mapping, team facilitation, SWOT analysis for quality reviews, and process improvement events.

The Agile team developed the UCD Project Management and Continuous Improvement toolkit to enhance basic project management skills among staff. This toolkit helps staff independently implement continuous improvement initiatives.

The 2024 Work Smarter Together Summer School featured interactive sessions on various topics, attracting 40 participants. The Work Smarter Together Newsletter introduced a new 'Water Cooler' feature to discuss relevant university topics. Additionally, the Remote Working Group facilitated 49 meetings, connecting over 400 staff members.

**Tristan Aitken**  
Chief People Officer and Director of SIRC, Legal Services and Transformation



# PHILANTHROPIC GIVING AND ALUMNI ENGAGEMENT

UCD Foundation's work in support of the University aligns under two key strategic pillars: Fundraising and Alumni Engagement.

## PHILANTHROPY AND FUNDRAISING

Generous philanthropic support from alumni, donors, corporate partners, and friends of the University has a profound impact on UCD's capacity to provide equality of access to a world-class education, to invest in the sustainable development of our campus infrastructure, and to contribute positively to society through innovation and research.

We are thankful for the enduring commitment of our donors in the face of a challenging economic climate and the ongoing cost-of-living crisis, which has placed many students and their families under significant financial stress. In response to this crisis, UCD Foundation, with guidance from colleagues in UCD Access & Lifelong Learning, approved an increase in the minimum value of Cothrom na Féinne scholarships, from €1,500 to €2,500. These scholarships are funded by generous donations from private donors, corporate supporters, and through the UCD Champions annual giving programme.

The UCD University of Sanctuary programme provides financial, academic and personal supports to up to 50 students of refugee backgrounds annually. The programme receives philanthropic funding through UCD Foundation, including support from donations

to the UCD Michael Byrne Community Fund. In May 2024, the law firm Arthur Cox LLP made a philanthropic commitment to support the programme for the 2024/25 academic year.

Philanthropic investment in academic chairs strengthens UCD's reputation as a global leader in education and research and contributes to the development of a high-calibre, innovative and collaborative faculty. Two new chairs in cancer research have been established in the UCD School of Medicine, with significant philanthropic support: the Pat Smullen Chair in Pancreatic Cancer and the Nancy Boland Chair in Musculoskeletal Oncology.

// Philanthropic investment in academic chairs strengthens UCD's reputation as a global leader in education and research and contributes to the development of a high-calibre, innovative and collaborative faculty //



Prof Laurent Pech, Dean of Law and Head of UCD Sutherland School of Law; Vincent Keaveny, UCD alumnus and former Lord Mayor of London; and David O'Reilly, UCD Alumni London Chapter Rep; with students and alumni in London.



Students at the Career mentoring launch event, 8 November 2023.

Capital projects to develop UCD's research and teaching facilities also benefit substantially from philanthropic support. A number of leadership donations are helping to advance a major investment in the facilities at UCD Lyons Farm. A state-of-the-art entrepreneurship and research facility incorporating the UCD Bimeda Herd Health Hub and the AgTechUCD Innovation Centre was opened in October 2023; a philanthropic pledge of €6 million from FBD Holdings plc and FBD Trust CLG will support the development of a new Knowledge Centre for teaching, research, and outreach activities; and FBD, Ornuia and Dairy Research Ireland have made significant donations to fund a new Calf Research and Innovation Facility.

Meanwhile, on the Belfield campus the construction of UCD Centre for Future Learning and the final phase of redevelopment of the College of Science are well advanced, and the Trapdoor theatre and media lab opened in the former DramSoc space in Newman Building in February 2024.

Our heartfelt thanks to our philanthropic supporters, whose generosity continues to have a transformative impact across UCD.

### ALUMNI ENGAGEMENT AND DEVELOPMENT

The UCD alumni community continues to grow in reach and impact, with over 323,000 alumni across the world and 50 global alumni chapters.

This summer, the Alumni team launched a new three-year plan to increase global engagement activity. In 2023/24, sixteen events took place in twelve overseas locations, with an overall attendance of over 1,300 alumni. Guests welcomed the opportunity to connect with their local UCD community, and particularly appreciated the chance to meet Professor Orla Feely, UCD President, who attended alumni events in five US locations, Hong Kong, Singapore and Paris. In January, UCD alumnus and former Lord Mayor of London Vincent Keaveny hosted UCD alumni and law students at a careers and networking event hosted by law firm DLA Piper.

# €6 million

philanthropic pledge will support the development of a new Knowledge Centre for teaching, research, and outreach activities

As part of a new global alumni strategy, we have identified an opportunity to support a more extensive and varied programme of alumni engagement and fundraising activity in Greater London. To this end, the board of the UK-based Friends of UCD – which was established to support fundraising for education and research at UCD – is expanding and diversifying, and this is a model that may also be adapted for other regions.

Alumni support UCD in many meaningful ways, from community-building and volunteering to career guidance and philanthropy. To date, we have had over 8,000 participants in the UCD Alumni Volunteering Programme, and in the past year nearly 3,000 alumni gave freely of their time and talents to improve student employability through mentoring and career panels, and provide strategic guidance and support to the University. Our Global Alumni Ambassadors have supported international student recruitment, while the buddy programme continues to go from strength to strength, with local alumni providing friendship and a warm welcome to international postgraduate students.

The 2024 UCD Connections magazine followed the theme of *Belonging* and included extracts from the Belonging Project – a collaboration between UCD and NCAD with input from alumni, staff and students. This theme was also reflected in the cover illustration from the animation *All Ways Home* – a poem written by twelve DEIS secondary school students and etched on the side of EIRSAT-1, Ireland's first satellite, which was launched in December 2023. EIRSAT-1 was designed and built by a team of UCD students, with support from academic and professional staff, and the project received philanthropic support through UCD Foundation.



The cover of UCD Connections magazine featuring an illustration from the animation *All Ways Home* – a poem written by twelve DEIS secondary school students and etched on the side of EIRSAT-1, Ireland's first satellite, which was launched in December 2023.



With a readership of over 400,000, UCD Connections is distributed with the Irish Times and the Business Post, and at UCD conferring ceremonies and other events throughout the year. The bespoke website is promoted to alumni worldwide and showcases the positive impact of UCD alumni, students and researchers.

In June 2024 the Alumni team launched the Farewell to Fáilte initiative to welcome UCD's newest graduates to the alumni community on the day of their graduation. Between June and September the team hosted 3,475 graduates and their families in Ardmore House for gowning and graduation photography. This was a wonderful opportunity to engage with our community and signpost the activities, supports and benefits available to them as UCD alumni. The team will continue to build on this activity at conferrals in 2024/25.

We are grateful to our alumni around the world for all the ways they support and empower our students and our university community.

// With a readership of over 400,000, UCD Connections is distributed with the Irish Times and the Business Post, and at UCD conferring ceremonies and other events throughout the year. The bespoke website is promoted to alumni worldwide and showcases the positive impact of UCD alumni, students and researchers //



UCD Choral Scholars performing at their annual Christmas concert in Newman University Church, St Stephen's Green, Dublin.

**3,475** graduates engaged with the Farewell to Fáilte initiative welcoming them to the alumni community



Medical graduates at a reunion of the Class of 2014.



Students receiving awards at the UCD in the Community Volunteering Awards Ceremony.



# UCD IN THE COMMUNITY

Community-university collaborations make a difference. They enhance our research, teaching and student experiences while offering genuine and significant benefits to all those involved. During 2024, UCD in the Community, UCD's community engagement initiative, continued to support and promote community engagement across the University.

## UCD IN THE COMMUNITY AND UNA EUROPA

In March 2024, UCD in the Community was honoured to join forces with Una Europa, an alliance of eleven European Universities, sharing the common goal of developing a truly European University of the Future. Together with peers from across the alliance, UCD in the Community is delighted to collaborate under the WP 6 - Una Europa For Society, service learning (community-engaged) network.

## UCD COMMUNITY ENGAGEMENT REPORT 2023/24

The most recent annual UCD Community Engagement Report, launched in May 2024, captures a snapshot of UCD's community engagement activities during the academic year 2022/23. The report documents various projects where university resources and expertise have been leveraged to address local issues, ranging from education and healthcare to environmental sustainability and economic development.

Professor Joe Carthy, UCD School of Computer Science and UCD in the Community, welcomed everyone to the launch on Wednesday 15 May. In his welcome address, he outlined how the community-university partnerships highlighted in this report provide real and meaningful benefits for all those involved.

Professor Colin Scott, Registrar, Deputy President and Vice-President for Academic Affairs, officially launched the report. Expressing his

enthusiasm for the community engagement work highlighted in this report, Professor Scott spoke about the importance of real, collaborative engagement with the community.

## NATIONAL VOLUNTEER WEEK EXHIBITION IN UCD

Following the launch of the UCD Community Engagement Report and to coincide with National Volunteering Week, UCD in the Community held a campus-wide exhibition celebrating the incredible community engagement activities across the UCD community.

// The most recent annual UCD Community Engagement Report, launched in May 2024, captures a snapshot of UCD's community engagement activities during the academic year 2022/23. The report documents various projects where university resources and expertise have been leveraged to address local issues //

## UCD IN THE COMMUNITY STUDENT VOLUNTEERING AWARDS

In November 2023 over sixty UCD students involved in volunteering activities had their outstanding contributions to society recognised at the UCD in the Community Volunteering Awards. Presented to students who have excelled at making a positive change to the University and the wider community, the recipients of the 2023 awards are at the centre of running UCD sports clubs, societies, class rep and peer mentorship programmes, as well as through their external volunteering endeavours.

In a special ceremony in the UCD Global Lounge, 61 students from across the University were recognised for their outstanding contribution to society through volunteering. There were three award categories available to UCD students; Bronze (20 hours of volunteering), Silver (40 hours of volunteering) and Gold (60+ hours of volunteering).

## HOPE FEST

Hope Fest, UCD's annual music and wellness event for those experiencing homelessness, was held on 11 May 2024 in the Iveagh Gardens Dublin.

Dozens of student and staff volunteers from UCD took part in the 2024 Hope Fest, an annual wellness event organised in collaboration with UCD in the Community and the Dublin Lions Club, as well as over thirty homeless services across the county, the 'mini festival' aims to provide those experiencing homelessness with a sense of community and belonging.

Over 460 guests were in attendance, with many families present, who were able to avail of a range of services from haircuts, chiropody, first aid, yoga and reiki, while the children's zone had games, colouring, facepainting and balloon making.

Live music was provided by the UCD Community Choir, alongside the Medlife Crisis band and over twenty UCD student volunteers kept things running smoothly throughout the day.

// Over sixty UCD students involved in volunteering activities had their outstanding contributions to society recognised at the UCD in the Community Volunteering Awards. Presented to students who have excelled at making a positive change to the University and the wider community, the recipients of the 2023 awards are at the centre of running UCD sports clubs, societies, class rep and peer mentorship programmes, as well as through their external volunteering endeavours //



Pictured at the launch of UCD Community Engagement Report 2022/23 are (l-r): Theresa O'Leary, Prof Colin Scott, Dr Karen Keaveney, Associate Professor Aideen Quilty, Sinéad Mahon, Prof Joe Carthy, Aoife Fitzgerald, and Niamh Byrne.





# COLLEGE OF ARTS AND HUMANITIES



**An tOllamh Regina Uí Chollatáin**  
Príomhoifigeach, Coláiste na  
nEalaíon  
College Principal, UCD College  
of Arts and Humanities

Pictured above at the presentation of Semple Medals are (l-r) Margherita Ulivieri; Dr Kelly Fitzgerald, UCD School of Irish, Celtic Studies and Folklore; Niamh Fitzpatrick; Dr Rob Sands, UCD School of Archaeology; Katy Morgan; Dr Martin Brady, UCD School of Classics; Prof Regina Uí Chollatáin, UCD College of Arts and Humanities; Dr Katherine Fama, UCD School of English, Drama and Film; Ioana Gheorghie; Dr Harvey O'Brien, UCD School of English, Drama and Film; Niamh Godfrey; Professor Wolfgang Marx, UCD School of Music; and Eliana Campbell.

Ba bhliain í seo a bhí lán le réimse leathan forbairtí foirne, le tionscnaimh mac léinn, le manglam d'ócáidí cultúrtha, mar aon le neart dul chun cinn ar fud Choláiste na nEalaíon agus na nDaonnachtaí.

**THIS ACADEMIC YEAR** has been filled with a wide range of staff developments and student initiatives. The college also enjoyed an assortment of cultural events and advances.

## EDUCATION AND STUDENT EXPERIENCE

The College appointed seven new academics as part of the Ad Astra programme: Dr Seán Clancy, UCD School of Music; Dr Conor Trainor, UCD School of Classics; Dr Benjamin Anderson, UCD School of Art History and Cultural Policy; Dr Diretnan Dikwal-Bot, UCD School of English, Drama and Film; Dr Megan Welton, UCD School of History; Dr Serena Laiena, UCD School of Languages, Cultures and Linguistics; and Dr Connor McCabe, UCD School of Irish, Celtic Studies and Folklore.

The College was delighted to celebrate student excellence at the annual Patrick Semple Medal Awards ceremony. Twelve

students, who received the highest performing scores across a range of subjects in the first year, were awarded medals by Professor Regina Uí Chollatáin.

Portuguese was launched as an official dedicated language in the UCD School of Languages, Cultures and Linguistics. To mark the occasion, a day of cultural events, including dance, film and theatre was programmed, in partnership with the Portuguese Embassy, attended by faculty, staff and students from across the University.

A project titled 'AI Futures' was undertaken to encourage students and teaching staff in the College to explore teaching, learning and assessment in the context of new developments in generative AI. Led by Associate Professor Naomi McAreavey, UCD School of English, Drama and Film, 'AI Futures' constituted a wide range of talks and workshops, skilling up for the future.



## RESEARCH, INNOVATION AND IMPACT

Congratulations to Dr Tim Groenland, UCD School of English, Drama and Film; Dr Sarah Raine, UCD School of Music; and Dr Andrew McDiarmid and Dr Frances Nolan, UCD School of History, who were four of the seven UCD academics to be awarded €24 million on SFI-IRC Pathway programme award for emerging talent. The awards enable postdoctoral researchers to conduct independent research for a four-year period.

Congratulations also to Associate Professor Siofra Pierse, Head of UCD School of Languages, Cultures and Linguistics, who was awarded a 'Chevalier dans l'Ordre des Palmes Académiques' by the Ambassador of France to Ireland, H.E. Vincent Guérend at the Résidence de France. The Chevalier was awarded for Associate Professor Pierse's "engagement and service to education, to culture and to the promotion of French language".

// The UCD Clinton Institute for American Studies and The Conversation jointly ran 'Epistemic Crisis: Journalism, Academia and the Production of Knowledge', a conference which scoped emerging relations between knowledge production, technologies and public life, looking at ideas on how to build trust in public knowledge //

# €24 million

awarded to four UCD academics on SFI-IRC Pathway programme award for emerging talent

The Canadian Ambassador to Ireland, H.E. Nancy Smyth launched the Craig Dobbin Legacy Programme with the Ireland Canada University Foundation and the UCD Centre for Canadian Studies. The legacy will see 30 scholarships awarded to academics at UCD and in Canada for a range of research projects, further strengthening academic ties between both countries.

The UCD Clinton Institute for American Studies and The Conversation jointly ran 'Epistemic Crisis: Journalism, Academia and the Production of Knowledge', a conference which scoped emerging relations between knowledge production, technologies and public life, looking at ideas on how to build trust in public knowledge. Keynote speakers included Dr Idrees Ahmad, University of Essex/ New Lines Magazine; Professor Henry Farrell, Johns Hopkins University/Monkey Cage; and Professor Alexa Koenig, University of California Berkeley.

The UCD School of Music mourned the passing of Professor Emeritus Seóirse Bodley, a prominent member of staff at UCD from 1959–2004. Professor Bodley's public contribution to music in Ireland stretched beyond the borders of UCD. His original compositions are noted as being landmarks in the history of twentieth-century Irish music.



Dr Nic Pillai and Sir Steve McQueen OBE are pictured at a student-led Q&A as part of the Trapdoor launch, in partnership with the Dublin International Film Festival.

## COLLEGE STRUCTURE

### Professor Regina Uí Chollatáin

College Principal and Dean of Arts and Humanities

### Associate Professor Alexander Thein

Associate Dean for Arts and Humanities

### Associate Professor Clare Hayes-Brady

Associate Dean (Graduate)

### Dr Edward Coleman

Deputy Associate Dean for Arts and Humanities

### Dr Mary Farrelly

Vice-Principal for EDI

### Associate Professor Conor Mulvagh

Vice-Principal (International)

### Dr Siobhán Donovan

Vice-Principal for Teaching and Learning

### Dr Helen Dixon

Vice-Principal for Research, Innovation and Impact

## ENGAGEMENT AND OUTREACH

The ambitious €2.5 million state-of-the-art 'black box', named Trapdoor, was unveiled in the former UCD Dramsoc theatre in the Newman Building. Led by Professor PJ Mathews, UCD School of English, Drama and Film, in partnership with the Creative Futures Academy, a wide range of industry partners and practitioners joined UCD to celebrate the launch. Professor Orla Feely, UCD President; Professor Regina Uí Chollatáin, Principal, UCD College of Arts and Humanities; Professor Emeritus Frank McGuinness; and Professor PJ Mathews addressed the audience who enjoyed performances from a range of performing arts students in the College.

The same week, Dr Nicola Pillai, UCD School of English, Drama and Film, hosted a student-led Q&A with film director Sir Steve McQueen OBE as part of the Trapdoor launch, in partnership with the Dublin International Film Festival.

The NUI and the UCD School of Irish, Celtic Studies and Folklore presented the third Hyde Lecture/Léacht with Dr Mary Harris, University of Galway who delivered a lecture

entitled 'Douglas Hyde and Eoin MacNeill: visions and reality'. Dr Conor Mulvagh, UCD School of History, delivered the response.

The College was delighted to welcome dance artist and choreographer Justine Doswell to UCD. As the first-ever Trapdoor Dance Artist in Residence 2024, Justine will be based in the UCD Creative Futures Academy and Trapdoor. The scheme is generously funded by Dún Laoghaire-Rathdown County Council's Arts Office.

The UCD Orchestra performed to a packed house in the National Concert Hall with a wonderful programme of Sibelius, Williams and Tchaikovsky.

## COLLEGE INITIATIVES

In March, a lunchtime pop-up festival of world cultures was programmed in the Newman concourse as part of Seachtain na Gaeilge and the UCD Culture Trail, bringing language, music and dance to the concourse. Professor Orla Feely, UCD President, attended the opening which was officiated by Professor Regina Uí Chollatáin, College Principal. The UCD Gamelan Orchestra, Japanese Soc and Tradsoc musicians performed as part of this community event.

// The ambitious €2.5 million state-of-the-art 'black box', named Trapdoor, was unveiled in the former UCD Dramsoc theatre in the Newman Building. Led by Professor PJ Mathews, UCD School of English, Drama and Film, in partnership with the Creative Futures Academy, a wide range of industry partners and practitioners joined UCD to celebrate the launch //



Faith Olasogba, English, Drama and Film Student reciting one of her poems at the Trapdoor opening.

## COLLEGE STRUCTURE

UCD College of Arts and Humanities consists of seven schools:

**Associate Professor Philip Cottrell**  
Head of School, UCD School of Art History and Cultural Policy

**Dr Martin Brady**  
Head of School, UCD School of Classics

**Professor John Brannigan**  
Head of School, UCD School of English, Drama and Film

**Professor Catherine Cox**  
Head of School, UCD School of History

**Dr Kelly Fitzgerald**  
Head of School, UCD School of Irish, Celtic Studies and Folklore

**Associate Professor Síofra Piersé**  
Head of School, UCD School of Languages, Cultures and Linguistics

**Dr Tomás McAuley**  
Head of School, UCD School of Music

As at 1 September 2023



Pictured at the Annual College Lecture are (l-r) Prof Kathleen James-Chakraborty, UCD School of Art History and Cultural Policy; Prof Lynda Nead, Birbeck, University of London; Assoc Prof Philip Cottrell, Head of UCD Art History and Cultural Policy; and Prof Regina Uí Chollatáin, College Principal.

In April, alumni, students and staff gathered in Theatre N in the UCD Newman Building, for the Annual College Lecture on Sixties Pop Culture titled: 'Women, Desire and the Image: Pauline Boty and Sixties Pop Culture'. Hosted by the UCD School of Art History and Cultural Policy, the lecture was delivered by Professor Lynda Nead, School of Historical Studies, Birkbeck University, London.

To honour International Women's Day 2024, the College's EDI committee, led by Dr Mary Farrelly, Vice-President for

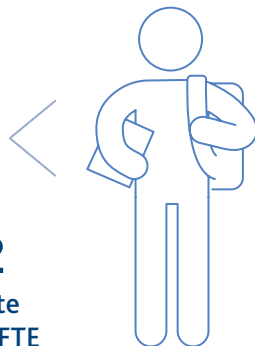
Equality, Diversity and Inclusion, ran a series of readings and seminars that explored women and their research through topics including motherhood, sexuality and historical female figures.

*Regina Uí Chollatáin*

**An tOllamh Regina Uí Chollatáin**  
Príomhoifigeach, Coláiste na nEalaíon  
College Principal, UCD College of Arts and Humanities

**2,782**  
Total students  
in Ireland

**2,309** + **472**  
Undergraduate students FTE + Graduate students FTE



**266**  
Total staff

Academic: 175  
Researcher: 40  
Support/Professional: 51

Total research awards  
**€7,924,971**

€6,888,476 External  
€1,036,495 Internal



Prof John Geary led a symposium on the job quality and wellbeing of essential workers during Covid-19. Pictured (l-r) are: Asst Prof Maria Belizon, Dr Tony Holohan, Prof John Geary and Prof Orla Feely.



# COLLEGE OF BUSINESS



**Professor Anthony Brabazon**  
College Principal and Dean  
of Business

In another busy year, the College continued to execute its mission which is centred on the leadership of transformational change by means of educational and thought leadership excellence, inspiring and co-creating a better future for our students, our staff, our alumni, and for business and society in Ireland and the world.

