



**TUS**

Ollscoil Teicneolaíochta na Sionainne:  
Lár Tíre, An tIarthar Láir  
Technological University of the Shannon:  
Midlands Midwest





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# Chairperson & President's Addresses

# CHAIRPERSON'S REVIEW

I am pleased to present the 2023/2024 Annual Report of the Technological University of the Shannon. This report marks our third year of operation - a year of remarkable achievement and growth, including the opening of a new campus at Coonagh in Limerick.

Throughout the period of this report, TUS has continued to develop its position as a transformative force for education, research, and regional development. This was the first full year of the university's Strategic Plan 2023-2026, and the first indicators have emerged that our vision of creating educational opportunity and delivering economic, social, and cultural benefit has been manifested in tangible outcomes across our regional geography and beyond. The confidence with which the university addresses this vision was possibly most clearly expressed in the official opening of the new Coonagh campus towards the end of the period covered here.

The 2023/2024 academic year has seen TUS make significant strides in establishing its distinctive identity in the Irish higher education landscape. Our student-centred approach, industry partnerships, and commitment to research excellence have solidified our reputation as a dynamic, forward-thinking institution. The university has expanded its research portfolio, and deepened its engagement both nationally and internationally – in particular via RUN-EU.

I would like to express my sincere gratitude to Professor Vincent Cunnane, President of TUS, for his exceptional leadership, and to my colleagues on the

Governing Body for their unwavering commitment and guidance. Together, we have navigated challenges, embraced opportunities, and made decisions that will shape the university's future trajectory.

The remarkable achievements outlined in this report are a testament to the dedication and talent of our staff, the enthusiasm and potential of our students, and the support of our many stakeholders and partners. As Chair, I am particularly proud of how our university community has remained true to our core values while adapting to meet the evolving needs of our regions and society.

As we look toward the future, TUS remains committed to playing its part in addressing national priorities and global challenges. The university will continue to expand its educational offerings, research capabilities, and community engagement to create sustainable impact across the Midlands and Midwest regions.

I invite you to explore this annual report, which showcases the vibrancy and impact of our university community in action.



**Josephine Feehily**

Chairperson Governing Body  
Technological University of the  
Shannon: Midlands Midwest

# PRESIDENT'S WELCOME

Welcome to the Technological University of the Shannon Annual Report for 2023/2024, a period that has seen our university develop in very significant ways, building on the foundational work carried out over previous years.

This past year has been one of both consolidation and innovation at TUS. Having established our fundamental structures and identity, we have focused on delivering on our promise to be a different kind of university – one that is accessible, responsive, and deeply connected to the needs of our regions. The opening of the new Coonagh campus, the first new campus to be opened by TUS and bringing our campus complement to seven represented a major vote of confidence in TUS.

Throughout 2023/2024, we have witnessed the integration of core systems and increased cross-campus collaborations and projects. This reflects the increasing engagement of the university with the Strategic Plan 2023-2026 and the overt expression of the values upon which this is based.

Our research activities have flourished, with significant increases in research funding, publications, and collaborations. The establishment of new research centres and the strengthening of existing ones have enhanced our capacity to address real-world challenges and contribute to innovation across multiple sectors. I am particularly pleased with our progress in areas such as renewable energy, advanced manufacturing, and digital technologies – fields that are critical to the future prosperity of our regions.

TUS's engagement with industry and community partners has deepened substantially this year. Through collaborations, knowledge transfer initiatives, and enterprise support programs, we have strengthened the economic fabric of the Midlands and Midwest. Our graduates continue to be highly sought after, as was

confirmed by their designation as the most employable in Ireland by the HEA in its annual Graduate Outcomes survey.

None of these achievements would have been possible without the extraordinary commitment of our staff, who have embraced the TUS vision and worked tirelessly to make it a reality. Their dedication to educational excellence, research impact, and student support has been the driving force behind our success.

I would like to extend my gratitude to Ms. Josephine Feehily and the members of our Governing Body for their strategic guidance and unwavering support. Their collective wisdom and commitment to good governance have been invaluable as we navigate the complexities of building a multi-campus technological university.

As we move forward, TUS will continue to evolve and adapt to meet emerging challenges and opportunities. We remain steadfast in our mission to provide accessible pathways to higher education, to conduct research that matters, and to be a trusted partner in regional development.

This Annual Report reflects a university in motion – building on solid foundations while reaching for new heights. I invite you to engage with the stories, statistics, and achievements contained within these pages, as they represent the collective endeavour of a university community dedicated to making a difference.

Vincent

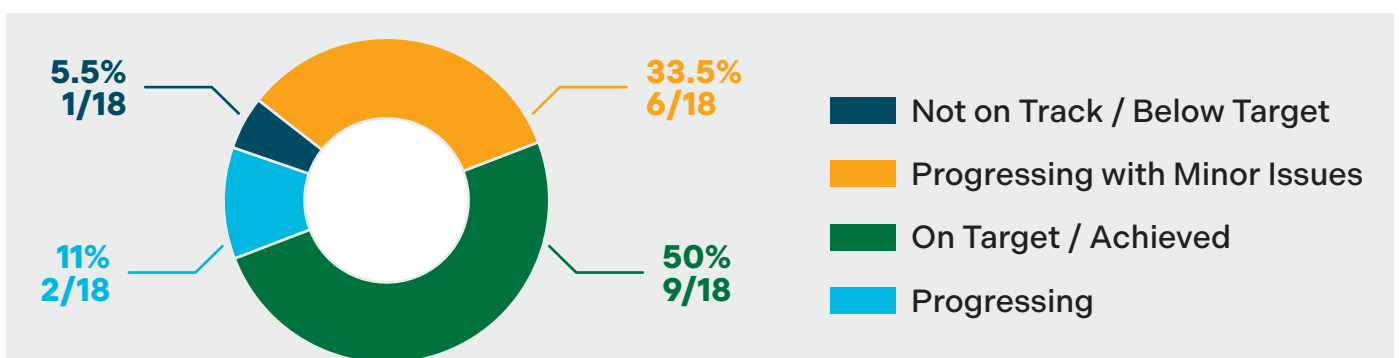


**Professor Vincent Cunnane**  
President

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## TUS at a Glance

Strategic Policies	Metric	Strategic Priority / Objective	Target	Progress 2023/24
<b>SP1</b> Education	1.1	Percentage (%) increase of student numbers across a range of routes of entry [traditional CAO, apprenticeship, LLL etc.]	12%	Not on Track / Below Target
	1.2	Percentage (%) increase of students who progress across a range of provision and methods of delivery	3% Overall increase in progression rate."	On Target / Achieved
	1.3	Percentage (%) of programmes (Full-time Level 8) with a work placement associated	100%	On Target / Achieved
	1.4	Percentage (%) of graduates in employment or further study [from HEA Graduate Outcomes Survey]	92%	On Target / Achieved
<b>SP 2</b> Research & Development	2.1	Research, Development and Innovation (RDI) income (€)	40%	On Target / Achieved
	2.2	Research outputs not limited to the traditional outputs	Publications: Overall increase 100% / Other RDI outputs: Overall increase 50%	On Target / Achieved
	2.3	Percentage (%) increase of staff involved in RDI activities	Increase of 50%	On Target / Achieved
	2.4	Percentage (%) increase of collaborative research engagement activity	50%	On Target / Achieved
<b>SP3</b> People & Organisation	3.1	Percentage (25%) increase of staff attending accredited and non-accredited programmes	25%	Progressing
	3.2	Percentage (%) of students who rate their overall TUS experience as good / excellent	77.5%	Progressing with Minor Issues
	3.3(a)	Investment in the satisfaction of our diverse people (staff satisfaction rate) [to create a TUS culture underpinned by our university values]	85% satisfaction rate in our staff being able to raise their voice	Progressing with Minor Issues
	3.3(b)	Investment in the satisfaction of our diverse people (student satisfaction rate) [to create a TUS culture underpinned by our university values]	Quality of Interactions Index score in Student Survey: Target = 43	Progressing with Minor Issues
	3.4	Ensure alignment between structure and strategy	Achievement of expected outcomes	Progressing with Minor Issues
<b>SP4</b> Connecting Communities	4.1(a)	Level of connectivity experienced by staff	Enhanced engagement as evidenced by biannual survey outcomes	Progressing with Minor Issues
	4.1(b)	Level of connectivity experienced by students	Supportive Environment Index score in Student Survey: Target = 30	Progressing with Minor Issues
	4.2	Funds invested (€) in new, refurbished and repurposed spaces, supporting and enabling the projected growth in student numbers	€120m	On Target / Achieved
	4.3	Percentage (%) increase of productive partnerships with external bodies	20%	On Target / Achieved
	4.4	Performance of TUS using Sustainability Leadership Scorecard (SLS)	Overall score 60% (Bronze Level)	Progressing







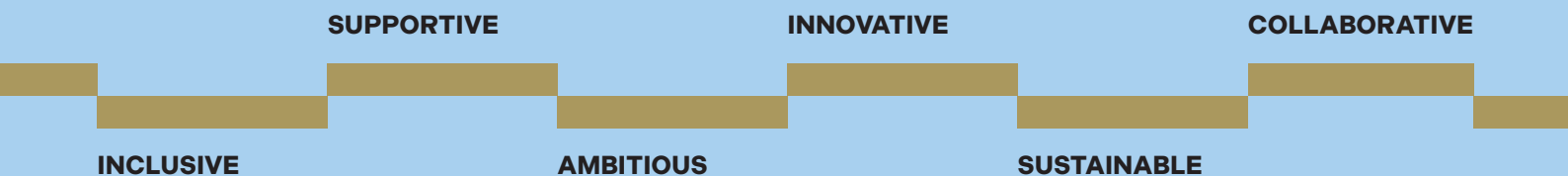
# The Strategic Direction of TUS

# The Inaugural TUS Strategic Plan

## Connecting and Creating

The inaugural TUS Strategic Plan creates the blueprint that will enable TUS to realise its potential for transformative impact. The plan has emerged from an extensive collaborative, collegial and consultative process with stakeholders that has been vital in informing the direction it charts. It provides the fulcrum for all activities of the Technological University in its crucial initial years. The involvement of stakeholders was central to the connectivity and creativity that characterises the resulting plan which is rooted in the technological university, while also being

ambitious for it and the regions and communities it serves. It articulates an overarching TUS Value Statement and outlines our shared values, purpose and vision, identifying a range of strategic priorities and enablers, providing the fulcrum for all activities of the Technological University in its important initial years and establishes TUS as a values driven organisation, its value system having been derived from its people through the consultative process.



### **Inclusive**

We embrace diversity as a key strength where everyone is included and has an equal opportunity to progress and achieve.

### **Supportive**

We care about our people and their well-being, and we maintain a student-centred ethos in all we do.

### **Ambitious**

We set high standards and are courageous in our actions to deliver impact and achieve our potential.

### **Innovative**

We are forward-looking and encourage creativity and exploration that fosters unique ideas and inspires transformative change.

### **Sustainable**

We are thought leaders and adopt a whole of institution approach to the challenges of sustainable development.

### **Collaborative**

We are open, connected and engaged in bringing people together to develop, co-create and share knowledge for the benefit of our region and beyond.

## **TUS Value Statement**

“We operate in an agile manner where integrity and excellence underpin all we do. We are honest, fair and ethical in our focus on doing the right thing through our words and actions”.

**The Values of TUS are supported by the TUS Purpose Statement and Vision to 2030**

### **Purpose Statement**

The Technological University of the Shannon provides leading student-centred higher education that is research-informed, regionally-relevant and accessible to all.

### **Vision to 2030**

To be a catalyst for sustainable change through education that transforms lives, our region and the world beyond.” The Strategic Plan sets out how the TUS strategy will be achieved through a series of specified Strategic Priorities. The TUS Strategic Priorities are carefully linked to an associated series of Strategic Enablers, Objectives and Expected Outcomes to 2026 and performance will be tracked, through specified key indicators of success, as part of the broader implementation framework (Table 3.2). Full details of the strategic plan including the Strategic Enablers, Objectives and Expected Outcomes to 2026 are available at: <https://tus.ie/strategicplan/>

	Priorities	Key Indicators of Success/Targets
<b>Education</b>	Provide a relevant high-quality education offering, focused on interdisciplinarity, delivered in a flexible way to cater to a diverse cohort of students, across multi-campus locations.	<ol style="list-style-type: none"> <li>1. Target = 12% increase of student numbers across a range of routes of entry.</li> <li>2. Target = Overall 3% increase of students who progress across a range of provisions and methods of delivery.</li> <li>3. Target = 100% of programmes (Full-time Level 8) with a work placement associated.</li> <li>4. Target = 92% of graduates in employment or further study.</li> </ol>
<b>Research</b>	Deliver impactful applied research, growing the research community, engaging in next generation thinking and tackling issues at a regional, national and global level.	<ol style="list-style-type: none"> <li>1. Target = 40% growth Research, Development and Innovation (RDI) income (€)</li> <li>2. Target = Publications: Overall increase 100% Other RDI outputs: Overall increase 50% (Research outputs not limited to the traditional outputs).</li> <li>3. Target = Overall 50% increase of staff involved in RDI activities.</li> <li>4. Target = Overall 50% increase of collaborative research engagement activity.</li> </ol>
<b>People and Organisation</b>	Operate as an integrated organisation, where everyone's potential can be realised, and where all individuals are provided with equal opportunities.	<ol style="list-style-type: none"> <li>1. Target = 25% increase of staff attending accredited and non-accredited programmes.</li> <li>2. Target = 80% of students who rate their overall TUS experience as good / excellent.</li> <li>3. Target = 85% satisfaction rate in our people being able to raise their voice.</li> <li>4. Target: Achievement of expected outcomes by ensuring alignment between structure and strategy.</li> </ol>
<b>Connecting Communities</b>	Build and enhance relationships and partnerships to drive the sustainable development of our region and make an impact nationally and internationally.	<ol style="list-style-type: none"> <li>1. Target = Enhanced engagement as evidenced by biannual survey outcomes.</li> <li>2. Target = €120m Funds invested (€) in new, refurbished and re-purposed spaces, supporting and enabling the projected growth in student numbers.</li> <li>3. Target = 20% increase of productive partnerships with external bodies.</li> <li>4. Target for 2025/2026: Overall score 60% (Bronze Level) performance of TUS using Sustainability Leadership Scorecard (SLS).</li> </ol>



# Highlights from Year Three

# TUS Degree Graduates Boast Highest Employment Rate In Ireland - 11th December 2023

Technological University of the Shannon (TUS) has the highest number of honours degree graduates in the country in employment nine months after graduation.

According to the most recent HEA (Higher Education Authority) Graduate Outcomes Survey, **86.9% of 2022 TUS honours degree graduates are in employment**, the highest percentage in the country.

As many as 96.4% of these TUS engineering, manufacturing and construction graduates are in employment, out-performing the national average by almost 11 per cent.

According to the national survey, TUS undergraduates are also more likely to take up employment in the regions served by its six campuses. **More than 60% of these graduates are currently in employment in the Mid West and Midlands regions**, with a further 5.9%

and 5.1% of these TUS undergraduates employed in the neighbouring counties of Galway and Cork.

Almost a third of TUS undergraduates from 2022 have taken up employment in Limerick, with 44.4% working in the Mid West region – including Clare and Tipperary.

Almost 20% of the 2022 graduates working in Westmeath have honours degrees in information or communication technologies. A further 21.3% of students working in the county have undergraduate honour degrees in the area of social science and information. The HEA Graduate Outcomes Survey also found that as many as 92.7% of 2022 TUS taught postgraduates are in employment nine months after



Photographed (l to r) at this semester's Career's Day on the TUS Moylish Campus were David Roche, Work Placement Officer; Peter O'Reilly, Work Placement Officer; Saoirse Meaney, Careers & Employability Administrator; TUS Dean of Flexible & Work Based Learning, Seamus Hoyne; Joanne Holland, Careers Officer; Claire Mason – Work Placement Officer; Aoife Prendergast, Careers & Employability Service Manager; Tara Ryan, Work Placement Administrator; Rose Collins, Work Placement Officer.

graduation, with 93.7% of TUS research postgraduates in employment.

President of TUS Professor Vincent Cunnane said, "A key focus of TUS is that our graduates are work-ready, and the HEA finding that our graduates are the most employable in the country is a source of pride for us as a university and good news for the regions we serve. The fact that such high numbers are employed within our catchment regions reflects TUS's commitment to collaborating with industry, businesses and organisations in the Midlands and Mid West. Our flexibility and ability to adapt to the ever-changing needs of our regions has ensured that graduates are skilled and work ready to take up employment immediately on graduating. As a result, more than 60% of our 2022 honours degree graduates are working in the Midlands and Mid West, serving their communities, providing for themselves and their families, and supporting the local economy."

**Dean of Flexible & Work Based Learning, Seamus Hoyne** said, "We are incredibly proud to be recognised for our commitment to graduate employability. Our goal is to prepare our students for the ever-changing

demands of the workforce, and this ranking is a validation of our efforts. Our Careers supports, Career Events and the integration of work placement across our programmes are major contributors to this result"

**Careers & Employability Manager TUS Midwest, Aoife Prendergast** added, "Our relationships and connections with industry in the Mid-West region is one of our most valuable assets. They are passionate about helping our students succeed, and they provide invaluable insights into the workforce. Almost 55% of our 2022 undergraduates in employment had accredited work placement or work experience as a component of their course."

**Careers & Employability Officer Midlands Denise Dolan** said, "The vast majority of our recent graduates are employed in jobs relevant to their course in TUS. As many as 84% of our 2022 honours degree graduates have stated that their degree is relevant to their new employment. Overall our positive results on employment rates, job placements, salary levels and further pursuits all add to our commitment to work ready graduates and our continuous fostering of connections with industry."



Lorraine Sammon and Denise Dolan from the TUS Careers Office are pictured at the TUS Midlands Careers Expo. Photo: Nathan Cafolla.

# TUS becomes the first Irish University to lead a European University Alliance - 18th January 2024

Technological University of the Shannon (TUS) made history today (Thursday, January 18, 2024) as it became the first Irish university to lead a European University Alliance.

During the inaugural meeting of the Regional University Network – European University (RUN-EU) 2.0 held in TUS Moylish Campus, Limerick, TUS played host to the presidents of partner higher education institutions (HEI) from seven countries, including new members from Belgium and Spain. The presidents, led by Ireland's first president of a European University, TUS President Professor Vincent Cunnane, also met with Limerick City and County Council and other regional stakeholders, highlighting the importance and opportunity of the TUS leadership to the regions it serves.

**Welcoming his European colleagues Professor Cunnane** said, "Today marks another significant milestone in the history of our young University.

I am honoured to be the first Irish President of a European University and I have no doubt that RUN-EU will make a meaningful difference not just to our university but to all of the regions we serve, through innovative programmes, research, engagement and mobility of students, staff and partners."

**TUS VP for Research Development and Innovation Dr Liam Brown** added, "Drawing on the expertise of the alliance which is now in excess of 100,000 students and staff, RUN-EU will make a significant impact across the key societal challenges of the digital and green transitions along with social inclusion." Today's launch signifies a pivotal moment in the alliance's evolution as it transitions to its next phase.



Pictured at the inaugural meeting of RUN-EU 2.0 were left to right, José Miguel García, Vice-Chancellor for Research, Transfer and Innovation University of Burgos (UBU), Spain, Carlos Rabadão, President Polytechnic of Leiria (IPL), Portugal, Vincent Cunnane, President Technological University of the Shannon (TUS), Ireland, Erica Schaper, President Executive Board, NHL Stenden University of Applied Sciences (NHL Stenden), The Netherlands, Stefan Fitz-Rankl, President Vorarlberg University of Applied Sciences (FHV), Austria, Pertti Puusaari, President HAMK Häme University of Applied Sciences (HAMK), Finland and Frederik D'hulster, Howest University of Applied Sciences, Belgium. Picture: Alan Place



The RUN-EU 2.0 project, spanning four years has already secured €14.4 million from the European Commission's ERASMUS programme.

The primary objective of RUN-EU is to revolutionise the competitiveness of Irish and European education, by creating a seamless pathway of mobility for staff and students fostering a culture of collaboration, as well as enhanced training, study and research opportunities.

Through strategic collaborations with local government, industry and institutions such as local authorities, IDA Ireland, Fáilte Ireland and the Irish

Bioeconomy Foundation, RUN-EU is poised to create, facilitate and strengthen regional development with a European-oriented focus.

