

## **Minutes of the Governing Body Meeting – October 3, 2018**

**Present:** David Holohan (Chairperson), Dr Fionnuala Anderson, Celine Blacow, Kieron Connolly, Dr Annie Doona, Anthony Dunne, Maeve McConnon, John McDonnell, Fiona McLoughlin, Cllr Sorcha Nic Cormaic, Joachim Pietsch, Chloe Power, Aoife Ruane

**Apologies:** Marie Carroll, Áine O’Sullivan, Cllr Barry Saul, Tom Taylor, Cllr Barry Ward

**In Attendance:** Bernard Mullarkey, Elizabeth Stunell

### **1. Adoption of Agenda**

The Agenda was adopted as circulated.

Proposed: Chairman

Seconded: Dr Fionnuala Anderson

### **2. Adoption of Minutes of Meeting of September 5<sup>th</sup> 2018 (including Internal Publication)**

The Minutes of the Meeting of September 5<sup>th</sup> 2018 were approved with one correction (including approval for internal publication).

Proposed: Maeve McConnon

Seconded: John McDonnell

### **3. Matters Arising**

- **Scholarship – Places of Sanctuary** – following approval at the meeting of September 5<sup>th</sup> last for IADT to offer Scholarships under the Places of Sanctuary, an applicant was identified and subsequently offered a Scholarship under this scheme to undertake IADT’s Creative Computing programme commencing in 2018/2019.

### **4. Correspondence**

- **Audit** – the Chairman has received notification from the Comptroller and Auditor General’s Office regarding the dates for audit of IADT’s Financial Statements 2017/2018.

### **5. Technical Approvals**

#### **5.1 Bank Accounts**

None.

## **5.2 Property Rentals**

None.

## **5.3 HR Appointments**

### **Current Competitions**

Permission is sought from Governing Body for the President, subject to the satisfactory completion of the verification processes, to offer appointments on foot of the competitions advertised in the Irish Times, the closing date for all of these competitions was Friday 14<sup>th</sup> September 2018 and interviews to take place in early October 2018.

### **Ref No. Job Title**

17/18 Library (Grade IV), Fixed Term – 1 year  
18/18 AL Electronics and Engineering, Fixed Term – 1 year  
19/18 Research Programmes Officer, Fixed Term – 1 year  
20/18 Assistant Facilities Officer, Fixed Term/Fixed Purpose

### **Current Competitions**

Permission is sought from Governing Body for the President, subject to the satisfactory completion of the verification processes, to offer appointments on foot of the confined competitions, the closing date for all of these competitions was Friday 28<sup>th</sup> September 2018 and interviews to take place at the end of October 2018.

21/18 Head of Dept. of Technology & Psychology (SLII), Acting – 1 year  
22/10 Head of Dept. of Design & Visual Arts (SLII), Acting – 1 year

Proposed: Chairman  
Seconded: Cllr. Sorcha Nic Cormaic

## **6. Governing Body Committees and Academic Council**

None.

## **7. Investors in Diversity Survey**

The President noted that as part of IADT's preparations to submit an application for Athena SWAN accreditation at Bronze Level, a survey of staff members was undertaken. Investors in Diversity were engaged to carry out the survey on behalf of IADT, and to collate the results. The President circulated a copy of the high level themes that have emerged from the survey – the President requested that this be kept confidential to the Governing Body for the present. A number of key strengths and opportunities were identified by survey participants.

However a number of areas of concern were also raised by staff. The President has discussed the high level results with the Executive and a series of workshops will be organised to provide training in the areas of concern. This training will be compulsory for members of the Executive and Management Team. The President will meet with Investors in Diversity in the coming week to discuss training needs further. It was further noted however, that a number of the areas of concern raised by staff including workload allocation and issues with contracts, are outside of the control of the Institute and are the subject of national agreements.

*(Aoife Ruane joined the meeting at 8.15)*

## 8. Governing Body Resolutions

### 8.1 The Governing Body approves the establishment of the Athena SWAN Sub-Committee of Governing Body (10/2018)

Dr Andrew Power – Registrar/Vice President for Equality and Diversity – was in attendance for this item. The Registrar/Vice President for Equality and Diversity gave a briefing on the proposed structure and group memberships that will be put in place to assist in the preparation of IADT's application for Athena SWAN Bronze Level Accreditation.

Resolution 10/2018 was adopted by the Governing Body.

Proposed: Chairman  
Seconded: Maeve McConnon

*(Fiona McLoughlin joined the meeting at 8.20)*

### 8.2 The Governing Body Appoints Members to the Athena SWAN Sub-Committee of Governing Body (11/2018)

The membership of the Athena SWAN Sub-Committee and the nominations received for each of these roles are as follows:

2 x Ordinary members of Governing Body: Sorcha Nic Cormaic  
John McDonnell

1 x Staff Member of Governing Body: Celine Blacow

1 x Student member of Governing Body: Chloe Power

Resolution 11/2018 was adopted by the Governing Body.