**ACROSS ALL OF THIS**, our aspiration to be a key connector in our environment remains paramount, following our mantra of 'níos fearr a chruthú le chéile', that we achieve more when we work together.

The academic year began with Professor Federica Pazzaglia taking up her post as the new Director of UCD Smurfit School and as Associate Dean of the UCD College of Business. She brings considerable academic leadership experience and research achievement to her new role, having served as Programme Director and as Head of the Management subject area.

## COLLEGE INITIATIVES

UCD College of Business was re-accredited for the fifth time by the AACSB, the

Association to Advance Collegiate Schools of Business. This latest award affirms two decades of accreditation by this global business school body. AACSB is part of the 'triple crown' of accreditation (AACSB, AMBA, EQUIS) with the College now celebrating twenty years of continuous triple crown accreditation, being the only Irish business school to achieve this.

In March, the College celebrated the 50th anniversary of the founding of Ireland's first Department of Human Resource Management. Gathering alumni, faculty (current and retired), staff and the wider business community, the event recalled the creation of the Department in 1974, with the first chair being held by Professor Brian Hillery. Fifty years later,

the now-titled subject area of Human Resource Management and Employment Relations at UCD College of Business remains at the forefront of innovative research and teaching.

The College continued to perform strongly in the Financial Times global rankings with the MSc in International Management ranked 17th globally, the Executive MBA ranked 64th, and the FT MBA ranked 91st globally. For the eighth consecutive year, the FT ranked UCD Smurfit School among the top 30 business schools in Europe.

UCD Smurfit Executive Development advanced to a global top 50 ranking in both the Open Enrolment and Custom Executive Education Financial Times Executive Education Rankings.

## EDUCATION AND STUDENT EXPERIENCE

A core element of our College strategy concerns transformational learning and development. During the year, our students excelled in many of their pursuits. Below we set out a small sample of these achievements and of educational-related activities in the College over the year.

UCD Quinn School students' start-up company *Bean Around* was the first Irish team to reach the international Hult Prize Finals. *Bean Around* creates sustainable exfoliating soaps and body scrubs made from 100% repurposed coffee grinds, all hand-crafted in Dublin. The competition challenges for-profit student entrepreneurs from around the world to create and launch businesses aimed at tackling the most pressing global challenges.

UCD Quinn School's team competed in the 2023 annual Bloomberg Trading Challenge which allows teams to utilise real-time financial tools to develop an investment strategy, research high-potential

// UCD Quinn School's team competed in the 2023 annual Bloomberg Trading Challenge which allows teams to utilise real-time financial tools to develop an investment strategy, research high-potential stocks, and test their trading skills. Competing against over 2,000 teams from around the globe, our team finished an impressive first in Ireland and 36th in Europe //

stocks, and test their trading skills. Competing against over 2,000 teams from around the globe, our team finished an impressive first in Ireland and 36th in Europe.

At UCD Smurfit School, the Model UN Framework Convention on Climate Change Conference saw 85 students participate as part of the inaugural Climate Change and Business Sustainability module. Offered at both Quinn and Smurfit Schools, the module provides a platform for students to delve deeply into climate issues and solutions. The module culminated in a two-day, mock UNFCCC COP29 where students negotiated an ambitious international climate agreement.

In addition, a team from UCD Smurfit School was crowned champion of the competitive CFA Ireland Research Challenge for an impressive third year in a row.

// UCD Quinn School students' start-up company *Bean Around* was the first Irish team to reach the international Hult Prize Finals. *Bean Around* creates sustainable exfoliating soaps and body scrubs made from 100% repurposed coffee grinds, all hand-crafted in Dublin //



Pictured are team members from *Bean Around*, including Jack Tiernan and Sadhbh Wood (both Business & Law) and Sadhbh's sister and co-founder, Aisling Wood. Sadhbh and Jack graduated from UCD in September and Jack began his Masters in Accounting degree at UCD Smurfit School.

## COLLEGE STRUCTURE

**Professor Anthony Brabazon**  
Dean of UCD College of Business

**Professor Federica Pazzaglia**  
Associate Dean and Director of  
UCD Smurfit School

**Associate Professor Maeve Houlihan**  
Associate Dean and Director of  
UCD Quinn School

**Tim Wray**  
Director of UCD Smurfit Executive  
Development

**Professor Don Bredin**  
Associate Dean International

**Professor Andreas Hoepner**  
Vice-Principal of Research,  
Innovation and Impact

**Professor Colm McLaughlin**  
Vice-Principal of Equality, Diversity  
and Inclusion

**Associate Professor Paul Ryan**  
Vice-Principal of Teaching and  
Learning

As at 1 September 2023

// UCD College of Business was ranked 42nd globally in The Case Centre Impact Index, a new annual ranking of organisations based on the global reach and impact of their case writing //

Simon Harris TD, former Minister for Further and Higher Education, Research, Innovation and Science launched the new UCD Smurfit Executive Development Professional Diploma in Aviation Finance. The programme is the first of its kind globally and is aimed at leaders in aviation leasing and associated sectors who wish to improve their knowledge of aviation financing.

### RESEARCH, INNOVATION AND IMPACT

The College has a long tradition of thought leadership that advances academic debate and management practice, pushing the boundaries of knowledge creation and innovation. This year, 77% of articles by College faculty were published in journals ranked in the top quartile of academic journals (CiteScore Percentiles). Underscoring the impact of these publications, the field-weighted citation index for the College's publications has increased to its highest-ever score of 2.12, indicating that they attract more than double the number of citations than those of peer business schools globally.

Major externally-funded research awards obtained by College faculty included those of Professor Susi Geiger with Dr Ilaria Galasso, 'From health (il)literacy to capability: building a dialogue on barriers to health and healthcare in deprived contexts' and 'Societal preparedness as a matter of concern: How can public procurement build resilience in essential goods markets'; Associate Professor Geertje Schuitema, 'Energy Narratives and Change in Coastal Communities in Ireland (ENACT)'; Professor Andreas Hoepner, 'Commercialisation and Scaling of GreenWatch'; Professor Cal Muckley, 'SFI ADAPT Research Centre - Phase 2'; and Professor John Geary, 'All Island Working in Ireland Survey and Case Studies Research'; amongst others, with funding coming from a wide range of Science Foundation Ireland (SFI), Marine Institute, Enterprise Ireland (EI) and industry-supported research schemes.

Professor John Geary led the 'Working in Essential Services: Lessons from Working during COVID-19' symposium examining essential workers' job quality and wellbeing during the pandemic. The event explored whether essential workers possess the skills and resilience to undertake such a role again in the event of another health emergency and what can be done to help them. It is the only study of its kind to have examined the extent to which the pandemic reshaped work in Ireland and the consequences for workers' job quality and well-being.

Professor Susi Geiger was appointed as an independent expert with the newest World Health Organization (WHO) Technical Advisory Group on Pricing Policies for Medicines (TAG-PPM). She also continues her research to make healthcare systems more equitable.

Professor Cal Muckley's new research reveals how AI-based models using clinically informed lead indicators and data related to money management difficulties can predict clinical diagnosis of Alzheimer's Disease and Related Dementias (ADRD) four years in advance of final medical diagnosis.



Simon Harris TD, Minister for Further and Higher Education, Research, Innovation and Science, launched the new UCD Smurfit Executive Development Professional Diploma in Aviation Finance. He is joined by Tim Wray, Director of Smurfit Executive Development, and Prof Anthony Brabazon, Dean of UCD College of Business.



UCD College of Business was ranked 42nd globally in The Case Centre Impact Index, a new annual ranking of organisations based on the global reach and impact of their case writing.

### ENGAGEMENT AND OUTREACH

UCD Alumni in Singapore attended a reception hosted by H.E. Sarah McGrath, Ambassador of Ireland. Alumni events were also held in New York, with Professor Orla Feely, UCD President, in attendance.

The UCD Quinn School Business Mentoring Programme marked its fifth anniversary. The programme now encompasses over 320 mentors and is available to all undergraduate students.

Our community came together in this year’s UCD Global Alumni Challenge to complete over 35,000 kilometres in a 30-day *Active Wellbeing Challenge*. The initiative encouraged the UCD community to connect with current and former classmates as well as the wider UCD community around the world.

As part of events to mark the UCD Quinn School’s 20th anniversary, Lochlann Quinn recorded a live interview for the UCD Business Impact Podcast which is available at [smurfitschool.ie/podcast](https://smurfitschool.ie/podcast). Since its launch in 2020, 90 episodes of the Impact Podcast, encompassing fascinating stories of our alumni, students, faculty and Irish business leaders, have been recorded attracting nearly 40,000 downloads.

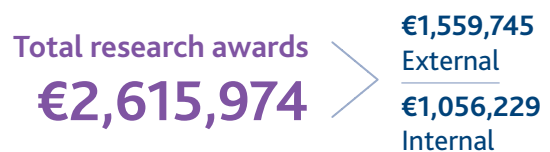
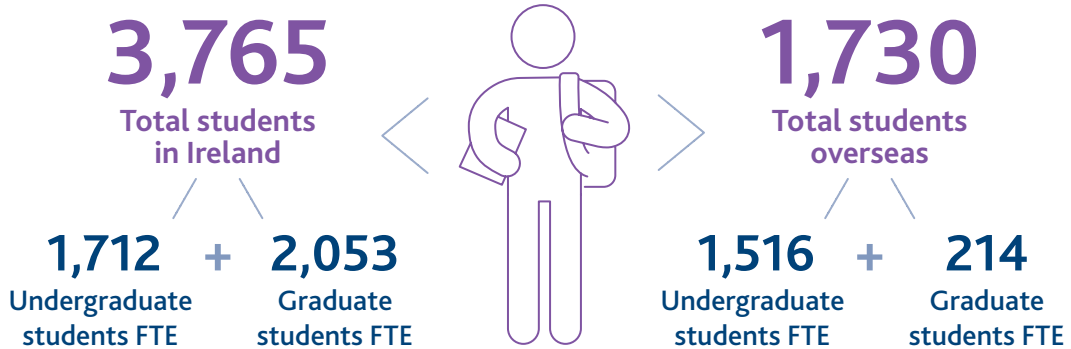


**Professor Anthony Brabazon**  
College Principal and Dean of Business



Professor Federica Pazzaglia was appointed as the new Director of UCD Smurfit School.

// Our community came together in this year’s UCD Global Alumni Challenge to complete over 35,000 kilometres in a 30-day Active Wellbeing Challenge. The initiative encouraged the UCD community to connect with current and former classmates as well as the wider UCD community around the world //



Prof Niall English, CBE, received an ERC Advanced grant award for 'Engineering and Manipulating Green Solvents by Nano-Bubbles (NIMBLE)'. He was elected as a member of the Royal Irish Academy in May 2024.



# COLLEGE OF ENGINEERING AND ARCHITECTURE



**Professor Aoife Ahern**  
College Principal and  
Dean of Engineering

The academic year 2023/24 has been a year of significant success and impact in both teaching and research for the College.

**NOTABLY, WE SUCCESSFULLY RENEWED** our Athena SWAN Bronze Award, a testament to the commitment of our six schools to gender equality for faculty, staff and students and to advancing the careers of women in higher education and STEM. We now have a new Gender Equality Action Plan in place and will apply for a Silver Award within the next five-year renewal period.

I value and thank our academic faculty, professional staff, technicians and researchers, students and alumni and all those involved in making this such a successful year – their dedication makes

this a great place to study, research and develop both personally and professionally.

## EDUCATION AND STUDENT EXPERIENCE

UCD Engineering underwent its periodic Engineers Ireland accreditation with all submitted programmes successfully obtaining accreditation. Engineers Ireland is a member of the International Engineering Alliance and a signatory to the Washington Accord, Sydney Accord and Dublin Accord. Engineers Ireland is also a member of the European Network for the Accreditation of Engineering Education and is licensed to award the EUR-ACE accreditation label.

// In April 2024, our College's UCD Alumni Awardee, Malachy Browne, delivered a fascinating and inspiring lecture to our students. The Electronic Engineering graduate and Pulitzer Prize-winning journalist with The New York Times spoke about the innovative reporting practices his Visual Investigations team use //

In April 2024, our College's UCD Alumni Awardee, Malachy Browne, delivered a fascinating and inspiring lecture to our students. The Electronic Engineering graduate and Pulitzer Prize-winning journalist with The New York Times spoke about the innovative reporting practices his Visual Investigations team use to deconstruct important news events, and create pioneering journalism that

challenges and informs, utilising cutting edge technology, and his skills and technical knowledge from his engineering degree.

UCD Architecture is involved in ongoing undergraduate curriculum development; staff training and upskilling through CPD; connection with enterprise partners through a dedicated programme of symposia, exhibitions and lectures; and support for dedicated student-led initiatives, as part of a school-wide cultural shift under the HEA Building Change: Designing a Resilient Future through Architecture Education. This is a three-year project, supported by funding from the Human Capital Initiative, with particular objectives related to UN SDG 13.3 Climate Action, UN SDG 11.1 Affordable Sustainable Housing, and responding to current Irish government policy, including Housing for All and Climate Action Plan.

The College expanded its range of innovative and relevant Graduate Taught programmes launching Professional Diplomas in Foundations of Sustainable Development (APEP) and in Quantum Engineering (EEE); a Graduate Diploma Environmental Sustainability Implementation and Higher Diploma Spectroscopic Technologies and Data Analysis for Ad Manufacturing (BFE); and the Professional Certificate in Manufacturing of Cell and Gene Therapies and Vaccines (CBE), furthering our College's commitment to address priority skills needs.

### ENGAGEMENT AND OUTREACH

The College has expanded its outreach activities to attract a diverse pool of students both domestically and internationally. Domestically, the College continued its efforts to bring its four high-quality undergraduate programmes directly to prospective students through a variety of channels including school visits, summer schools, 'Engineering Your Future' week and programme-specific open days.

// The College has been strengthening its global reach by engaging both in the EU and non-EU markets, via academic visits, delivering guest lectures, developing new partnerships and participating at recruitment fairs //

Simultaneously, the College has been strengthening its global reach by engaging both in the EU and non-EU markets, via academic visits, delivering guest lectures, developing new partnerships and participating at recruitment fairs. It also established its first Internationalisation Committee comprising academic champions from each School. This committee assists the College's strategic objective to increase the student population while enhancing diversity and quality.

The UCD Engineering Graduates Association delivered the following events:

- September 2023: The EGA Award Ceremony acknowledged student excellence and the Distinguished Graduate Award Ceremony recognised Róisín Quinn, National Grid (BE Electrical 2004) for her achievement and outstanding contribution to society.
- October 2023: Experts from Altair, Ildiro Analytics and Engineers Ireland discussed the topical issues surrounding Engineering Ethics and the future of AI at the EGA Autumn Panel event.
- May 2024: Experts from UCD, Enterprise Ireland, TU Dublin, RKD Architects and the Construction Sector Group discussed The Future of Construction Innovation in Ireland at the EGA Spring Panel event.



Prof Niamh Nowlan, MME, received a ERC Consolidator grant award for 'Regulation of Articular Cartilage Zonal Emergence: Harnessing Developmental Pathways to Enhance Regeneration (ReZone)'.



## COLLEGE STRUCTURE

**Professor Aoife Ahern**  
College Principal/Dean of  
Engineering

**Associate Professor James  
O'Donnell**  
Associate Dean of Engineering

**Professor Mark Scott**  
Dean of Architecture, Planning  
and Environmental Policy

**Dr Ciaran McNally**  
Vice-Principal for Development

**Dr John Healy**  
Vice-Principal for Equality,  
Diversity & Inclusivity

**Associate Professor Tom Curran**  
Vice-Principal for Internationalisation

**Professor Aoife Gowen**  
Vice-Principal for Research,  
Innovation & Impact

**Dr Jennifer Keenahan**  
Vice-Principal for Teaching  
& Learning

## RESEARCH, INNOVATION AND IMPACT Reputation/Impact

The College leads two major national research centres, I-Form, the SFI Centre for Advanced Manufacturing (Director Professor Denis Dowling, MME); and NexSys, the SFI Strategic Partnership in Next Generation Energy Systems (Director Professor Andrew Keane, EEE). As of January 2024, Dr Fiachra O'Loughlin and Associate Professor John O'Sullivan, CE, participate in the new SFI Co-Centre for Climate, Biodiversity and Water.

Three new ERC grants were registered in the College: Professor Niall English, CBE, received an Advanced grant for the 'NIMBLE' project, optimising electric-field-generated nanobubbles and nanodroplets for use in water treatment, agriculture, aquaculture and carbon capture. Professor Niamh Nowlan, MME, received a Consolidator Award for the 'ReZone' project, exploring how cartilage in bodies forms after birth and investigating ways to (re)activate this process for adults with joint pain. Ad Astra Fellow, Assistant Professor Fiona Freeman, MME, received a Starter grant for the 'META-CHIP' project, developing a biomimetic testing platform for drug discovery and therapeutic innovation for osteosarcoma.

Professor Fengzhou Fang, MME, received an SFI Research Professorship Award for his project on high-precision manufacturing of freeform and structured surfaces for optical and biomedical applications. Dr David McKeown, MME, was the Engineering Manager and Academic Lead for the Attitude, Determination and Control Systems subsystem and for the Wave Based Control payload on Ireland's first satellite, EIRSAT-1, launched in December 2023. Emeritus Associate Professor William O'Connor, MME, also contributed. Dr McKeown now leads the National Space Subsystems and Payloads Initiative supported by the Disruptive Technologies Innovation Fund.

Some of the achievements by CEA faculty include: Professor Orla Feely, UCD President, EEE, was elected President of CESAER, an international association of leading universities aimed at advancing engineering education and research; Professor Niall English, CBE, was elected to the Royal Irish Academy; Professor Peter Kennedy, EEE, was appointed a Fellow of the Asia-Pacific Artificial Intelligence Association; Professor Finola O'Kane Crimmins, APEP, was appointed Senior Fellow at Dumbarton Oaks for Garden and Landscape Studies, Harvard University; and

// I value and thank our academic faculty, professional staff, technicians and researchers, students and alumni and all those involved in making this such a successful year – their dedication makes this a great place to study, research and develop both personally and professionally //



Assistant Prof and Ad Astra Fellow Dr Fiona Freeman, MME, received a ERC Starter grant award for 'Development of a lung METAstasis-on-a-CHIP model for osteosarcoma as a biomimetic testing platform for drug discovery and therapeutic innovation (META-CHIP)'.

## COLLEGE STRUCTURE

**UCD College of Engineering and Architecture consists of six schools:**

---

**Professor Eoin O’Neill**  
Head of School, UCD School of Architecture, Planning & Environmental Policy (APEP)

---

**Professor Paula Bourke**  
Head of School, UCD School of Biosystems & Food Engineering (BFE)

---

**Dr Jessica Whelan**  
Head of School, School of Chemical & Bioprocess Engineering (CBE)

---

**Associate Professor Amanda Gibney**  
Head of School, School of Civil Engineering (CE)

---

**Associate Professor Paul Curran**  
Head of School, School of Electrical and Electronic Engineering (EEE)

---

**Associate Professor Vincent Hargaden**  
Head of School, UCD School of Mechanical and Materials Engineering (MME)

As at 1 September 2023

Professor Eoin O’Neill, APEP, appointed Director of the UCD Earth Institute. Professor Da-Wen Sun, Professor Paula Bourke, BFE, and Adjunct Professor Brijesh Tiwari, Teagasc, were named among the Worlds’ top 1% of the most cited academics by Clarivate Analytics 2023.

Our researcher community received a number of external awards, including Professor Francesco Pilla, APEP, who with collaborators won the 2023 Haagen-Smit Prize for groundbreaking air pollution research; Dr Ana Peric Momcilovic, APEP, who received the Best Article Gerd Albers Award 2023 from the International Society of City and Regional Planners; and Professor Anding Zhu, EEE, and co-authors who received the IEEE Microwave Magazine Best Paper Award.

**Infrastructure**

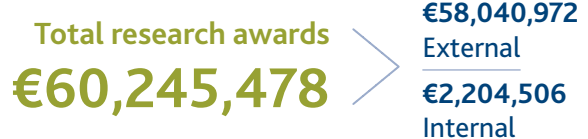
In regard to infrastructure awards Professor Aoife Gowen, with co-PI Dr Junli Xu, BFE, and Dr Daniel McCrum, CE, each received Technology Gateway and Technology Centre Capital Call awards from Enterprise Ireland, investing in world-leading research equipment to support Irish industry. In recognition of actions towards sustainable lab practices Professor Eoin Casey, CBE, and Associate Professor Vikram Pakrashi, MME, received SFI Green Lab Certification.

**Innovation**

Innovation activities in the College continue to grow: Associate Professor Nikolaos Papakostas, MME, is collaborating on an international European Innovation Council Pathfinder project awarded by the European Commission Horizon Europe Programme; Professor Nick Holden, BFE, received the 2024 NovaUCD Innovation Champion of the Year Award; Associate Professor Nan Zhang, MME, received the 2024 NovaUCD Invention of the Year Award; GoEve, a joint UCD and Imperial College spin-out co-founded by Professor Robert Shorten, former EEE, received 2024 NovaUCD Licence of the Year Award. Proveye, UCD spin-out co-founded by Professor Nick Holden and Dr Jerome O’Connell, BFE, won the 2024 start-up of the year Innovation Arena Awards; and the Ace Agritech Centre of Excellence Award at the 2023 Innovation Arena Awards. LaNua Medical, an emerging UCD spin-out involving Associate Professor Eoin O’Cearbhaill, Tom Fitzmaurice and Sajjad Amiri, MME, won the Big Ideas Competition at Enterprise Ireland’s Start-Up 2024 event.



**Professor Aoife Ahern**  
College Principal and Dean of Engineering



Pictured at the launch of the FBD Agricultural Science Centre are: Charlie McConalogue TD, Minister for Agriculture with (front row, l-r) Liam Herlihy, FBD Group Chair; Prof Orla Feely, President of UCD; Tomás ÓMidheach, FBD CEO; Prof Alexander Evans, Chair Lyons Management Committee and Michael Berkery, Chairman of FBD Trust CLG.