Currently, 12 Irish Universities are actively contributing to the broader EU Commission's ambitions of developing over 60 European universities by 2025. TUS is currently the only Irish university to lead an alliance.



President of TUS and First Irish President of a European University Alliance, Professor Vincent Cunnane.



Technological University of the Shannon (TUS) hosts the inaugural RUN-EU 2.0 meeting on the Moylish Campus. Picture: Alan Place

# TUS on Top of the World as it Achieves QS 5 Star Rating - 19th February 2024

The Technological University of the Shannon (TUS) is now a QS\* 5 Star university, having achieved the highest possible number of stars to become one of the top-rated universities in the world.

The Technological University of the Shannon (TUS) is now a **QS\* 5 Star university**, having **achieved the highest possible number of stars** to become one of the top-rated universities in the world.

Today's (Monday February 19, 2024) announcement revealed TUS has also received **maximum stars in all categories assessed**, and is **Ireland's first ever university to receive 5 Stars in the Arts and Culture category**.

Announcing the news at a specially convened staff meeting this afternoon, **President of TUS Professor Vincent Cunnane** said the results acknowledge the core values of TUS as a higher education institution.

"The fact that we have received the highest number of stars in what is considered one of the most influential and credible ratings for universities globally is a fitting acknowledgement of our commitment to a student-centred, inclusive university, that excels at academic development and providing work ready graduates," he told staff.



Celebrating QS 5 Star rating at TUS Moylish Campus were, President of TUS Professor Vincent Cunnane with TUS Students, Shashank Chopra, Weronika Urbanik, Lucy Smyth, Oluwadamilola Dorcas Akinsola and Justin Dillon-McKnight. Picture: Alan Place

"This recognition not only brings an international focus on TUS, but also the region we serve. Having received 5 Stars across all the categories assessed, TUS scored exceptionally high in the areas of international diversity and employment, with the scoring system taking into

consideration the university's strong reputation among employers, the graduate employment rate, and career service supports. This rating supports the finding of the HEA, that TUS has the highest percentage of honours degree graduates in the country in employment nine months after graduation."

According to QS "employers generally recruit students from (5 Star) institutions directly after they've graduated. The performance of such institutions is considered as "Excellent" in the QS Stars rating system".



One, two, three, four, five... TUS Students, Lucy Smyth, Oluwadamilola Dorcas Akinsola, Shashank Chopra, Justin Dillon-McKnight and Weronika Urbanik with all TUS QS 5 Stars. Picture: Alan Place

The [QS university rating system](#) is considered one of the most influential and credible ratings for universities internationally, as ratings are entirely based upon an institution's performance. The advantage of this rating system over a global ranking is that it highlights for potential staff and students, as well as to future partners, the many areas in which TUS excels.

The rating system evaluated TUS's performances in eight categories including:

- Teaching
- Employability
- Internationalisation

- Academic Development
- Online Learning
- Programme Strength
- Arts and Culture
- Inclusiveness

all of which received five stars.

Welcoming the announcement **Chair of the TUS Governing Body Josephine Feehily** said, "For a young university to receive this internationally-recognised mark of quality less than two and a half years after its launch is testimony to the commitment and dedication of the staff, who encourage, nurture and support student learning and personal development beyond the classroom and lecture hall. These 5 Stars reflect the work of the entire TUS community, which is now being recognised on a global stage. The Governing Body, at its meeting this morning commended the entire staff of the university on this tremendous achievement."



TUS Students Oluwadamilola Dorcas Akinsola and Anushka Dubey celebrate TUS QS 5 Star rating. Picture: Alan Place

TUS, with campuses in Limerick (2), Athlone, Thurles, Clonmel and Ennis, including the world-renowned Limerick School of Art and Design (LSAD) is the first Irish university to achieve a **5 Star Arts and Culture** rating.

"LSAD has a proud legacy as one of Europe's leading fine art, design and creative media schools as well as being a strong proponent of the arts in Ireland. TUS has now ensured, for the first time ever, that Ireland has received a 5 Star rating in the Art and Culture category, as QS recognises TUS's excellence in promoting and contributing to the arts and national culture," added the Chair of the Governing Body.

Acknowledging the importance of the QS 5 Star result internationally **TUS Vice President International Donnacha McNamara** said, "Our extremely strong QS

Stars rating performance in international diversity, inclusivity and online learning, supported by our 5 Star performance in teaching, academic development and programme strength not only boosts our reputation on a global stage, but highlights the openness and inclusivity that we strive for across all facets of the university. TUS's success today is reflective of the work and engagement of the entire TUS community – staff, students and stakeholders."

TUS's QS 5 Star rating is valid until February 2027 and follows a rigorous and independent data collection process and analysis of performance metrics by Quacquarelli Symonds (QS).



Celebrating TUS QS 5Star rating were President of TUS Professor Vincent Cunnane, Chair of the TUS Governing Body Josephine Feehily and TUS Vice President International Donnacha McNamara with TUS Students, Shashank Chopra, Weronika Urbanik, Lucy Smyth, Oluwadamilola Dorcas Akinsola and Justin Dillon-McKnight. Picture: Alan Place

# Minister Patrick O'Donovan Opens New State-of-the-Art TUS Coonagh Campus - 26th April 2024

Minister for Further and Higher Education, Research, Innovation and Science Patrick O'Donovan TD opened the New State-of-the-Art TUS Coonagh Campus today, April 26, 2024.

Government funding of €27.5 million has delivered a 5,819 square metre engineering building which will accommodate an additional 800 students, with an emphasis on increasing the number of apprenticeships at the university.

Speaking today, **Minister O'Donovan** said, "The official opening of this new campus is a really important development for higher education in the region.

"The refurbishment works have delivered a modern, fit for purpose building for the education and development of the region's engineering and apprenticeship students, one which will serve staff and students for many decades to come.

"This state-of-the-art campus represents a key phase of TUS's development and demonstrates the Government's commitment to supporting excellence in higher education and to delivering on the ambitions of Project Ireland 2040."



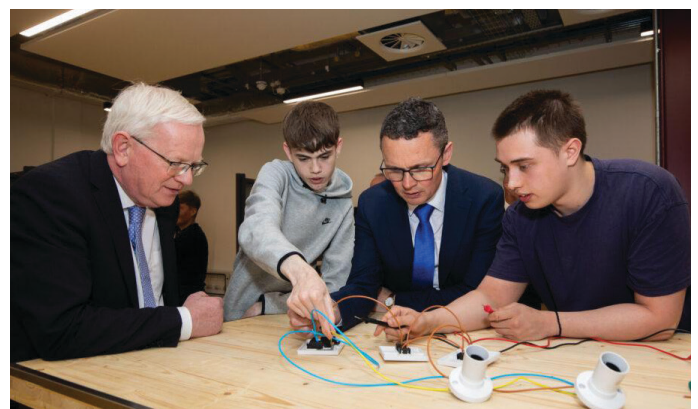
At the official opening of the New State-of-the-Art TUS Coonagh Campus, Limerick were, Professor Vincent Cunnane, President TUS and Minister for Further and Higher Education, Research, Innovation and Science Patrick O'Donovan TD with TUS students, Weronika Urbanik and Michael Tony. Picture: Alan Place

The Coonagh Campus will drive the expansion of engineering education and research, and includes new workshops and laboratories that will deliver space for manufacturing engineering and other engineering activities, particularly in apprenticeship programmes.

Speaking at the official opening, **Professor Vincent Cunnane, President of TUS**, said, "We have shown that we can bring a vision to fruition with the opening of this building today, and that vision and the impact that we can make is about far more than this building.

"It is about people, communities and ultimately creating a virtuous cycle where our graduates have the skills and attributes needed to propel the next phase of the economic development of the region.

"At TUS, we work hard to maintain our educational ethos and our laser focus on employability for our graduates, plugged into the needs of industry. We have an ambition to grow, but not to dilute what we do and how we do it, and Coonagh Campus embodies this ambition."



Professor Vincent Cunnane, President TUS and Minister for Further and Higher Education, Research, Innovation and Science Patrick O'Donovan TD with Access to Apprenticeship students, Billy Cantillon and Lee Molloy. Picture: Alan Place

**Chair of the TUS Governing Body Josephine Feehily** added, "This project is likely to prove a catalyst for growth, development and employment, and it will do so by building on the TUS ethic of practical learning and of being connected to industry connected to the jobs market connected to the local economy and connected to the communities in which we are located."

**Ciarán McCaffrey, Head of Capital Programmes at the HEA**, said, "Today's opening of TUS Limerick's

Coonagh Campus marks a significant step forward in apprenticeship provision that can be transformative for the region.

“This new 5,819 sq/m development, funded through the HEA, offers new state-of-the-art facilities and will

greatly enhance the learning experience for students at TUS.”

This project is being delivered under Project Ireland 2040 which recognises that investment in education is central to achieving a strong, future-proofed economy, balanced across the regions.



Minister for Further and Higher Education, Research, Innovation and Science Patrick O'Donovan TD and TUS lecturer Reuben Noyce with Access to Apprenticeship students, Katelyn O'Donnell and Kaitlyn Lowe Neill.  
Picture: Alan Place

# TUS Receives EU Commission Award for Work to Advance Gender Equality - 15th May 2024

**Technological University of the Shannon (TUS)** has been awarded the title [EU Newcomer Gender Equality Champion](#) for 2024 in recognition of its work to advance gender equality in education and research.

The award, presented to TUS at a special ceremony held today (Wednesday, May 15) by the European Commission in Brussels, is aimed at academic and research organisations across Europe that have implemented and successfully progressed gender equality action plans.

TUS received €100,000 in addition to the prestigious honour, presented by **Director General for Research and Innovation Marc Lemaître** and **Commissioner for Innovation, Research, Culture, Education and Youth Iliana Ivanova**.

The TUS gender equality action plan comprises 104 actions to be implemented over a three-year period (2021-2024). These actions cover Equality Diversity Inclusion committee structures, policy development, training and staff engagement initiatives.

The development of the university-wide action plan, was a key requirement of the application for the [TUS Athena Swan Legacy award](#), earned by TUS in March 2022.

Expressing his pride in the achievement, **TUS President Professor Vincent Cunnane** said, "We are honoured to accept this prestigious EU award, which recognises TUS's leadership in advancing gender equality and inclusivity in higher education and research. The TUS Gender Equality Action Plan reflects our commitments to supporting and enabling gender equality within TUS."

Accepting the award in Brussels on behalf of TUS, **VP for People, Culture and EDI Marian Duggan** said, "The achievement of this EU Newcomer Gender Equality Champions award is a result of collective multi campus efforts to foster a more inclusive and equitable environment for all in the TUS community. I acknowledge everyone's support in embedding gender equality and equality more broadly across TUS activities, supported by our EDI Office."

**TUS EDI Manager Dr Carol Wrenn** stated, "This recognition inspires us to continue our journey of institutional transformation towards greater inclusivity and equality. While significant progress has been made, the work doesn't stop here; we remain committed to further advancing this cause collaboratively and are delighted to receive this additional funding to continue our work."

Established in 2022, the European Commission's Gender Equality Champions award aims to inspire academic and research organisations across Europe to prioritise and advance gender equality through institutional change.



TUS EDI Officer Trish Bourke, TUS EDI Manager Dr Carol Wrenn, TUS VP for People, Culture and EDI Marian Duggan and European Commissioner for Innovation, Research, Culture, Education and Youth Iliana Ivanova are pictured at the European Commission Gender Equality Awards 2024, where TUS was named EU Newcomer Gender Equality Champion 2024.

# TUS and Cycling Ireland sign MOU to develop €15M indoor Velodrome and multi-use arena in Limerick - 28th August 2024

Technological University of the Shannon (TUS) has been awarded the title [EU Newcomer Gender Equality Champion](#) for 2024 in recognition of its work to advance gender equality in education and research.

Technological University of the Shannon (TUS) and Cycling Ireland (CI) have signed a memorandum of understanding to develop a €15.4m indoor velodrome on the northside of Limerick City.

The velodrome, which it is hoped will be completed by 2027, will be central to the proposed new multipurpose sports arena on the site of the Technological University's Coonagh Campus.

TUS applied for planning permission in July from Limerick City and County Council for an indoor arena that will be constructed from a twin-skin pressurised system, similar to the design of the Raymond Poulidor Velodrome in France.

It will feature a 200m cycling track, changing facilities, 476 permanent seated spectator viewing, storage and WC facilities.

The proposed 8,000 sq/m arena is also designed to provide facilities for various sports including gymnastics, badminton, volleyball and tennis as well as uses such as exams and events.

TUS and Cycling Ireland have agreed to pursue the velodrome project as a joint application through the Large-Scale Sports Infrastructure Fund.

The Limerick arena would become the first indoor velodrome outside Dublin, with plans in motion for Ireland's first indoor cycling track at National Velodrome and Badminton Centre in Abbotstown, which is also scheduled for completion by 2027.

Welcoming the partnership with the national governing body for cycling on the island of Ireland, **President of TUS Professor Vincent Cunnane** said:

*"TUS is committed to building and enhancing relationships and partnerships to drive the sustainable development of our regions and to positively impact our communities.*



*"The shared values of the university and Cycling Ireland provide the foundations for a strong relationship to meet these goals, working together to provide much needed sport facilities for athletes, while also opening up opportunities and state-of-the-art facilities on the north side of Limerick city and the wider region.*

*"With our new campus at Coonagh, we have capacity for sports developments and the ideally positioned, multi-use arena incorporating a velodrome will help the development of the north side of the city, while offering wider benefits to Limerick and to the Midwest."*

**Neill Delhaye, Cycling Ireland High Performance Head Coach**, added: *"Sports infrastructure projects, like this Limerick Velodrome, have a hugely positive & wide-reaching community benefit. To be able to train, race, have fun and compete all year round in a safe, spectator friendly environment is a potential game changer for cycling at every level from participation, pathway development and all the way to high performance.*

*"It's very exciting to think we may soon have two velodrome facilities in Ireland. The athlete & coaching talent we have on this island has as much potential for international success as any country and with facilities like this to get more kids on bikes and develop that talent*

to potential, we are well positioned for future Olympic & Paralympic cycles.”

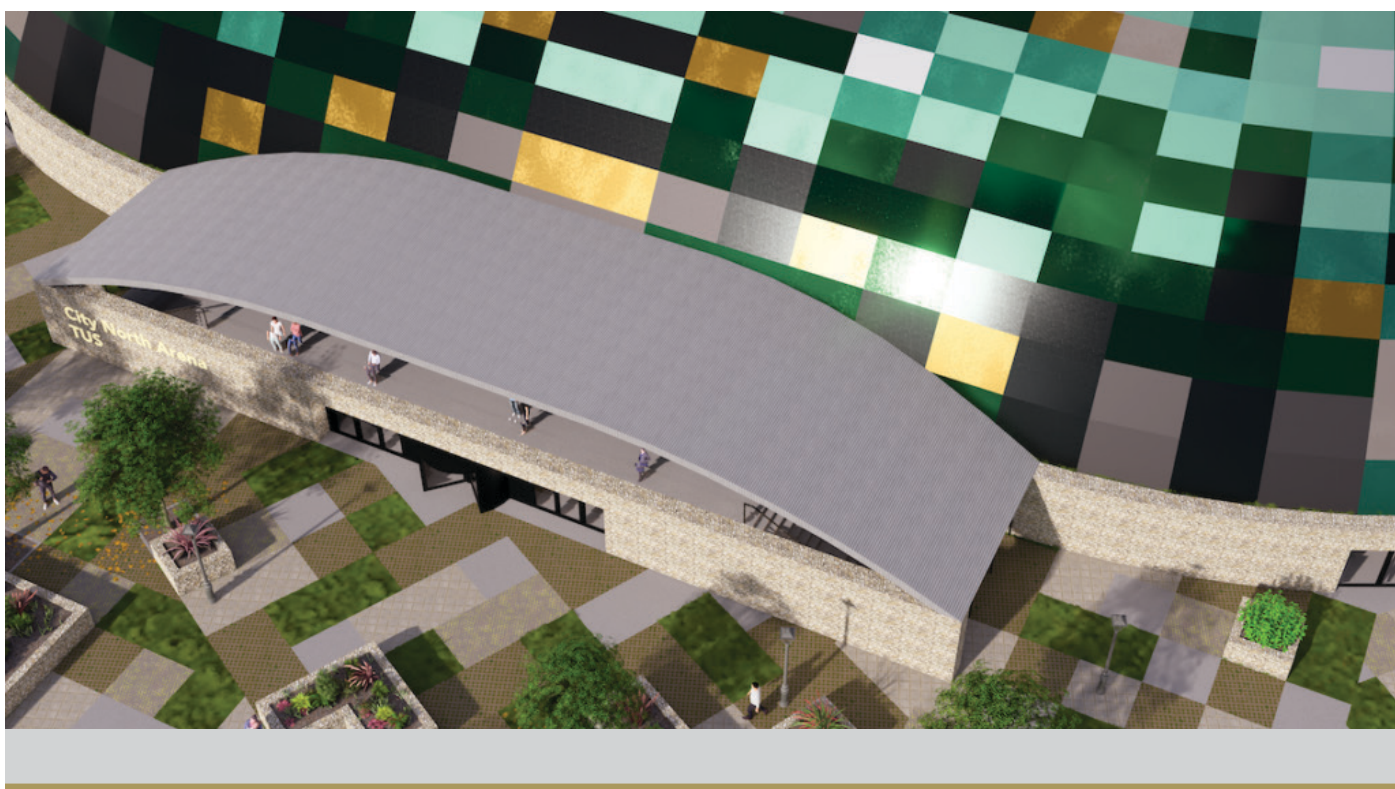
**Jimmy Browne, Vice President of Campus Services and Capital Development at TUS** said: “We want to continue providing high quality facilities to help increase participation in sport, as well as providing quality facilities for the region in line with our Campus Masterplan. This facility will form part of our broader City North Sports Park at Coonagh.

“Limerick has transport infrastructure that makes it easily accessible to most of the country, together with the proximity to Shannon Airport, which makes Limerick an ideal location to also support plans for the national centre in Abbotstown.”

**Chief Executive Officer of Cycling Ireland James Quilligan** said: “Cycling Ireland operates across all cycling disciplines and is dedicated to promoting, developing, and developing new state-of-the-art facilities on the island of Ireland.

“We are excited that the development of such a facility in Limerick will help develop the sport here and allow international athletes to train here.

“By providing a community-based facility with a 200m velodrome track, it will encourage participation in the sport and can act as a satellite feeder to the Sport Ireland Campus velodrome for events, competitions, and the development of future representative cyclists.”







5

# Sporting Achievements

## **GAA:**

**TUS Midlands Senior Hurling:** *Winners, Division 3, Higher Education League;*

**TUS Midwest Senior Hurling:** *Quarter Finalists, Fitzgibbon Cup.*

## **Soccer:**

**TUS Midlands Senior Women's Soccer:** *Winners, Intervarsity O'Regan Cup;*

**TUS Midwest Senior Men's Soccer:** *Finalists, Eustace Cup.*

## **Rugby:**

**TUS Midwest Senior Men's Rugby:**

*Winners, Division 3, Student Sport Ireland / IRFU Rugby League*

## **Athletics:**

**Padraic Hassett, Aisling Cunningham, Jack O'Donnell & Kayla Ryan:**

*Silver, Irish University Indoor Championships 4x400m Mixed Relay;*

**Jack O'Donnell:** *Silver, Irish University Indoor Championships 800m;*

**Andrew Glennon:** *Bronze, Irish University Indoor Championships 2km Walk;*

**Heather Murphy:** *Bronze, Irish University Outdoor Championships 5000m;*

**Bevan McCaffrey:** *Silver, Irish University Outdoor Championships 100m;*

**Niamh Fogarty:** *Gold, Irish University Outdoor Championships Discus.*

## **Pool:**

**TUS Midlands Pool:** *Winners, Student Sport Ireland All-Ireland Pool title.*

## **MMA:**

**TUS Midwest MMA:** *3 x medallists, IMMAA Intervarsity.*

## **Boxing:**

**Leah O'Keefe** *selected on the Irish Colleges Boxing Team for the Haringly Cup in London.*

5

# Student Awards 2023–2024

# LSAD TUS Announces the winner of the Inaugural €5,000 Global Travel Award - 13th September 2023

Fine Art Student Asha Murray has been named the first ever recipient of the TUS Limerick School of Art and Design (LSAD) Global Travel Award, worth €5,000.