Proposed: Chairman  
Seconded: Dr Fionnuala Anderson

*(Joachim Pietsch joined the meeting at 8.40)*

## 9. President's Briefing

- **Glitz n' Pieces** – IADT Entrepreneurship graduates Ellen Weber and Grace O' Sullivan – founders of Glitz n' Pieces – will open a pop-up store in Arnott's in the lead up to Christmas.
- **Undergraduate Awards** – essays submitted by two of IADT's students have been Highly Commended at this year's Undergraduate Awards. Congratulations to Floe Davis (EMCS) and Stephanie Connolly (Visual Communications) on their achievement
- **Guidance Counsellors Information Session** – an information session for Guidance Counsellors was held on October 2<sup>nd</sup>. 26 Guidance Counsellors attended the information session and were given a presentation on IADT and the programmes on offer. The Presentation also focused on the jobs and industry areas that students go into after graduation. It is intended to organise similar sessions for art teachers and parents in the near future.
- **First Year Matters** – the First Year Matters induction programme is nearing completion – the President acknowledged the positive leadership role that the Student Union and Student Mentors are taking in the induction programme.
- **Sea Change Exhibition** – the Sea Change Exhibition is ongoing at the Lexicon Dun Laoghaire and has been well received.

- **MA in Interdisciplinary Design Strategies** – a cohort of students from Canada are on campus undertaking the MA in Interdisciplinary Design Strategies. A week-long Charrette involving students from across the Institute has also taken place at the commencement of the programme.
- **Higher Options** – IADT took part in the annual Higher Options event during September – the President noted that IADT’s Student Ambassadors were on hand to provide information to visitors to the stand and were a valuable addition to the Institute’s presence at the event.
- **Programmatic Review** – the Faculty responses to the Programmatic Review Panel Reports are being finalised at present and will be presented to the Governing Body following noting by Academic Council.
- **CAO Numbers** – the CAO process is coming to a close for this year and a full presentation on IADT’s student numbers will be given to the Governing Body in December. A number of programmes have recruited well however student numbers for a number of programmes are a cause for concern. A number of contributing external factors were noted to the Governing Body.
- **Employment Control Framework** – IADT’s latest staff numbers are being collated by the HR Office at present and the President noted that IADT is likely to be a small number of posts over the HEA allocation. The President noted the possible implications for the Institute of being over the ECF allocation, however a rationale for this position was also outlined by the President.
- **HEA Compact** – the latest return to the HEA in relation to the new Compact has been made. IADT will meet with the International Strategic Dialogue Panel on October 25<sup>th</sup> next to discuss IADT’s Compact.
- **HEA Update** – as yet, no announcement has been made by the HEA regarding an Interim CEO following the resignation of Dr Graham Love during the summer. A number of other appointments made recently by the HEA were noted by the President.
- **Creative Arts Review** – the President has met with Professor Sarah Glennie – Director, NCAD – in relation to the recommendations contained within the Creative Arts Review. Work to identify a number of possible models for closer collaborations up to and including a merger between the two institutions, will be identified. These models will be presented to the HEA in January however the President noted that no in-depth consideration of any of the models will be undertaken without allocation of the appropriate level of funding by the HEA, to ‘buy out’ staff to work on this.
- **Strategic Plan** – work is ongoing in relation to the development of IADT’s new Strategic Plan. Mazars will meet with the Executive to continue discussion on the findings of the consultation process on October 8<sup>th</sup> next, and a presentation will be given to the Governing Body at the November meeting.
- **Athena SWAN** – work is ongoing in relation to preparation for IADT’s application for Athena SWAN accreditation at Bronze Level – it is hoped to submit this application in April 2019.

## 10. **IADT: Financial Update**

Circulation of the Management Report and supporting information for August 2018 was noted by the Governing Body. IADT remains on target to return a balanced budget for 2018. An overview of key figures within the Management Report was given by the Secretary/Financial Controller.

**11. Academic Council and Sub-Committee Structure and Function –  
Presentation by the Registrar**

The Registrar gave a presentation to the Governing Body regarding the structure and function of the Academic Council and its sub-committees. The Governing Body thanked the Registrar for his presentation.

**12. Governing Body External Evaluation**

The Secretary/Financial Controller introduced Gemma Collins and Mike Sullivan from PriceWaterhouseCoopers to the meeting. A presentation regarding the External Evaluation of the effectiveness of the Governing Body required to be undertaken, along with the proposed process and timelines was given to the Governing Body.

The next meeting of the Governing Body will take place on November 7<sup>th</sup> 2018.

Signed: \_\_\_\_\_

David Holohan  
Chairperson

Date: \_\_\_\_\_