# COLLEGE OF HEALTH AND AGRICULTURAL SCIENCES



**Professor Cecily Kelleher**  
College Principal

February saw the launch of the UCD One Health Centre and a visit from Dr Hans Henri P Kluge, Regional Director for Europe at the World Health Organisation, welcomed by Adjunct Professor Tony Holohan, UCD One Health Centre Director, and Dr Gerald Barry, Deputy Director.

**THE CENTRE FOSTERS** interdisciplinary collaboration to address health challenges connecting human, animal and environmental health. Dr Niamh McLoughlin was appointed Executive Director, further strengthening the initiative’s leadership. The UCD One Health Centre is central to UCD’s holistic health vision, with strategies developing throughout the year.

In March, UCD hosted a Cross College Networking Event focused on the theme ‘Healthy and Sustainable Communities for All’. The event highlighted the University’s commitment to fostering interdisciplinary research and building strong networks across different colleges.

Dr Anthony Fauci, a renowned expert in infectious diseases, was awarded an Honorary Fellowship from the UCD School of Medicine in April. The award is the highest honour that the School bestows on an individual, and Dr Fauci’s immense contributions to public health, particularly during the COVID-19 pandemic, were celebrated. Professor Mary Horgan delivered a moving citation to a select group of forty guests, primarily from the infectious diseases field.

// Dr Anthony Fauci, a renowned expert in infectious diseases, was awarded an Honorary Fellowship from the UCD School of Medicine in April. The award is the highest honour that the School bestows on an individual //



May saw the return of the annual CHAS Teaching and Learning Symposium. This year, the event focused on two key themes: Artificial Intelligence in Education and Equality, Diversity, and Inclusion. The format of the day included a presentation, followed by shorter showcase talks and a lively panel discussion, reflecting the University's ongoing commitment to innovative and inclusive teaching practices.

Later that month, the UCD School of Veterinary Medicine celebrated its Silver Athena SWAN Award, recognising efforts to advance gender equality in higher education. This marked the College's second Silver Award, following the UCD School of Agriculture and Food Science in 2023, contributing to a total of two Silver and three Bronze awards across our five schools.

In June, Mike Magan, a leader in the Irish agricultural sector and former Chair of Animal Health Ireland, was conferred with an

// A new collaborative research centre, the Co-Centre for Sustainable Food Systems, was launched at UCD, in partnership with Queen's University Belfast and the University of Sheffield. This €35 million project, funded by the Irish and UK governments, aims to revolutionise food systems across Ireland, Northern Ireland, and Great Britain //

honorary Doctor of Science degree by the UCD School of Agriculture and Food. His work, particularly in establishing Animal Health Ireland in 2009, was celebrated at the event. Later in June, Professor Colin Scott, UCD Registrar and Deputy President, presented the first parchment at the inaugural Conferring Ceremony of the Guangzhou Dublin International College of Life Sciences and Technology (GDIC) at South China Agricultural University. GDIC, a joint international college governed by UCD and SCAU, focuses on Life Science and Technology in agriculture and food science. It offers three degree programmes: Biological Sciences, Food Quality and Safety, and Horticulture.

In July, FBD Holdings plc and FBD Trust CLG pledged a philanthropic contribution of €6 million towards the development of the UCD FBD Agricultural Science Centre at Lyons Farm. Combined with UCD's €8 million investment, this brings the total project value to €14 million. Construction is set to begin in 2025, advancing UCD's ability to address future challenges in agriculture.

A new collaborative research centre, the Co-Centre for Sustainable Food Systems, was launched at UCD, in partnership with Queen's University Belfast and the University of Sheffield. This €35 million project, funded by the Irish and UK governments, aims to revolutionise food systems across Ireland, Northern Ireland, and Great Britain, addressing key challenges such as food safety, sustainability, and nutrition.

St. Vincent's Healthcare Group and the UCD School of Medicine launched the St. Vincent's UCD Cancer Centre. The partnership seeks to integrate world-class patient care with cutting-edge research and education, creating a hub for advancing cancer treatment and improving patient outcomes.



Pictured at the launch of the Co-Centre for Sustainable Food Systems are (l-r): Prof Aedin Cassidy, Co-Director of the Co-Centre and Director for Interdisciplinary Research at the Institute for Global Food Security at Queen's University Belfast; Prof Louise Dye, lead of the integrated UKRI research programme, and Co-Director of the Institute for Sustainable Food at the University of Sheffield; Dr Siobhán Roche, Director of Science for the Economy at SFI; and Prof Eileen Gibney, Co-Director of the Co-Centre and Director of UCD Institute of Food and Health.

## COLLEGE STRUCTURE

**Professor Cecily Kelleher**  
College Principal

**Professor Torres Sweeney**  
Vice-Principal for Equality, Diversity  
and Inclusion

**Professor Tim Lynch**  
Vice-Principal for Health Affairs

**Dr Aifric O'Sullivan**  
Vice-Principal for International

**Professor Lorraine Brennan**  
Vice-Principal for Research,  
Innovation and Impact

**Associate Professor Jonathan  
McNulty**  
Vice-Principal for Teaching and  
Learning

**UCD College of Health and  
Agricultural Sciences consists  
of five Schools:**

**Professor Frank Monahan**  
Head of UCD School of Agriculture  
and Food Science

**Professor Michael Keane**  
Head of UCD School of Medicine

**Professor Fiona Timmins**  
Head of UCD School of Nursing,  
Midwifery and Health Systems

**Professor Catherine Blake**  
Head of UCD School of Public Health,  
Physiotherapy and Sports Science

**Professor Rory Breathnach**  
Head of UCD School of Veterinary  
Medicine

As at 1 September 2023



Pictured at the launch of the St Vincent's UCD Cancer Centre are speakers (l-r): Prof Michael Keane, Dean, UCD School of Medicine and Acting CEO at SVUH; Dr David Fennelly, Clinical Director of St. Vincent's UCD Cancer Centre; Prof Orla Feely, UCD President; Prof Risteard O'Laoide, Director, National Cancer Control Programme; and Prof Liam Gallagher, UCD Conway Institute and Scientific Director, St Vincent's UCD Cancer Centre.

## 59 students joined the first cohort of the Graduate Diploma in Primary Care Nursing Practice

Throughout the year, UCD staff and faculty were recognised in a number of fields. Professor Carel Le Roux, UCD School of Medicine, was honoured with the Irish Research Council Researcher of the Year Award for his groundbreaking work on the gut-brain axis in obesity treatment.

In September, UCD welcomed the first cohort of 59 students to the Graduate Diploma in Primary Care Nursing Practice, funded by Sláintecare. A collaborative initiative between the UCD School of Nursing, Midwifery and Health Systems and the UCD School of Medicine, this programme aims to enhance the role of nurses in primary care settings across Ireland. In October, the UCD School of Nursing, Midwifery and Health Systems launched the 'We're Breastfeeding Friendly

Campus' initiative, led by Assistant Professors Denise McGuinness and Niamh Vickers. The initiative promoted breastfeeding awareness and improved amenities for breastfeeding mothers, aiming to create a more inclusive and supportive environment for both staff and students.

The UCD School of Public Health, Physiotherapy, and Sports Science was ranked number 1 in Ireland and number 24 globally in the Shanghai Ranking's Global Ranking of Sport Science Schools and Departments. Professor Eamonn Delahunty and Professor Colin Boreham from the School were recognised among the top 1% and 2% of scientists globally for their contributions to peer-reviewed Sport Sciences research.

In September, the UCD Master of Public Health (MPH) programme celebrated its 40th anniversary. The event brought together MPH alumni for a night of reflection, featuring keynote addresses by Dr Mike Ryan, Executive Director of the WHO Health Emergencies Programme, and Dr Tony Holohan, former Chief Medical Officer.

// The UCD School of Public Health, Physiotherapy, and Sports Science was ranked number 1 in Ireland and number 24 globally in the Shanghai Ranking's Global Ranking of Sport Science Schools and Departments //

The UCD School of Veterinary Medicine hosted VetEd 2024, the International Symposium of the Veterinary Schools Council. Over 260 delegates from 24 countries participated in workshops, presentations, and ePoster sessions on veterinary education.

December 2023 marked the launch of the Strategic Plan for the UCD Centre for Veterinary Epidemiology and Risk Analysis (CVERA), with the support of Charlie McConalogue TD, Minister for Agriculture, Food, and the Marine. The plan, which covers the period 2024-2027, focuses on leadership, scientific excellence, and enhanced communication between key stakeholders in veterinary epidemiology.

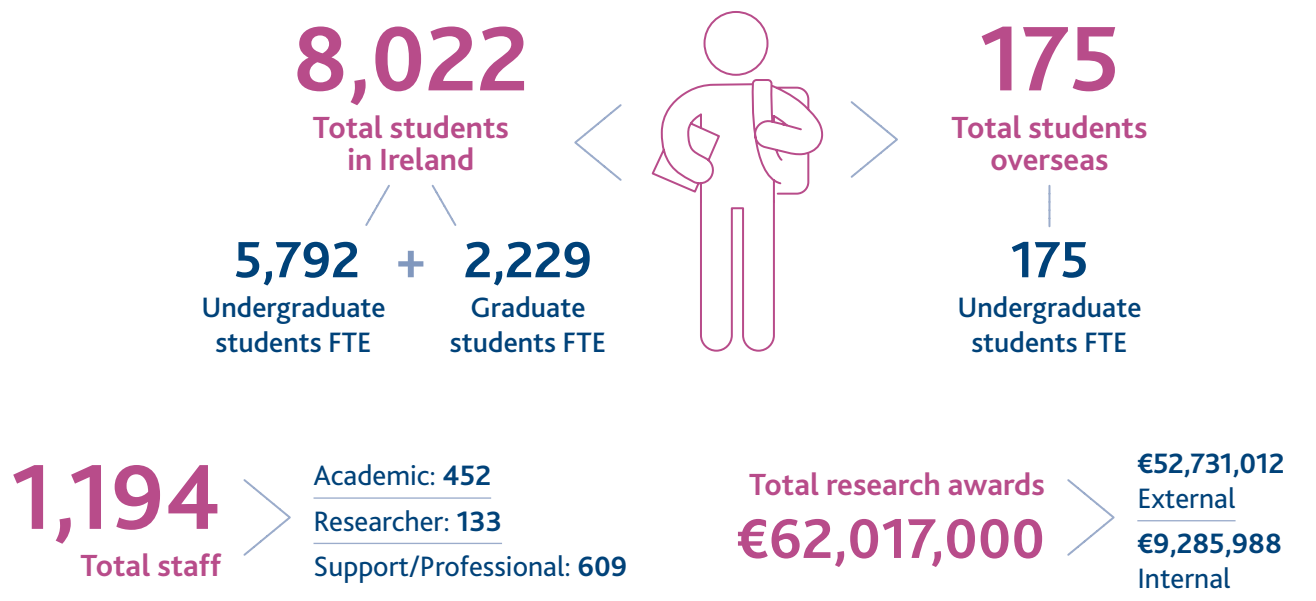
As the year comes to a close, the College of Health and Agricultural Sciences looks forward to building on these achievements, continuing its leadership in research, education and innovation across multiple disciplines.



Professor Cecily Kelleher  
College Principal

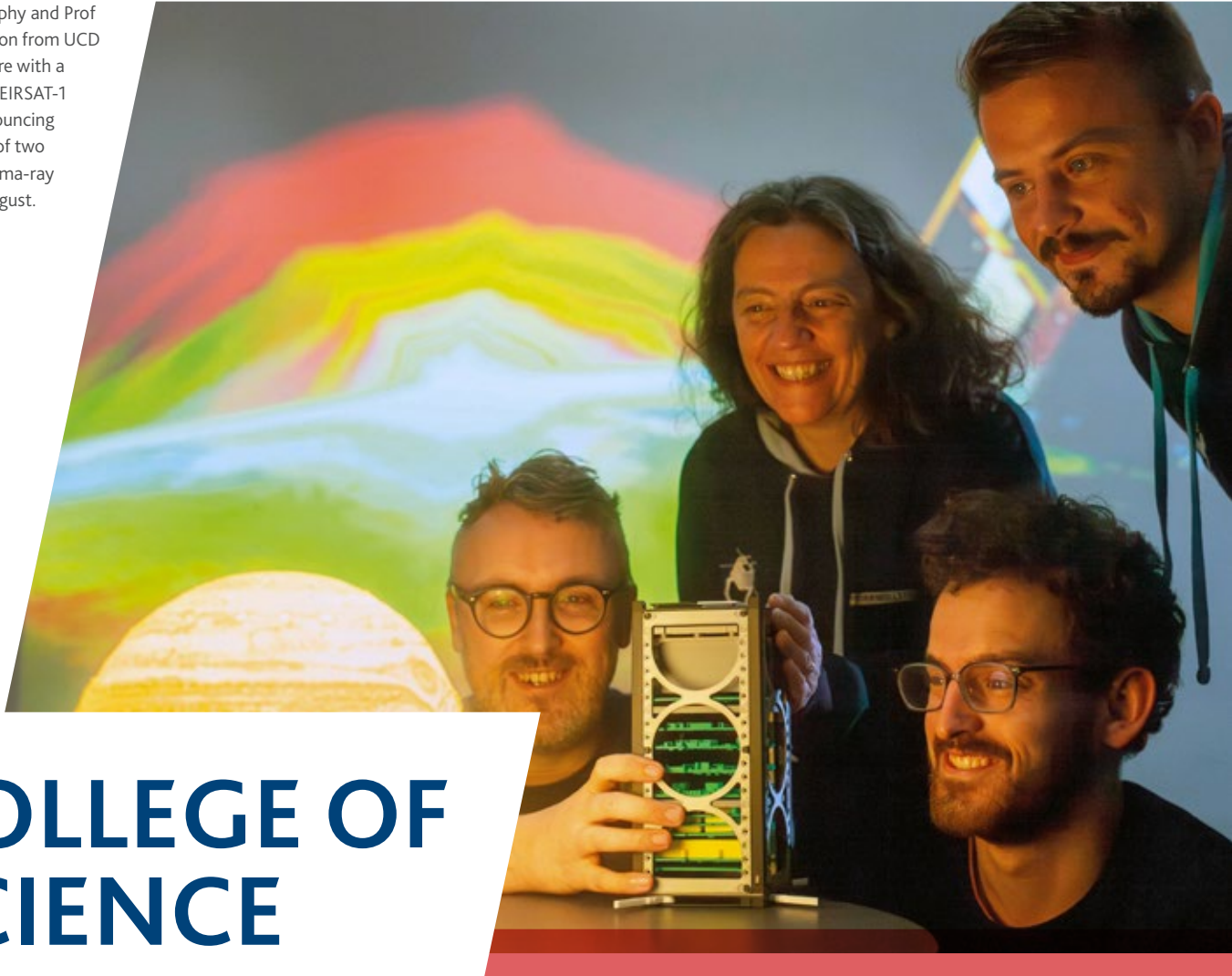


Colleagues at the UCD School of Public Health, Physiotherapy and Sports Science partnered with Paralympics Athletics Ireland in preparation for the Paris Games. Pictured are athletes at the first of the try-out days at UCD, March 2024.





Dr David Murphy and Prof Lorraine Hanlon from UCD C-Space Centre with a replica of the EIRSAT-1 satellite, announcing its detection of two separate gamma-ray bursts this August.



# COLLEGE OF SCIENCE



**Professor Jeremy Simpson**  
College Principal and  
Dean of Science

This last year the College of Science literally took to the stars, with the successful launch of Ireland's first satellite, EIRSAT-1.

**THE MINIATURE CUBE** satellite was launched from the Vandenberg Space Force Base in California aboard a Falcon 9 SpaceX rocket. EIRSAT-1 is now in low earth orbit, conducting several experiments, including the study of gamma-ray bursts, powerful explosions that are the most luminous events in the universe. A flagship programme of UCD Centre for Space Research, the UCD School of Physics and UCD School of Mechanical and Materials Engineering, EIRSAT-1 was developed under the framework of ESA Academy's 'Fly Your Satellite!' educational programme. In UCD the project has been led by Professor Lorraine Hanlon, Professor Sheila McBreen and Dr Ronan Wall. EIRSAT-1 exemplifies the ambitions of the College of Science.

## EDUCATION AND STUDENT EXPERIENCE

The College continues to embrace opportunities to engage with the latest developments in educational best practice. During the past year, our faculty have actively engaged in a range of exciting pilot schemes that have been introduced across UCD. These include Inclusive Assessment workshops, which aim to diversify assessment strategies across programmes, whilst also reducing workload for faculty, staff and students alike. Other examples include our involvement in the trial of new peer assessment software and the development of novel modules, covering topics such as the philosophy of science. The College believes that embracing new ideas is fundamental in meeting the ever-changing

challenges in education, particularly those posed by generative artificial intelligence technology. One important development has been a Digital Teaching workshop series, delivered by the College's Educational Technologist, to enhance teaching and maximise the functionality of the Brightspace environment. A Teaching and Learning section was also added to the College website, acting as a hub for sharing news, upcoming events and 'how-to' guides on the use of educational technologies. This will be further improved and expanded over the coming year. In addition, resources and learning materials have been specifically targeted to all new lecturers in the College, who are now offered individual consultations with our Educational Technologist to help them develop their module content.

Research students also continue to make highly valued contributions to the life of the College. One thing that has become increasingly clear is that research is ever more cross-disciplinary in nature. To respond to this, in June 2024 the College of Science, together with the College of Engineering and Architecture, were proud to host the second UCD STEM Early Career Researcher Symposium. The symposium was co-organised by Associate Professor Nicolae-Viorel Buchete and Associate Professor Neal Murphy, Vice-Principals for Graduate Studies in Science and Engineering & Architecture, respectively, with administrative support from both Colleges. This year, the STEM symposium showcased more than 130 posters presented by some of the best research graduate students, with dozens of faculty and postdoctoral fellows acting as judges.

### RESEARCH, INNOVATION AND IMPACT

The College has had enormous success in securing major research funding in the past year. Highlights include Professor Emma Teeling, UCD School of Biology and Environmental Science, and Associate Professor Claire Harnett, UCD School of Earth Sciences, receiving prestigious ERC Synergy Grants for BATPROJECT and ROTtnROCK respectively. Success with IRC Laureate awards saw Associate Professors Robert Osborn and Kazim Buyukboduk, UCD School of Mathematics and Statistics, each receiving €1 million in funding. Early career researchers, Dr Despina Bazou and Dr Karen Lange, UCD School of Biomolecular and Biomedical Science, received funding under the SFI-IRC Pathways Programme to kick-start their independent careers. The College has also had great success with the SFI National Challenge Fund, with Dr Andrew Philips, UCD

# €1 million

in research funding for Associate Professors Robert Osborn and Kazim Buyukboduk

# €14 million

in research funding primarily through Horizon Europe and other EU funding programmes

// Associate Professor David Coyle and Dr Andreas Balaskas won funding to coordinate a 27 country European-wide COST action experts network on Digital Mental Health for Young People. Furthering our interactions across Europe, UCD is at the vanguard of the nationwide campaign for Ireland to join CERN //

School of Chemistry, and Associate Professor Eoghan Holohan, UCD School of Earth Sciences, securing funding under this scheme. The UCD School of Computer Science has also been extremely successful at competing for research funding, bringing in more than €14 million, primarily through Horizon Europe and other EU funding programmes. Associate Professor David Coyle and Dr Andreas Balaskas won funding to coordinate a 27 country European-wide COST action experts network on Digital Mental Health for Young People. Furthering our interactions across Europe, UCD is at the vanguard of the nationwide campaign for Ireland to join CERN, the European Centre for Particle Physics research. In 2023, Professor Ronan McNulty, UCD School of Physics, showed the then Minister, Simon Harris, around CERN, and in November of that year he announced that he had submitted an application for Ireland to join CERN as associate members. If this application is successful, it will open up an immense network of collaboration opportunities.

International recognition of the College's faculty has also been strong. Professor Stefan Oscarson, UCD School of Chemistry, has been awarded the Haworth Medal by the Royal Society of Chemistry. The medal celebrates sustained, internationally recognised advances in the area of carbohydrate chemistry. Professor Declan Gilheany, Professor Pat Guiry and Associate Professor Marcus Baumann, UCD School of Chemistry, have been ranked within the prestigious Elsevier/Stanford University World's Top 2% Scientists. Associate Professor Madhusanka Liyanage, UCD School of Computer Science, has been recognised as one of the top 1,000 Rising Stars of Science by Research.com and was also included in the Top 2% of scientists worldwide in the Elsevier/Stanford University list for the year 2023. Local recognition of science dissemination is also core to our mission. In this regard, Dr Craig Slattery, UCD School of Biomolecular and Biomedical Science, was recognised with a UCD Values in Action Award for his sustained commitment to making science accessible and engaging for the general public through his outreach work in the College of Science and in schools across Ireland.

### ENGAGEMENT AND OUTREACH

Embedding strong principles of EDI across the College remains fundamental to our mission, particularly through engagement with the Athena Swan Charter. The UCD School of Earth Science became the final School in the College to receive an Athena Swan bronze award in summer 2024, following the UCD School of Mathematics and Statistics, which received its bronze award at the start of the academic year. Additional recognition of our efforts in this arena also resulted in the first silver award in the College,

## COLLEGE STRUCTURE

### Associate Dean of Science

Associate Professor Tara McMorrow

### Vice-Principal for Teaching and Learning

Assistant Professor Gavin Stewart

### Vice-Principal for Equality, Diversity and Inclusion

Professor Catherine Mooney

### Vice-Principal International

Professor Eleni Mangina

### Vice-Principal for Research and Innovation

Associate Professor Elaine O'Reilly

### Vice-Principal for Learning Abroad

Associate Professor Marcus Baumann

### Vice-Principal for Widening Participation

Professor Keith Murphy

### Vice-Principal for Graduate Studies

Associate Professor Vio Buchete

secured by the UCD School of Biology and Environmental Science. The UCD School of Physics took part in a pilot scheme of the Physics Inclusion Award for the Institute of Physics, which launched in 2024 to support university physics departments in being welcoming and inclusive to all. Dr Claire Harnett, UCD School of Earth Science won an EDI Leader Award with the SFI Research Centre in Applied Geosciences (iCRAG) in June 2024.