TUS LSAD Global Travel Award recipient Asha Murray. Pic. Brian Arthur

Fine Art Student **Asha Murray** has been named the first ever recipient of the TUS Limerick School of Art and Design (LSAD) Global Travel Award, worth €5,000.

The inaugural award ceremony was held on the Technological University of the Shannon's Clare Street Limerick Campus on Tuesday evening (September 12, 2023) as part of the inaugural Masters in Fine Art Exhibition reception.

**Mike Fitzpatrick Dean Limerick School of Art and Design and Director of Cultural Engagement, TUS** said, "The Global Travel Award, which is worth €5,000, was open to all of those graduating from our BA in Fine Art in 2023 and will be awarded annually for the next three years. We are delighted that this generous philanthropic funding has been made available for our students **with support from The Ireland Funds**. LSAD is honoured to be the only Art School in Ireland to offer such a prestigious travel award."

As the first ever winner of the award Asha, who is from Shannon, Co Clare plans to use the funding to enrol in a master class in Berlin, and complete internships in some of the most recognised art galleries in the world.

Asha said, "This award will allow me to continue to achieve the goals I have set out for myself after leaving LSAD and to support me to reach them; whilst also giving me the confidence that I can make a place for

myself in a global sense with this important stepping stone."

The moving images artist hopes to enrol in a film course or workshop in Berlin. "The course I have chosen is a 'Master Class in Experimental and Personal Filmmaking by Rouzbeh Rashidi' – an experimental film maker and artist I admire. This course is so exciting to me as my practice is strongly rooted in experimental film, moving image visuals and colour. In my final year in LSAD I also began exploring the elements of sound and installation within my experimental films."

Asha also plans to intern in a gallery and learn about curating. "I want to be an advocate for how my work is represented within a space. The award will help cover the cost of travel and living while interning in galleries such as Tate Modern; Esther Schipper Gallery Berlin; KW Studios Berlin, Exgirlfriend Gallery Berlin and seeking mentorship from artists she admires.



Pictured from left to right are Ciara Healy, Head of Department Fine Art & Education LSAD; Christina Bennett; Asha Murray and Mike Fitzpatrick, Dean of Limerick School of Art & Design and Director of Cultural Engagement. Pic. Brian Arthur.

The Award winner was selected by a highly respected panel of artists and curators including Amanda Coogan (Artist), Aoife Ruane (Curator & Director Highlanes Gallery, Drogheda) Paul McAree (Curator, Lismore Castle Arts) and chaired by Patrick Murphy (Director Royal Hibernian Academy). The winner was announced by Matt Packer Director of EVA.

## TUS to honour its World Skill Ireland Winners at Moylish Campus Limerick - 11th October 2023

Technological University of the Shannon (TUS) honoured its three World Skill Ireland Champions and their mentors at a ceremony on the Moylish Campus, following All Ireland wins for a quarter of the TU's entries.



Conor Grace

Conor Grace, Gary Golden and Frank Moffit, along with their respective mentors Francis Condon, Keith O'Brien and Shane Kelly were presented with a special commemoration plaque by President of TUS Professor Vincent Cunnane at a ceremony in the Millennium Theatre Moylish on Thursday October 26, 2023.

The TUS winners won the strongly contested Industrial Control, Industrial Mechanical, and Plumbing categories at the all-Ireland event in the RDS Simonscourt, Dublin.

**Conor Grace from Toomevara in Co. Tipperary** won the Industrial Control Competition with the support of Moylish based lecturer Francis Condon. Conor works with the ESB in Nenagh.

Mechanical automation and maintenance fitter apprentice **Gary Golden from Swinford, Co. Mayo** also brought back gold. Supported by TUS Moylish Campus Lecturer in the Mechanical & Automobile Engineering Department Keith O'Brien, Gary is employed by Olandi Engineering, Castlebar, Co. Mayo.



Gary Golden

Meanwhile plumbing apprentice **Frank Moffit from Ballynacarrigy, Co. Westmeath** was also successful, winning his competition under the mentorship of lecturer Shane Kelly, based on the Athlone Campus.

In total 12 TUS based apprentices qualified for the World Skills Ireland finals this year, with a quarter of the entrees bringing home gold. TUS is no stranger to success at the World Skills competition with culinary

arts student **Jack Rice** and mechanical automation apprentice **Reece Seery** winning their respective categories last year.

TUS is a leading provider of apprenticeship education in both craft and consortia-led apprenticeships, training in the excess of 2,000 apprentices annually across a range of disciplines.

Congratulating this year's winners, their mentors and employers **President of TUS Professor Vincent Cunnane** highlighted the importance of craft and consortia-led apprenticeships to the regional economies.

"TUS continues to futureproof apprenticeship capacity and recognises the need for qualified workers and people who are highly and technically trained in areas with future skills needs," he said.

"We are already catering for the significant increased demand for apprenticeships nationally. Earlier this year we opened a new state-of-the-art apprenticeship facility on our Athlone Campus, which will create active learning space for up to 1,000 apprentices a year, almost doubling the campus's existing capacity. With the opening of our new Coonagh Engineering Campus we will be able to increase our apprenticeship intake to 1,900 in Limerick, all the while we are also developing new apprenticeships up to level 9 for 2024," he said.



Frank Moffit

# Three-in-a-Row All-Ireland Success for TUS Digital Marketing Students at DMAs - 3rd October 2023

Digital marketing students at the Technological University of the Shannon (TUS) have taken home the gold for 'Digital Student of the Year' for the third year in a row at the Digital Media Awards (DMAs)..

Adam Bermingham, a recent graduate of the BBA (Hons) in Digital Marketing at TUS Athlone Campus, secured the top prize in the category at this year's awards, building on the achievements of last year's gold winner, Chris Kearns, from TUS Athlone Campus and the 2021 gold winner, Orla Donworth, from TUS Moylish Campus.

Adam, a mature student who returned to education in 2017 via the TUS access programme and is now enrolled on the MSc in Digital Marketing, won the award for his final-year live project which saw him devise and implement a digital marketing strategy for Galway-based tourism business Wanderly Wagon.

His project looked at increasing brand awareness using digital media and led him to create an e-commerce web presence for the Inis Oírr business and develop an SEO strategy to drive traffic to their website.

He also created user-friendly online staff training resources to educate staff on the long-term management of digital media tools.

Expressing his delight at winning the gold, Adam said, "I was absolutely thrilled to have made the final shortlist for the DMAs, and I still can't believe that I won. It's such a huge honour. It wouldn't have been possible without all of the help and support from my classmates.



Eugene Phelan, digital marketing lecturer; Anna Fenlon, TUS Athlone Campus digital marketing student and category nominee; Dr Alison Sheridan, head of the Department of Business and Management; Dara Lenihan, TUS Athlone Campus digital marketing student and category nominee; Adam Bermingham, gold winner of 'Digital Student of the Year' and TUS Athlone Campus digital marketing student; Louise Murray, senior lecturer; Daniel Seery, digital marketing lecturer; Tom O'Donoghue, lecturer; Caoimhe Horan, bronze winner of 'Digital Student of the Year' and TUS Athlone Campus digital marketing student; Aisling Keenan, digital marketing lecturer.



“The pandemic really brought us together and it was a real team effort. The award is for all of us. The lecturers have also been amazing, especially Louise, Dan, Eugene and Tom, I couldn’t have done it without them. Big thank you to Aisling Keenan for running the best digital marketing course in the country.”



Adam Bermingham, digital marketing student at the Technological University of the Shannon, Athlone Campus, takes home the gold for ‘Digital Student of the Year’ at this year’s all-Ireland Digital Media Awards in Dublin.

Louise Murray, a senior lecturer in the Department of Business and Management who is in charge of the final-year live project module, congratulated Adam on his success:

“Adam has been an exemplary student during his four years at TUS Athlone Campus and guided by the digital marketing lecturing team, he has put all of that learning and expertise into his live digital project on Wanderly Wagon.

“I am thrilled for Adam that he has won the prestigious national award of ‘Digital Student of the Year’ in front of the leading lights of the digital industry in Ireland. He and his fellow nominees are wonderful role models for future digital marketing undergrads at TUS.”

TUS Athlone Campus student Caoimhe Horan secured the bronze award in the ‘Digital Student of the Year’ category at this year’s awards.



Caoimhe Horan, digital marketing student at the Technological University of the Shannon, Athlone Campus, takes home the bronze for ‘Digital Student of the Year’ at this year’s all-Ireland Digital Media Awards in Dublin.

# TUS Graduate Awarded Inaugural Caraway Culinary Travel Scholarship 2023 - 13th November 2023

Technological University of the Shannon (TUS) graduate and former World Skills Ireland winner **Jack Rice** has been awarded **the Inaugural Caraway Culinary Travel Scholarship 2023**.

The Limerick native graduated from TUS with a BA in Culinary Arts earlier this month, following a college career that saw him win many prestigious awards including Gold in the World Skills in 2022.

Jack is now the first recipient of the Caraway Culinary Travel Scholarship, a new annual scholarship sponsored by a County Clare benefactor who wishes to remain anonymous.

The scholarship will allow Jack to travel to expand his culinary experience and broaden his career possibilities.



Jack Rice receives Caraway Culinary Travel Scholarship 2023 from Joe Mulcahy Head of Department of Sport & Early Childhood Studies.

During his time at TUS Jack completed a six-month work placement in Lignum restaurant Galway and spent time in Joro Restaurant in the UK, expanding his knowledge of cooking techniques and styles of cuisines. The culinary travel scholarship will assist Jack in achieving his next goal of travelling to Spain to expand and develop his culinary career.

**Joe Mulcahy Head of Department of Sport & Early Childhood Studies** said, "Scholarships like "The Caraway Culinary Travel Scholarship 2023" encourages our graduates to continue learning, working and experience new skills and techniques even after graduation. I am delighted Jack is the

first recipient of this award. During his time in TUS, he exhibited a real flare for food and the skills he learnt here are unquestionable given his success in competition and in the kitchen of some of Ireland and the UK's best-known restaurants."

**Programme Leader Culinary Arts Eithne Gavigan** added, "Scholarships like this also allow us to remain connected with Jack and other students as we follow their careers and achievements. We at TUS are very proud of Jack and look forward to following his culinary journey which began in TUS and is being accelerated with the support of the "The Caraway Culinary Travel Scholarship."

Thanking the scholarship sponsor and TUS **Jack** said, "This scholarship has the potential to be life changing for me, allowing me to expand my understanding of food and my culinary skills even further. Without this scholarship, I would not be in a position to travel abroad to work and learn, and as a result I am really looking forward to the next chapter of my culinary career in Spain."

TUS PhD Student Awarded Internationally Renowned Research Award

December 18, 2023

Aaron Maloney, a PhD student from TUS, was awarded the Jane Grimson Medal of Excellence by the Irish Research Council (IRC) in 2023. Aaron is the first ever TU student to receive the prestigious prize, which is bestowed to the top-ranking postgraduate research student in science, technology, engineering and mathematics (STEM) nationally. He received the award for his research on UV Stabilization and Recyclability of High-Performance Polymers for In Space Additive Manufacturing.

## TUS PhD Student Awarded Internationally Renowned Research Award – December 18, 2023



Aaron Maloney

Aaron Maloney, a PhD student from TUS, was awarded the Jane Grimson Medal of Excellence by the Irish Research Council (IRC) in 2023. Aaron is the first ever TU student to receive the prestigious prize, which is bestowed to the top-ranking postgraduate research student in science, technology, engineering and mathematics (STEM) nationally. He received the award for his research on UV Stabilization and Recyclability of High-Performance Polymers for In Space Additive Manufacturing.

## TUS Student Chef takes Silver at National Knorr Chef of the Year Competition – 4th March 2024



Second Year BA Culinary Arts student chef Kieran Bolger won silver at the Knorr Student Chef of the Year Competition.

TUS Second Year student chef **Kieran Bolger** has won silver at the prestigious Knorr Student Chef of the Year Competition 2024.

The Technological University of the Shannon (TUS) BA Culinary Arts student beat off stiff competition from six other university students to take second place at the national finals held in MTU Cork.

In its 26th year, the 2024 Knorr competition was based on the theme "Modernised Comfort Food". Students were tasked with creating a two-course meal, main course and desert, that provides nostalgic or sentimental appeal but with a modern twist.

Kieran, who is from Dooradoyle in Limerick, has been working in restaurants since he was 16 years old and opted for the practical learning environment of the TUS culinary arts BA on the Moylish Campus to hone his skills.

He has ambitions of travelling on graduation, with an aim to broaden his culinary experience even further.

Congratulating Kieran and his mentors, TUS lecturers and chefs **Eithne Gavigan** and **Jim O'Meara**, on their success **Head of Department of Hospitality, Tourism and Wellness June O'Byrne Prior** said, "So much work goes into preparing for a competition like this, and I'd like to acknowledge all those extra hours put in by both the students and mentors in our kitchens over these past months. We are very proud of Kieran's success and the work and support of his TUS teammate – first year student Yeshua O'Brien Bayer, who was also a finalist in this hotly contested competition."



Kieran with fellow competitor 1st Year Culinary Arts student Yeshua O'Brien Bayer from Killaloe. Both were finalists in Student Chef of the Year 2024.

# LSAD TUS Student wins Best Animation at DIFF First Frame Student Awards - 29th February 2024

Animation students from the Technological University of the Shannon (TUS) Clonmel Campus were recognised for their award-winning work at the DIFF (Dublin International Film Festival) First Frame Student Awards 2024 held in Dublin's Lighthouse Cinema last week.

Animation students from the Technological University of the Shannon (TUS) Clonmel Campus were recognised for their award-winning work at the DIFF (Dublin International Film Festival) First Frame Student Awards 2024 held in Dublin's Lighthouse Cinema last week.

Digital Animation student Niye Aihie won the overall Best Animation award for her work "Contented Mediocracies", a film that combines everyday life with the fine art influenced painting of Edward Hopper. She made the film in her final of the Level 8 course.

Animation Honourable Mentions also went to "A Spoonful of Sugar" created by Lemon Tree Productions made up of TUS students Abbi O'Brien Kiely, Sunny Lim, Giusy Crivello and Kellie Flaherty. This film was created by the second-year students in partnership with the Clonmel Junction Arts Festival.

The TUS Clonmel Campus is part of the internationally renowned TUS Limerick School of Art and Design, which was recently awarded an overall QS 5 Star rating, as well as a 5 Star rating in the Arts and Culture Category.

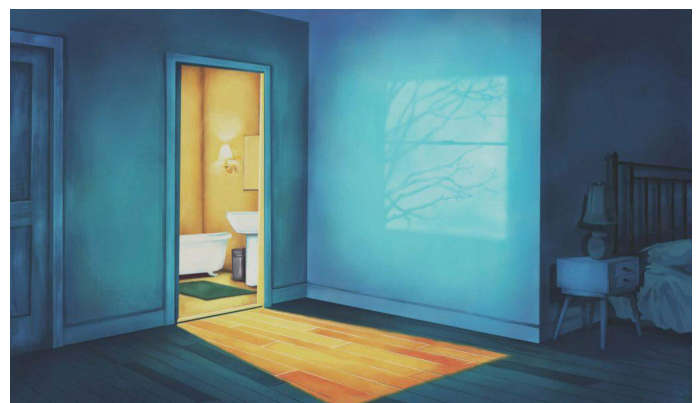
Congratulating the DIFF First Frame winners and paying tribute to all participants **Head of Department of Digital Arts and Media at TUS James Greenslade** said the awards and DIFF First Frame is a great opportunity for students to engage with the Dublin International Film Festival, and also begin to build their own networks outside of their academic courses.

Now in its 5th Year, DIFF First Frame is an initiative that brings together students from film courses, universities and further education institutions from around Ireland. As part of a two-day event held at a location in Dublin and outside of the capital, students and staff from further and higher education are invited to view a curated selection of student films, and to participate in workshops and panels with emerging and established film makers. They are also given an opportunity to network with their peers as part of the international film event.

For the second year in a row TUS Moylish Campus has hosted one of the two First Frame Film Student Days.



DIFF Best Animation Winner Niye Aihie



A still from Contented Mediocracies by Niye Aihie.

# TUS Athlone Culinary Students Dominate at IFEX Exhibition 2024 - 13th March 2024

Culinary students at the **Technological University of the Shannon (TUS), Athlone Campus**, showcased their culinary prowess by clinching top honours at this year's IFEX competition in Belfast.

Culinary students at the Technological University of the Shannon (TUS), Athlone Campus, showcased their culinary prowess by clinching top honours at this year's IFEX competition in Belfast.

Competing against industry professionals and culinary students from across the UK and Ireland, the five winning students from TUS Athlone swept the board, demonstrating their dedication and skill in the field.

IFEX, Northern Ireland's premier food service and hospitality trade exhibition, drew exhibitors from all corners of the UK and Ireland, providing a platform for culinary talent to shine.

Among the standout achievers was Aoife Keenan, a first-year student pursuing a Higher Certificate in Culinary Arts, who was awarded a Merit in Cupcake Artistry.

Mentored by lecturers Margaret O'Loughlen, Kevin Ward and Shane Sheedy, Aoife impressed the judges with her intricate creations inspired by the theme of a flower garden.

Another noteworthy accomplishment came from third-year student Martin Duffy, head chef at Athlone Springs Hotel, who earned a Merit in the Plant-Based Challenge.

Martin's innovative dish featured locally sourced ingredients, including Garryhinch Wood Exotic Mushrooms, showcasing his culinary ingenuity.

TUS Athlone students also collectively secured gold and silver in the Classic Chicken Competition.

Gerry Fallon, a first-year student, claimed the gold medal with his chicken chasseur dish, while fellow student Paul O'Grady clinched the silver, both mentored by lecturers Shane Sheedy and Kevin Ward.

Letie Knox, a second-year Higher Certificate in Culinary Arts student, also left her mark by winning Best in Class and a silver medal for her chocolate

rocket in the Decorative Exhibit category of the Edible Art Competition.



Pictured (L to R): Aoife Keenan (Merit Cupcake Artistry), Margaret O'Loughlen, TUS lecturer; Shane Sheedy, TUS lecturer, Martin Duffy (Merit in the Plant Based Challenge); Dr Emma Reardon, Head of Department, Hospitality, Tourism, and Leisure; Gerry Fallon (Gold Medal in the Junior Classic Chicken Competition); Kevin Ward, TUS lecturer; Paul O'Grady (Silver Medal in the Junior Classic Chicken Competition); Letie Knox (Best in Class for her Chocolate Rocket with a Silver Medal). Photo: Nathan Cafolla.

Her masterpiece, a 1950s-style launching rocket ship made from approximately 15 kg of chocolate, captured the imagination of judges and spectators alike.

**Dr Emma Reardon, Head of Department of Hospitality, Tourism and Leisure**, highlighted the applied teaching focus at TUS, emphasising the importance of hands-on learning and student engagement.

"At TUS, we prioritise hands-on learning and student engagement, fostering an environment where students not only excel academically but also thrive through practical experiences," she explained.

"Competitions like IFEX are not only a testament to our students' talent but also a crucial part of their culinary journey, shaping them into skilled professionals who thrive in the dynamic world of hospitality.

# Hat Trick Triumph for TUS Athlone in National Accounting Competition - 21st March 2024

A student at the **Technological University of the Shannon (TUS), Athlone Campus**, has secured first place in the prestigious 2024 National Accounting Competition, in association with Quitch and CPA Ireland.

Chenlu Lin, a third-year student pursuing a BA (Hons) in Accounting with Finance, has not only claimed victory for herself but has also propelled TUS to its third consecutive win in the national competition.

This impressive feat marks the second triumph for Chenlu, having also won first place last year, and solidifies TUS Athlone's position as a dominant force in accounting education.

In recognition of this achievement, TUS received a prize of €500 for being the winning university, while Chenlu was awarded €1,000 for her outstanding performance.

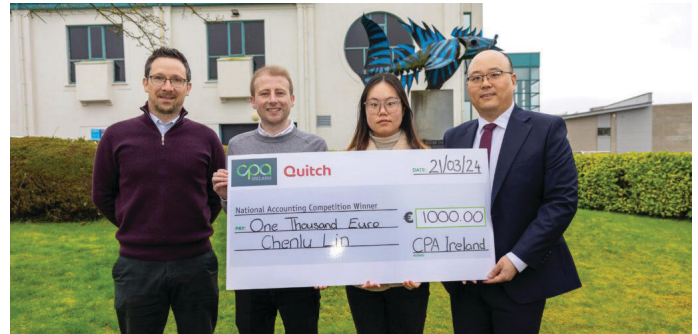
**Eamonn Siggins, CPA Ireland CEO**, extended his congratulations, highlighting Chenlu's dedication and hard work in securing victory for TUS Athlone for the third year running.