Various activities across the College have raised awareness and engagement with a range of EDI topics amongst the University community. More than 400 undergraduate students across the Schools were trained through Active\* Consent workshops in September 2023. The UCD School of Chemistry EDI committee ran a successful 'STEM for All' workshop series, giving a platform to speakers from diverse backgrounds within STEM subjects to explore race, sexuality, and disability. College-wide community events such as a Pride Celebration event in June, International Women's Day event in March, and a series of regular networking events for postdocs brought the community together around EDI. Finally, the College's Culturally Responsive Mentoring programme has been a flagship initiative aiming to foster more inclusive, culturally-aware forms of mentorship, with a series of workshops for Assistant Professors on mentorship, faculty promotions, and empowerment. The

programme also launched the Women in Science Mentoring awards, where 21 members of staff in the College were recognised for their role in fostering supportive and inclusive environments for women, girls, and other underrepresented individuals within the College of Science community.

From a global perspective, the College of Science continues to expand its activities with strategic initiatives across multiple regions. It has strengthened its recruitment efforts, particularly in North America and India, and to diversify and enhance student and staff mobility, new partnerships were formed with institutions in the EU, the Middle East, and the Asia-Pacific region. The College also fully embraced the new University strategy for global engagement in Africa. One of the highlights of the year was success with the Africa Engagement Seed Fund to support a summer school for high school teachers from South Africa, enabling them to take part in a week of hands-on labs and collaborative projects in the College of Science. The year also saw an extended set of high school engagements with lectures and laboratory workshops delivered to more than 3,000 science students in South Africa and India.

## COLLEGE INITIATIVES

The Science Phase III building project has continued apace through the last year,



Prof Jeremy Simpson, College Principal, completing a workshop on microscopy with eager students at a high-school outreach activity in a township school in Khayelitsha, Western Cape, South Africa.



## COLLEGE STRUCTURE

The College of Science consists of seven schools:

**Professor Evelyn Doyle**

Head of School, School of Biology and Environmental Science

**Professor Cormac Murphy**

Head of School, School of Biomolecular and Biomedical Science

**Professor James Sullivan**

Head of School, School of Chemistry

**Associate Professor Neil Hurley**

Head of School, School of Computer Science

**Professor Peter Haughton**

Head of School, School of Earth Sciences

**Professor Nial Friel**

Head of School, School of Mathematics and Statistics

**Professor Emma Sokell**

Head of School, School of Physics

As at 1 September 2023

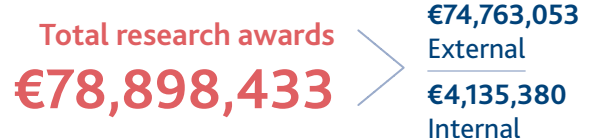
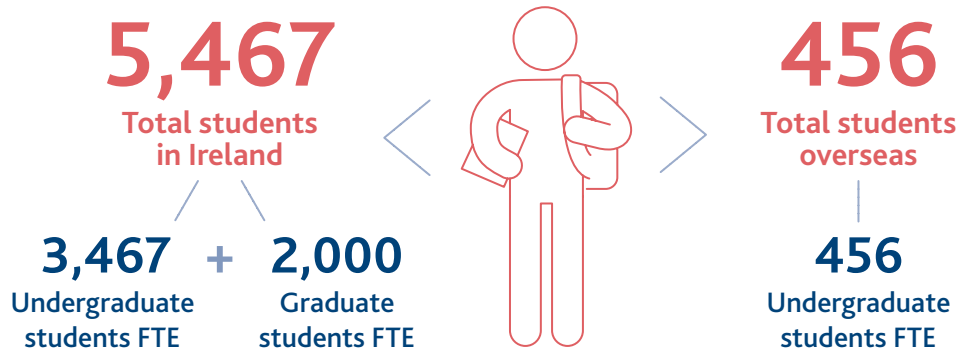


Bill Kamtchou, pictured with acting Vice-President for Research, Innovation and Impact, Prof Helen Roche, accepting runner-up prize in the 2023 UCD Research Impact Case Study Competition on behalf of Prof Ronan McNulty, UCD School of Physics, and team (including Assoc Prof Luis Leon Vintro and Dr Seán Courname) for their work on 'Redeploying particle physics detectors for health and medicine'.

and remains the most important project underway in the College. The 1960s facades, internal walls, services and internal finishes from Science North and Science West buildings have been completely removed. The remaining concrete columns, floors, stair cores and lift shafts have been surveyed, given minor repairs and treated with a new fireproof finish. The North building is in the process of receiving new facade elements and the extension to the West building is advancing daily, as is the new structure that will link together the West

and North buildings. The project is on track for completion in 2026, generating 23,000 sqm of new and refurbished space, which will support many more of the College's stellar ambitions well into the future.

**Professor Jeremy C Simpson**  
College Principal / Dean of Science



College Principal Prof Niamh Moore Cherry and academic colleagues from UCD School of Education attending the graduation ceremony of over 870 Special Needs Assistants who were awarded a Diploma in Inclusive School support, the national training programme for Special Needs Assistants, jointly offered by the UCD School of Education and the UCD School of Nursing, Midwifery, and Health Systems, fully funded by the Department of Education in partnership with the NCSE.



# COLLEGE OF SOCIAL SCIENCES AND LAW



**Professor Niamh Moore Cherry**  
College Principal and  
Dean of Social Sciences

This has been a year of immense change, achievement and celebration for the UCD College of Social Sciences and Law.

**THE PUBLICATION OF** the QS World University Rankings 2024 placed seven of our subjects in the top 100 globally with all our disciplines now in the global top 200. I had the privilege of being appointed as the new College Principal in February taking over from Professor Colin Scott who held the role for the last nine years before his appointment as Registrar of the University.

## EDUCATION, LEARNING AND STUDENT EXPERIENCE

The first cohort of undergraduate students in the newly launched BSc Criminology with Psychology and BEd Education with Gaeilge and/or modern languages had an excellent year and demand for these new courses was very high. Our continuing programmes continue to be very popular with CAO and other applicants alike.

In 2023/24, we continued to diversify our student population with over 1,000 students from outside Ireland and the EU registered to our undergraduate and postgraduate programmes.

The College continued to showcase teaching excellence and shared learning through a number of projects including the four projects under the HEA SATLE (Strategic Alignment of Teaching and Learning Enhancement) funding scheme. The focus of these projects ranged across assessment, academic integrity, AI and digital skills with many of these projects of critical importance at a national level. The impact of the projects is already clear with the 'Are you AI Ready?' project having produced two important toolkits to train students and faculty on AI.

Enhancing student engagement as we continue to build back after the disruptions of the pandemic is a core concern. While student attendance has not yet recovered to pre-Covid levels, Professor Orla Doyle, UCD School of

// The publication of the QS World University Rankings 2024 placed seven of our subjects in the top 100 globally with all our disciplines now in the global top 200 //



Economics, has undertaken research on the topic and presented her findings to School Directors of T&L which has informed new plans around sustaining student engagement with our campus and facilities.

### WIDENING PARTICIPATION

Under the guidance of Dr Graham Finlay, Vice-President for Widening Participation, the College continued our work to ensure a range of entry and participation routes to our programmes. We worked with UCD Access and Lifelong Learning to improve our communication and supports for students who entered UCD through a widening participation route. The latest data shows that the College has a high level of widening participation in individual undergraduate programmes, with 61.1% of new BSocSc Social Policy and Sociology, 53.8% of Law and 36.9% of BSc Social Science students accessing these degrees through widening participation routes. The College also increased the number of our current students with UCD Cothrom na Féinne undergraduate scholarships to 86, an increase of 32% compared to the previous year.

### RESEARCH, INNOVATION AND IMPACT

The College enjoyed another very successful year in grant funding, with notable achievements in Horizon Europe funding, valued at €6.2 million, which included two ERC grants. Professor Aidan Regan, UCD School of Politics and International Relations, was awarded his Consolidator Grant of €2 million for a project entitled 'How Corporate Tax Avoidance Fuels the Wealth Inequalities that Undermine Democracy (Democracy Challenged)'. Professor Dagmar Schiek, UCD Sutherland School of Law, was awarded an Advanced ERC grant of €2.5 million entitled 'Integration through rights in a European Society? –

A new theory on the role of law for integration within and beyond a fractured EU (RIGHTS-TO-UNITE)'. We were also very successful in securing three large scale awards from Horizon Europe.

The College also benefited from substantial national funding from the Irish Research Council totalling €2.4 million. This funding, involving 80 projects, was spread throughout Schools in the College, and included postgraduate and postdoctoral awards which are important in supporting the development of the next generation of researchers. Two projects also received IRC COALESCE grants; Assistant Professor Rachel Farrell, UCD School of Education, was supported for her research on Education for Cybersecurity, and Assistant Professor James Cross, UCD School of Politics and International Relations, for his research tracking the influence of the SDGs on EU legislative negotiations.

**32%** increase in the number of current students with UCD Cothrom na Féinne undergraduate scholarships

**€2.4 million** in national funding from the Irish Research Council



Pictured (l-r) are former Supreme Court Justice and UCD alumna, Mrs Mary Finlay Geoghegan, Judge Suzanne Kingston, and Prof Orla Feely at the John M Kelly Annual Lecture.



## COLLEGE STRUCTURE

### Professor Niamh Moore Cherry

College Principal / Dean of Social Sciences

### Dr Rachel Farrell

Associate Dean, Undergraduate Social Sciences

### Professor Laurent Pech

Dean of Law

### Dr Elaine Wilson

Associate Dean, Graduate Studies

### Dr Graham Finlay

Vice-Principal for Widening Participation

### Professor Dympna Devine

Vice-Principal for Research, Innovation and Impact

### Dr Sarah Morton / Dr Ernesto Vasquez Del Aguila

Vice-Principal for Teaching and Learning

### Dr Bernd Justin Jütte

Vice-Principal for Global Engagement

### Dr Joe McGrath

Vice-Principal for Equality, Diversity and Inclusion

### UCD College of Social Sciences and Law consists of 11 Schools:

#### Professor Aidan O'Sullivan

Head of School, UCD School of Archaeology

#### Associate Professor Kevin Denny

Head of School, UCD School of Economics

#### Professor Alessandro Benati

Head of School, UCD School of Education

#### Associate Professor Julien Mercille

Head of School, UCD School of Geography

SFI has become a very significant funder for us with nineteen projects supported across eight schools this year, amounting to €1.4 million on topics including engaging communities with the impacts of lead in water (Assistant Professor Jeremy Auerbach), and the 'Co-Centre for Climate+Biodiversity and Water' (Assistant Professor Jonathan Turner).

Other key funders included the Environmental Protection Agency and Health Research Board who have funded work in the UCD School of Psychology on diabetes and depression comorbidity in Ireland (Asst Prof Sonya Deschenes) and on enhancing farmer mental health (Professor Louise McHugh). Our Schools also secured funding through a number of Foundations including the Wellcome Trust, Volkswagen Foundation and Concern Worldwide.

As well as this excellent achievement in research grant capture, the College has a strong emphasis on the impact of the work we do. We were delighted that Dr Mark Coen, UCD Sutherland School of Law, and Professor Katherine O'Donnell, UCD School of Philosophy, were the winners of the 2023 UCD Engaged Research Impact Prize for their work, 'Correcting State Narratives on the Magdalene Laundries'. The College was also awarded four of the eight Case Study Impact Award prizes.

## ENGAGEMENT AND OUTREACH

The relevance of our activity was nowhere more evident than in the lead up to

Ireland's referendums on care and family to amend the text of Article 41 of the Irish Constitution. In February, a durational reading of *Bunreacht na hÉireann* was held at UCD Sutherland School of Law. Led by Dr Maebh Harding and poet and law graduate Dr Julie Morrissy in collaboration with academic staff, administrative staff and law students. This was the first time the Constitution has been publicly read and reflected upon from start to finish.

Global engagement focused on increasing partnership activities primarily in India with Dr Justin Jutte, Vice-Principal for Global Engagement, involved in the signing of two Memoranda of Understanding with FLAME University and BITS Law. These strategic partnerships will underpin initiatives aimed at strengthening research collaboration, faculty exchange, joint curriculum development and student mobility. Professor Colin Scott also participated in University delegation visits to Japan and South Korea and to India during the year. Since my appointment, I have met visiting delegations from Hokkaido University, Japan; UMass Amherst, USA; and Georgetown University, USA; and look forward to deepening and strengthening these and other partnerships.

A key priority for the College is external engagement with policymakers, communities and other stakeholders. Colleagues contributed to a number of government policy initiatives and supported the work of a range of institutions and agencies. Examples include contributions to



Prof Niamh Moore-Cherry met with Prof Kiyohiro Houkin, Hokkaido University President and his delegation on a recent visit to campus.

## COLLEGE STRUCTURE

**Associate Professor Marguerite Barry**  
 Head of School, UCD School of Information and Communication Studies

**Professor Laurent Pech**  
 Head of School and Dean of Law, UCD Sutherland School of Law

**Professor Rowland Stout**  
 Head of School, UCD School of Philosophy

**Associate Professor Jos Dornschneider-Elkink**  
 Head of School, UCD School of Politics and International Relations

**Professor Suzanne Guerin**  
 Head of School, UCD School of Psychology

**Professor Karen Anderson**  
 Head of School, UCD School of Social Policy, Social Work and Social Justice

**Professor Steven Loyal**  
 Head of School, UCD School of Sociology

As at 1 September 2023



Prof Niamh Moore-Cherry and Heather Mungwande at the Social Sciences Student Award Ceremony.

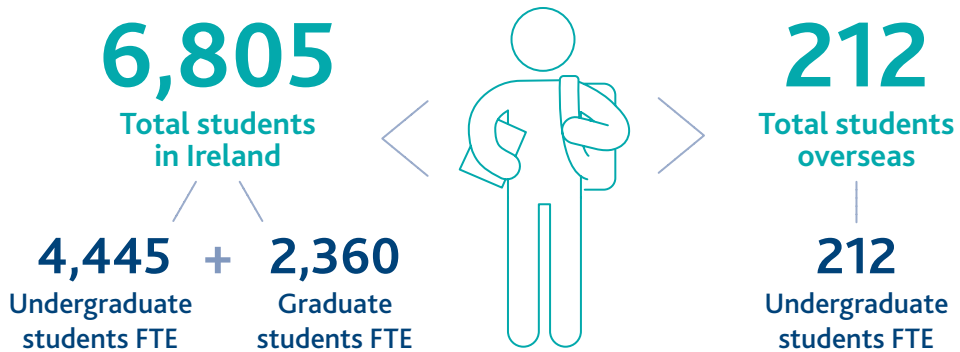
and participation in the National Economic and Social Council, the Expert Advisory Group on Ireland’s Wellbeing Framework Indicators, the National Economic Dialogue, and the European Investment Bank and the International Migration Organisation workshop on housing reconstruction in Ukraine.

We celebrated the tenth anniversary of the UCD Sutherland School of Law building and marked this milestone in April with the John M Kelly lecture. It was delivered by Judge Suzanne Kingston of the General Court of

the European Union who is also a faculty member at UCD Sutherland School of Law. Guests included many alumni and friends of the school including Mr Justice Donal O’Donnell, the Chief Justice and Rossa Fanning, the Attorney General.

*Niamh Moore - Cherry*

**Professor Niamh Moore Cherry**  
 College Principal and Dean of Social Sciences





# UNIVERSITY AWARDS

## UCD ALUMNI AWARDS 2023

### UCD'S FINEST CELEBRATED AT THE 2023 UCD ALUMNI AWARDS

Friday, 17 November 2023: The annual UCD Alumni Awards took place in UCD O'Reilly Hall where a number of familiar faces were on hand to celebrate nine graduates from UCD's six faculties who were recognised at the tenth anniversary of the UCD Alumni Awards.

The awards are the University's leading annual event honouring outstanding Alumni, nominated by peers and faculty, from across all UCD's faculty disciplines who reflect the very best of ambition, application and achievement having excelled in a range of fields from the Arts to Health, from Business to Health Science, from Sport to Engineering, from Academic Research to the Arts, and from Social Science to Law.



Olivia O'Leary

**UCD Alumni Award for Arts and Humanities**  
BA 1969 (English, French and Spanish)

One of the country's most respected journalists and commentators, **Olivia O'Leary** first trained as a journalist with the Nationalist and Leinster Times in Carlow. She then worked for the Irish Times as a parliamentary sketch writer and was also a news reporter for RTÉ.

Olivia went on to become a current affairs presenter, working on programmes like Today Tonight, and Questions and Answers. She later moved to the UK and was one of the first women presenters on BBC's Newsnight, returning home in the mid-1980s to present the flagship current affairs programme Today Tonight and its successor Prime Time. Olivia won three Jacob's Awards and a Sony Award for her BBC Radio 4 programme, Between Ourselves.

Her insightful observations, skilled wordcraft and belief in high ethical standards in public life are evident in her books, Politicians and Other Animals, Party Animals, and Mary Robinson: The Authorised Biography, co-authored by Dr Helen Burke, and also in her decision in 2009 to leave the Roman Catholic Church over the cover up of clerical abuse scandals and their refusal to ordain women.

In 2011, she was awarded an honorary doctorate by UCD. Olivia is the recipient of two honorary doctorate degrees, from UCD in 2011 and from Trinity College Dublin in 2017, and she was elected a member of the Royal Irish Academy in 2019.





**Kerry McLaverty**

**UCD Alumni Award in Business**  
EMBA 2017

**Kerry McLaverty**, CEO of LauraLynn, Ireland's Children's Hospice, began her career at the Hospice in 2012 after being headhunted to work at the newly-opened organisation, where she pioneered therapeutic family camps and implemented a service-wide electronic medical record system.

Kerry originally studied Sports Medicine in the US and completed a Masters in Physiotherapy at the University of Ulster. She commenced her journey in the Irish health-care sector as a Chartered Physiotherapist at Stewarts Hospital in Palmerstown, and working as an adjunct lecturer at the Royal College of Surgeons of Ireland, and as a guest lecturer in paediatrics and intellectual disability.

During her Executive MBA studies as an Aspire Scholar at UCD Michael Smurfit Graduate Business School, Kerry progressed as LauraLynn's Head of Operations and Company Secretary and played a leading role in the development of LauraLynn's five-year Strategic Plan (2019-2023). In 2020, her first year as CEO of LauraLynn, the Hospice secured an historic €1.5 million in annual statutory funding and in 2021, LauraLynn marked a 'Decade of Care', unveiling ambitious expansion plans including a new hub for Cork/Kerry. She won the coveted AMBA Leadership Award 2022. Kerry is committed to the wider voluntary sector in Ireland, highlighted by her recent election to the Board of The Wheel, Ireland's association of nonprofit organisations.



**Malachy Browne**

**UCD Alumni Award in Engineering and Architecture**  
BE 1997 (Electronic)

**Malachy Browne** is an Enterprise Investigations Director on the Visual Investigations team at the New York Times and is in charge of investigations that have breakthrough potential to change policy and public debate.

The Visual Investigations team at the newspaper combines traditional reporting with advanced digital forensics. Malachy co-directed Day of Rage, a documentary capturing in vivid detail what happened during the US Capitol riot, and he has worked on investigations into the killing of Breonna Taylor and other Black Americans by police, Russian atrocities in Ukraine, the Las Vegas mass shooting, the Saudi officials who killed journalist Jamal Khashoggi in Turkey, and the killing of a young Palestinian medic along the Gaza-Israel border.

This teamwork has received several awards, including two Pulitzer Prizes, four News and Documentary Emmys, two George Polk Awards, three Overseas Press Club of America Awards, the Scripps Howard Impact Award, an Investigative Reporters and Editors Award, and three Pulitzer finalist citations (2017). In May 2020, the team won a Pulitzer Prize (the highest honour in journalism) for International Reporting, as part of an investigation into a series of stories about Russian bombings in Syria.

In May 2023, the team received a second Pulitzer Prize for coverage of the Ukraine War, including an eight-month investigation into Ukrainian deaths in the town of Bucha and the Russian unit responsible for the killings.



**Rachel Kenna**

**UCD Alumni Award in Health and Agricultural Sciences**  
BSc (Nursing Mgmt) 2003

**Rachel Kenna** is Chief Nurse in the Department of Health and has been instrumental in improving the population health of people in Ireland and the working conditions of healthcare staff as well as impacting on patient safety.

She played a key role in facilitating the rollout of the vaccination programme during the COVID-19 pandemic, the development of a population health screening policy, implementation of strategic health workforce planning and informing patient safety legislation. Rachel is a general and children's nurse and has previously held the position of Director of Nursing at Children's Health

Ireland, Crumlin and as Deputy Chief Nurse in the Department of Health. Rachel holds a BSc in Nursing Management and an MSc in Child Protection and Welfare (TCD) as well as a Higher Diploma in Professional Practice, Critical Care, Leadership, Quality in Healthcare, a Diploma in Human Rights and Equality and a Professional Diploma in Governance. Rachel was selected as a Florence Nightingale Leadership Scholar for 2021.



Aedamar Comiskey

UCD Alumni Award in Law  
BCL 1988

A leading public and private M&A lawyer, London-based **Aedamar Comiskey** was elected Linklaters' Senior Partner and Chair in May 2021. The firm has 30 offices in 20 countries, with more than 530 partners.

An Irish lawyer at the very top of her game, Aedamar is the first female Senior Partner in the firm's 183-year history and prior to this role, was Global Head of Corporate, leading 2,000 people. Having joined Linklaters as a trainee in 1992, she made an early commitment to the firm and during her long career has championed the workforce's diversity of backgrounds and nationalities.

Aedamar is an active sponsor of the 'Linklaters' Women's Leadership Programme' which aims to support the firm's women in reaching senior leadership positions. Aedamar was recognised by Financial News as one of the 20 Most Influential in Legal Services 2021. She has featured in the City AM's Power 100 Women List, Financial News Top 20 Influential Women in Law and was recognised in The Lawyer magazine's Hot 100 Lawyers rankings.



Dr Margaret Faul

UCD Alumni Award in Science  
BSc 1986 (Chemistry), MSc 1988  
(Chemistry)

**Dr Margaret Faul** is recognised internationally as a leader in the pharmaceutical industry and a strong advocate for women in chemistry.

Throughout her 25-year career at Amgen, California she has commercialised innovative medicines to treat patients with serious illness, focusing on the process development and supply of drugs for clinical trials and the commercial market.

Prior to her current role as Vice President of Manufacturing and Clinical Supply and Operations Site Head, she advanced the company's sustainability culture in evolving a green chemistry culture focused on the implementation of more sustainable chemical processes as the firm's Vice President of Drug Product Technologies.

Margaret has been a member of the editorial boards for Science of Synthesis, Organic Synthesis, Journal of Organic Chemistry and Organic and Biomolecular Chemistry and her scientific excellence is demonstrated through more than 100 scientific publications and eleven patents.

She is the recipient of many awards, including the Earle B. Barnes Award for Leadership in Chemical Research Management and a HBA Rising Star Award. Margaret is a Fellow of the American Chemical Society and a member of the International IQ consortium. In 2019, Thieme Chemistry and the editors of Science of Synthesis announced an annual Dr Margaret Faul Women in Chemistry Award, to recognise outstanding contributions by young women to research in organic chemistry.



Josh Van Der Flier

UCD Alumni Award in Sport  
Dip Sports Management 2013, BSc  
(Sports & Exercise Management) 2017

In 2022, rugby union player for Leinster and Ireland, UCD Rugby's **Josh van der Flier** became only the third Irishman to be named World Rugby Men's 15s Player of the Year and was also selected for the World Rugby Men's 15s Dream Team of the Year.

The same year, he was named EPCR European Player of the Year, Leinster Rugby Players' Player of the Year, Rugby Players Ireland Players' Player of the Year and Guinness Rugby Writers of Ireland Player of the Year 2022.

He was a member of the Ireland rugby team that secured a historic first win over

the All Blacks on New Zealand soil, playing in all three test matches and scoring a try in the final test and in the 2022 November internationals, he was a key player in wins over South Africa and Australia.

Josh played all five matches of Ireland's Rugby World Cup campaign in France this year, and he was a key member of the 2023 Six Nations Grand Slam winning Irish squad, earning his 50th international cap against England in the final game of the tournament. Josh's involvement with UCD Rugby continues through his support for Daffodil Day fundraising for the Irish Cancer Society.



**Dr Alison Darcy**

**UCD Alumni Award in Social Sciences**  
 BA 1999 (Psychology), MLitt 2005  
 (Psychology), PhD 2007 (Psychology)

**Dr Alison Darcy** is an entrepreneur, psychologist and technologist and founder and President of Woebot Labs, a cognitive behavioural therapist chatbot.

Throughout her career she has combined her skills in technology with her expertise in psychology to make a difference in people's lives. Woebot, an AI-powered chatbot, enables users to monitor and manage their mental health, using evidence-based cognitive behavioural techniques. It came about as a direct result of Alison's clinical practice, where she observed a lack of continuity for patients after psychological support ended. In 2020, Woebot added COVID-19 support, expanding its CBT support to include interpersonal psychotherapy.

Alison wants to make mental health services and the training of cognitive behavioural therapy accessible to all, and she has pioneered the use of online learning methods to train clinicians. Since founding Woebot, Alison has secured more than \$123.5 million in funding for the company, and she is also currently an Adjunct Faculty member in the Psychiatry and Behavioral Sciences Department of Stanford's School of Medicine.

In September 2023, Alison was named in the very prestigious 2023 TIME100 AI list, an honour that recognises the 100 most influential individuals who are advancing conversations about how AI is reshaping the world.



**Dr Eileen Furlong**

**UCD Alumni Award in Research, Innovation and Impact**  
 BSc 1992 (Pharmacology), PhD 1996  
 (Pharmacology)

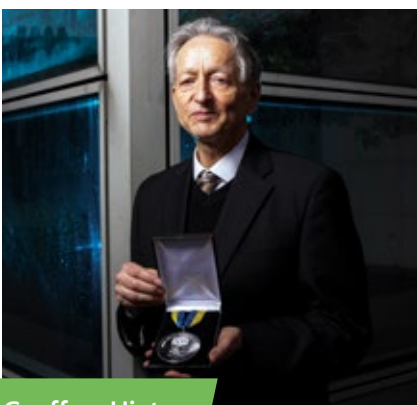
In her final year at UCD **Eileen Furlong** won the ICI Pharmaceuticals Division Prize, awarded to the candidate who achieved first place in the final BSc (Honours) Degree Examination in Pharmacology.

It was a sign of success to come. A leading molecular biologist working in the fields of transcription, chromatin biology, developmental biology and genomics, Eileen is known globally for her work in understanding how the genome is regulated, in how developmental enhancers function, how they interact within three-dimensional chromatin topologies and drive cell fate decisions during embryogenesis.

Her groundbreaking research provides insights into the inter-relationships between the genome and the environment. Eileen is Head of the Genome Biology Department at the European Molecular Biology Laboratory (EMBL) and elected a member of the European Molecular Biology Organization (EMBO) in 2013, the Academia Europaea in 2016, EMBO's research council in 2018, and was elected a Fellow of the Royal Society in 2022.

Eileen has received several awards, including the 2022 Gottfried Wilhelm Leibniz Prize, Germany's most prestigious award.

## ULYSSES MEDAL



**Geoffrey Hinton**

**Ulysses Medal**

**Professor Geoffrey Everest Hinton** was awarded the Ulysses Medal in April 2024 in recognition of his contributions to the field of computer science, both in conceptual and engineering breakthroughs, that have made deep neural networks a critical component of computing.

He spent decades understanding the human brain to draw inspiration to create better computer learning models. Now that these technologies are integrated into products and services we use every day, the moniker of Godfather of AI is

not an exaggeration. He has recently been sharing his knowledge with a wider public audience than at any time during his busy career, raising awareness and concerns about how humanity will use and develop artificial intelligence.

As developers around the world race to build the biggest AI systems that they can, the British-Canadian computer scientist and cognitive psychologist resigned from his decade's long work with Google in 2023 because he wanted to talk more freely "about the dangers of AI without considering how this would impact Google".



## HONORARY DEGREES



Anne Anderson

### Honorary Doctorate in Science

**Citation:** Associate Professor Jos Dornschneider-Elkink, Head of UCD School of Politics and International Relations

**Anne Anderson** is a trailblazing Irish diplomat whose career has spanned over 45 years, breaking barriers in Irish and global politics. At 17, she entered UCD, earning her BA in History and Politics in an era when only a minority of students were women. After joining the Department of Foreign Affairs in 1972 as one of its first female recruits, Anderson quickly advanced in a male-dominated field, drawing from her commitment to public service and the values she honed at UCD.

Anderson's career milestones include her appointments as Ireland's first female Permanent Representative to both the United Nations and the European Union, and the first woman to serve as Ambassador to France, Monaco and the United States. Known for her thorough

preparation and dedication, she navigated complex diplomatic challenges, engaging with world leaders like Barack Obama and Nicholas Sarkozy.

Delivering the citation, Associate Professor Jos Dornschneider-Elkink said: "From the very start of her career, when she graduated from UCD, she knew that public service was her goal. It is here at UCD where she developed that commitment – through lectures from her professors, who asked her to reflect on bias in RTÉ news coverage, confidence-boosting exercises in which she simulated interviews with political elites, or the overall protest climate, which came to UCD during the global civil rights movement at the end of the 1960s. Her values and principles developed at UCD continue today, while the country she represented has changed dramatically. In many ways you represent a different country, she recalls, Ireland in the 1970s is not Ireland in the 21st century. The country she eventually represented was really the country her cohort in UCD was aspiring to: more modern, freer, liberated."



Phil Hogan

### Honorary Doctor of Science

**Citation:** Professor J. Peter Clinch, UCD School of Architecture, Planning and Environmental Policy

Former EU Commissioner **Phil Hogan** was awarded an Honorary Degree of Doctor of Science for his distinguished contributions in the areas of politics, trade, EU policy, economics, the environment, rural development, food, climate, and the bio-economy.

Alongside his time in Europe, the Kilkenny native has been a local councillor, Fine Gael TD and Irish Government Minister. He is credited as an important advocate for Europe and Ireland's interests during the Brexit negotiations, the honorary degree award recognises Phil Hogan's remarkable 40-year career committed to public service.

Accepting the Honorary Degree, Phil Hogan expressed the great pride he held that Ireland still placed an importance on the accessibility between politicians and the public, and that it had not forgotten what he called the "profound wisdom of local communities". Phil's success in negotiating trade deals, promoting growth and jobs, his ability to forge diplomatic relationships, and his trusted commentary on issues of great economic importance to the Union were, no doubt, the reasons why he was appointed European Commissioner for Trade, arguably the most important Commissioner post, the most senior held by an Irish person, and certainly a considerable honour for Phil and for Ireland. His ambitions were clear when he said "The EU's trade policy must be used to promote our values ... especially in areas like climate action, sustainable development, labour rights, standards, and women's empowerment".



Dr Mae Jemison

### Honorary Doctorate in Engineering

**Citation: Professor Lizbeth Goodman, Director of the UCD Inclusive Design Research Centre of Ireland, UCD School of Mechanical and Materials Engineering**

Part of the Space Shuttle Endeavour mission in 1992, Dr Mae, as she is often known, served six years as a NASA astronaut and was the first woman of colour to go into space during a joint mission with the Japanese space agency.

She graduated from Stanford University with a Bachelor of Science degree in Chemical Engineering and a Bachelor of Arts degree in African and Afro-American Studies. She received her medical degree from Cornell University Medical College, and has served as the Area Peace Corps Medical Officer for Sierra Leone and Liberia.

Shortly after resigning from NASA in 1993, she founded The Jemison Group, a

technology consulting firm that considers the social, cultural and economic impacts of technology. She has received significant recognition, numerous awards and honorary degrees including induction into the US' National Women's Hall of Fame, the National Medical Association Hall of Fame, the Texas Science Hall of Fame, and the International Space Hall of Fame as well as being a recipient of the Commonwealth Award of Distinguished Service, the National Organisation for Women's Intrepid Award, and the Kilby Science Award.

"She may be the first Honorary Doctorate to be awarded the degree for her actual work in this regard," said Professor Lizbeth Goodman, reading the citation for the honorary Doctor of Engineering. As an innovator and creative researcher who is a scientist motivated by social activism, and who has taken that interdisciplinary passion to its fullest conclusion: into space!"



Mike Magan

### Honorary Doctor of Science

**Citation: Professor Simon More, UCD School of Veterinary Medicine**

Irish Agri-Sector Leader, former Chair of Animal Health Ireland and Longford dairy farmer **Mike Magan** was conferred with an honorary Doctor of Science, recognising Mike Magan's extraordinary contribution to the Irish dairy industry, to Animal Health Ireland (AHI), to UCD, and to Irish society more broadly.

Mike was central to the establishment of AHI in 2009 and, serving as Chair until 2021, created the opportunity for a partnership approach to animal health in Ireland, bringing together farmers, processors, animal health advisors, and government. Mike has also served as Chair of the Irish Holstein Friesian Association, Chair of Agri Aware, has been a board member of the Irish Cattle Breeding Federation, and the Irish Cooperative Organisation Society, and Chairman and board member of Lakeland Dairies. He also

sits on the Board of the Agricultural Trust (Farmers Journal).

Mike is also well known for his charitable activities. Notably, in 2020, he coordinated dairy cooperatives nationwide to arrange collection of over €300,000 in donations from dairy farmers for the Red Cross Appeal for Yemen.

"Through his contributions to AHI, Mike Magan has also substantially impacted both the curriculum within our School of Veterinary Medicine and the work undertaken by private veterinary practitioners. In particular, there has been a fundamental shift towards preventive herd health, underpinned by the AHI programmes, and this is strongly reflected in teaching and learning of veterinary undergraduates in the area of food animal production."



Rory O'Donnell

### Honorary Doctor of Economic Science

**Citation:** Professor Michelle Norris, Director the Geary Institute for Public Policy, UCD School of Social Policy, Social Work and Social Justice

Dr Rory O'Donnell is a renowned economist and policy advisor whose work has profoundly influenced Irish policymaking over the past three decades. Holding degrees in economics from UCD, the University of London, and a PhD from Cambridge, Dr O'Donnell's career has been marked by impactful roles at the Economic and Social Research Institute, UCD, and the National Economic and Social Council (NESCC), where he served as Director for 20 years.

Under his leadership, NESCC became a critical space for long-term, inclusive policy thinking, advising the Taoiseach's office on economic, social, and environmental matters. His work emphasized Ireland's integration into the EU, a strategic framework for balanced economic and social development, and groundbreaking strategies for housing affordability, which prompted the government to expand social housing and introduce cost-rental models.

Dr O'Donnell's unique blend of analytical insight, negotiation skills, and commitment to public service has left an enduring mark on Irish policy. An adjunct of UCD's Geary Institute, his research continues to inform Ireland's policy landscape, inspiring future generations of social scientists and policymakers.



Nancy Pelosi

### Honorary Degree of Doctor of Laws

**Citation:** Professor Liam Kennedy, UCD Clinton Institute for American Studies

One of America's most consequential political figures, Representative and Speaker Emerita **Nancy Pelosi** has been awarded an Honorary Degree of Doctor of Laws by UCD in recognition of her outstanding contribution and commitment to public service.

A long-term advocate in the US on various issues such as LGBT rights, environmental protections, abortion and during the AIDS Crisis, the Baltimore native has played a pivotal role in shaping major legislative and guiding important policy decisions.

"Speaker Emerita Pelosi has made an indelible impact on American politics, occupying one of its most powerful positions – Speaker of the House of Representatives – during some of the most important moments in recent American political history," said Professor Liam

Kennedy, Director, UCD Clinton Institute, reading her citation. "Tenacity, courage, dignity – these are values that distinguish the political character and career of Nancy Pelosi. These are values we warmly admire and share as we make this award."

Rep. Pelosi made history by becoming the first woman to serve as the Speaker of the United States House of Representatives, a role she has held multiple times across four presidencies.

Another significant legislative accomplishment was helping to steer the congressional response to the Great Recession, which saw the US Congress passing the Dodd-Frank Wall Street Reform and Consumer Protection Act – aimed at addressing financial system regulations in the wake of the 2008 financial crisis and regarded as one of the most significant laws enacted during the presidency of Barack Obama – and the American Recovery and Reinvestment Act.





Edward A Snyder

### Honorary Doctor of Laws

**Citation: Professor Damien McLoughlin, UCD College of Business**

Former Yale Dean Professor **Edward A. Snyder** was recognised for leading the creation of the Global Network of Advanced Management and his other accomplishments as dean of three top business schools. A global collection of graduate business schools, the Global Network for Advanced Management seeks to foster intellectual ties among business schools, students, and deans from both economically strong regions and those on the horizon of economic development. The UCD Michael Smurfit Graduate School of Business was among the founding members of the network, which now counts 31 institutions among its consortia.

"Doing what no other business school dean has done in leading three of the great global business schools, University of Virginia Darden School of Business, University of Chicago Booth School of Business and until 2019 Yale School of Management," said Professor Damien McLoughlin, UCD College of Business, delivering the address the occasion of the conferring. "Dean Snyder has played no small part in creating the prosperity the world has enjoyed over the past decades and sown the seeds to solve many of the seemingly intractable problems of the world."



Rene Stulz

### Honorary Doctor of Laws

**Citation: Professor John Cotter, UCD College of Business**

Professor René Stulz from Ohio State University was recognised for his contributions in financial economics. Considered a world leader in the field, he is a leading expert in many areas relating to Corporate Finance, including Corporate Governance, Mergers and Acquisitions, Risk Management and Valuation.

Having published some 150 important articles in finance and economics in the leading journals such as the Journal of Political Economy, the Quarterly Journal of Economics, the Journal of Finance, and the Review of Financial Studies, Mr Stulz is ranked as one of the world's top economists, not surprising given the more than 100 thousand citations to his

research said Professor John Cotter during the conferring.

"He has been recognised for his many achievements with a multitude of honours and awards. To call out a few, René has been appointed as a fellow of the American Finance Association, the European Corporate Governance Institute, and the Financial Management Association. Further, he has been awarded a Marvin Bower Fellowship from the Harvard Business School, a Doctorat Honoris Causa from the University of Neuchâtel, and the Risk Manager of the Year Award of the Global Association of Risk Professionals."



Orla Tinsley

### Honorary Doctor of Literature

**Citation:** Professor Regina Uí Chollatáin, Principal and Dean of UCD College of Arts and Humanities

Orla Tinsley is an acclaimed journalist, author and health activist whose work has driven significant policy changes and touched lives worldwide. Known for their fearless journalism and powerful storytelling, they began challenging Irish healthcare policy at age 18, shining a spotlight on inadequate Cystic Fibrosis care. Their advocacy helped pave the way for Ireland's first dedicated healthcare centre at St. Vincent's University Hospital and inspired similar facilities across the country.

Orla's advocacy extends beyond healthcare to social justice; their writing on transgender rights earned them the

National Gay and Lesbian Federation's Journalist/Broadcaster of the Year in 2013. Their memoir *Salty Baby*, nominated for the Bord Gáis Irish Book Awards, further cemented their voice in Irish literature. After a double lung transplant in 2017, they co-produced *Orla Tinsley: Warrior*, a documentary that spurred nearly 10,000 new organ donor registrations in Ireland.

An instructor in creative writing at Columbia University and the Irish Writers' Centre, Orla continues to teach, write, and inspire, using their voice to effect transformative change. Their message is clear: connection and purpose matter most.



Jane Urquhart

### Honorary Doctor of Literature

**Citation:** Dr Paul Halferty, UCD School of English, Drama and Film

One of Canada's most celebrated and accomplished writers, Jane Urquhart has been awarded an honorary degree by UCD in recognition of her outstanding contribution to building connections between her homeland and Ireland. The bestselling author has been a regular visitor to Ireland since the 1990s, using an Irish cottage in Kerry's MacGillycuddy's Reeks as a writing retreat.

Having written eight internationally acclaimed novels, she has also authored four books of poetry, a collection of short fiction and a biography of Canadian author Lucy Maud Montgomery.

Her writing has been translated into several foreign languages, and among her many accomplishments, she is an Officer of the

Order of Canada and Knight of the Order of Arts and Letters in France.

"Jane Urquhart has made a significant contribution to fostering connections between Ireland and Canada, spending at least part of the year living here over the last three decades," said Dr Paul Halferty, who introduced the Canadian author on behalf of the UCD School of English, Drama and Film.

"She has served on the prize juries for the Dublin IMPAC Award, for the Kerry Group Irish Novel of the year Award, and in 2017-18, we at UCD were fortunate enough to welcome her as the Craig Dobbin Visiting Chair of Canadian Studies.

## 2023 VALUES IN ACTION AWARDS

In their sixth year, the Values in Action (VIA) awards celebrate individuals or teams/committees who act as ambassadors for the UCD Values through their daily work, volunteering or establishing initiatives that bring the UCD Values to life. The awards were established by the Employee Engagement Network.

For the 2023 awards, 29 submissions were received. The adjudication committee has awarded 9 UCD VIAs, out of the pool of high-quality nominations that captured the diverse achievements of colleagues to bring our shared values of Collegiality, Creativity, Diversity, Engagement, Excellence and Integrity to life.

The Adjudication Committee was chaired by Professor Joe Carthy, Chair, and comprised Dr Rachel Farrell, previous VIA recipient, UCD School of Education; Éimear Ryan, previous VIA recipient, UCD Conway Institute; Rory Carey, Director Culture & Engagement; and Mark Simpson, Culture & Engagement.

All awards are awarded with equal merit.



### Alumni Buddy Programme

Nominator: Caroline Mangan

**Team members:** Shamiso Chigorimbo, Ria Flom, Niamh McGowan, Colin Tannam.

The Alumni Buddy Programme team are being recognised for their role in enhancing the student experience. The programme is a collaboration between UCD Global and UCD Alumni Relations to bring together local alumni and graduate international students to celebrate diversity, build community and enhance cross-cultural connections in UCD. This initiative engages UCD students, staff (current and retired), and alumni.

The programme has enhanced the student experience significantly by providing friendly and practical support to international students, especially on their arrival in Ireland, as well as helping students integrate into UCD and surrounding communities, enhancing

their understanding of life at UCD, Dublin, Ireland and Irish culture and facilitating intercultural exchanges and career mentorship between students and alumni.

The programme, operating since 2017, has grown from a small-scale initiative involving weekend walks for students and alumni, to a large-scale programme engaging hundreds of students and alumni. Student demand has almost doubled each year and in order to engage as many people as possible, general group activities have been combined with the usual 1:1 buddy matching between alumni and students.

Team members have demonstrated excellent collegiality by ensuring this is a collaborative initiative between the two units who work closely together throughout the year to ensure it is delivered to a high standard.



### Deirdre Brophy

UCD School of Sociology

Nominator: Boroka Bo

**Deirdre Brophy** is being recognised for her role in nurturing an inclusive environment and the collegiate approach she takes to ensure all members of the School community thrive.

In particular, she collaborated with colleagues to launch a programme addressing the unique needs of UCD's first generation college community members. Deirdre's mentorship forms the backbone of the supportive university network, where shared experiences create lasting bonds. She recognises the unique perspectives that first generation individuals bring and actively ensures their

needs are met, enriching UCD's academic community.

Her dedication to providing tailored support services and fostering active participation ensures that historically marginalised individuals are not just part of our UCD community but are also thriving contributors to it. Deirdre's genuine commitment to UCD's values shines through in all her endeavors.

Leveraging her institutional knowledge, she inspires community-driven innovation efforts, creating a culturally rich environment where everyone feels valued.