"Well done to Chenlu on her hard work and achievement. We hope you enjoyed the competition, and we hope to see you continue on to a successful career in accounting in the future! For a TUS Athlone accounting student to secure victory for the third consecutive year is a wonderful achievement and speaks to the quality of the accounting programme."

The competition, which attracted participants from universities across Ireland and Northern Ireland, featured weekly accounting challenges delivered through the Quitch app.

Participants were evaluated based on the accuracy and timeliness of their responses, with points allocated accordingly.

In praise of Chenlu's accomplishment, **Bernard Tao Cui, Head of the Department of Accounting and Business Computing**, said, "Chenlu's dedication, strategic thinking, and unwavering perseverance have once more elevated us to the top, demonstrating the exceptional accounting talent cultivated at TUS Athlone."



Pictured: (L2R) Brendan McLarney, Lecturer in Accounting; Adam O'Reilly, Business Development Officer, CPA Ireland; Chenlu Lin, 3rd Year, BA in Accounting and Finance; Bernard Tao Cui, Head of Department, Accounting and Business Computing. Photo: Nathan Cafolla.

**Acting Dean of Faculty, Business and Hospitality, Dr Michael Tobin** also congratulated the TUS lecturing team for their outstanding achievement and unwavering dedication to excellence in the field of accounting.

"Securing victory in this national competition for three consecutive years speaks volumes about the calibre of our accounting offering and the exceptional dedication of our academic team, who are deeply committed to providing students with the knowledge, real-world experience, and technical skills essential for starting their careers on the right foot," he said.

Chenlu said, "Thanks CPA Ireland and Quitch for giving me this opportunity. I am also very grateful to all the TUS lecturers for their help and knowledge. The competition was more intense than the previous year, but with the mentality of doing the best as long as you do it, I persisted. I want to tell everyone that having a goal and working hard to take action can get you what you want."

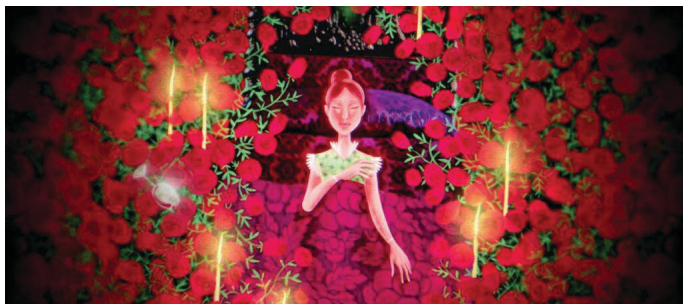
TUS Athlone's [BA \(Hons\) in Accounting and Finance](#) is a QS 5 Star-rated "Excellent" programme. The [QS university rating system](#) is considered one of the most influential and credible ratings for universities globally.

# TUS Animation Students Hailed Among the “Brilliant and Brightest Graduates of Ireland” at German International Film Festival - 8th May 2024

While Ireland was the focus of this year’s International Trickfilm-Festival Stuttgart (ITFS), all eyes were on the Technological University of the Shannon (TUS) as almost half of the animated films selected for the “Focus on Ireland” student film screening were from the university’s animation programmes.

Earlier this year, Irish third level animation programmes were invited to submit a film through Animation Ireland for consideration in the festival’s “Future Minds: A Selection of Short Films by the Brilliant and Brightest Graduates of Ireland” event, as part of Zeitgeist Irland 2024. Zeitgeist Irland 2024 is a €25 million joint investment in a season of Irish arts and culture in Germany, an initiative of Culture Ireland and the Embassy of Ireland in Germany.

The final 21 film selection made by Stuttgart International Film Festival judges for the prestigious event included nine entries from TUS – six from student on the Athlone Campus and three from the Digital Campus in Clonmel.



The Frog & The Wolf by Emiliano Pineda Alvarado and Eva Dobuseva (LSAD TUS Clonmel Campus)

**Dean of Limerick School of Art and Design and Director of Cultural Engagement, TUS Mike Fitzpatrick** said the inclusion of such a high percentage of TUS students’ films in this international festival was an indication of the high quality of work among the TUS students and graduates, and the commitment of the staff that teach and encourage them every day.

“A renowned international festival like the Trickfilm-Festival in Stuttgart (ITFS) provides huge visibility for our three animation programmes in LSAD, TUS. For our students to not only be considered for the event, but to be in the majority in a group considered the “Brilliant and Brightest Graduates” in Ireland is testimony to the quality of their work. I would like to congratulate all the students and staff involved. We are very proud of what they have achieved,” he said.



Feel, Felt, Found by Jayme Murphy (LSAD TUS Athlone Campus)

The TUS student work featured in the ITFS Future Minds: A Selection of Short Films by the Brilliant and Brightest Graduates of Ireland included:

**Contented Mediocracies** by Niye Aihie (LSAD TUS Clonmel Campus)

**The Frog & The Wolf** by Emiliano Pineda Alvarado and Eva Dobuseva (LSAD TUS Clonmel Campus)

**Breaking the Cycle** by Aine Phelan (LSAD TUS Clonmel Campus)

**Pinokidoki** by Jack Casserly (LSAD TUS Athlone Campus)

**Bonk** by Jasmine Anderson (LSAD TUS Athlone Campus)

**Play Truant** by Shane McDermott (LSAD TUS Athlone Campus)

**Eilid** by Naomi Hanlon (LSAD TUS Athlone Campus)

**The Castle of Baron Von Sukker** by Derry Luttrell (LSAD TUS Athlone Campus)

**Feel, Felt, Found** by Jayme Murphy (LSAD TUS Athlone Campus)

Among the three Irish students selected to also take part in a live Q&A panel after the student films were screened was Jack Casserly from the TUS Athlone Campus.

As many as 30 delegates from Animation Ireland and the Irish studios it represents also attended the festival at the end of April, taking part in panel discussions on the future of the Irish industry and its global platform for animation production. TUS continues to provide highly skilled, work ready graduates to Irish and international studios, ensuring a strong talent pool for these studios into the future.

## Bioeconomy Accolade - 23 July 2024

Dr [Declan Colbert](#), scoops the prestigious accolade of Ireland's Top Bioeconomy Young Talent at the 2024 All-Island Bioeconomy Summit.

The award focuses his innovative work in developing eco-friendly plastics made from seaweed and systems to reduce greenhouse gases in farming. Dr Colbert a research engineer at the [PRISM Research Institute](#) achieves this award-winning research on creating macroalgae-based thermoplastics for packaging aims to replace traditional plastics, significantly

reducing the carbon footprint of plastic production. The seaweed-based plastics developed by Dr Colbert are sustainable, biodegradable and can be processed using existing plastic manufacturing equipment, making them a practical replacement for oil-based plastics.



Dr Declan Colbert





# Research, Development & Innovation

# Research Development & Innovation

The 2023/2024 period saw significant growth in TUS's research, development, and innovation (RDI) activities. The TUS RDI community continued to embrace next-generation thinking, addressing key challenges and making a meaningful impact at regional, national, and global levels.

TUS hosted its second Research Week, which saw a remarkable 114% increase in attendance, growing from 1,150 participants to 2,465 in 2024. Additionally, the number of events expanded by 54%, rising from 31 to 48.

A major milestone was the establishment of TUS's first cross-campus Research Institute, which merged the pre-existing BRI and LIFE institutes under the leadership of Dr Margaret Brennan Fournet. This integration unites researchers across Athlone, Moylish, and Thurles, fostering a diverse and comprehensive

range of expertise—particularly in biosciences, where an end-to-end research process is now possible.

This development also marks an exciting moment for TUS, as three of our Research Institutes are now led by female directors, reflecting our commitment to inclusivity and excellence in research leadership.

The TUS RDI specialist domains and associated Research Institutes, Centres, Gateways and clusters are set out below.

	<a href="#">Research Institutes</a>	SFI Centres	<a href="#">Technology Gateways, Centres and Clusters</a>
Advanced Manufacturing and Engineering		 	   
ICT and Digital Technology		 	
Biotechnology, Bioeconomy, Food and Health	<b>LIFE - Health and Life Sciences Research Institute</b> 		  
Sustainable Materials and Energy	 		
Design, Creativity and Social Sciences	 <b>ACADEmy</b> 		

# Innovation and Enterprise

TUS supported 69 resident companies across its four enterprise and acceleration centres, employing over 300 people, and engaged 200+ entrepreneurs through programmes including New Frontiers, Empower, Student Inc, and the RUN EU Digital Badge. A total of 548 enterprise engagements were recorded, with 322 participants in the Lunch & Learn series.

Standout achievements included:

New Frontiers alumnus **Mavarick, winner of the 2023 InterTradelreland Seedcorn Award**, went on to raise €1.3M in pre-seed funding in 2024.



**Zerve**, a New Frontiers alumnus, raised \$3.8M in investment in 2024.

**Skanstec Engineering, a Questum client founded by Declan Wynne, a 2023 EY Entrepreneur of the Year finalist**, was acquired by H&MV in 2024 after reaching €20M in revenue within two years.



**Sidero**, a software and cloud services company founded in the MIRC and having grown to become the largest privately-owned indigenous software business in Ireland, completed its merger with GlobalLogic (a Hitachi Group Company) in 2024 following its acquisition by the digital engineering leader in 2023. Sidero reported turnover of €16.2m in 2022 and in 2023 employed c. 150 people in Athlone and at another base in Newry.

**CitySwift**, a data intelligence company for the public transport sector and a former New Frontiers participant start-up, raised €7m in new funding and signed a partnership with Bus Éireann in 2024.



These successes highlight the effectiveness of TUS's enterprise supports in accelerating high-potential startups, scaling regional businesses, and delivering strong economic impact through innovation-led growth. TUS has been resourced under Enterprise Ireland's KT Boost Programme 2024-2027 to further develop TUS's capacity and capability to support knowledge and technology transfer and associated outcomes. TUS ranked second nationally in the 2023 Annual Knowledge Transfer Survey for industry collaborations, innovation vouchers, and consultancy agreements with industry - affirming its leadership in research commercialisation and enterprise development.

# Graduate School

## TUS Graduate School hosts Major International Events on Research Impact



The TUS Graduate School went from strength to strength in enhancing their impact with new international collaborations, and novel training and development opportunities across campus and RUN-EU. Under the leadership of Dr Lisa Moran, the school hosted two international scholarly colloquia on research impact in 2023 and 2024. The first event (October 2023), Achieving Research Impact for Better Outcomes: Science, Society and Transformations to Educational Landscapes was opened by Minister Pippa Hackett and Prof Vincent Cunnane and brought together internationally renowned scholars to discuss the multidimensionality of research impact and the role of the TUs in enhancing social and economic impact internationally.

## Research - Selected Research Projects and Awards:



TUS RISE - TUS has secured €12 million under the recently announced TU RISE funding call, to drive regionally focused research and innovation. TU RISE is co-financed by the Government of Ireland and the European Union through the ERDF Southern, Eastern & Midland Regional Programme 2021-27 and the Northern & Western Regional Programme 2021-27. TUS will lead sustainable business development and capacity building through in-house and collaborative initiatives, as well as knowledge transfer. The focus will be on research strengths, embracing regional smart specialisation, and facilitating the design of innovation strategies.

Significant benefits of TUS RISE include more agile research and innovation offices, increased levels of postgraduate research, and the enablement of cross-cutting research-informed teaching and learning excellence at all learning levels.

**ResilMesh** a new collaborative EU project coordinated by Dr Brian Lee, Research Director of the TUS Software Research Institute has received a €7 million investment from the European Union under the Horizon Europe programme. Over the next 36 months, the project will focus on developing cyber situational awareness based on a Security Orchestration and Analytics Platform Architecture (SOAPA) toolset, to improve digital infrastructure resilience.

# Graduate School

## INDEEP for SHE



€2.8 million EU-funded '**INDEEP**' study will investigate the complex interplay of factors influencing levels of physical activity in 12-14-year-olds, with the overarching aim of informing policy and enhancing health outcomes across Europe. A ground-breaking pan-European initiative spearheaded by Dr Kieran Dowd of the Sport Health and Exercise Research group, part of the TUS LIFE Research Institute is set to uncover the root causes of physical inactivity in young people. The project marks a first-of-its-kind exploration of a wide range of factors that impact physical activity, from biological, interpersonal and environmental influences, including genetic predisposition, parent and peer influences, access to green spaces and feelings of safety within those environments.



**The new Smarter Factory Technology Gateway (SFT)** launched today (April 4, 2024) at the Technological University of the Shannon (TUS) Moylish Campus, is already providing an investment of €1.8 million in the Mid West and paving the way for enhanced enterprise and business security.

The SFT is poised to support Irish companies in navigating and embracing the challenges faced by the digital landscape

## Circular Economy in Action



Ireland's food processing industry is set for a revolutionary transformation as a result of the €2.776 million CirCoVal project, led by Technological University of the Shannon (**TUS**) researchers **Dr Patrick Murray and Dr Lena Madden**. Building on groundwork laid by researchers in Meat Technology Ireland, the project aims to develop under-utilised products in red meat production and thereby create circular processes, add value and promote sustainability throughout the Irish agri-food sector. This strategic initiative, tailored specifically for Irish primary producers, secured the substantial funding from the Department of Agriculture, Food and the Marine, and aims to deliver unparalleled sustainability practices for the country's meat and horticulture sectors.

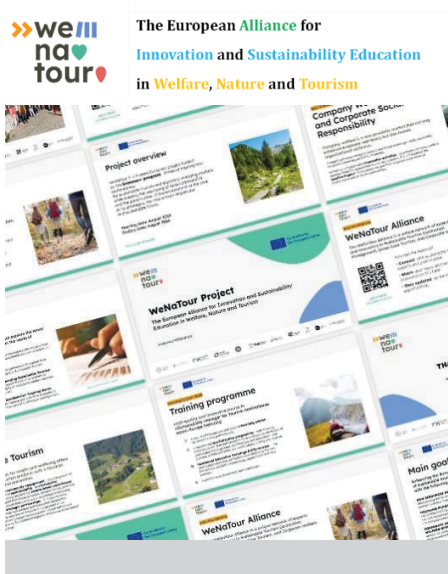


**AGRETAIN** - Regenerative Sustainable Food Chains Through Market Gardening. TUS-SDRI is the coordinator of AGRETAIN, an Erasmus+ Partnership for Innovation with the **aim** to combine the efforts of universities and enterprises (VET providers, farmer consultants), research institutes and social actors to develop **new teaching methods and learning material** in the field of **market gardening** focusing to open up new learning opportunities for the embedding of more resilient, sustainable/ environmental friendly, soil regenerative practices in small scale farming **for farmers and people who want to start growing vegetables**.



## WeNaTour – The European Alliance for Innovation and Sustainability Education in Welfare, Nature and Tourism

**SDRI is coordinating Smart Energy Solutions for a Sustainable Future - S3SF.** This EU Erasmus+ funded project runs for 2 years and brings together partners from 6 different organisations and countries. S3SF aims to create a transnational vocational education and training program, for smart energy systems in a digital platform where energy professionals can enrol to modules but also simulate energy savings. S3SF is all about establishing a decentralized training approach and encouraging smart energy system adoption through consumer-oriented simulations.



## WeNaTour – The European Alliance for Innovation and Sustainability Education in Welfare, Nature and Tourism

TUS-SDRI is a partner in WeNaTour, a three-year European initiative funded through the **Erasmus+** program. It involves **12 partners from 6 countries** (Italy, Romania, Austria, Ireland, Germany and the Netherlands), with a unique blend of backgrounds from academia, research centres, consultancy services and tourism operators.

The project focuses on providing **training and networking opportunities** to shape the **new professionals in sustainable tourism** that will be able to find the innovative solutions for a sustainable and responsible tourism future.





## Biomethane for Carbon and Community

TUS-SDRI is part of the Biomethane project along with Irish Bioeconomy Foundation and the Tipperary Energy Agency. This project is led by Tipperary County Council. This project is cofounded by the Government of Ireland and the European Union through the EU Just Transition Fund Programme 2021-2027.

The Biomethane for Carbon and Community Project (BCC) aims to enable Tipperary and its hinterland respond to new national policy direction and supports for biomethane development, including the new National Biomethane Strategy. It will ensure that local communities are at the forefront of biomethane development (with associated reduced reliance on fossil fuels and a focus on biodiversity and economic benefits in the

form of local jobs) and will look to prepare the conditions for future investment with a supportive network of farmers/biomass suppliers in the area.



Iconic Education and Training Board Building in Limerick: the test bed for DECO2 in Ireland

## DeCO2--Dynamic Decarbonization Pathways Framework: Integrating Technological, Social, and Policy Innovations for Sustainable Renovations in the Built Environment

A total of 17 partners have come together to bring this project to live, DECO2 is funded by the EU commission under Horizon Europe. Within TUS, SDRI is collaborating with PRISM who will be developing the biobased materials. DeCO2 aims to address the compelling need for **advancing innovative technological applications** and solutions on the built environment, focusing on building elements, materials, products, and technologies. The project also aims to set up solid and long-lasting partnerships within the legal and regulatory framework and other stakeholders addressing the whole value chain for **socio-economic innovation**, facilitating to close the performance and design-to-market gap, including for historical and cultural heritage buildings.





RUN-EU  
European  
University

# RUN-EU European University

On January 1st, 2024, TUS assumed the role of co-ordinator of **RUN-EU (Regional University Network-European University)**, making it the first Irish university appointed as lead of a European University.



President of TUS, Professor Vincent Cunnane, became the first Irish president of a European University, as RUN-EU begins its next phase with funding of €14.4 million approved for four more years and two new partners joining the alliance. Established in 2020 under the European Universities Alliance and funded by ERASMUS, RUN-EU is a transnational alliance of higher education institutions working together to create a regional development-oriented European University that embodies the values of sustainability, multiculturalism, and inclusiveness in all its work. It also promotes European values and identity, as well as revolutionising the quality and competitiveness of European higher education.

The primary objective of RUN-EU is to revolutionise the competitiveness of Irish and European education, by creating a seamless pathway of mobility for staff and students fostering a culture of collaboration, as well as enhanced training, study and research opportunities.

Through strategic collaborations with local government, industry and institutions such as local authorities, IDA Ireland, Fáilte Ireland and the Irish Bioeconomy Foundation, RUN-EU is poised to create, facilitate and strengthen regional development with a European-oriented focus.

12 Irish Universities are actively contributing to the broader EU Commission's ambitions of developing over 60 European universities. TUS is currently the only Irish university to lead an alliance.



# Equality, Diversity and Inclusion

# Equality, Diversity and Inclusion

## Equality, Diversity and Inclusion (EDI) and Ending Sexual Violence & Harassment (ESVH)

The EDI and ESVH units engage collaboratively with numerous departments, committees, and networks within TUS and nationally with other Higher Education Institutes.

2023- 2024 involved the further consolidation of TUS structures to progress work in promoting and supporting a culture where diversity is celebrated, and principles of equality and inclusion are embedded across our Technological University. These include:

- Ongoing support to the Governing Body Sub Committee of People, Culture and EDI, which was formed in 2023, (9 members: 2 Male, 7 Female)
- Senior level EDI Steering Committee (chaired by TUS President) formed in October 2021. (15 members: 6 Male, 9 Female). This Committee meets every 6-weeks during the Academic term.
- Athena Swan Self-Assessment team (SAT) formed in Q1 2023 to prepare for our Athena Swan Bronze Award application, which was submitted in June 2024. In addition to the overall SAT, 3 Athena Swan working groups were established to focus specifically on the following areas from an intersectional gendered lens: Care, Leave & Flexible Working; Career Progression; Culture & Organisation.
- Promoting Consent and Ending Sexual Violence Sub Committee (17 members: 13 Female, 4 male) established in Q1 2022 to oversee the implementation of our Promoting Consent and Ending Sexual Violence Action plan. Five external members from An Garda Síochána and local Rape Crisis services joined the sub-committee during 2023/2024.

The work of these committees is outlined below:

**Athena Swan:** The Athena Swan is a charter established and managed by Advance HE adapted for the Irish context, that recognises and celebrates good practices in higher education institutions towards the advancement of gender equality and building capacity across equality grounds enshrined in legislation. TUS had previously held an Athena Swan Legacy Bronze Award and applied for a full Bronze Award in 2024. Through its Legacy Award, TUS has been

implementing the 2022-2024 Athena Swan Action Plan.