### Belonging Project

**Nominators:** Lisa Flannery, Mary Staunton, Dr Declan Fahie

**Team members:** Dr Emma Farrell (UCD School of Education), Dr Shane Bergin (UCD School of Education), Dr Áine Mahon (UCD School of Education), Dr Lisa Foran (UCD School of Philosophy), Rob Farrelly (NCAD/Post Studio), Rory McDonald (Post Studio), Claire Campion (NCAD) and John Slade (NCAD)

The **Belonging Project** Team are being recognised for their work to open up a rich multidimensional conversation on the theme of belonging in the post-pandemic university, creating an exhibition of creative pieces of writing, art, and video, as well as a seminar.

This voluntary project, initiated by members of the UCD School of Education and UCD School of Philosophy, in collaboration with NCAD Bureau+, sought to creatively explore belonging on campus – where it is found, where it flourished and where it flounders.

In Spring 2023 they invited students, faculty and staff from across UCD to write about a time they felt they belonged on campus. Some forty of these pieces were shortlisted and NCAD Bureau+ students were charged with the task of creatively capturing and representing the essence of belonging in each piece through art, illustration, design and motion picture.

The team put together a launch event and exhibition of the pieces, hosted in MoLI as part of a day-long series of talks on the concept of belonging in the post-pandemic university. The exhibition then moved to UCD, where it was exhibited at the President's inaugural lecture and subsequently in the UCD Village.

The team has demonstrated that effective inclusion is belonging and to truly improve diversity and inclusion we need to understand all the ways in which people feel like they don't belong. Through their efforts they have brought the UCD values of collegiality, creativity and diversity to life.



### John Hammond

**UCD Rugby**  
**Nominator:** Tadhg O'Leary

**John Hammond** is being recognised for his ongoing contributions and voluntary initiatives that support the animation of UCD's Values.

John has been the mainstay behind UCD Rugby's annual Daffodil Day collection for the Irish Cancer Society. Over the course of eight years, John's leadership has raised an impressive €80,000, a testament to his embodiment of the values of collegiality and engagement.

His initiation of the tag rugby programme, which has now been running for a decade with over 300 students participating

weekly, has become a success story, fostering physical activity, social interaction, and skill development among UCD students.

His selfless dedication extends beyond retirement. Since he left the role of UCD Rugby Club Administrator in 2020, he has provided invaluable support on match days and efficiently overseen operations at the UCD Bowl, exemplifying the value of collegiality.



### Library Furniture Recycling Team

**Nominators:** Lorna Dodd,  
Cormac Reynolds

The **Library Furniture Recycling Team** are being recognised for reaching out and engaging with the local community to reuse and upcycle furniture that was destined for landfill as part of the James Joyce Library Level 3 refurbishment.

During what was one of the busiest periods ever in the James Joyce Library, the team volunteered to undertake this project and:

- Assessed how much and what type of furniture was available
- Contacted local community groups and schools to offer the furniture
- Arranged for the furniture to be delivered or collected in partnership

with Estate Services (even delivering some themselves)

Over 910 pieces of furniture and 60m of shelving were given a new home as part of this initiative with over 50 organisations, schools and individuals in the local community benefiting.

By offering the old library furniture to members of the local community, the group brought the UCD values to life. In particular engagement with the local community; creativity by thinking differently about the impact of a refurbishment project; and integrity by upholding UCD's commitment to sustainability by making it an integrated part of the project.



### Gisela Tuchszer

**UCD School of Biology and Environmental Science**

**Nominators:** Joanna Kacprzyk, Sonia Negrao

**Gisela Tuchszer** is being recognised for the many voluntary initiatives she involves herself with which make the School of Biology and Environmental Science and UCD a better place for both students and employees.

As the events/outreach officer within the Multicultural Employee Network of UCD (MENU) she has driven numerous activities, including curating an international cookbook that focused on the memories behind the selected recipes from UCD members of diverse backgrounds.

Gisela is a co-chair of the Women at STEM committee, and a member of UCD School

of Biology and Environmental Science Athena SWAN self-assessment team. In these roles she supports equality, diversity and inclusion values and helps to address structural inequities and biases in STEM fields at School and University level.

Gisela's work and contributions are in clear alignment with UCD's Values. She is extremely collegial and supportive, highly engaged in both her School's and University's life, demonstrates excellence and commitment, while driving numerous voluntary initiatives.



### Dr Ernesto Vasquez

**UCD School of Social Policy, Social Work and Social Justice**

**Nominators:** Dr Joe McGrath

**Ernesto Vasquez** is being recognised for his efforts to make the campus more inclusive. He is a collegial member of the University community, acting as a board member of several bodies, including the EDI LGBTQI+ Subgroup; the Intercultural Learning Community of Practice Group; and is the co-chair of a newly established UCD EDI working group, Engaging Men.

Ernesto has created an Inclusive Digital Map that provides an online platform for inclusive spaces on campus for students and staff in areas such as accessibility, LGBTQIA+, international students, mature students, parents at UCD and health/wellbeing, launched in Spring 2024.

His research is engaged and has an impact on policy and practice. Together with An Garda Síochána, he developed a practical toolkit to train police officers from across the European Union on LGBTQI+ issues.

Ernesto has demonstrated sustained commitment to the University core values working towards a more inclusive campus. He is passionate about creating spaces and building infrastructure for an inclusive campus and working to remove structural barriers to the full development of all students, especially minority students.



### Buddy System in Action

Nominator: Andy Myler

**Committee members:** Mary Bushe, Jennifer Curley, Robert Finlay, Elena Keany, Conor Kelly, Joanna Krawiec, Caroline McTeigue, Jean McQuillan, Ari Sheils, Alessia Tritto

The UCD Registry **Buddy System in Action** committee is being recognised for their role in welcoming and supporting new and returning staff. The panel of trained buddy volunteers, officially launched in 2019, provides an informal yet structured approach to welcome, include, support and give guidance to new team members over a four-week period.

Areas covered by the buddy volunteers include UCD Values, Dignity and Respect, EDI, Culture and Engagement, UCD Code of

Conduct, Registry Code of Conduct, as well as casual walk and talks and facts about UCD. They also encourage participation in networks and initiatives such as Multicultural Employee Network of UCD (MENU), UCD Community Choir, Healthy UCD, Registry Book Club and organise a monthly new staff coffee morning.

Since 2019, 25 members of staff have had the opportunity to volunteer and have supported 70 new or returning staff, as well as Transition Year (TY) students completing work experience in Registry.

This initiative demonstrates excellence, creativity and collegiality, ensuring new staff feel included in Registry and University life from their first day.



### Dr Craig Slattery

UCD School of Biomolecular and Biomedical Science

Nominator: Orla Donoghue

**Craig Slattery** is being recognised for his commitment to make science accessible and engaging for the general public through his outreach work in the UCD College of Science and elsewhere.

He is the chair of Midlands Science, a voluntary position in the not-for-profit company which works to create greater interest in STEM education and skills among students, teachers and members of the public in the counties of Laois, Offaly, Longford and Westmeath. Midland Science reaches over 16,000 people directly per annum and their work has been independently and positively evaluated and found to be impactful, creative and

innovative. The initiative makes a particular effort in all projects to engage with those from lower socio-economic backgrounds, as they are the least likely to engage with STEM outreach.

Craig's work is a wonderful example of the UCD objective to engage with the wider community, in particular outside Dublin. Midlands Science is an initiative that embodies inclusiveness, community, equality and provides services to local and national communities while helping attract an excellent and diverse cohort of students.





# APPOINTMENTS AND PROMOTIONS

## PROMOTIONS

### Full Professor

**Professor Francis Butler**  
School of Biosystems and Food Engineering

**Professor Barbara Dooley**  
School of Psychology

**Professor Niall English**  
School of Chemical and Bioprocess Engineering

**Professor Judith Harford**  
School of Education

**Professor Andrew Keane**  
School of Electrical and Electronic Engineering

**Professor Tahar Kechadi**  
School of Computer Science

**Professor Deirdre Raftery**  
School of Education

**Professor Louise Rainford**  
School of Medicine

**Professor Aisling Swaine**  
School of School of Social Policy, Social Work and Social Justice

### Professor

**Professor Julie Byrne**  
School of Business

**Professor Marguerite Clyne**  
School of Medicine

**Professor Benjamin Elsner**  
School of Economics

**Professor William Kinsella**

School of Education

**Professor Emily Mark-Fitzgerald**

School of Art History and Cultural Policy

**Professor Wolfgang Marx**

School of Music

**Professor Charles Ivar McGrath**

School of History

**Professor Jonathan McNulty**

School of Medicine

**Professor Julien Mercille**

School of Geography

**Professor Finbar Mulligan**

School of Veterinary Medicine

**Professor Paul Perry**

School of English, Drama and Film

**Professor John Quinn**

School of Physics

**Professor Susan Quinn**

School of Chemistry

**Professor Shane Whelan**

School of Mathematics and Statistics

## APPOINTMENTS

### Full Professor

**Professor Serena Cussen**

School of Chemistry

**Professor Peter Doran**

School of Medicine

**Professor Aphra Kerr**

School of Information and Communication Studies

**Professor Niamh Moore Cherry**  
College of Social Sciences and Law

**Professor Corina Naughton**

School of Nursing, Midwifery and Health Systems

**Professor Katharine Robson Brown**  
Research

**Professor Dagmar Schiek**

Sutherland School of Law

**Professor Valerie Smith**

School of Nursing, Midwifery and Health Systems

**Professor Eliana Souto**

School of Chemical and Bioprocess Engineering

### Professor

**Professor Benjamin Cowan**

School of Information and Communication Studies

**Dr Kylie Jarrett**

School of Information and Communication Studies

**Dr Prospera Tedam**

School of Social Policy, Social Work and Social Justice



# RETIREMENTS

## ACADEMIC AFFAIRS

### Registry

#### Gayle Baird

Gayle joined UCD Registry in 2015 working initially in the Assessment unit before moving to Administrative Services and then Student Registration Fees and Data Operations. She primarily worked on Student Decisions as a member of the Student Records team. Gayle was a kind, vibrant and witty colleague and brought so much to each of the units and teams of which she was a part. She was widely known for being empathetic and was a great friend and support to many in Registry and beyond. She was always at the forefront of important and innovative community activities including the UCD Choir and the Registry Buddy programme, while also founding the Registry Book Club. Gayle's baking skills were also legendary!

Gayle was one of the colleagues nominated for the UCD Registry Staff Recognition Scheme in 2023 and in the summer of 2024 was the winner of Registry's Elizabeth Pierce Staff Recognition Award. Gayle's presence is very much missed in the open plan area. She and her husband Alan are currently moving to the west of Scotland to enjoy their well-earned retirement!

#### Miriam Fitzgerald

Miriam retired in 2023, closing an extraordinary chapter with UCD that began in 1995 when she joined Registry as an assistant in the Examinations Office. She soon went on to lead UCD's Cambridge Examination unit, before later moving into the invigilation unit in Assessment. Over the years, Miriam recruited and trained thousands of invigilators for the end of trimester exams, bringing both dedication and precision to the operation of exams and setting high standards that helped ensure a smooth and fair experience for countless students. She adapted to transformative changes, from manual, paper-based processes to modern systems. Miriam's tenure wasn't marked only by her professional skills; her warmth and good humour endeared her to colleagues and invigilators alike. Although Miriam preferred a modest farewell, the Assessment

team surprised her with a small gathering at the University Club to celebrate her tremendous contributions. In retirement, Miriam is looking forward to frequent travels, time with her grandchildren, visits to her family in Australia, and long walks with her loyal dog, Teddy. Miriam also remains an active member of the UCD Choir, performing at concerts and events, and her legacy, along with fond memories of her singing in the office, will be warmly remembered by her colleagues.

#### Anne-Marie Harvey

Anne-Marie started her career with UCD in 1990, joining UCD Nova. A graduate of UCD with a BA in English and an MSc in Strategic Management and Planning, Anne-Marie worked in education for all of her career – as a teacher, a trainer, developing new courses and raising seed capital. In 2003, Anne-Marie was appointed Director of Continuing Professional Education, a position that suited her perfectly as she was always passionate about supporting and developing pathways to further education for all. In 2006, the former UCD President, Professor Hugh Brady appointed her as Director of Student Recruitment, a newly established unit in the University. The Student Recruitment unit became a part of UCD Registry in 2007.

Over the next 18 years under her leadership, the unit worked to enable the University to become more innovative, competitive and effective in the recruitment of students. The development and success of the unit helped position UCD as the University of First Choice for Irish school leavers, a status it has held since 2009.

Anne-Marie always placed critical value on the needs of the students and placed them at the centre of all strategic developments. Over her time in UCD, Anne-Marie's passion and ability to embrace change led to numerous innovative initiatives that included the UCD Student Ambassador Programme, a programme that is still very much a part of the UCD campus today. Anne-Marie ensured that all students were represented, were celebrated and had options that catered for a wide choice of pathways within UCD. Her work and commitment

to the Ad Astra Academy, the development of Common Entry Pathways and her involvement on the Widening Participation Committee, ensured the Access and Lifelong Learning were weaved through all that the Student Recruitment unit delivered. Her colleagues wish Anne-Marie the very best for her retirement.

## Student Advisers

### Aisling O'Grady

Friends and colleagues from across UCD gathered at the end of July to bid farewell to Aisling O'Grady and to mark her incredible legacy of dedication, empathy, and lasting change. As a UCD alumna with a BA in History and Politics, Aisling returned to Ireland after a decade in London, bringing her unique spirit and dedication to her work, and by 2002 she was a member of a pioneering group of Student Advisers at UCD. Aisling described this moment of career change as "a serendipitous accident" but had clearly found her calling in student support.

Aisling has had an unparalleled impact on the provision of student support at UCD, challenging norms and leading vital changes in mental health support, sexual violence prevention, and student advocacy. Her compassionate guidance, especially in the face of complex and difficult circumstances, made a profound difference for countless students, colleagues, and families. Working tirelessly, she built strong foundations in peer mentorship, orientation, and every area she touched, leaving an enduring legacy in the Student Advisory Service and across the University.

Aisling's work embodied empathy, commitment and a solution-focused mindset that made her both a colleague and cherished friend to so many. As she embarks on her next adventure, we celebrate her contributions and extend our heartfelt gratitude. May the next chapter of her life be as inspiring as her career with us.

## UCD Library

### Rebecca Birkel

Rebecca Birkel retired from her role in UCD Library in June 2024. Rebecca was a longstanding member of the Collections Team, having joined UCD Library in October 1990. Among her many duties, Rebecca was involved in ordering and processing books for our teaching and learning collections, ensuring that the Library's monograph material could be accessed and used by our students and academic colleagues.

Rebecca was passionate about environmental issues and was a member of the Library Green Group, helping to find ways to take better care of the environment through the Library's Green Initiatives. Rebecca's longstanding membership of the UCD Community Choir saw her collaborate with members of the wider UCD community, and she performed with them at many University events over the years.

Rebecca was a fun and engaging colleague and we miss having her around the office, chatting about her travels to Nebraska and West Cork. We wish Rebecca all the best and hope that she is enjoying her well-deserved retirement.

### Pearl Murphy

Colleagues attended a retirement celebration for Pearl, acknowledging her contribution to UCD library. Pearl initially joined UCD Library in 1992 for two years, returning in 2005 where she initially worked in Reader Services, later amalgamated into

the larger Client Services team and now called Information and Learning Services.

Throughout this time Pearl saw much change in how the Library supported students which she embraced fully. She was exemplary at customer services and was hugely respected by students and colleagues alike. Pearl had a strong presence at the desk and brought a great sense of approachability and welcome. That friendly and welcoming manner, fairness and kindness, always calm, reassuring and patient was why students valued and respected her so much.

Pearl also brought a great knowledge and ability to handle the most difficult queries and was patient and committed in helping students resolve issues or queries or reassuring them when at a low ebb. She was highly respected by her colleagues throughout the Library not just for her strong work ethic but equally for her companionship, thoughtfulness, humour and as so many colleagues mention, her happy approach. Her colleagues wish Pearl every happiness, good health and fun in her retirement.

## UCD COLLEGE OF ARTS AND HUMANITIES UCD School of Art History and Cultural Policy

### Elizabeth Varley

Much of the recent success of UCD School of Art History and Cultural Policy can be attributed to the outstanding support of its School Manager, Elizabeth Varley. She came to the School in the early 2000s, and initially worked as an administrator within Cultural Policy. She then replaced Valerie Brouder as School Manager in 2012, and served tirelessly, and wonderfully, in this role until the end of last year. Elizabeth was not simply committed to the efficient running of the School, but also to the welfare of everyone associated with it. Staff members always marvelled at how networked she was across the University and at her ability to get things done in a way that always indicated her commitment to fairness and efficiency. She was fiercely loyal to the School and successive Heads of School knew they had no greater ally or support; all knew how crucial she was to the maintenance of the School's rightly famous atmosphere of collegiality and friendliness. Elizabeth is much missed, but remains a very dear and valued friend.

## UCD School of English, Drama and Film

### Professor Anne Fogarty

Anne joined the School of English in UCD in 1992, having previously worked as a lecturer in Medieval and Renaissance Literature in the Department of English, UCC. She was appointed Professor of James Joyce Studies in 2006 and served as Head of School, 2010-2014. She was Director of the UCD James Joyce Summer School 2017-2023 and founder and co-editor with Luca Crispi of the Dublin James Joyce Journal 2008-2023. She was President of the International James Joyce Foundation from 2008-2012 and Associate Director of the Yeats International Summer School 1995-1997. She was editor of the Irish University Review, 2002-2009 and is series editor for the Irish Writers series for Bucknell University Press. She has edited several collections of essays on Joyce and is a leading expert on Irish literature on which she has lectured around the world. She has published widely on aspects of twentieth-and twenty-first-century Irish writing, especially by women authors. In UCD she supervised and mentored many doctoral and postdoctoral students who went on to jobs elsewhere. Anne was a brilliant and kind colleague and is greatly missed in the School. We wish her a long and happy retirement.



## UCD School of Irish, Celtic Studies and Folklore

### Associate Professor Bairbre Ní Fhloinn

Bairbre began her career in UCD as a Collector and Archivist with the then Department of Irish Folklore. Her duties in that role involved frequent travel to many parts of the country in order to acquire material for the Department's archive, which is now the National Folklore Collection in UCD. It was in this capacity that she had the great pleasure and privilege of working alongside several full-time collectors for the former Irish Folklore Commission, including Jim Delaney, Michael J. Murphy, and Tom Munnely.

She became a full-time lecturer in Irish Folklore in 2005 and continued in that role until her retirement. As Head of Subject from 2013 to 2019, she initiated and was Director of the MA in Irish Folklore and Ethnology. She has a record of involvement in many outreach activities, including frequent contributions to public media, both print and broadcast, and numerous lectures and presentations to a variety of groups and organisations throughout Ireland. She has also written extensively for a wide range of academic and popular publications. In her time in UCD, Bairbre was blessed with the best of colleagues who were a constant source of support, encouragement and lasting friendship, and for that she is very grateful. Bairbre was a great colleague and is greatly missed. We wish her a long, happy, and healthy retirement.

### Associate Professor Diarmuid Ó Sé

Diarmuid, teacher, language activist and one of the leading contributors to the linguistic study of Irish in recent decades, took up a full-time academic position in UCD for the first time in 1996. He had previously been a part-time lecturer in Linguistics in the College in the 1980s and before that had been a postgraduate tutor in Irish at various times from 1975 on.

His (reluctant) retirement in May 2024 came 49 years after he first stood in a language classroom in the College, in the early years of the Belfield campus. He served as Head of Subject for Modern Irish and Deputy Head of School in recent years. External activities included chairing An Coiste Téarmaíochta, the state committee charged with approving new terminology for Irish, membership of the executive committee of Comhluadar, a support organisation for Irish-speaking and bilingual families, and membership of the parents' committee of Coláiste Eoin and Coláiste Íosagáin, neighbours of UCD. His most satisfying contribution to his subject was creating and teaching postgraduate language courses which attracted students from all other universities on the island as well as UCD itself. He will be greatly missed by students and colleagues alike.

## UCD School of Languages, Cultures and Linguistics

### Professor Ursula Fanning

Ursula joined UCD in 1991, moving from a permanent post at the University of Bath, after having completed her first degrees in UCD and her PhD at the University of Reading. The driving force of her research was to place the works of Italian women writers under the microscope, in the context of what was a very male-centred canon at the beginning of her career as a researcher. Ursula has authored numerous articles, two monographs (one on Matilde Serao, the other on twentieth-century women's autobiographical writing) and co-edited two books (one on Serao's reception outside Italy, the other on Elsa Morante) and her work is internationally respected. She has been a member of the Editorial Board of Italian Studies, of

Romance Studies and of several other academic journals. She has worked with numerous doctoral students, was External Examiner for many PhD theses beyond UCD, and acted as Mentor for Postdoctoral Fellows.

During her time at UCD, Ursula served as Head of Italian Studies (2017-2020) and also as Director of the Foundation for Italian Studies. She acted as Head of Graduate Studies in the School of Languages, Cultures and Linguistics. She hugely enjoyed her interactions with students and received a College Teaching and Learning Award in 2020.

### Associate Professor Dr Philip G Johnston

Leaving behind his work in Belfast as a Modern Languages teacher, Philip arrived in Belfield in October 1991 to the Spanish Department, headed by Professor Patrick Gallagher. He held a BA in Spanish and French, a PGCE in Modern Languages and a PhD in Spanish Literature. Spurred on by the splendid professional examples of his colleagues Martin Cunningham and Professor Don Cruickshank, Philip engaged fully in the three key areas of academic life: teaching, contribution and learned publications. He taught Spanish language and literature at all levels (being nominated on at least six occasions for the President's Teaching Awards); he served on committees, appointment boards, as External Examiner and was twice elected to the School Headship. He totalled approximately seven years as Head of Department/Subject.

Philip's research primarily involved; the celebrated Spanish poet and intellectual Antonio Machado; works of the 1927 Generation; and Translation. He has published three books: one significant and often-cited monograph on Machado; two translations/editions with Liverpool University Press. Philip also enjoyed the privilege of supervising thirteen PhDs and Masters projects. Among these candidates are two currently serving Professors of Spanish. Philip had a ball in UCD – and would love to do it all again (maybe even living in Dublin – rather than commuting – this time around). His colleagues wish him the best for his retirement.