Examples of actions completed and ongoing during AY 23/24 include:

- Establishment of EDI structures and staff networks within TUS. The EDI office supports the work by the LGBT+ & Allies Staff network, TUS Women's Staff Network, TUS Parents and Carers Staff Network and work is underway to support a TUS DisAbility and Allies Staff Network.
- Provision of self-directed and facilitated EDI related trainings. EDI self-paced trainings in TUS are housed and managed on a bespoke page on Moodle, accessible to TUS staff. The pages include trainings in line with the nine equality grounds and socio-economic status. There are also tiles on Ending Sexual Violence and Harassment. In AY 23/24, the EDI Office facilitated sessions for TUS Managers on Athena Swan and on Workplace Wellbeing, in collaboration with Human Resources and NTUTORR. TUS commits to enabling female staff members to participate in the Advance HE Aurora Women's Leadership Development programme and supported thirteen female staff to complete this programme in AY 23/24. The EDI office provides financial support for this initiative and a peer support structure to participants in addition to what is directly provided in the programme. TUS sources and trains mentors for those participating in the programme and provides guidance for both mentors and mentees.
- Multiple EDI related events held on campus and online for both staff and students to raise awareness of EDI related issues and showcase EDI related work within TUS. These included celebrations for International Men's Day, International Day of Persons with Disabilities, International Women's Day, and TUS Pride Week. TUS is involved in the organising committee for the annual Explore Engineering Inspire Event. This event includes female TUS alumni speakers and engages with over 500 second level students annually.

- Data collection and analysis of gender and ethnicity staff profile trends
- 
- Ongoing development, consultation and dissemination of EDI related policies and procedures. Policies and Procedures completed, approved, and communicated during the current cycle of our Athena Swan Action Plan include:
  - TUS Dignity and Respect at Work Policy & Procedure.
  - TUS Equal Opportunities Policy
  - TUS Gender Identity and Expression Policy
  - Procedure for Gender Identity Name Change for students and staff.
  - TUS Guide to Effective Practice that Supports Equity in TU Communications include a guidance to Making Gender Neutral Documents and Communications
  - TUS Recruitment, Appointment and Selection Policy. This policy includes key elements in support of gender equality including gender balance on interview panels; EDI related interview skills training for hiring panels; use of gender decoder software when developing job descriptions.
  - Other policies on family leave and flexible working arrangements e.g., parental leave, paternity leave, career break, job share,

A more detailed overview of actions completed is provided in the TUS EDI Annual Report 23/24

In May 2024, the ongoing work and achievements of TUS in implementing the TUS 2022-2024 Athena Swan Action Plan was recognised through the Newcomer Gender Equality Champion Award 2024 by the EU Commission. TUS was awarded €100,000 as the winning submission.

### **Promoting Consent & Ending Sexual Violence & Harassment:**

Work in this area during 23/24 included provision of staff trainings on supporting disclosures regarding sexual violence and harassment; establishment of an Ending Sexual Violence and Harassment (ESVH) Allies Community of Practice of TUS Staff to respond to disclosures of sexual violence and harassment; provision of student workshops relating to Active Consent and finalisation of a policy and procedure to respond to sexual violence and harassment. A comprehensive website was launched in January 2024, (<https://tus.ie/esvh/>), which provides information on supports, reporting options, pertinent research, and all training and education resources.

During 23/24, the EDI Office was involved in several sectoral level collaborative projects, including:

- Lead Inc – Effective Leadership for an Inclusive Higher Education: In 2024, TUS, TUD, ATU, SETU, MTU, IADT and Dundalk IT partnered to develop an accredited Leadership Development Programme for senior management in the Technological HE sector. TUS was the lead institution on this successful submission to the HEA Gender Equality Enhancement Fund (GEEF). The programme is underpinned by an EDI cross-sectional lens and was developed in AY 23/24 and will be piloted in AY 24/25. Funding allocation: €44,373
- Engaging Men in Gender Equality Pilot Programme: TUS has partnered with all HEIs through the Athena Swan practitioners' network to develop a toolkit for engaging men in gender equality efforts in higher education, funded through the HEA GEEF. Focus Groups took place across all HEIs in AY 23/24 to support the development of a toolkit. Funding allocation: €31,000
- The Embedding Equality Diversity & Inclusion in the Curriculum of the new Technological University Sector (EDIT) Project has been developed by partners across the TU sector to embed an overarching awareness, understanding and implementation of Equality, Diversity & Inclusion in the curriculum of Technological Universities. A Charter and Toolkit has been developed and is now available on [edittoolkit.ie](http://edittoolkit.ie)

ESVH was involved as a collaborative partner in three successful funding applications to the HEA:

1. 'Supporting neurodivergent students as they navigate intimate relationships within higher education', submitted in partnership with UL and MIC. Funding allocation: €23,248
2. 'Mobilising Men as Leaders in Gender Violence Prevention in Higher Education in Ireland'. Collaboration between: ATU, TUS, UoG, TUD, MIC, MTU, SETU, IADT and DKIT. Funding allocation: €74,940.00.
3. Ending Sexual Violence and Harassment National Awareness Campaign.' Collaboration between: TUD, TUS, UoG, ATU, MIC, MTU, SETU, IADT, TCD, DCU, UL, UCC and DKIT. Funding allocation: €75,000.00.

In May 2024, TUS hosted the national Equitas EDI in Practice in Higher Education conference, which aimed to reflect on EDI progress, share

best practices, and discuss new EDI research in Higher Education. The conference focused on intersectionality, culture change, EDI in a data-driven world, and workforce mental health. It included keynotes, plenary sessions, workshops, exhibits, and parallel sessions. 140 participants attended, including academics and professional service staff from Ireland, the UK, and Holland. TUS EDGE and SHE Research Institutes contributed with a keynote and presentations during parallel sessions.



# National Climate Action Plan

# 1.0 Strategic Context

The defining challenge of the 21st century will be to balance social progress within the planet's environmental boundaries. In an Irish context Project Ireland 2040 states that "The challenge of creating a more sustainable future for Ireland is a collective responsibility for all of us". At TUS, we are committed to providing leadership in response to this challenge through the identification and implementation of progressive meaningful and innovative technological responses and critical behavioural changes. It is our responsibility as a Higher Education Institution (HEI) to contribute to the transition toward a sustainable society through a range of leadership actions on our campuses and by embedding it in our curriculum.

In doing so TUS aims to become a thought and behavioural leader in this transition.

This commitment is underpinned by the TUS vision to 2030 which is "to be a catalyst for sustainable change through education and research that transforms lives, our region and the world beyond".

TUS has an ambitious sustainability objective "to support and enable our partners to deliver sustainable futures and foster systemic change" and in order to demonstrate progress and deliverability TUS will utilise the EAUC Alliance for Sustainability Leadership in Education Sustainability Leadership Scorecard (SLS) to frame objectives and track progress.

## 2.0 Progress

### Governance

TUS has established a University Sustainability Committee with sub-committees addressing Education & Research for Sustainable Development, Estates & Operations and Partnership & Engagement. A strong governance structure is required to ensure a whole of institution approach is taken. In addition to its strategic plan TUS has placed sustainability to the forefront of specific strategic initiatives. Within the Technological Sector Advancement Fund (TSAF) provided through the Higher Education Authority (HEA) TUS has dedicated specific resources to sustainability and appointed a new Sustainability Coordinator in September 2024. Furthermore, sustainability is highlighted within the TUS System Performance Framework submission to the HEA. A central website to communicate TUS activities in the field of sustainability has been put in place and will be updated on a regular basis <https://tus.ie/sustainability/>.

[Climate Action \(SDG 7 Affordable and Clean Energy, SDG 11 Sustainable Cities & Communities, SDG 12 Responsible Consumption and Production, SDG 13 Climate Action\)](#)

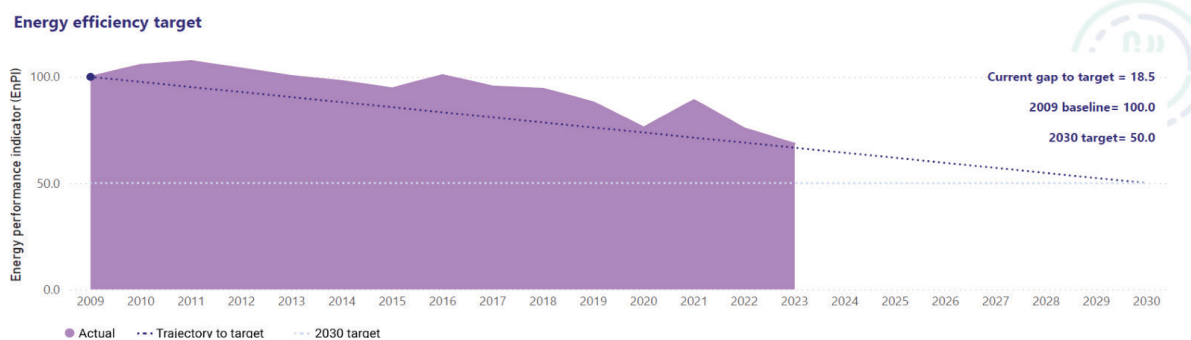
As a multi-campus HEI TUS is addressing and implementing actions in line with its' responsibility under the Climate Action Mandate. Achievements during the period of this report include:

- iExtensive work has commenced on planning for building decarbonisation on the TUS Moylish campus through the SEAI Pathfinder programme.
- LED lighting installations continue across the TUS campuses.
- New EV charging stations have been provided in TUS Thurles and Moylish.
- A new mobility plan including car-pooling facilities have been developed for the TUS Athlone campus.
- The Tipperary Green Campus Committee has engaged extensively on biodiversity aspects of a proposed sports development on the Thurles Campus. Athlone Green Campus Committee is preparing to submit its application for its first green flag.



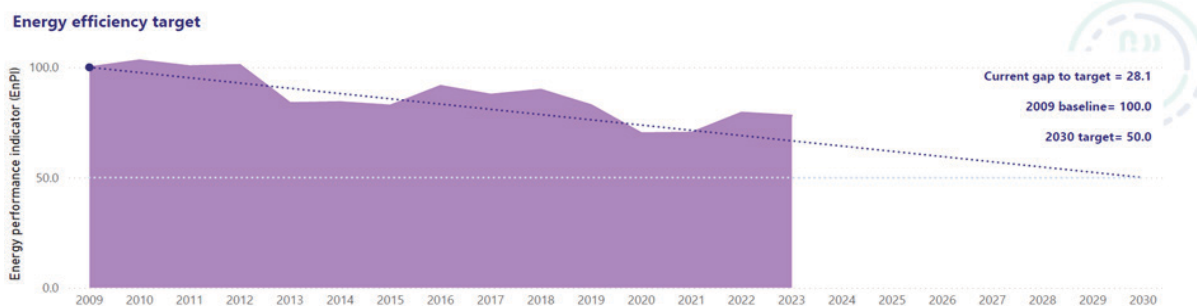
- Athlone Campus APT deep retrofit project completed in Q4 2023 resulted in BER improvement from D2 to A3 rating and removal of fossil fuels to heat the building.
  - Register of Opportunities developed to priorities energy efficiency and carbon reduction projects.
  - Tender prepared for SI 426 Audit and ISO 50001 Gap Analysis with contract award in Q1 2025
- TUS is collaborating with SEAI to ensure that there is a single instance and reporting framework on the SEAI Monitoring and Reporting tool. For 2023/2024, however, data is still available at legacy institution level.

Energy Efficiency Targets: The following graph sets out the performance of actual vs target for the Midwest Campus, this indicates that current activities are ensuring that the TUS glidepath is on track and that the implementation of the identified actions will ensure the achievement of the established 2030 targets.



Energy efficiency target of TUS Midwest (2023)

This graph sets out the performance of actual vs target for the Midlands Campus, this indicates that current activities are above the trajectory to target. Recent increases in electrical usage can be attributed to the recently completed APT building and MIRC extension as well as the Electrical usage in the construction of the STEM building which is due for completion Q1 2025. By utilising the Gap to Target Tool, we have been able to model future projects to address this trend. Significant lighting replacement and associated controls coupled with more efficient plant and pump replacement projects are planned to reduce our usage towards the 2030 targets.



Energy efficiency target of TUS Midlands (2023)

TUS have delivered a new facility in Coonagh in Q1 2024 and are progressing with the completion of a new STEM building in Athlone in Q1 2025. These buildings have been delivered to relevant climate action standards and the addition of these buildings will be offset by the continued implementation of energy efficiency measures throughout our campuses.

Greenhouse Gas Emissions: Greenhouse gas (GHG) emissions reductions against baseline figures are at 25.2% (Midwest) and 29.9% (Midlands). An additional 2,225,792 kgCo2 if we are to achieve the 51% target by 2030s. The plans formulated in gap to target tool and items set out in our Climate Action Roadmap will help in achieving this targeted reduction by 2030.

# Education for Sustainable Development (SDG4: Quality Education)

The National Strategy for Education and Sustainable Development establishes a priority action to transform learning environments through “a whole of Institution approach to ESD, creating learning environments where learners learn what they live, and live what they learn”. As a partner in the N-TUTORR project which embeds the SDGs across its activities, TUS has maximised opportunities to increase capacity amongst students and staff in relation to the SDGs. The TUS Special Purpose Award, Certificate in Embedding Education for Sustainable Development (ESD) in the Curriculum (15 ECTS) has been delivered twice to date. A total of 22 learners completed the programme and it will be delivered on multiple occasions in the future thus growing knowledge and capacity in the organisation. In addition, work has commenced on the development of a compendium of ESD best practices across TUS. Data and information are being harvested from lecturers across the University with a view to making the best practices available to staff in a user-friendly manner.

## 3.0 Planned Activities

A range of actions and initiatives are planned in 2024/2025 across TUS to accelerate our progress on sustainability including:

- Extensive capacity building and training
- Climate Leadership Procurement and ESD: senior leadership team and staff
- Carbon Literacy and Climate Fresk Training: TUS staff and students
- Climate Fresk Facilitators: TUS Staff
- Pilot of Sustainability Student Champions initiative
- Development of Irish Universities’ Carbon Literacy Training in conjunction with SETU and UCD (Q3 2025)
- Run TUS wide Green Week (March 3rd-7th 2025)
- Development and implementation of TUS sustainability communications strategy
- Removal of disposable cups from TUS Midwest canteens on a phased basis
- Complete phase 1 review of Sustainability Leadership Scorecard (SLS) analysis
- Development of TUS Sustainable Procurement Guidelines
- Preparation to achieve ISO500001 Certification in Q1 2026
- SI 426 Energy Audit
- Establishment of Energy Team (as a sub-group of Estates and Operations Sub-Committee of USC)
- Development and approval of TUS Energy Policy
- Continuation of LED lighting projects and decarbonisation projects i.e., heat pump projects
- Improvements of BMS Metering
- Pump replacement projects.
- Progressing SEAI Pathfinder Projects
- Achievement of Green Flag Status in TUS Athlone and application for redesignation of TUS Thurles/Clonmel Green Campus, establishing Green Campus committee for TUS Limerick campuses
- Publish outcomes of sustainability mapping of selection of TUS academic programmes (Q2 2025)
- Publish ESD Compendium (Q3 2025)

10

# Academic Council

# Academic Council

## **TUS Academic Council Meetings were held on:**

- 7th September 2023
- 27th October 2023
- 1st December 2023
- 23rd February 2024
- 26th April 2024
- 20th June 2024

## **TUS Academic Council Members:**

- Prof. Vincent Cunnane
- Dr. Terry Twomey
- Ms. Frances O'Connell
- Mr. Seamus Hoyne
- Dr. Michael Tobin
- Dr. Brendan Murphy
- Dr. Lisa Kerr
- Dr. Pat Gill
- Dr. Irene Caulfield
- Dr. Janice O'Connell
- Ms. Catherine Carty
- Mr. Kevin McLoughlin
- Mr. David Sims
- Dr. Liam Brown
- Dr. Maura Clancy
- Mr. Mike Fitzpatrick
- Ms. Amelia Lown
- Mr. James Maguire
- Mr. Ken Coleman
- Dr. Paul Liston
- Ms. Muireann DeBarra
- Dr. Lisa O'Rourke Scott
- Ms. Mary Goode
- Dr. Andrew Fogarty
- Mr. Frank Doheny
- Mr. Seamus Doyle
- Mr. Bernard Tao Cui
- Dr. Enda Fallon
- Dr. Susan Halvey
- Ms. Niamh Whelan
- Dr. Alison Sheridan
- Ms. Nora O'Mahony
- Mr. Anthony Commins
- Dr. Lisa Moran
- Dr. Desmond Cawley
- Dr. Maria Kyne
- Dr. Don Faller
- Mr. Donnacha McNamara
- Dr. Niamh Ni Cheilleachair
- Ms. June O'Byrne Prior
- Ms. Karen Guest
- Dr. James Griffin
- Mr. José Fernandes
- Dr. James Greenslade
- Mr. Stephen Harney
- Dr. Kelly Maguire
- Ms. Gillian Coughlan
- Dr. Orlaith Borthwick
- Dr. Aoife Lane
- Mr. Alan Carr
- Ms. Pamela O'Brien
- Ms. Geraldine McDermott
- Dr. Sean Lyons
- Mr. Darcy Lawless
- Ms. Clodagh Moore
- Dr. Jackie Stewart
- Mr. Alex Courtney
- Dr. Mike Fox
- Ms. Jenna Barry
- Dr. Derek McInerney
- Ms. Michelle McKeon Bennett

## Programme Validations

There was a total of 12 new programmes (postgraduate and undergraduate) presented and successfully validated in the reporting year of 2022/2023.

Department	Programme	Date of Validation Panel
<b>Department of Mechanical and Automobile Engineering</b>	• Bachelor of Engineering (Hons) in Engineering Technology Management	15.09.2023
<b>Department of Technology Education</b>	• Bachelor of Technology (Hons) in Design Engineering	11.12.2023
<b>Department of Computer &amp; Software Engineering</b>	• Master of Science in Software Design with Digitalisation	12.12.2023
<b>Department of Flexible Learning/ Department of Mechanical and Automobile Engineering</b>	• Master of Engineering in Autonomous Vehicles	09.02.2024
<b>Department of Sports and Early Childhood</b>	• Bachelor of Arts (Hons) in Physical Education with Business	29.02.2024
<b>Department of Hospitality, Tourism and Leisure</b>	• Bachelor of Arts (Hons) in Physical Education Studies	12.3.2024
<b>Department of Sports and Early Childhood</b>	• Master of Arts in Early Intervention and Inclusive Practice for Childre	14.03.2024
<b>Department of Accounting and Business Computing</b>	• Master of Science in Applied Artificial Intelligence for Business	14.03.2024
<b>Department Accounting and Business Computing</b>	• Bachelor of Science (Hons) in Accounting Technology	15.03.2024
<b>Department of Media and Design</b>	• Master of Arts in Instructional and Learning Design	20.03.2024
<b>Department of Sports and Early Childhood</b>	• Master of Science in Applied Sports Performance	25.04.2024
<b>Department of Business and Management</b>	• Master of Science in Leadership	08.05.2024
<b>Department of Accounting and Business Computing</b>	• Higher Certificate in Arts in Social Enterprise & Community Development	13.05.2024
<b>Department of Applied Social Sciences</b>	• Master of Art in Social Work	10.06.2024
<b>Department of Fine Art</b>	• Master of Fine Art in Fine Art	11.06.2024
<b>Department of Lifelong Learning</b>	• Bachelor of Business in Sustainable Procurement, Logistics & Supply Chain Management, Level 7 add -on • Bachelor of Business (Hons) in Strategic Procurement, Logistics & Supply Chain Management, Level 8 add -on • Higher Certificate in Business in Procurement, Logistics and Supply Chain Management	17.06.2024
<b>Department of Lifelong Learning</b>	• Business in Talent Management & Organisational Change Level 7 add on • Bachelor of Business (Hons) in Strategic Talent Management & Employe	18.06.2024

In addition, 8 existing programmes underwent significant update through Differential Validation panels.

## **TUS Academic Quality Assurance and Enhancement Policies 2023/2024**

1. TUS Policy and Procedure for Differential Validation of a Major Award
2. TUS Student Charter
3. TUS Digital Badge Policy
4. TUS Definitions and Methodology to Support Evidence-Based Decision Making and Student Success
5. TUS Policy for Accessible Examination Papers
6. TUS Policy and Procedures on the Provision of References for Students/Graduates
7. TUS Policy for the Provision of Lecture Recording as a Reasonable Accommodation
8. TUS Policy for Embedded Awards and Exit Application (Major and Minor Awards)

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# Official Languages Act

## **Annual Report 2023/24**

### **Official Languages (Amendment) Act 2021:**

The Official Languages (Amendment) Act 2021, signed into law on 22nd December 2021, strengthened the Official Languages Act 2003. Its primary purpose is to increase the promotion and use of the Irish Language in the public service.

The following is a summary of TUS's compliance with Official Languages (Amendment) Act 2021 during the Academic Year 23/24.

Section 4A (*Appointment of head of public body*) and 4B (*Report on performance of obligations under Act*) of the Official Languages (Amendment) Act 2021 introduced further obligations for public bodies regarding the promotion and use of the Irish Language for official purposes.

Both Section 4A & 4B came into effect in May 2023.

Mr Bill Delaney VP Finance & Corporate Governance is the appointed senior official from the Technological University of the Shannon: Midlands Midwest (TUS).

### **Performance Activities:**

Section 10A. (*Advertising by Public bodies*) came into effect in October 2022 and from 2023 onwards, there is a statutory obligation for TUS to file an electronic compliance return.

Oifig an Choimisinéara Teanga (OCT) developed a portal to allow TUS to provide details of advertising activities by calendar year.

TUS uploaded details of all advertising activities for the period to the portal as per timelines.

**Stationery & Signage:** (*Section 9 – Duty of public bodies to use official languages on official stationery, signage etc*):

### **Stationery:**

Headings on TUS stationery, including cover sheets, compliment slips and envelopes are bilingual.

TUS is working towards full compliance as all future stationery being replenished is in accordance with Section 9 of the Act.



## **Signage:**

The following compliance actions were taken by TUS during 2023/24:

- Signage across all TUS campuses were reviewed and TUS has commenced Phase 1 of its external wayfinding project. This phase involves the development and installation of building identification signage across all TUS campuses. All future external signage installed as part of this project, will be fully compliant with the requirements of the Official Languages (Amendment) Act 2021.

## **Publication of certain documents:**

*(Section 10 – Duty of public bodies to publish certain documents in both official languages simultaneously)*

The following documents were published bilingually, simultaneously and included on the TUS Website during 2023/24:

- Annual Report 2022/23
- Financial Statements 2022/23
- TUS Strategic Plan 2023-2026

## **Final Provisions of the Official Languages (Amendment) Act 2021:**

Section 5 of the Official Languages (Amendment) Act 2021, which amends the Principal Act by inserting sections 9A-9E, came into operation in December 2024. The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media has advised that a consultation process for the Guidelines to Sections 9A-9D is currently underway. The Department will be in contact with public bodies once the guidelines have been published and intend to run an information seminar at that time to facilitate any questions that may arise.

The Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media is in the process of devising Language Standards (*Section 19A*) that will supersede Irish Language Schemes. The Department will be in contact with public bodies once guidelines have been published regarding Language Standards.

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31 August 2024

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### TECHNOLOGICAL UNIVERSITY INFORMATION

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<b>Charity Registered Number</b>	20206335
<b>Charity Tax Exemption Number</b>	22917
<b>Registered Office</b>	Technological University of the Shannon: Midlands, Midwest, University Road, Athlone, Co. Westmeath N37 HD68
<b>Independent Auditors</b>	Office of the Comptroller and Auditor General 3A Mayor Street Upper, Dublin 1 D01 PF72
<b>Principal Bankers</b>	Bank of Ireland 31 Church Street Athlone Co. Westmeath  Allied Irish Bank 106 O'Connell Street Limerick
<b>Principal Solicitors</b>	Byrne Wallace LLP 88 Harcourt Street Dublin 2 D02 DK18

## CORPORATE GOVERNANCE STATEMENT

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### Introduction

Technological University of the Shannon: Midlands Midwest (TUS) was established under the Technological Universities (TU) Act 2018 (Section 36) and Statutory Instrument (360 of 2021) on the 1<sup>st</sup> October 2021. TUS is required under the Act to prepare financial statements which give a true and fair view of the state of affairs of TUS and of its income and expenditure for the year ended 31<sup>st</sup> August 2024.

### Governing Body

The Governing Body of TUS operates in accordance with a Governance Framework which comprises The Higher Education Authority Act 2022, The Technological Universities Act 2018 (the Act), the Interim TUS Code of Governance (the Code)<sup>1</sup> and other applicable legislation. The Governing Body fulfils key functions including approving and reviewing implementation of the University's strategic plan, risk management policy, annual operating budgets, annual financial statements, performance management and oversees major capital expenditure and investment decisions. The Governing Body also has overall responsibility for the system of internal control in operation within the University. The Governing Body has a formal schedule of matters specifically reserved for its decision, comprising statutory functions and matters derived from the Code (as per section 1.7 in the Code). The Governing Body operated the following committees during the year to support them in their responsibilities:

- Audit and Risk Committee (ARC)
- Finance and Physical Development Committee (FPDC)
- Governance and Nominations Committee (GNC)
- People, Culture & Equality, Diversity and Inclusion Committee (EDI)

### Strategic Plan and the Annual Operating Budget

The Strategic Plan, Connecting and Creating 2023-2026 was approved by the Governing Body on 23<sup>rd</sup> January 2023. A Strategic Plan Implementation Report which includes Targets and Baseline Data was presented to Governing Body on the 22<sup>nd</sup> January 2024. The Governing Body continues to monitor the Strategic Plan Implementation and the continued development of the operational and organisational structure, functions and output of the University. The Governing Body approved the Annual Operating Budget 2024 for the University at its meeting on 25<sup>th</sup> March 2024. The Governing Body receives regular reports of performance against budget.

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<sup>1</sup> Interim TUS Code of Governance located on [www.tus.ie/governance](http://www.tus.ie/governance)

## **TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST**

### **Quality and Qualifications Ireland (QQI) CINNTE Cyclical Review**

During the period, a QQI Cyclical Review of TUS was conducted as part of the CINNTE cycle of external quality assurance. This involved an international panel evaluating the effectiveness of TUS-wide quality assurance procedures to establish, ascertain, maintain and enhance the quality of education, training, research and related services. In October 2024, QQI published the TUS CINNTE Review Report which was presented to Governing Body. The Report contained 13 commendations and 15 recommendations. TUS has accepted the fifteen recommendations, and these will continue to be monitored by Governing Body at regular intervals.

### **Statement of Compliance with the Interim TUS Code of Governance**

TUS confirms procedures have been put in place to ensure compliance with the Code.

### **Compliance with Public Spending Code**

The Governing Body confirms that the University adheres to the relevant aspects of the Public Spending Code<sup>2</sup> and that the Governing Body has ensured robust and effective systems and procedures are in place to ensure compliance with the relevant principles, requirements and guidelines of the Public Spending Code including guidelines for achieving value for money.

### **Management of Capital Projects**

The University affirms that its policies and procedures in the management of capital projects are compliant with the relevant circulars, requirements and guidelines of the Public Spending Code, the Capital Works Management Framework and the Code. A Governance & Reporting Structure and Processes document which provides a governance framework for the evaluation, approval and management of all types of capital projects and sets out the processes and structures and the relevant elements of national policy and circulars was approved by Governing Body on 23<sup>rd</sup> January 2023.

### **Asset Disposals**

There were no significant asset disposals or granting of access to assets by third parties during the year. The University confirms that it has complied with disposal procedures as outlined in Section 8.19 of the Code.

### **Risk Management**

The Governing Body monitor the effectiveness of the Risk Management Policy including structured and regular reviews to TUS's Strategic Risk Register by the Senior Management Team. These reviews include an assessment of the principal risks, risk rating and associated mitigations for each of the risks set out in the Strategic Risk Register.

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<sup>2</sup> Last updated 2024 located at Public Spending Code – Gov.ie

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### Governing Body Meetings

During the year from 1st September 2023 to 31st August 2024 the Governing Body met on 12 separate occasions on the following dates. A quorum was maintained at all meetings.

18 September 2023	02 October 2023	16 October 2023	27 November 2023
18 December 2023	22 January 2024	19 February 2024	25 March 2024
15 April 2024	07 May 2024	27 May 2024	24 June 2024

<b>Figure 1.1</b>				
<b>Schedule of Governing Body Meetings and Governing Body Member's Attendance</b>				
<b>1<sup>st</sup> September 2023 – 31<sup>st</sup> August 2024</b>				
<b>Governing Body Members</b>	<b>Role</b>	<b>Appointment Date/ Cessation Date*</b>	<b>Number of Governing Body meetings attended</b>	<b>Number of Governing Body meetings during the year</b>
Josephine Feehily	Chairperson	01.10.2021	11	12
Prof Vincent Cunnane	President	01.10.2021	11	12
Colette Ryan	External Member	01.10.2021	9	12
John Griffin	External Member	01.10.2021	10	12
George O'Callaghan	External Member	01.10.2021	12	12
Anne Cusack	External Member	30.03.2021	10	12
James Ring	External Member	30.03.2022	10	12
Marguerite Doyle	External Member	30.03.2022	10	12
Catherine Collins	External Member	30.03.2022	9	12
Noel Gavin	External Member	30.03.2022	12	12
Martin Quinn	External Member	31.03.2024*	7	8
Darina Kneafsey	External Member	01.04.2024	4	4
John Doyle	Professional Managerial & Support Staff Member	31.03.2024*	6	8
Kevin McLoughlin	Academic Staff member	30.03.2022	11	12
Geoff Shannon	Professional Managerial & Support Staff Member	01.04.2024	4	4
Anne Meagher	Academic Staff member	31.03.2024*	7	8
Brigid Delamere	Academic Staff member	31.03.2024*	8	8
Tony Mahon	Academic Staff member	30.03.2022	12	12
Pamela O'Brien	Academic Staff member	01.04.2024	4	4
Maureen Falvey	Academic Staff member	01.04.2024	4	4
Amelia Lown	Student member	01.07.2023	11	12
Niamh Kennedy	Student member	01.07.2024*	11	12
Jose Fernandez	Student member	01.07.2024*	12	12
Gearóid Folan	Student member	01.07.2024		
Jos Gibels	Student member	01.07.2024		

The Governing Body met three times during the year without the executive members of management present.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

The expenses paid to members of the Governing Body were in accordance with guidelines from the Department of Finance. No fees were paid to Governing Body members during the year.

### Schedule of expenses paid to Governing Body members

<b>Governing Body Member</b>	<b>Expenses</b>
Josephine Feehily	3,150
Darina Kneafsey	1,203
Tony Mahon	970
Jose Fernandes	884
Amelia Lown	689
Noel Gavin	659
Kevin McLoughlin	564
George O'Callaghan	559
Marguerite Doyle	510
Brigid Delamere	491
Anne Cusack	465
Maureen Falvey	428
Anne Meagher	298
Martin Quinn	189
Pamela O'Brien	173
Geoff Shannon	168
<b>Total Expenses</b>	<b>11,400</b>

**Governing Body Committees**

**Audit and Risk Committee**

The Terms of Reference for ARC are approved by the Governing Body of the University. The purpose of the ARC is to:

- Assist and support the Governing Body in its oversight of the integrity of the system of internal controls (SIC).
- Monitor the effectiveness and objectivity of ARC’s relationship with the internal audit function and the external auditors.
- Evaluate risk management governance.
- Assist the Governing Body in its determination and oversight of risk appetite and risk tolerance.
- Review the risk management policy and framework by monitoring its effectiveness and performance to protect against and mitigate risks, including identifying new emerging risks and managing risk deficiencies.
- Review the internal control framework observing its reliability through the Institute of Internal Auditors (IIA’s) Three Lines of Defence Model.

The Governing Body were satisfied that the ARC discharged its role effectively and efficiently and has met the requirements regarding the frequency of meetings in the year from 1st September 2023 to 31st August 2024.

Seven meetings were held between 1st September 2023 and 31st August 2024. A quorum was maintained at all meetings.

<b>TUS ARC Meetings 1<sup>st</sup> September 2023 – 31<sup>st</sup> August 2024</b>				
<b><i>ARC Members</i></b>	<b><i>Role</i></b>	<b><i>Appointment Date/ Cessation Date*</i></b>	<b><i>Number of ARC meetings attended</i></b>	<b><i>Number of ARC meetings</i></b>
Anne Cusack	Chairperson	18.07.2022	7	7
Tom Kennedy	External Member	29.11.2021	7	7
John Griffin	Governing Body Member	29.11.2021	6	7
Roisin O’Shea	External Member	17.10.2022	6	7
Connie O’Doherty	External Member	29.05.2023	6	7



## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### Finance and Physical Development Committee

The Terms of Reference for the FPDC are approved by the Governing Body of the University. The purpose of the FPDC is to:

- Assist and advise the Governing Body in the performance of its functions and oversight of the integrity of the statutory financial reporting, financial planning & analysis and financial management responsibilities of TUS.
- Assist and advise the Governing Body with regard to the governance and delivery of Capital projects as part of the implementation of the TUS Development plan including the governance of high value and strategic projects, and compliance with the Public Spending Code (PSC), Capital Works Management Framework (CWMF) and other relevant compliance requirements.

The Governing Body were satisfied that the FPDC discharged its role effectively and efficiently and has met the requirements regarding the frequency of meetings in the year from 1st September 2023 to 31st August 2024.

Eight meetings were held between 1st September 2023 and 31st August 2024. A quorum was maintained at all meetings.

<b>TUS FPDC Meetings 1<sup>st</sup> September 2023 – 31<sup>st</sup> August 2024</b>				
<b><i>FPDC Members</i></b>	<b><i>Role</i></b>	<b><i>Appointment Date/ Cessation Date*</i></b>	<b><i>Number of FPDC meetings attended</i></b>	<b><i>Number of FPDC Committee meetings</i></b>
George O'Callaghan	Chairperson	11.01.2022	8	8
Prof. Vincent Cunnane	President	11.01.2022	7	8
Brian Feeney	External Member	15.03.2024*	4	5
Paul Tierney	External Member	31.08.2024*	8	8
Tony Mahon	Internal Governing Body Member	18.07.2022	7	8
Charlene McCrossan	External Member	24.04.2024	3	3
Noeleen Fitzgerald	External Member	24.04.2024	3	3

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### Governance and Nominations Committee

The Terms of Reference for the GNC are approved by the Governing Body of the University. The purpose of the GNC is to:

- Advise and provide assurance to the Governing Body on the overall governance framework for TUS, including appropriate and effective governance systems and structures in accordance with the provisions of TU Act 2018, other relevant legislation and governance codes and best practice.
- Advise and support the Governing Body on the development and implementation of governance and compliance obligations required under the TU Act 2018 and other legislation, policies and codes.
- To advise the Governing body on nomination and succession processes, and to recommend persons for appointment to Governing body and its committees as appropriate.

The Governing Body were satisfied that the GNC discharged its role effectively and efficiently and has met the requirements regarding the frequency of meetings in the year from 1st September 2023 to 31st August 2024.

Three meetings were held between 1st September 2023 and 31st August 2024. A quorum was maintained at all meetings.

<b>TUS GNC Meetings 1<sup>st</sup> September 2023 – 31<sup>st</sup> August 2024</b>				
<b><i>Committee Members</i></b>	<b><i>Role</i></b>	<b><i>Appointment Date/ Cessation Date*</i></b>	<b><i>Number of GNC meetings attended</i></b>	<b><i>Number of GNC meetings</i></b>
Josephine Feehily	Chairperson	30.09.2022	3	3
Prof Vincent Cunnane	President	30.09.2022	2	2
Martin Quinn	Governing Body Member	31.03.2024*	1	2
Marguerite Doyle	Governing Body Member	30.09.2022	2	3
James Ring	Governing Body Member	30.09.2022	3	3
Moling Ryan	External Member	01.04.2024	1	1

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### People, Culture & Equality, Diversity & Inclusion Committee

The Terms of Reference for the People, Culture & EDI Committee are approved by the Governing Body of the University. The purpose of the People, Culture & EDI Committee is to:

- Assist and advise the Governing Body in fulfilling its oversight responsibility in ensuring an appropriate governance structure to provide consistent leadership and accountability for People, Culture & EDI across the TU.

The Governing Body were satisfied that the People, Culture & EDI Committee discharged its role effectively and efficiently and has met the requirements regarding the frequency of meetings in the year from 1st September 2023 to 31st August 2024.

Four meetings were held between 1st September 2023 and 31st August 2024. A quorum was maintained at all meetings.

<b>TUS People, Culture &amp; EDI Committee Meetings 1<sup>st</sup> September 2023 – 31<sup>st</sup> August 2024</b>				
<b><i>Committee Members</i></b>	<b><i>Role</i></b>	<b><i>Appointment Date/ Cessation Date*</i></b>	<b><i>Number of People, Culture &amp; EDI Committee meetings attended</i></b>	<b><i>Number of People, Culture &amp; EDI Committee meetings</i></b>
Noel Gavin	Chairperson	07.11.2022	4	4
Prof Vincent Cunnane	President	07.11.2022	4	4
Marian Duggan	Internal EDI Member	07.11.2022	4	4
Frances O Connell	Internal EDI Member	07.11.2022	4	4
Catherine Collins	Governing Body Member	07.11.2022	2	4
Brigid Delamare	Governing Body Member	31.03.2024*	1	2
Amelia Lown	Student Governing Body Member	01.07.2023	3	4
Nata Duvury	External Member	16.10.2023	2	3
Ebun Joseph	External Member	16.10.2023	1	3

## **TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST**

### **Performance Evaluation of the Governing Body and its Committees**

The results of the Institute of Public Administration's (IPA) independent evaluation of the Governing Body's effectiveness were reviewed by Governing Body on 18<sup>th</sup> September 2023. On the 19<sup>th</sup> February 2024, the Governing Body approved the implementation plan for recommendations contained within the evaluation report. These recommendations continue to be monitored and are progressing in line with the status timelines.

### **General Governance and Accountability Issues**

The University can confirm that there are no governance and accountability issues that the University wishes to bring to the attention of the Minister for Further & Higher Education, Research, Innovation & Science and the Higher Education Authority.

### **Commercially Significant Developments affecting the University**

Technological University of the Shannon: Midlands Midwest can confirm that there were no other significant commercially sensitive developments in the year under review and no likely developments for the rest of the year, including the establishment of subsidiaries, joint ventures and acquisitions apart from those that occurred as part of the establishment of TUS. There are also, to the University's knowledge, no major issues likely to arise in the short to medium term that will significantly affect the University.

### **Summary of all Off-Balance Sheet Transactions of the University**

There were no off-balance sheet transactions.

### **Code of Conduct for Members and Employees**

A Code of Conduct for both Members and Employees has been put in place and is being adhered to. The Codes of Conduct include Sections on Ethics in Public Office Act 2005, conflicts of interest and disclosures of interest.

### **Compliance with Government Policy on Pay & Pensions of the President and University**

#### **Employees**

The University complied with its obligations under the Government policy on pay and pensions for the President and all other University employees.

Please also refer to financial statement's disclosure note 8.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### **Compliance with Government Pay Policy on fees to Governing Body members and subsidiary company board members**

The University complied with Government Pay Guidelines in respect of members on the Governing Body and the subsidiaries company boards of the University.

### **Confidential Disclosure Reporting - Protected Disclosures Act 2014/Protected Disclosures (Amendment) Act 2022**

The University confirms that procedures for Confidential Disclosure Reporting are in place in accordance with Section 21(1) of the Protected Disclosures Act 2014 and Section 28 of the Protected Disclosures (Amendment) Act 2022 (Amendment of section 21 of Principal Act). These procedures allow employees, in confidence, to raise concerns about possible irregularities in financial reporting or any other matters, as well as ensuring that meaningful follow-up of matters raised this way takes place.

The annual protected disclosures reports for 2023 and 2024 as required under Section 22(1) of the Act and Section 30 (Amendment of section 22 of Principal Act) have been published. *(Subject to review on completion of the 2024 annual protected disclosures report).*

The University had *no* protected disclosures under the Policy/Act during the year.

### **Tax Laws**

The University has complied with its obligations under tax law.

Please also refer to financial statements' disclosure note 10.

### **Legal Disputes**

There were no legal disputes involving other State bodies.