## UCD School of Music

### Dr Frank Lawrence

Frank was appointed as an assistant professor of early music history in 2008. A graduate of Maynooth University and the University of Limerick, where he took his MA in plainchant studies, he completed his PhD under the supervision of Professor David Hiley, Regensburg, and Professor Harry White. His outstanding dissertation on the twelfth-century Lismore Gradual, the oldest notated collection of liturgical music from Ireland, has been widely acclaimed as a landmark in European chant studies.

Frank lectured widely on this topic in subsequent years, and in 2016 he organised the biennial meeting of Cantus Planus, a study group of the International Musicological Society, in Dublin. He was also advisory editor and a contributor to *The Encyclopaedia of Music in Ireland* (2013), and published his research in numerous journals, including *Kirchenmusikalisches Jahrbuch* and the *Journal of the Society for Musicology in Ireland*.

A brilliant and gifted teacher, Frank gave courses on music in the medieval city and on western plainchant which inspired his undergraduate and graduate students, some of whom went on to pursue

doctoral studies in the UK and the US. In later years he enjoyed notable success as a mentor to two IRC Postdoctoral Fellows. His other research interests included the history of the Roman Catholic Church in Ireland and the church music of Alessandro Cellini (1830-1888), an Italian composer based in Dublin.

## UCD COLLEGE OF BUSINESS

### Catherine Allen

Catherine joined UCD in June 2001 as an Executive Assistant in the Accountancy Subject Area, and progressed to Senior Executive Assistant in 2004, and to Administrative Officer 2 – Administrative Team Lead in 2020. In 2023, Catherine was honoured with a College of Business Award for Professional Service.

Catherine worked closely with a succession of Subject Area heads, always demonstrating exceptional organisation skills, foresight and practicality. A font of knowledge and good sense, Catherine provided invaluable support to both staff and students, always going above and beyond to assist those facing particularly challenging situations. She played a key role in organising the European Accounting Association Congress in 2006 attended by 1,200 delegates and the European Health Literacy Conference in 2019.

Her kindness, thoughtfulness, and attention to detail, remembering work anniversaries, birthdays, and the names of everyone's family members, helped foster a warm, collaborative atmosphere in the Subject Area. Her impact was so lasting that former UCD colleagues travelled from all over the country to wish her well at her retirement reception. Catherine's colleagues miss her dearly and wish her every happiness in her retirement.

### Antoinette Fennelly

Antoinette Fennelly retired from UCD in the summer of 2024 after an almost forty-year career in the University. Unusually, Antoinette

spent her entire career working on a single programme, what is known today as the MSc Marketing Practice. Antoinette's role as programme manager saw her involved in a wide variety of activities, but she is perhaps best remembered by generations of students for the role she played in supporting students for the reports and presentations they prepared for the Action Learning Partners of the programme. Submitting work to Antoinette for review was a rite of passage, matched only by receiving her red ink feedback. Without doubt, Antoinette's commitment to excellence and student learning made a difference to the professionalism of generations of UCD students.

Notwithstanding her rigour Antoinette will be recalled by these same students for the warm and generous friendship which she offered to them on educational and other matters. Known by all as a reliable and confidential friend, she offered frequent counsel on a wide range of issues. The best evidence of this was the consistent question from alumni 'How is Antoinette?' or perhaps with the regular invites Antoinette received to the weddings of graduates who had met while students on the programme. Antoinette leaves UCD with warm good wishes from her many friends and colleagues.

### Professor Mary Lambkin-Coyle

Mary retired from UCD in 2024 following a distinguished career as a teacher, researcher and servant to the university community and the wider marketing profession. After completing a PhD at the University of Toronto, Mary secured publications in prestigious journals including Strategic Management Journal, International Journal of Research in Marketing and Journal of Marketing. One paper in the latter journal, *Evolutionary Processes in Competitive Marketing: Beyond the Product Life Cycle* won the Harold H. Maynard Award for most significant contribution to marketing theory in 1989. Within the UCD community, Mary served as Dean of the College of Business from 2004 to 2005, and as Director of



the Michael Smurfit Graduate Business School from 1998 to 2000. Mary also served on the UCD Governing Authority, and as Dean of Postgraduate and Interdisciplinary Studies. Mary completed a number of terms as Subject Area Head of Marketing, where she played a particular role in enhancing the gender and cultural diversity of the faculty group.

Mary's expertise as a leader and thinker was recognised by the business community through non-executive directorships at leading firms such as Citibank Europe and Barclays Assurance. She was honoured with the All-Ireland Marketing Champion award from the Marketing Institute in 2022. Widely valued and trusted as a friend, mentor, supporter and devoted teacher, Mary's clarity of thought, good humour, readiness to help and dedication will be greatly missed. The wider UCD community and particularly her Marketing subject area colleagues wish Mary and her family a long, happy and healthy retirement.

#### **Margaret Maher**

Margaret Maher joined UCD Quinn School in 2008. Up to her retirement in the summer of 2024, she managed two busy and demanding undergraduate programmes – the BSc in Economics and Finance and the Bachelor of Business and Law. Her work spanned both UCD Quinn School and near neighbours in the UCD Sutherland School of Law where she shared her vast knowledge of systems, processes and policies.

Known for her dedication, professionalism and deep commitment to all the students in her care, Margaret was a problem solver par excellence and students, and many staff came to rely on her expert guidance to navigate programme challenges. Margaret took great delight in seeing students who had been struggling, successfully make it to graduation.

Margaret's legendary patience, practicality, and kindness (along with her epic carrot cake!) will be missed by all colleagues in the College of Business, particularly those who worked closely with her in the Quinn Programme Office. The College of Business warmly wishes Margaret a long, happy and healthy retirement with plenty of time to spend with her family and the occasional trip to France!

#### **Professor Louis Murray**

Louis joined the Department of Banking and Finance in 1988 from Queens University where he completed his PhD. When Louis joined the department, we were a fledgling group of about five academics. During Louis' tenure of 35 years, as College Lecturer, Senior Lecturer and Professor of Finance to which he was appointed in 2001, the department flourished to become the largest centre of finance research in Ireland with upwards of twenty faculty members.

During his tenure, he was directly involved in programme innovation including the BSc (Economics and Finance) which has been consistently one of the most sought-after programmes among all undergraduate taught programmes nationally.

This innovation continued across the flagship MSc (Finance) related programmes starting with the MSc in Quantitative Finance. Louis' research focused on Mergers and Acquisitions and Asset Pricing. It is perhaps as Subject Area Head that Louis made the most impact, in the early 2000s guiding us through the recruitment and mentoring of new faculty members.

For many, Louis was also an important source of wisdom and guidance in an era of significant change in central management structures at the University. He is held in high regard not only by his finance colleagues but also by colleagues in economics and mathematics, a measure of his broad outreach across the university.

## **UCD COLLEGE OF ENGINEERING AND ARCHITECTURE**

### **UCD School of Architecture, Planning and Environmental Policy**

#### **Desmond Byrne**

With a background in architecture and extensive practice experience in London and Berlin, Des joined UCD in 2003 as a design tutor in the Master of Landscape Architecture (MLA) programme. He served as Director of the MLA Programme from 2005-2008 before moving to the undergraduate Landscape Architecture Programme. Alongside teaching, Des continued his design practice, founding Lotts Architecture and Urbanism Ltd in 2005. This practice has an extensive portfolio, covering urban studies, residential schemes, and historic garden surveys for the National Inventory of Architectural Heritage across Ireland.

Des has been instrumental in linking landscape architecture education with professional practice, enhancing both curricula and student experiences. His dedication to teaching and his supportive nature will be missed by students and colleagues alike.

#### **Michael Heurich**

After 18 years with UCD Landscape Architecture, Michael has retired from the School. He joined UCD in 2006 and brought his extensive design and teaching experience from Berlin, significantly shaping the landscape architecture curriculum. His work introduced students to international perspectives through overseas exchanges, international design competitions, and the Landscape Architecture Internship programme, which integrates academic and professional experience.

Renowned for his dedication, Michael's impact on landscape architecture education has been profound, influencing generations of graduates. In recognition of his commitment, he was awarded the "Outstanding Contribution to Student Learning Award" in 2017. His vision has left a lasting mark on both the programme and the profession. We wish him well in his future endeavours.

## **UCD School of Chemical and Bioprocess Engineering**

#### **Brid Casey**

After acquiring a Higher Diploma in Applied Chemistry, Brid began working in the School of Chemical Engineering in 1985 as a Lab Technician. Initially based on Merrion Street, she supported the move to the Belfield campus in 1989, setting up the new teaching and learning laboratory. Brid supported the undergraduate laboratories for many years, assisting with a wide array of practicals across the School's programmes. Despite the challenges of the digital age, she adapted quickly, mastering computers, typing lab manuals and generating drawings with AutoCad, as well as managing the School's chemical database. She also collaborated with Dr Dan Carroll and Dr John Byrne on various research projects. After two decades in the laboratory, Brid took on a new challenge as School Buyer, demonstrating exceptional patience and attention to detail. She provided invaluable support to staff and students in their procurement processes. Brid retired in December 2023, leaving behind a legacy of 38 years with the School. Now enjoying



retirement, she spends her time with her son Darragh and enjoys gardening, knitting and crafting. We wish her a long and happy retirement.

### **Professor Ravindranathan Thampi**

Ravi joined the School in 2009 as the SFI Airtricity Associate Professor in Solar Energy Engineering. In 2016, he became Vice-Principal of Internationalisation for the College of Engineering and Architecture, a role he held until 2022. Ravi, who earned his PhD from the Indian Institute of Technology Madras, also held a research position at EPFL in Lausanne, Switzerland, and worked in the petrochemical industry.

During his time at UCD, Ravi taught courses in renewable energy, applied chemistry, and nano-material science. His research covered solar energy, fuel cells, artificial photosynthesis and hydrogen economy, and he achieved several patents and over 150 publications. As a leader, Ravi co-chaired the CESAER task force on technical education internationalisation and advocated for UN SDG integration into education. Now in retirement, he enjoys spending time with his family while remaining active in his field. We wish him many happy years ahead.

## **UCD School of Civil Engineering**

### **Associate Professor Mike Long**

Mike graduated from University College Cork with a Bachelor's in Civil Engineering in 1984 and a Masters in Geotechnical Engineering in 1985. After graduation, Mike worked for 11 years as a consultant geotechnical engineer, mostly with ARUP, across Ireland, the UK and Singapore. He joined UCD in 1996 as a Lecturer in Soil Mechanics and Geotechnical Engineering, completed his PhD in 2000, and was promoted to Associate Professor in 2006. Mike's research focuses on characterising natural soils for engineering applications, continuing UCD's research tradition into Irish compressible soils.

Throughout his career, Mike has led numerous research projects, co-investigating phases of iCRAG (SFI Research Centre in Applied Geosciences). Widely respected in academia and industry, he has a longstanding association with NTNU in Norway. Mike has won several prestigious awards, including the ICE Mitchell Medal and the IEI Mullins Medal, and was honoured with the 2nd Hanrahan Memorial Lecture in 2018 for his outstanding contributions.

## **UCD COLLEGE OF HEALTH AND AGRICULTURAL SCIENCES**

### **National Virus Reference Laboratory**

#### **Anne Conroy**

Anne's retirement in June 2024 after 38 years in diagnostic virology marks the end of an exceptional career at the National Virus Reference Laboratory (NVRL). Her career journey began with a BSc in Microbiology from UCD in 1984, followed by an MSc in Virology in 2002. Throughout her career, Anne demonstrated a commitment to diagnostics, particularly molecular virology techniques and becoming the cornerstone of the Molecular Virology section.

Her dedication to patient care and service delivery was noteworthy. Her involvement during the COVID-19 pandemic was crucial to maintaining the NVRL's service delivery at a critical time.

Her contribution to the NVRL was not only technical but also educational. She was known for her patience and for being an

excellent mentor to new staff. Her ability to simplify complex diagnostic molecular techniques, left a lasting impact on those she trained, contributing significantly to staff development. In addition to her professional accomplishments, Anne was known for her kindness, support, and genuine care for the wellbeing of her colleagues. She took the time to listen to others, offering a helping hand whenever needed. Anne was a keen tennis player and a member of the staff tennis club. She also enjoyed singing in the UCD Community Choir. Anne is greatly missed by her friends and colleagues, and we wish her a long, happy and restful retirement.

### **Dr Jeffrey Connell**

Jeff joined the NVRL in 1995 as a Clinical Scientist leading in the design, evaluation and implementation of viral diagnostic techniques. In 2005, Jeff was promoted to Assistant Director, where he further expanded his influence, playing a pivotal role in both the scientific and operational aspects of the laboratory. He headed the clinical on-call service, providing expert advice to the national organ transplant programme. He established himself as a key figure in the field of virology, becoming a Fellow of the Royal College of Pathologists in 2008.

Jeff's responsibilities extended beyond day-to-day laboratory work. He served as the Designated "Responsible Person" for specimens referred for investigation under the Blood (2002/98/EC) and Tissue (2004/23/EC) Directives, ensuring compliance with important regulations. He was also responsible for the CL3 High Containment Laboratory and lead the WHO Eradication programmes at the NVRL.

Jeff was a member of numerous committees and advisory bodies, influencing policy decisions related to virology and public health. His advice and expertise on all matters related to virology were always patient focused and highly valued, by both his colleagues within the NVRL and across the health service.

Jeff was widely recognised for his generosity with time. His willingness to assist others, both professionally and as a mentor, made him invaluable to all who worked with him. We thank Jeff for his immense contributions and wish him a long and happy retirement.

## **UCD School of Agriculture and Food Science**

### **Iris Burke**

Iris retired as Director of Administration in the School in June 2024 after 42 years of outstanding service. Iris began her career in the Department of Agricultural Chemistry in the Faculty of Agriculture in 1982, shortly after the Faculty's relocation to Belfield from the Albert College in Glasnevin. Iris worked initially alongside Heads of Department, Professor Des McAleese and, later, Professor Brian McKenna. She was appointed Faculty administrator in 1992 and worked closely with successive Deans – Professors Jack Gardiner, Joe Mannion, Maurice Boland, Jim Phelan, Alex Evans and Frank Monahan – until her retirement.

In her role as Faculty administrator, and later as Director of the Programme Office, Iris was a consummate professional, held in the highest regard and respected by students and staff alike. For the thousands of students who passed through the Faculty and School, Iris had all of their best interests at heart, guiding and encouraging them to reach their full potential. She also had an encyclopaedic

knowledge of 'all things UCD' and was enormously supportive of colleagues, as an advisor and mentor, throughout their working lives at UCD.

Through her involvement in many college-wide committees and initiatives, Iris also gave enthusiastically of her deep knowledge, insights and expertise to develop many of the excellent processes that support student learning at UCD to-day.

Iris's UCD home for 42 years was the 'Ag Block', where she was central to the life of the School, to its social activities and to the creation of the family-like atmosphere that endures to-day, and is so highly valued by staff and students.

Her colleagues express their immense gratitude to Iris for her dedicated commitment to the School and to UCD, and for her friendship over many years.

#### **Mary Wade**

On her retirement as Senior Technical Officer at UCD, Mary concluded a remarkable career, leaving behind a legacy of devoted service to agricultural education and research in Ireland. After 48 years at UCD, Mary's contributions to the field and her impact on colleagues and students alike are deeply felt. She began her career at UCD in 1976 at the Faculty of Agriculture at Lyons Estate, where she initially worked alongside Professor Ian Gordon and Professor Maurice Boland in animal reproduction. In her later years, she collaborated closely with Professor Pat Lonergan and Professor Trudee Fair, becoming a highly regarded expert in developing innovative laboratory techniques for animal reproduction research. Mary's extensive tenure at UCD is distinguished by numerous achievements within the animal reproduction laboratories at Lyons Farm. Known for her profound knowledge, technical skills, and dedication, Mary was always generous in sharing her expertise, supporting colleagues, and mentoring countless undergraduate and postgraduate students. Her guidance and encouragement played a

pivotal role in the success of many, fostering a supportive learning environment and inspiring a new generation of scientists. Her colleagues extend their warmest wishes for a fulfilling retirement, expressing their heartfelt gratitude for her exceptional service, dedication, and the positive legacy she leaves behind.

#### **Associate Professor Pádraig Wims**

Pádraig retired in August 2023 after almost 30 years of service, as College Lecturer and Associate Professor of Rural Development. Pádraig completed his undergraduate and postgraduate studies at UCD, obtaining his PhD in 1995 for research on "a classification of the projects of rural development groups and factors influencing their success". He taught and researched extensively in the fields of agricultural and rural communications, particularly applied to extension and development programmes. He was coordinator of the Masters in Sustainable Agriculture and Rural Development for almost ten years and also UCD Academic Director of the Distance Learning Programme in Rural Development. Pádraig is highly regarded by students and colleagues as a dedicated teacher and mentor, and for the collegial and dependable approach he brought to all his academic roles.

#### **UCD School of Medicine**

##### **Siobhan Berg**

It is a great honour to write a few words to thank and recognise the wonderful and long reaching contribution Siobhán Berg made to both staff and students during her time with the School of Medicine. Siobhán's high level of professionalism was matched and exceeded only by her commitment to the holistic support of our students.

Through the seemingly endless schedules, rotations, assessments and examination boards Siobhán was the epitome of clarity, warmth and calm. She was there for both the team and new team members who she inspired and mentored, as well as the hundreds of students whom she guided and supported through their transition to the clinical years through to Final Med.



Her dedication to the team and students, her institutional knowledge along with her compassionate manner and always open door made her a cornerstone and welcoming harbour at the Eccles Site. Siobhán was truly inspiring, and we wish her all the best in the next chapter.

#### **Dr Sean Ennis**

Sean is a geneticist of 45 years' experience who has made a significant impact during a transformative period in the development of genetic science. He started in UCD in the Veterinary Science Department, where he gained his PhD, and was a collaborator in the 1990s in the international linkage map of the bovine genome 'BOVMAP', as well as publishing on sex disorders, including freemartinism in cattle.

Sean then moved into medical genetics as a lecturer at the School of Medicine and Investigator with the then National Centre for Medical Genetics in Our Lady's Hospital for Sick Children in Crumlin. He was involved in an Irish collaboration on the genetics of Amyotrophic Lateral Sclerosis and published a new genetic association in Nature Genetics.

He was a co-PI with colleagues in Trinity College Dublin on a HRB grant for the International Autism Genome project, which led to seminal findings on chromosome conditions in autism, with multiple publications in Nature and Nature Genetics. He was director of the UCD Academic Centre of Rare Diseases (ACoRD) which focused on rare genetic diseases in Ireland. In that role, Sean was involved in identifying six previously undescribed genetic conditions in the Irish Traveller population, as well as publishing on other rare conditions such as vesico-ureteric reflux, genetic forms of epilepsy, and congenital hypoventilation. He has also published on metagenomics. Sean was involved in producing the Irish DNA atlas with colleagues in RCSI. He was centrally involved in raising €40 million as part of Genomics Medicine Ireland.

Sean also ran the only undergraduate clinical genetics module in Ireland for UCD medicine and health science students. He has always been an open, accessible and valued collaborator not only in Irish science, but internationally, and is a frequent speaker in the area of genomics. We wish him a long, happy and healthy retirement.

#### **Kate Matthews**

We celebrate Kate Matthews' remarkable 35-year tenure at UCD, where her contributions have shaped radiography education and research. Her leadership as Head of the School of Radiography led to key advancements, including establishing honours undergraduate and specialised graduate programs. Kate's scholarly work, including impactful publications like The FORCE Project and studies on radiography optimization and diagnostic reference levels, has advanced radiographer education and patient care. Kate has been an inspiration to many Irish radiographers who trained in UCD and her focus has remained steadfast on maintaining and enhancing professional standards. We extend our deepest gratitude and wish her a fulfilling retirement.

#### **Marie Stanton**

We extend our sincere gratitude to Marie, whose 32 years have profoundly impacted radiography and healthcare. Marie was a

very respected member of the MSc Ultrasound team and she had extensive experience in diagnostic ultrasound with particular focus on technology. Marie's research has elevated radiographic science particularly in relation to ultrasound practice and teaching practice enhancement. During her career she has supported many early-stage researchers, and she was known for her expertise and compassion. She has greatly enriched the academic and personal growth of both colleagues and students. We wish Marie a joyful and well-deserved retirement.

### **UCD School of Nursing, Midwifery and Health Systems**

#### **Associate Professor Eileen Furlong**

Eileen has made a very significant contribution nursing education, underpinned by registration as a Registered Children's Nurse, Registered General Nurse, Registered Clinical Teacher, Higher Diploma in Oncology, Masters Degree in Medical Science and PhD in Nursing.

Since her appointment to the School in 1998, Dr Furlong made a substantial contribution to innovative curricula development and has a proven track record in being successful in obtaining research funding and publications while continuing to develop expertise in cancer nursing, advanced practice, health assessment and advancing nursing education, research and practice. She held an honorary clinical role in Cancer Services at the Mater Misericordiae University Hospital.

Her deep commitment to the education of nurses at undergraduate and postgraduate levels with the ultimate aim of facilitating students and clinical staff to use evidence-based patient care for improved patient outcomes was remarkable. She pioneered the development of Advanced Nursing Practice Nursing in Ireland. Dr Furlong is the recipient of a number of lifetime achievement awards for her contribution to cancer nursing, cancer care and to education.

Dr Furlong was a colleague of tremendous integrity, she fulfilled the role of mentor, advisor and trusted loyal friend to many in the School.

#### **Professor Abbey Hyde**

Abbey retired from the School in June 2023 after a long and dedicated career committed to the pursuit of excellence in nursing education and scholarly activities pertaining to women's health, inequality and innovations in education and research. She started her professional career as a registered general nurse in Dublin, following which she undertook a bachelor's degree and a master's degree in sociology and social policy at UCC. In the early 1990s, she completed a PhD, which influenced the focus and direction of later research completed during her time in UCD.