The University is involved in legal proceedings which may generate liabilities, depending on the outcome of the litigation. Any actual amount or the timing of the potential liabilities is uncertain.

A breakdown of the legal costs/settlements is included below (on page 15).

## University Subsidiaries and Investments

Details of any shareholdings and interests held by the University:

Figure 1.3		
Subsidiary/Investment name	Year of establishment	Purpose / function
CSS CLG	1994	Management & operation of Catering Services TUS Athlone <i>Wholly owned subsidiary</i>
TUS Events and Sports Services Midlands (TESS) Ltd ( <i>formerly AIT SportsCo Ltd</i> )	2010	Management & operation of Sport Facilities and Gym <i>Wholly owned subsidiary</i>
TUS Events and Sports Services Midwest (TESS) Clg ( <i>formerly LIT Sports &amp; Leisure Facilities CLG</i> )	2012	Management & operation of TESS Midwest CLG Sports Facilities & Activities <i>Wholly owned subsidiary</i>
AIT Training International Ltd	2013	To carry on the Business of International Education & Training. <i>Wholly owned subsidiary</i> (This company is dormant/not trading)

University subsidiaries continue to operate solely for the purpose for which they were established and in full compliance with the terms and conditions of the consent under which they were established.

The board of each subsidiary company provided the annual report to the Governing Body which contained the following:

- Part A – Annual Activity Report - which includes the Financial Statements the year 1<sup>st</sup> September 2023 – 31<sup>st</sup> August 2024.
- Part B – Statement of Internal Control.
- Part C – Specific Compliance & Governance Assurances.

The financial statement of all subsidiary companies (per fig. 1.3 above) are consolidated within the TUS financial statements for the year.

Please refer to the financial statements’ disclosure note 13 for additional detail.

## Intellectual Property (IP) and Conflict of Interest

- (i) The IP policy for TUS was approved by the Governing Body on 21<sup>st</sup> November 2022 and is published on its website. The IP Policy reflects the National IP Management Requirements of the National IP Protocol.
- (ii) The Conflict of Interest policy was approved by the Governing Body on 21<sup>st</sup> November 2022 and is published on its website.
- (iii) The Governing Body confirms that there was no relevant IP commercialisation in the year. Conflicts of Interest were managed in accordance with the policy.

### Gender Balance, Diversity and Inclusion

TUS recognised the importance of diversity and inclusion for all staff and students of the University. TUS is committed to equality of opportunity for all its staff and students and promotes a culture of inclusivity. A culture of inclusivity and diversity is critical to maintaining excellence in all activities where all staff and students are enabled to achieve their full potential in an environment characterised by equality of respect and opportunity. To that regard the Governing Body has approved the TUS Equality Statement as required under Section 19 of the Act and has established a People, Culture & EDI Committee.

In May 2024 TUS was named as European Commission Newcomer Gender Equality Champion for 2023 in recognition of TUS's collective work in implementing the legacy Gender Equality Action Plan.

In June 2024, TUS applied for an Athena Swan Bronze Award, with notification received in September of the award being achieved. This submission involved a self-assessment of equality within TUS, using quantitative and qualitative evidence from a detailed all-staff survey, staff focus groups and analysis of 3 years of staff career progression data by gender and grade. The application included the TUS Athena Swan Action Plan 2024-2028. This achievement builds on a previous Athena Swan Bronze Legacy Award received by TUS in 2022.

A number of initiatives aimed at further promoting an inclusive environment have also been implemented including:

- An EDI Governance structure including a Governing Body People, Culture & EDI Committee, EDI Steering Committee and thematic based EDI sub-committees.
- The approval of the TUS Equality, Diversity & Inclusion Strategy 2024-2027.
- The signing of HEA's Race Equality Anti-Racism Principles on 13th June 2023. The development of a Race Equality Action Plan is underway.
- The launching of a Moodle page offering self-directed EDI training covering 10 equality grounds, including those in Irish legislation and socio-economic class in September 2023.
- The organising by the EDI office, HR, and N-TUTORR of a one-day session for TUS Managers, held in April 2024, focusing on Athena Swan Survey outcomes and employee health and wellbeing.
- The Equitas 2024 Conference which took place in TUS on 23<sup>rd</sup> and 24<sup>th</sup> May 2024, attracting more than 140 attendees from over 30 Irish, British & European Institutions. The theme of the conference was EDI in Practice in Higher Education.
- The launching of an EDI Project Fund to support projects promoting EDI within TUS and beyond, encouraging collaborations among staff, students, and community organisations. In the AY 23/24, funded projects included projects aimed to celebrate Traveller culture, raise awareness about challenges for Care-Experienced Students, and establish a Community of Practice for inclusive practices within TUS.
- The establishment of a TUS Parents and Carers Staff Network and continued progress of the LGBT+ & Allies Staff Network, TUS Women's Network and Ending Sexual Violence & Harassment Allies Community of Practice.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

- The appointment of TUS Sexual Violence & Harassment Prevention & Response Manager.
- The organising of several EDI related events and campaigns which included International Men's Day, 16 Days of Activism against Gender Based Violence, International Day of Persons with Disabilities, TUS International Refuge Week, International Women's Day.

With respect to the membership of the Governing Body as at 31<sup>st</sup> August 2024, gender balance has been achieved and is comprised of not less than 40% male and not less than 40% female. Please refer to Figure 1.1 for the listing of Governing Body members and their roles.

### Travel and Subsistence

The Government travel policy requirements were complied with in all respects.

<b>Travel &amp; Subsistence</b>	<b>2024</b>	<b>2023</b>
	<b>€000's</b>	<b>€000's</b>
Travel Domestic	601	542
Travel International	1,200	1,068
<b>Total</b>	<b>1,801</b>	<b>1,610</b>

<b>Hospitality Expenditure</b>	<b>2024</b>	<b>2023</b>
	<b>€000's</b>	<b>€000's</b>
Staff	72	42
Client	156	101
Other	174	188
<b>Total</b>	<b>402</b>	<b>331</b>
Less Expenditure with CSS Clg	(114)	(106)
<b>Note 9</b>	<b>288</b>	<b>225</b>

TUS expended €114k (2023: €106k) on hospitality expenses with CSS Clg which were eliminated on consolidation.



## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### Legal Costs/Settlements

	2024 €000's	2023 €000's
Legal Costs	254	31
Settlements	-	-
<b>Total</b>	<b>254</b>	<b>31</b>

### Professional/Consultancy Fees

Tax & Financial Advisory Fees	217	209
PR & Marketing Fees	392	472
Technological University Transformation Fund Fees	201	570
Building Fees	474	431
Computer Consultancy	113	42
Mentoring	11	36
HR Pensions	2	7
Sub-Contracting for Research Projects	75	186
Health and Safety	265	155
Other Fees	230	32
<b>Total</b>	<b>1,980</b>	<b>2,140</b>

In Note 9 Operating Expenses, Professional/Consultancy Fees and Legal Costs are grouped together for disclosure under "Professional Fees" (2024: €2,234k, 2023: €2,171k).

### Annual Report and Financial Statements 2023/2024

The Governing Body has reviewed and approved the Annual Report and Financial Statement and considers the Financial Statements to be a true and fair view of the University's financial performance and its financial position at the end of the year.

In preparing these Consolidated Financial Statements, The University is required to:

- Select suitable accounting policies and apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare Financial Statements on the going concern basis, unless it is inappropriate to presume that the University will continue in operation.
- Disclose and explain any material departures from applicable accounting standards.

The Governing Body is responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the University and which enables it to ensure that the Consolidated Financial Statements comply with the Technological Universities Act 2018.

The University is also responsible for safeguarding its assets and for taking reasonable steps for the prevention and detection of fraud, corruption and other irregularities.

#### Signed on behalf of the Governing Body



**Chairperson:** Ms. Josephine Feehily

**Date:** 26<sup>th</sup> May 2025

**President:** Professor Vincent Cunnane

**Date:** 26<sup>th</sup> May 2025

### STATEMENT ON SYSTEM OF INTERNAL CONTROLS

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#### Scope of Responsibility

The Governing Body of the Technological University of the Shannon: Midlands Midwest (TUS) acknowledges its responsibility for ensuring that an effective system of internal controls is maintained and operated in the University and for putting in place processes and procedures for the purpose of ensuring that the system is effective. This responsibility reflects the requirements of the Code.

#### Purpose of the System of Internal Controls

The system of internal controls is designed to manage risk to an acceptable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions are authorised and properly recorded, and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal controls, which accords with guidance issued by the Department of Public Expenditure NDP Delivery and Reform, has been in place in TUS for the year 1st September 2023 to 31st August 2024 and up until the date of approval of the financial statements.

#### Annual Review of the Effectiveness of Internal Control

The Governing Body has conducted an annual review of the effectiveness of the system of internal control for the year ended 31st August 2024 and concluded that the system of internal control operated effectively with on-going monitoring and review being conducted by the ARC, the FPDC and management to the Governing Body.

#### Disclosure of Breaches in Internal Control, Weakness in Internal Control and Material Losses or Frauds

On 25<sup>th</sup> September 2024, TUS was subjected to an e-mail invoice re-direction fraud as a result of a compromise of a supplier's e-mail account, which resulted in the loss of €49,250 by TUS. TUS have reviewed and enhanced internal controls and provided a cyber fraud training workshop to finance staff. The matter was reported internally to the FPDC, ARC and Governing Body and externally to An Garda Síochána, the Higher Education Authority (HEA) and the office of the Comptroller and Auditor General (OCAG) as part of the annual audit process.

TUS had an unreconciled amount of €564k in Tuition Fee Deferred Income at year end. This arose due to limitations in the coding used by TUS on the Banner Student Record System (SRS), to enable full reconciliation. TUS have recognised the amount as income for 2023/24. TUS has conducted a review of coding structures operated on Banner SRS and have implemented new procedures and codes to enable full reconciliation for 2024/25 and future periods.

## **TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST**

### **Review of Statement on Internal Control**

The Statement on the System of Internal Control was reviewed by the Audit and Risk Committee and the Governing Body to ensure it accurately reflects the control system in operation during the reporting year.

### **Key Procedures put in place designed to provide Effective Internal Control**

#### **Appropriate Control Environment**

The Governing Body has taken steps to ensure an appropriate control environment was in place by:

- Implementation and operation of an Internal Control Framework (ICF), with clearly identified compliance requirements as required by the TU Act, the Code, relevant circulars and best practice guidance and the completion of an ICF annual self-evaluation report, to assess the operating effectiveness of internal controls which was reviewed by the ARC and the Governing Body.
- Operation of a Policy Framework for developing, approving and reviewing TUS policies and procedures.
- Establishing formal processes and procedures through Governing Body committees to monitor the activities and safeguard the assets of the University.
- Developing a strong culture of accountability across all levels of the organisation.
- Adopting and adhering to the Code.
- Ensuring the control environment includes an active Audit and Risk Committee, internal audit function and regular reporting to the Governing Body on financial results.

#### **Business Risks**

The Governing Body has approved a Risk Management Policy which includes processes to identify, evaluate and monitor major business risks that affect TUS. The ARC and Governing Body conducted regular reviews of the Strategic Risk Register during the year. The Governing Body also:

- Reviewed and approved the annual operating budget and review of financial reports of performance against budget, and
- Reviewed and approved capital projects during the year.

#### **Information Systems**

TUS operates a number of Management Information Systems to provide a means of comparing actual results to targets and forecasts. These systems include:

- Financial Management – Unit 4 ERP System
- Human Resources and Payroll Management – CoreHR & Core Payroll
- Travel and Expenses – CoreHR

**Financial Implications of Major Business Risks**

TUS employs a range of actions to reduce the potential for fraudulent activity. The University’s internal control policy framework includes written policies and procedures requiring transactions to be properly authorised and providing for sufficient segregations of duties.


**Compliance with Procurement Rules and Guidelines**

The University’s procurement procedures are in line with the national guidelines for public procurement and the requirements of the Office of Government Procurement (OGP), Education Procurement Service (“EPS”) and Guidelines on Achieving Value for Money in Public Expenditure, as set out in the Public Spending Code. The University has an approved Corporate Procurement Plan. All relevant staff within the University are fully conversant with the public procurement guidelines. The Annual Procurement Report 2023/2024 as presented to the ARC and Governing Body identified two instances in relation to non-compliance with procurement guidelines in the amount of €114,724. TUS has put in place appropriate actions and timelines to address the instances of non-compliance. An updated Procurement Policy was approved by Governing Body on the 7<sup>th</sup> May 2024 which has established a procurement framework for a common approach to purchasing in TUS and captures the objectives and principles of procurement in the University.

**Review of the Effectiveness of the Internal Control System**

The Governing Body’s monitoring and review of the effectiveness of the system of internal control operated throughout the year and up to the date of signing of the financial statements. The review was informed by the work of the University Senior Management who have responsibility for the development and maintenance of the internal control framework, the Audit and Risk Committee, the Internal Auditors and comments made by the Comptroller and Auditor General in his management letter.

**Signed on behalf of the Governing Body**



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# Ard Reachtaire Cuntas agus Ciste Comptroller and Auditor General

## Report for presentation to the Houses of the Oireachtas

### Technological University of the Shannon: Midlands Midwest

#### Opinion on the financial statements

I have audited the financial statements of the Technological University of the Shannon: Midlands Midwest for the year ended 31 August 2024 as required under the provisions of the Technological Universities Act 2018. The financial statements comprise

- the consolidated and university statement of comprehensive income
- the consolidated and university statement of changes in reserves and capital account
- the consolidated and university statement of financial position
- the consolidated statement of cash flows, and
- the related notes, including a summary of significant accounting policies.

In my opinion, the financial statements give a true and fair view of the assets, liabilities and financial position of the University and of the university group at 31 August 2024 and of the income and expenditure of the University and of the university group for the year then ended in accordance with Financial Reporting Standard (FRS) 102 — *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*.

#### *Basis of opinion*

I conducted my audit of the financial statements in accordance with the International Standards on Auditing (ISAs) as promulgated by the International Organisation of Supreme Audit Institutions. My responsibilities under those standards are described in the appendix to this report. I am independent of the University and have fulfilled my other ethical responsibilities in accordance with the standards.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Report on information other than the financial statements, and on other matters

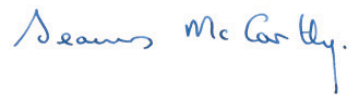
The University has presented certain other information together with the financial statements. This comprises a corporate governance statement and a statement on internal control. My responsibilities to report in relation to such information, and on certain other matters upon which I report by exception, are described in the appendix to this report.

#### *Loss due to bank account re-direction fraud*

The statement on internal financial control discloses that the University was subjected to a bank account re-direction fraud in September 2024.

The University received a legitimate invoice for services to the value of €98,500 from a supplier in August 2024. A fraudulent email was subsequently received by the University, directing a change in the bank details for payment of the invoice. The University paid the full invoiced amount to the bank account indicated in the fraudulent email, without checking independently with the supplier that the bank account details were correct, as required by the University's control system.

The University has stated that it has reached agreement with the supplier on a 50:50 sharing of the amount of the loss.



**Seamus McCarthy**  
**Comptroller and Auditor General**

**6 June 2025**

### Responsibilities of Governing Body members

The members are responsible for

- the preparation of annual financial statements in the form prescribed under the Technological Universities Act 2018
- ensuring that the financial statements give a true and fair view in accordance with FRS102
- ensuring the regularity of transactions
- assessing whether the use of the going concern basis of accounting is appropriate, and
- such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

### Responsibilities of the Comptroller and Auditor General

I am required under the Technological Universities Act 2018 to audit the financial statements of the University and to report thereon to the Houses of the Oireachtas.

My objective in carrying out the audit is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement due to fraud or error. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with the ISAs, I exercise professional judgment and maintain professional scepticism throughout the audit. In doing so,

- I identify and assess the risks of material misstatement of the financial statements whether due to fraud or error; design and perform audit procedures responsive to those risks; and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- I obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal controls.
- I evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures.

- I conclude on the appropriateness of the use of the going concern basis of accounting and, based on the audit evidence obtained, on whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my report. However, future events or conditions may cause the University to cease to continue as a going concern.
- I evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I report by exception if, in my opinion,

- I have not received all the information and explanations I required for my audit, or
- the accounting records were not sufficient to permit the financial statements to be readily and properly audited, or
- the financial statements are not in agreement with the accounting records.

### Information other than the financial statements

My opinion on the financial statements does not cover the other information presented with those statements, and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, I am required under the ISAs to read the other information presented and, in doing so, consider whether the other information is materially inconsistent with the financial statements or with knowledge obtained during the audit, or if it otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

### Reporting on other matters

My audit is conducted by reference to the special considerations which attach to bodies in receipt of substantial funding from the State in relation to their management and operation. I report if I identify material matters relating to the manner in which public business has been conducted.

I seek to obtain evidence about the regularity of financial transactions in the course of audit. I report if I identify any material instance where public money has not been applied for the purposes intended or where transactions did not conform to the authorities governing them.

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

CONSOLIDATED AND UNIVERSITY STATEMENT OF COMPREHENSIVE INCOME

Year Ended 31 August 2024

	Note	Consolidated 2024 €000's	University 2024 €000's	Consolidated 2023 €000's	University 2023 €000's
<b>Income</b>					
State Grants	3	97,133	97,133	80,199	80,199
Tuition Fees and Student Contribution	4	52,198	52,198	52,590	52,590
Research Grants & Contracts	5	23,960	23,960	16,908	16,908
Student Support Funding	6	2,329	2,329	2,531	2,531
Other Income	7	11,825	8,835	10,996	8,228
Amortisation of Deferred Capital Grants	19	6,669	6,542	6,711	6,583
Deposit Interest		584	584	342	342
Deferred Pension Funding	25	40,376	40,376	37,683	37,683
<b>Total Income</b>		<b>235,074</b>	<b>231,957</b>	<b>207,960</b>	<b>205,064</b>
<b>Expenditure</b>					
Staff Costs	8	127,994	126,675	117,591	116,247
Retirement Benefit Costs	25	40,376	40,376	37,683	37,683
Other Operating Expenses	9	53,182	52,039	42,622	41,591
Depreciation	12	7,456	6,985	7,504	7,083
<b>Total Expenditure</b>		<b>229,008</b>	<b>226,075</b>	<b>205,400</b>	<b>202,604</b>
<b>Surplus before other gains and share of surplus in joint ventures &amp; associates</b>		<b>6,066</b>	<b>5,882</b>	<b>2,560</b>	<b>2,460</b>
<b>Surplus before tax</b>		<b>6,066</b>	<b>5,882</b>	<b>2,560</b>	<b>2,460</b>
Taxation	10	(44)	-	(37)	-
<b>Surplus for the year before other gains and losses</b>	11	<b>6,022</b>	<b>5,882</b>	<b>2,523</b>	<b>2,460</b>
Experience losses on retirement benefit obligations		(8,538)	(8,538)	-	-
Reduction in pension liabilities arising from retirements in year		13,558	13,558	12,312	12,312
Changes in assumptions underlying the present value of retirement benefit obligations	25	(12,021)	(12,021)	38,972	38,972
<b>Total actuarial gains / (losses) in the year</b>		<b>(7,001)</b>	<b>(7,001)</b>	<b>51,284</b>	<b>51,284</b>
Adjustment to deferred retirements benefits funding	25	7,001	7,001	(51,284)	(51,284)
<b>Total Comprehensive Income for the year</b>		<b>6,022</b>	<b>5,882</b>	<b>2,523</b>	<b>2,460</b>

The Consolidated Statement of Comprehensive Income includes all gains and losses recognised in the year. Notes 1 – 28 form part of these financial statements.