Abbey joined UCD in 1994. During her academic career she undertook groundbreaking research and published extensively on the subject areas of sociology of health, women's health and inequalities in Health. She led multiple funded interdisciplinary research projects pertaining to sociology and women's health. She was instrumental to advances and innovations in education across undergraduate, taught graduate and research degree students. A natural born leader, Abbey held senior positions as Associate Dean for undergraduate studies, Chair of Athena Swan, and as Research Degrees Coordinator.

Abbey was a member of the senior management team for several years as both chairperson and member. She inspired faculty and



students alike as a compassionate transformational leader who was a strong voice for the profession of nursing, and women's rights and equality.

#### **Dr Catherine Redmond**

Catherine began her career as a Registered General Nurse and pursued her interest in bioscience, attaining bachelors and masters degrees in Human Physiology. She later completed a PhD, advancing the understanding of sleep physiology and its importance in health. Her background in nursing and physiology contributed to her immense impact on nursing education, practice, and research during her career as a lecturer. In 2019, Catherine received a UCD Teaching and Learning Excellence award, recognising her immense contribution to curriculum innovation research and practice. She pioneered advancing bioscience education in nursing with impactful projects on script concordance testing as an assessment strategy for bioscience clinical reasoning skills, advanced health assessment, and simulation-based learning in wound healing and wound management.

Catherine led a UCD interdisciplinary Learning Enhancement Project and developed an Evidence-Based Practice learning outcomes framework to support the curriculum across entry-level professional healthcare programmes. She held several leadership roles throughout her career, most recently as Programme Director of the BSc Nursing Programme. She was an active member of the Bioscience in Nurse Education (BiNE) special interest group in the UK, contributing to developing core physiology learning outcomes for the preregistration nursing education curriculum. Catherine's contribution will be remembered through her scholarly publications and high-quality teaching resources. She was a colleague and friend to many in the School and is remembered by many students for her engaging, student-centred teaching approaches to bioscience nursing education.

### **UCD School of Public Health, Physiotherapy and Sports Science**

#### **Associate Professor Ulrik McCarthy Persson**

In August 2023, Ulrik retired after 20 years in UCD. He spearheaded the development of postgraduate education in physiotherapy, designing and developing the MSc in Sports physiotherapy programme and leading it for sixteen years.

Throughout his career, Ulrik has always been an excellent teacher, who embraced innovative teaching and learning methods. He completed the University Teaching and Learning Certificate and was awarded three teaching and learning awards during his career. The UCD Medical Faculty Premier Teaching Award in 2003, the College Teaching and Learning Award in 2018 and the University Award for Outstanding Contribution to student learning in 2018. This is the highest academic distinction awarded in Teaching and Learning in UCD.

Ulrik is recognised as an expert international Sports Physiotherapist. He has served in many roles with the IRFU including head physiotherapist for many of both men's and women's international rugby teams. Ulrik was instrumental in the development of the physiotherapy services offered by UCD Hub, particularly in terms of Better Bones, greatly enhancing health in the wider community. The considerable impact of his knowledge and expertise in sports physiotherapy will be felt within the profession for many years and generations to come through the 300 graduates MSc physiotherapy

graduates and the over 1200 undergraduate physiotherapy physiotherapists and indeed his UCD colleagues.

Ulrik will be sorely missed by his physiotherapy colleagues, students, sports colleagues, sports community and indeed the entire community in UCD.

### **UCD School of Veterinary Medicine**

#### **Professor Alan Baird**

Alan retired in 2024 after 35 years of service to the University. His early career began with a degree in pharmacology from his native Glasgow. Following postdoctoral experience in the US, Alan eventually joined the School as a Full Professor and Head of the Department of Veterinary Physiology and Biochemistry in 1999. He had moved there from the UCD Department of Pharmacology at Merville House after ten years where he was a senior lecturer.

He performed countless leadership roles for UCD as an elected member of the Governing Authority, chair of the UCD Research Ethics Committee, chair of the Academic Council Committee on Examinations (ACCE), and member of the Academic Council Quality Enhancement Committee (ACQEC). His teaching was focused on first years in the Vet MVB programme as he felt that core principles were essential at the start of the undergraduate's career. He supervised over 30 PhD students in the research areas of gut physiology, ion transport, and immune regulation of epithelia. Following his mentorship, most of those PhD graduates ended up with stellar careers in academia.

Alan's research was published in top journals including Gut, the British Journal of Pharmacology, and the American Journal of Physiology. He was a phenomenal collaborator and had projects with numerous groups around the world. This desire of so many international research groups to undertake major collaborations with Alan simply served to underpin the esteem in which he is held by the international scientific community.

#### **Professor Michael Doherty**

Michael provided extensive support, academic guidance and assistance to a multitude of students and colleagues throughout a 40-year career in UCD that encompassed senior roles including Dean, Head of School and Full Professor of Veterinary Clinical Studies. A proud Derry/Donegal man, he exhibited a huge passion for all matters related to progressing the veterinary profession and the Irish language/culture. He is a Diplomate and former President of the European College of Bovine Health Management (ECBHM) and the only European Specialist in Sheep Health in the Republic of Ireland.

Michael graduated from the University of Edinburgh and worked in the University of Glasgow Veterinary School before joining UCD. He supervised numerous clinical research programmes, including collaborations by the UCD clinical team on an EU-funded programme on TSE surveillance. Michael's outreach activities included major contributions as Executive Member of Animal Health Ireland (AHI) where he promoted the development of national dairy herd health programmes and online delivery of postgraduate education in dairy herd health. In addition, Michael served as Editor-in-Chief of the Irish Veterinary Journal and as a member of the Executive Committee of the European Association of Establishments for Veterinary Education (EAEVE).

Not one to retire, Michael is currently touring the country to complete a MLitt in UCD concentrating on historical accounts of traditional veterinary remedies within Irish folklore. In summary, an exceptional teacher, mentor, colleague and leader through the many significant challenges faced in today's world of veterinary education.

#### **Mary Duane**

Mary was a hugely valued and integral part of the Herd Health and Husbandry Section of the School, contributing stellar service for 30 years as both a Veterinary Nurse and a Technical Officer. Mary was hugely popular with staff and students as an empathetic, patient and very knowledgeable instructor in the bovine reproduction and farm animal surgery teams.

Mary was the key organiser and point of contact between the UCD Herd Health Team and the Kildare/Wicklow farmer group and was instrumental in the delivery of herd health services to these farmers, whilst also advancing student teaching and day one competencies in bovine reproduction and herd health management.

Mary was an exceptional athlete and received an award as a UCD Veterinary Sporting Great in July 2019 to acknowledge and commemorate her achievements in representing Dublin in both Gaelic football and camogie. Mary has left a legacy of dedication, teamwork and passionate enthusiasm and will long be remembered within the School of Veterinary Medicine by all her colleagues here.

#### **Professor Simon More**

Simon joined the School as Director of the Centre for Veterinary Epidemiology and Risk Analysis (CVERA) in 2004. During his time in UCD, Simon authored/co-authored almost 300 peer-reviewed scientific articles informing national and international policy in the fields of animal health, animal welfare and One Health. Within the School, Simon made a substantial contribution to teaching and postgraduate supervision. He was Associate Dean for Research, Innovation and Impact and a member of the Senior Management Team and Athena SWAN Action Team.

During the Covid-19 pandemic, he was a key member of the Irish Epidemiological Modelling Advisory Group (IEMAG). Simon made a significant contribution to the establishment of Animal Health Ireland (AHI) and was Chair of several Technical Working Groups. He was a member of several advisory groups for the Food Safety Authority of Ireland (FSAI) and the Department of Agriculture, Food and the Marine (DAFM). Simon was a member and subsequently Chair of the European Food Safety Authority (EFSA) Animal Health and Welfare Panel; the MUST-B Working Group; and a member of the African Swine Fever Working Group. In later years, he held the position of member and Chair of the EFSA Scientific Committee.

These hugely significant contributions listed above, both internally and externally, continually served to exhibit Simon's core values of contribution, selflessness, evidence-based policy and a total commitment to "doing the right thing", irrespective of any opposition encountered.

## **COLLEGE OF SCIENCE**

#### **Annette Forde**

Annette Forde retired in March 2024 after a 42-year career at UCD. Annette was instrumental in setting up the Science Programme

Office and then subsequently the College of Science Office and in implementing many of the procedures which are central to supporting both staff and students. During her term as College Office Director, she worked closely with the College Principals and Associate Deans to implement changes to the undergraduate programmes and central to her work was her enduring passion for improving the student experience. With that in mind she was pivotal in establishing key events including the annual Science Awards event and Parent's Orientation Evening, both of which are valued by the Science community.

She managed the College Office through periods of significant change, including the move to Science East in the O'Brien Centre for Science, through the Student and Academic Support Review (SASR) in 2017 and not to mention a global pandemic! Everyone in UCD Science recognises Annette's enormous contribution and positive impact on the UCD community and wishes her a well-deserved and enjoyable retirement.

## **School of Biology and Environmental Science**

#### **Bernard Ball**

Bernard joined UCD as a research scientist in June 2016 having come from Duke University Marine Laboratory where he was a laboratory manager. In UCD he worked on a range of projects dealing with genetic analysis and specifically environmental DNA. He took part in the deep-sea research cruise, Irish National Research Vessels 2015 SHIP-TIME PROGRAMME. His true passion was studying deep-sea invertebrates at cold seeps and hydrothermal vents. He has taken part in a wide range of deep-sea cruises around the world including diving with the submersible Alvin that found the Titanic. He gained a position as a technical officer in SBES in July 2019. Apart from teaching-related duties he supported research in plant pathology and was an active member of the UCD Earth Institute user group. He contributed to several published papers before he retired in January 2024. He will be greatly missed by students and colleagues alike.

#### **Dr Wieland Fricke**

Wieland was a plant physiologist who worked in the School of Biology and Environmental Science for over 15 years. His research focus was the regulation of water flow through plants, particularly in cereal crops such as barley and wheat.

Wieland combined whole plant physiological studies with detailed investigation of molecular transport mechanisms, such as aquaporin water channels. He successfully incorporated this research passion into all his practical teaching on various undergraduate and graduate programmes. He established a strong track record in publishing journal articles that included the research data produced by students on these programmes during their short laboratory projects. The final instance of which occurred with a study investigating salt-stress in wheat just before his retirement in October 2023 (e.g. *Physiologia Plantarum* 175 (1), e13839, 2023). Wieland set an example of best practice in combining educational laboratory training and pioneering research.

## **UCD School of Computer Science**

#### **Dr Edward McDonell**

Edward retired from his position as Centre Director of CeADAR, the Enterprise Ireland and IDA funded National technology centre for Applied Artificial Intelligence, situated within the School of Computer

Science. The Centre was set up in 2013 to assist companies in adopting and applying data analytics. Under Edward's stewardship since 2015, the centre had grown to work with more than 80 companies, from SMEs to blue-chip MNCs, as well as the public sector. Edward set the strategic direction of the centre, working with his team to accelerate the adoption of AI and data analytics and deliver impactful technology solutions to the membership organisations. Edward's dynamic energy has been key to the successful development of the centre. He has been described as a visionary, who realised early the potential of data analytics and promoted it effectively. His legacy is a thriving centre, looking forward to a bright future. He will be sorely missed by staff and collaborators and we wish him the best of success in future endeavours.

## UCD School of Chemistry

### Associate Professor Mike Casey

Prior to working in UCD, Mike graduated with a BSc from UCC. He carried out his PhD at Imperial College London and was a postdoctoral researcher in Columbia NY. He had an academic position in the University of Salford for a number of years before joining UCD in 1994. He carried out research on the development and application of a number of new synthetic methods, specifically sulfoxides in asymmetric synthesis and imidazoline ligands for asymmetric catalysis. In total, he supervised 37 PhD students and 4 MSc students to completion. He developed a strong interest in non-traditional Teaching and Learning methods and introduced teaching innovations in many modules, winning a College Teaching Award in 2010 and completing the Professional Diploma in University T&L in 2013. As well as undertaking a UCD Fellowship in Teaching and Academic Development in 2014 he served in numerous administrative positions in the School, including as Chair of the Safety Committee and the Teaching and Learning Committee and as Head of School between 2019 and 2022. His colleagues and former students wish him a happy retirement.

### Professor Stefan Oscarson

After completing a PhD in Stockholm University, Stefan held positions in Stockholm and Gothenburg before joining UCD as our first professor of Medicinal Chemistry and Chemical Biology in 2006. On his arrival Stefan continued his research in the field of biologically active oligosaccharides and glycoconjugates and worked on the development of methods to facilitate these syntheses. He was also deeply involved in the newly developed undergraduate programme in Medicinal Chemistry and Chemical Biology, serving as its director and Subject Head for MCCB for several years.

During his time at UCD his group published over 100 high quality papers and graduated many PhD students. He was awarded UCD Nova Innovation Award in 2023 (with Professor Stephen Carrington) for their work in treatments for patients with respiratory diseases and awarded the Haworth Medal by the Royal Society of Chemistry in 2024. This medal celebrates sustained, internationally recognised advances in the area of carbohydrate chemistry and has been won by many notable chemists in the past. Stefan retired in July 2024 and remains a research active member of faculty.

## UCD COLLEGE OF SOCIAL SCIENCES AND LAW UCD School of Sociology

### Associate Professor Kieran Allen

Kieran joined the School in 1996, having first trained as a secondary

school teacher. Widely regarded by colleagues and students alike as a brilliant and inspiring lecturer, he taught a variety of modules in the School, including core undergraduate modules such as Foundations of Sociology, and graduate modules on Economic Globalisation.

As well as serving as Head of School in 2006 and contributing significantly to the School's development, Kieran had a prodigious scholarly output. He published several books on sociological theory, including assessments of Marx, Weber and Durkheim; as well as other texts on different aspects of political economy and Irish history, ranging from analyses of the 1916 Revolution, the work of James Connolly, and the development of Fianna Fáil, to sustained critiques of Ireland's emergence as a 'tax haven', and the impact of austerity measures. Kieran saw himself as an academic and political activist concerned with the institutions of social life.

His books were engaged interventions highlighting the damaging effects of socio-economic processes and the social suffering they generated in Irish society. His retirement in February 2024 left a big gap in the School, and we remember him fondly.

## UCD School of Philosophy

### Professor Maria Baghramian

Maria joined the Philosophy department at UCD in 1990 and has been an incredibly dynamic and productive influence both on the department/School and also in the world of philosophy more broadly ever since. She has brought the Joint Session of the Mind and Aristotelian Society to the School twice and organised 40 other conferences and workshops, supervised and mentored over 30 funded PhDs and postdocs and won several large-scale research grants, including a multi-million euro Horizon2020 project on Trust and Expertise. She edited the IJPS for ten years, published 15 books and over 100 articles and was Head of School twice.

Maria was the first chair of the Society for Women in Philosophy Ireland and has been Vice-President of the International Federation of Philosophical Societies. She has also been a member of the Royal Irish Academy since 2010 and the Academia Europaea since 2022. The School will miss her boundless energy and wonderful generosity towards younger colleagues. But she is not about to stop, as she has been awarded a European Research Area (ERA) Chair based in Yerevan with a funding of €2.5 million from Horizon Europe, 2025-2030.

## UCD School of Education

### Professor Ciaran Sugrue

Ciaran joined UCD as Full Professor and Chair of Education in February 2011, notably, the last appointment to the Chair of Education, and was appointed Head of the School of Education in September of the same year. During his time at UCD, Ciaran embellished his standing as a renowned academic on both the national and international stages and made an immense contribution to the development of the postgraduate programmes in educational leadership, as well as in research and practice, in educational leadership and teacher professional development.

The significant impact of Ciaran's work in these areas is surpassed only by his influence as a committed and gifted academic and educator with so many endearing qualities, including the inimitable kindness, generosity, gravitas, humour and friendship that





characterised his academic life. In this context, Ciaran has left a wonderful footprint at all levels of the education system in Ireland and further afield through his many students, not to mention his masterful mentoring of so many colleagues in academia, at home and abroad. The UCD School is privileged to have come to know Ciaran, we salute his exceptional contribution to education and we wish him the very best in his retirement.

#### **Professor William Kinsella**

Billy has been an integral part of the School since his appointment in 2003. Formerly a secondary school teacher, he initially took on the role of Course Director for the MA in Educational Psychology. Over a 15-year period, he developed the programme from a one-year to a two-year Masters, and then to a three-year Doctorate in Educational Psychology. He went on to direct the Graduate Diploma in Inclusive and Special Education, and in 2020, he led the development and delivery of Ireland's first ever dedicated, national training programme for Special Needs Assistants (SNAs). During his time at UCD, Billy has been involved in nearly every programme within the School, supporting the professional development of teachers, special education teachers, educational psychologists, school leaders, and special needs assistants.

Billy was Head of School from 2019 until 2023. His leadership style was marked by a genuine care for others, creating a culture of inclusivity that has left a lasting impact on all who had the privilege of working with him. Billy not only advanced the field of inclusive education through his research but also embodied these principles, ensuring that every student and colleague felt valued, supported, and included. He is greatly missed by his School of Education colleagues, who wish him a long and happy retirement.

#### **UCD School of Social Policy, Social Work and Social Justice**

##### **Elizabeth Hassell**

Elizabeth retired from the School in 2023 after many years of service. She originally worked in the UCD Equality Studies Centre and forged significant relationships with colleagues which she sustained over the coming decades. She later went on to manage the School of Social Justice and the School of Applied Social Science and, following the merger of these schools in 2015 the School of Social Policy, Social Work and Social Justice. Elizabeth was a highly regarded and respected member of staff and very supportive colleague. Her calm, unflappable manner was such an asset to successive Heads of School. A warm and wise person, Elizabeth valued the importance of discretion and kindness all of which she brought to her role as School Manager and to her interactions with colleagues and students alike. We are aware that Elizabeth is enjoying a highly active retirement, including time with her family, hill walking, gardening and opera and we wish her continued happiness.

#### **UCD BURSAR'S OFFICE** **UCD Estates**

##### **Gerry Donnelly**

Gerry, following in his father's footsteps, dedicated 40 years to managing the UCD Estate, taking on various roles over the years. His expertise and assistance were felt across multiple locations, including Earlsfort Terrace, Ballsbridge, Blackrock, the hospital sites, and the main Belfield campus. Gerry's combination of professionalism and a warm sense of humour made him a valued colleague and a source of support for many across the University. His long-standing service has left a lasting impact on the UCD

community, and there's a hope that in retirement, he's enjoying plenty of rounds of golf and steadily improving his handicap.

#### **John McDonnell**

Starting his career as a wood machinist, John joined the Grounds Department of UCD in 1985, where he began working on the maintenance of the campus's grounds. Over the years, John became known for his dedication and attention to detail, playing a key role in ensuring that the turf-based pitches were always perfectly cut and marked. His commitment to precision ensured that the pitches were in top condition, ready for use by students, athletes and teams across the campus. His colleagues wish him the very best in his retirement after such a long period of service to UCD.

#### **Thomas Canning**

Tommy joined UCD as a porter in 1982, beginning a career that would span 42 years within the Estates and wider University community. In his early days, Tommy took on portering duties across several UCD locations, including Ballsbridge, Earlsfort Terrace and Merrion Street, before making the permanent move to the Belfield campus. Over the years, he contributed to many areas, from the UCD Mailroom and campus patrolling to supporting the management of academic buildings.

In his recent role as Patrol Supervisor, Tommy ensured that vehicles were always ready for 24/7 patrolling, helping maintain campus safety and security. Known for his distinctive yellow hi-vis fleece and woolly hat in colder months, Tommy became a familiar face, always taking time during his patrols to greet campus neighbours and dog walkers.

After an impressive 42 years of service, Tommy retired in April 2024. His colleagues extend their warmest wishes for a fulfilling retirement, while recognising his dedication and longstanding commitment to UCD.

#### **Kevin McCabe**

Over the past 25 years, Kevin McCabe, fondly known as "Kevin at 4x1's," has played a pivotal role in supporting the University community from the maintenance desk at UCD. Always enthusiastic and dependable, Kevin could be relied on to juggle multiple phone calls and conversations simultaneously, ensuring that every query was addressed efficiently. Over the years, Kevin witnessed the campus grow and evolve, while also seeing several of his children and grandchildren attend UCD, making his connection to the University even more special.

During the lockdowns, Kevin continued his work remotely, managing queries and scheduling work orders with the same precision, even from a distance. His significant contributions have helped the Estate Services Campus Contact Centre handle over 250,000 queries in the last year alone, ensuring that UCD's support services adapted to meet the changing needs of the campus. For this dedication, attention to detail and unwavering support, the University extends its heartfelt thanks to Kevin.

### **Finance**

#### **Veronica Keegan**

Veronica's almost 19-year association with UCD Finance, the majority of which was spent within Research Finance, is a testament to her commitment to the University as she played an integral part in supporting the Research community. Over the years, Veronica was a steady presence in the Research Finance Office team, contributing to its development and supporting her colleagues through many changes and challenges. Her colleagues wish her all the best in her retirement after many years of service.

#### **Hellen Altman**

Hellen joined UCD in April 2000 where she worked in the Advanced Materials Technology Centre in Mechanical Engineering headed by Professor Gerry Beirne. In 2003, Hellen joined the Finance Office where she worked in the Capital Finance and Treasury sections. In October 2012, she joined the Research Finance Office and worked as the SFI Accountant for a time. Her advice and easy-going manner were appreciated by all the researchers who sought out her help. In 2015, she resumed her role in the Capital Finance section where she worked closely with colleagues in Estates. Hellen was a valuable employee whose work ethic and skill around audit time was greatly appreciated. She enjoys cooking, reading, and knitting and hopes to spend more time doing things she enjoys. Her colleagues would like to extend their deepest gratitude to Hellen for her many years of service and wish her all the best in her well-deserved retirement and future endeavours.

## **PRESIDENT'S OFFICE**

### **UCD Strategy**

#### **Dr Brian Murphy**

Brian has retired from UCD after a long and successful career in the University. His dedication to his role and excellent work ethic were always remarked upon. His colleagues wish Brian every good wish for his retirement.









**University College Dublin**

Belfield, Dublin 4, Ireland

 [www.ucd.ie](http://www.ucd.ie)