Signed on behalf of the Governing Body



Chairperson: Ms. Josephine Feehily



President: Professor Vincent Cunnane

Date: 26<sup>th</sup> May 2025

Date: 26<sup>th</sup> May 2025



TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

CONSOLIDATED STATEMENT OF CHANGES IN RESERVES AND CAPITAL ACCOUNT

Year Ended 31 August 2024

	Note 19 Deferred Capital Grants €000's	Note 20 Capital Development Reserve €000's	SOCI Restricted Depreciation Reserve €000's	SOCI Revenue Reserves €000's	Totals €000's
<b>Balance at 1 September 2023</b>	<b>162,128</b>	<b>6,291</b>	<b>16,685</b>	<b>16,357</b>	<b>201,461</b>
Surplus for the year before appropriations	-	-	-	6,022	6,022
Amount Released on Non State Funded Assets	-	-	(491)	491	-
Amortisation of Deferred Capital Grants	(6,669)	-	-	-	(6,669)
State Recurrent Grant allocated to capital	1,195	-	-	-	1,195
State Capital Grants	11,683	-	-	-	11,683
Research Grants & Contracts	1,462	-	-	-	1,462
Tipperary Co Council	33	-	-	-	33
Transfer to Expenditure	-	(97)	-	97	-
Transfer from/to Capital Development Reserve	2,596	3,404	-	(6,000)	-
<b>Movement for the Year</b>	<b>10,300</b>	<b>3,307</b>	<b>(491)</b>	<b>610</b>	<b>13,726</b>
<b>Balance at 31 August 2024</b>	<b>172,428</b>	<b>9,598</b>	<b>16,194</b>	<b>16,967</b>	<b>215,187</b>
<b>Balance at 1 September 2022</b>	<b>147,266</b>	<b>7,423</b>	-	<b>32,659</b>	<b>187,348</b>
Reanalysis of Non State Funded Assets Net Book Value	-	-	17,020	(17,020)	-
Surplus for the year before appropriations	-	-	-	2,523	2,523
Amount Released on Non-State Funded Assets	-	-	(335)	335	-
Amortisation of Deferred Capital Grants	(6,711)	-	-	-	(6,711)
State Recurrent Grant allocated to capital	1,807	-	-	-	1,807
State Capital Grants	10,060	-	-	-	10,060
Research Grants & Contracts	4,015	-	-	-	4,015
Tipperary Co Council	2,419	-	-	-	2,419
Transfer to Expenditure	-	(360)	-	360	-
Transfer from/to Capital Development Reserve	3,272	(772)	-	(2,500)	-
<b>Movement for the Year</b>	<b>14,862</b>	<b>(1,132)</b>	<b>16,685</b>	<b>(16,302)</b>	<b>14,113</b>
<b>Balance at 31 August 2023</b>	<b>162,128</b>	<b>6,291</b>	<b>16,685</b>	<b>16,357</b>	<b>201,461</b>

The Reanalysis relates to the movement of Non-State Assets Net Book Value from Revenue Reserves to a Restricted Depreciation Reserve.

Notes 1 – 28 form part of these financial statements.

Signed on behalf of the Governing Body




Chairperson: Ms. Josephine Feehily

President: Professor Vincent Cunnane

Date: 26<sup>th</sup> May 2025

Date: 26<sup>th</sup> May 2025

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

UNIVERSITY STATEMENT OF CHANGES IN RESERVES AND CAPITAL ACCOUNT

Year Ended 31 August 2024

	Note 19 Deferred Capital Grants €000's	Note 20 Capital Development Reserve €000's	SOCI Restricted Depreciation Reserve €000's	SOCI Revenue Reserves €000's	Totals €000's
<b>Balance at 1 September 2023</b>	<b>160,778</b>	<b>6,291</b>	<b>7,202</b>	<b>13,575</b>	<b>187,846</b>
Surplus for the year before appropriations	-	-	-	5,882	5,882
Amount Released on Non State Funded Assets	-	-	(406)	406	-
Amortisation of Deferred Capital Grants	(6,542)	-	-	-	(6,542)
State Recurrent Grant allocated to capital	1,195	-	-	-	1,195
State Capital Grants	11,683	-	-	-	11,683
Research Grants & Contracts	1,462	-	-	-	1,462
Tipperary Co Council	33	-	-	-	33
Transfer to Expenditure	-	(97)	-	97	-
Transfer from/to Capital Development Reserve	2,596	3,404	-	(6,000)	-
<b>Movement for the Year</b>	<b>10,427</b>	<b>3,307</b>	<b>(406)</b>	<b>385</b>	<b>13,713</b>
<b>Balance at 31 August 2024</b>	<b>171,205</b>	<b>9,598</b>	<b>6,796</b>	<b>13,960</b>	<b>201,559</b>
<b>Balance at 1 September 2022</b>	<b>145,788</b>	<b>7,423</b>	<b>-</b>	<b>20,457</b>	<b>173,668</b>
Reanalysis of Non State Funded Assets Net Book Value	-	-	7,718	(7,718)	-
Surplus for the year before appropriations	-	-	-	2,460	2,460
Amount Released on Non-State Funded Assets	-	-	(516)	516	-
Amortisation of Deferred Capital Grants	(6,583)	-	-	-	(6,583)
State Recurrent Grant allocated to capital	1,807	-	-	-	1,807
State Capital Grants	10,060	-	-	-	10,060
Research Grants & Contracts	4,015	-	-	-	4,015
Tipperary Co Council	2,419	-	-	-	2,419
Transfer to Expenditure	-	(360)	-	360	-
Transfer from/to Capital Development Reserve	3,272	(772)	-	(2,500)	-
<b>Movement for the Year</b>	<b>14,990</b>	<b>(1,132)</b>	<b>7,202</b>	<b>(6,882)</b>	<b>14,178</b>
<b>Balance at 31 August 2023</b>	<b>160,778</b>	<b>6,291</b>	<b>7,202</b>	<b>13,575</b>	<b>187,846</b>

The Reanalysis relates to the movement of Non-State Assets Net Book Value from Revenue Reserves to a Restricted Depreciation Reserve.

Notes 1 – 28 form part of these financial statements.

Signed on behalf of the Governing Body

*Josephine Feehily*

*Vincent Cunnane*

Chairperson: Ms. Josephine Feehily

President: Professor Vincent Cunnane

Date: 26<sup>th</sup> May 2025

Date: 26<sup>th</sup> May 2025

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

CONSOLIDATED AND UNIVERSITY STATEMENT OF FINANCIAL POSITION

As at 31 August 2024

	Note	Consolidated 2024 €000's	University 2024 €000's	Consolidated 2023 €000's Reanalysis	University 2023 €000's Reanalysis
<b>Fixed Assets</b>					
Property, Plant & Equipment	12	188,621	177,999	178,811	167,980
		<b>188,621</b>	<b>177,999</b>	<b>178,811</b>	<b>167,980</b>
<b>Current Assets</b>					
Inventory		51		66	
Receivables	14	11,726	11,643	16,333	16,396
Cash and Cash Equivalents	15	70,665	67,484	59,836	56,742
		<b>82,442</b>	<b>79,127</b>	<b>76,235</b>	<b>73,138</b>
Less Payables: Amounts due within 1 year	16	<b>(54,574)</b>	<b>(54,367)</b>	<b>(51,961)</b>	<b>(51,772)</b>
<b>Net Current Assets</b>		<b>27,868</b>	<b>24,760</b>	<b>24,274</b>	<b>21,366</b>
<b>Total Assets less Current Liabilities</b>		<b>216,489</b>	<b>202,759</b>	<b>203,085</b>	<b>189,346</b>
Payables: Amounts due after 1 year	17	<b>(1,302)</b>	<b>(1,200)</b>	<b>(1,624)</b>	<b>(1,500)</b>
<b>Retirement Benefits</b>					
Retirement Benefits Obligations	25	<b>(460,920)</b>	<b>(460,920)</b>	<b>(407,744)</b>	<b>(407,744)</b>
Deferred Retirement Benefit Funding Asset	25	460,920	460,920	407,744	407,744
<b>Total Net Assets</b>		<b>215,187</b>	<b>201,559</b>	<b>201,461</b>	<b>187,846</b>
Deferred State Capital Grants	19	172,428	171,205	162,128	160,778
Capital Development Reserve	20	9,598	9,598	6,291	6,291
Restricted Depreciation Reserve	22	16,194	6,796	16,685	7,202
		<b>198,220</b>	<b>187,599</b>	<b>185,104</b>	<b>174,271</b>
<b>Unrestricted Reserves</b>					
Revenue Reserves		16,967	13,960	16,357	13,575
		16,967	13,960	16,357	13,575
<b>Total</b>		<b>215,187</b>	<b>201,559</b>	<b>201,461</b>	<b>187,846</b>

Notes 1 – 28 form part of these financial statements.

Signed on behalf of the Governing Body

*Josephine Feehily*

*Vincent Cunnane*

Chairperson: Ms. Josephine Feehily

President: Professor Vincent Cunnane

Date: 26<sup>th</sup> May 2025

Date: 26<sup>th</sup> May 2025

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST


CONSOLIDATED STATEMENT OF CASH FLOWS

Year Ended 31 August 2024

	2024	2023
	€000's	€000's
<b>Cash Flows from Operating Activities</b>		
Surplus for the Year	6,022	2,523
Depreciation of Fixed Assets	7,456	7,504
Amortisation of Deferred Capital Grants	(6,669)	(6,711)
Interest Income	(584)	(342)
Decrease/(Increase) in Stock	15	(18)
Decrease/(Increase) in Receivables	4,607	(5,654)
Increase in Payables less than 1 year	2,613	1,484
(Decrease) in Payables greater than 1 year	(322)	(302)
Capital Grants received	14,373	18,301
<b>Net Cash Inflow from Operating Activities</b>	<b>27,511</b>	<b>16,785</b>
<b>Cash Flows from Investing Activities</b>		
Payments to acquire Property, Plant & Equipment	(17,266)	(22,028)
<b>Net Cash (Out Flow) from Investing Activities</b>	<b>(17,266)</b>	<b>(22,028)</b>
<b>Cash Flows from Financing Activities</b>		
Interest Received	584	342
<b>Net Cash Flows from Financing Activities</b>	<b>584</b>	<b>342</b>
<b>Net Increase in Cash Equivalents in the Year</b>	<b>10,829</b>	<b>(4,901)</b>
Cash & Cash Equivalents at 1 September	59,836	64,737
<b>Cash &amp; Cash Equivalents at Year End</b>	<b>70,665</b>	<b>59,836</b>

Notes 1 – 28 form part of these financial statements.

Signed on behalf of the Governing Body



Chairperson: Ms. Josephine Feehily



President: Professor Vincent Cunnane

Date: 26<sup>th</sup> May 2025

Date: 26<sup>th</sup> May 2025

NOTES TO THE FINANCIAL STATEMENTS

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Year Ended 31 August 2024

**1. Significant Accounting Policies**

The accounting policies which are considered material in relation to the financial statements are summarised below. They have all been applied consistently throughout the year and to the preceding year.

**a) General Information**

The primary objectives of the University are to provide third level education and other associated activities.

**b) Basis for Accounting**

The financial statements have been prepared under the historical cost convention, and in accordance with generally accepted accounting principles. They comply with Financial Reporting Standard 102 (FRS 102) issued by the Financial Reporting Council and with the requirements of the Higher Education Authority.

The functional currency under FRS 102 for Technological University of the Shannon: Midlands Midwest is considered to be Euro because that is the currency of the primary economic environment in which the University operates. The consolidated financial statements are also presented in Euro. Foreign operations are included in accordance with the policies set out below.

**c) Basis of Consolidation**

The Group financial statements consolidate the financial statements of the University and its subsidiary undertakings made up to 31 August 2024.

The results of subsidiaries acquired or sold are consolidated for the periods from or to the date on which control passed.

Where necessary, adjustments are made to the financial statements of subsidiaries to bring the accounting policies used into line with those used by the group. All intra-group transactions, balances, income and expenses are eliminated on consolidation.

**d) Property, Plant and Equipment**

*(i) Land and Buildings*

Tangible fixed assets are stated at cost or valuation, net of depreciation and any provision for impairment. Depreciation is provided on all tangible fixed assets, other than investment properties and freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset on a straight-line basis over its expected useful life, as follows:

Freehold buildings	50 years
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Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of the age and in the condition expected at the end of its useful life.

*(ii) Equipment*

From 1 October 2021, equipment costing less than €10,000 (previously €3,000) per individual item is written off to the statement of comprehensive income in the year of acquisition. All other equipment is capitalised at cost.

Capitalised equipment is depreciated on a straight-line basis over its useful economic life as follows:

Fixtures & Fittings including Prefabs	10 years
Computer equipment	3 years
Plant & Machinery	10 years
Equipment	5 years
Motor Vehicles	5 years
Furniture	5 years

All equipment funded from Research Grants and Contracts is depreciated over the life of the assets in line with the policy for all other Fixed Assets.

**e) Inventory**

Inventory is stated at the lower of cost and estimated selling price less costs to sell, which is equivalent to the net realisable value.

**f) Impairment of Assets**

Assets, other than those measured at fair value, are assessed for indicators of impairment. If there is objective evidence of impairment, an impairment loss is recognised in profit or loss as described below.

***Financial Assets***

For financial assets carried at amortised cost, the amount of an impairment is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial asset's original effective interest rate.

For financial assets carried at cost less impairment, the impairment loss is the difference between the asset's carrying amount and the best estimate of the amount that would be received for the asset if it were to be sold at the reporting date.

Where indicators exist for a decrease in impairment loss, and the decrease can be related objectively to an event occurring after the impairment was recognised, the prior impairment loss is tested to determine reversal. An impairment loss is reversed on an individual impaired financial asset to the extent that the revised recoverable value does not lead to a revised carrying amount higher than the carrying value had no impairment been recognised.

**g) Taxation**

*(i) Corporation Tax*

As an exempt charity, the University is not liable for corporation tax or income tax on any of its charitable activities. It is registered for value added tax, but since the supply of education is an exempt activity on which no output tax is charged it is unable to recover input tax on the majority of its purchases. Certain research and commercial activities within the University falls into the VAT net. Any input or output tax relating to these activities is returned to the Revenue by the University.

*(ii) Deferred Taxation*

In subsidiary companies, who do not hold a charitable status and are therefore liable to corporation tax, deferred taxation is recognised in respect of all timing differences that have originated but not reversed at the Statement of Financial Position date. Provision is made at the rates expected to apply when the timing differences reverse. Timing differences are differences between taxable profits and results as stated in the financial statements that arise from the inclusion of gains and losses in taxable profits in period's different from those in which they are recognised in the financial statements.

A net deferred tax asset is regarded as recoverable and, therefore, recognised only when, on the basis of all available evidence, it can be regarded as more likely than not that there will be suitable taxable profits from which the future reversal of the underlying timing differences can be deducted.

**h) Recognition of Income**

**(i) State Grants**

Recurrent state grants from the Higher Education Authority and other bodies are recognised in the period in which they are receivable. Non-recurrent Grants from the Higher Education Authority or other state bodies received in respect of the acquisition or construction of Fixed Assets are treated as deferred State Capital Grants and amortised in line with the depreciation charged over the life of the assets.

**(ii) Fee Income**

Fee income is accounted for on an accruals basis.

**(iii) Research Grants and Contracts**

Income from research grants and contracts is matched to expenditure and included in the year the expenditure is incurred unless the grant has performance related conditions or restrictions associated with it. The most common classes of such transactions are set out below:

**a. Donations with No Restrictions**

Donations with no restrictions include amounts given to the University by way of cash or asset with no restriction as to how the donation should be used. Such donations are recorded in the Statement of Comprehensive Income on entitlement to the income.

**b. Donations with Restrictions**

Donations with restrictions are recorded within the Statement of Comprehensive Income on entitlement to the income. The restricted income received is held in the temporarily restricted reserve until such time that the expenditure is incurred in accordance with the restrictions.

**c. Research Grants from non-government sources**

Income from grants from non-government sources is recognised in the Statement of Comprehensive Income when the performance-related conditions are met. If a restriction is in use but no performance related condition exists, the income is recorded in the Statement of Comprehensive Income when the University becomes entitled to the income.

Grants with unfulfilled performance related conditions are held as deferred income until such time as the conditions are met, at which point the income is recorded in the Statement of Comprehensive Income.



## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Grants with restrictions are recorded within the Statement of Comprehensive Income on entitlement to the income and subsequently retained within a restricted reserve until such time that the expenditure is incurred in line with the restriction.

(iv) **Minor Capital Works**

The Minister for Further and Higher Education, Research, Innovation and Science introduced a scheme to devolve responsibility to the University for summer and other Capital Works. In all cases Minor Capital Works funding is matched to expenditure and included in the year the expenditure is incurred.

(v) **Income from Short-Term Deposits**

All income from short-term deposits is credited to the income and expenditure account in the year in which it is earned.

**i) Employee Benefits**

(i) **Retirement Benefits**

Pension entitlements of staff recruited prior to 1 January 2013 are conferred under a defined benefit pension scheme established under the Education Sector Superannuation Scheme 2015. The scheme is operated on a Pay-as-You-Go basis, with superannuation deductions made from employees being retained by the University as an agreed part of its funding.

The University also operates the Single Public Service Pension Scheme ("Single Scheme"), which is the defined benefit scheme for pensionable public servants appointed on or after 1 January 2013 in accordance with the Public Service Pensions (Single Scheme and Other Provisions) Act 2012. Single Scheme members' contributions are paid over by the University to the Department of Public Expenditure NPD Delivery and Reform (DPER).

Pension costs charged to expenditure in the year reflect the benefits earned by current employees during the year and are shown net of staff pension contributions which, in respect of (i) the Education Sector Superannuation Scheme 2015, are retained by the University and (ii) the Single Scheme, are remitted to DPER. An amount corresponding to the pension costs recognised as income, to the extent that it is recoverable.

Pension liabilities represent the present value of future pension payments earned to date. The retirement benefit funding asset reflects the expectation that the Department of Further and Higher Education, Research, Innovation and Science will continue to pay pensions and retirement lump sums as they fall due.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income and a corresponding adjustment is recognised in the retirement benefit funding asset.

The financial statements reflect, at fair value, the assets and liabilities arising from the University's pension obligations in respect of its current staff only and any related funding. The costs of providing pension benefits are recognised in the accounting periods in which they are earned by employees. Pension liabilities in respect of former employees who are in receipt of pensions are excluded because pension payments are charged to the appropriation account of the Department of Further and Higher Education, Research, Innovation and Science. The reduction in liability arising from members who retire during the year is reflected as an experience gain. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

Subsidiary staff are not part of the Public Sector scheme and each company operates its own private scheme.

### *(ii) Short-Term Benefits*

Short-term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year end are included in the Payables figure in the Statement of Financial Position. There is no accrual for holiday pay for Academic staff at year end due to the nature of their contracts.

### **j) Foreign Currency**

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the Statement of Financial Position date are reported at the rates of exchange prevailing at that date.

### **k) Leases**

Assets held under finance leases, hire purchase contracts and other similar arrangements, which confer rights and obligations similar to those attached to owned assets, are capitalised as tangible fixed assets at the fair value of the leased asset (or, if lower, the present value of the minimum lease payments as determined at the inception of the lease) and are depreciated over the shorter of the lease terms and their useful lives. The capital elements of future lease obligations are recorded as liabilities, while the interest elements are charged to the profit and loss account over the period of the leases to produce a constant periodic rate of interest on the remaining balance of the liability.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Rentals under operating leases are charged on a straight-line basis over the lease term, even if the payments are not made on such a basis. Benefits received and receivable as an incentive to sign an operating lease are similarly spread on a straight-line basis over the lease term.

### **l) Deferred Capital Grants**

Deferred capital grants represent the unamortised value of accumulated funds from State sources used for the acquisition or construction of fixed assets.

Capital Grants from the Higher Education Authority or other State bodies used for the acquisition or construction of fixed assets are treated as deferred capital grants and amortised in line with the depreciation charged over the useful life of the related assets.

### **m) Reserves**

#### ***Capital Development Reserve***

The capital development reserve represents funds set aside by the University for specified capital development purposes. The amount transferred during the financial year is in line with the Protocol for transfers to Capital Development Reserves as agreed with the Higher Education Authority. The balance held in the Capital Development Reserve at year end, including the analysis of the underlying projects and associated costs, was approved by the Governing Body.

#### ***Restricted Depreciation Reserve***

The restricted depreciation reserve represents funds required to cover the future depreciation charges on those assets that were not funded by a State Grant, and which will not be offset by amortisation of Deferred State Capital Grants (Note 19). An amount equal to the depreciation charge on Non-State Funded Assets is released from the reserve in each accounting period.

## **2. Critical Accounting Judgements and Key Sources of Estimation**

In the application of the University's accounting policies, which are described in note 1, the Governing Body are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### Critical Judgements in Applying the University's Accounting Policies

The following are the critical judgements, apart from those involving estimations (which are dealt with separately below), that the Governing Body has made in the process of applying the University's accounting policies and that have the most significant effect on the amounts recognised in the financial statements.

#### a) **Going Concern**

There is no material uncertainty regarding the University's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis, the University considers it appropriate to prepare financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying value and classification of assets and liabilities that may arise if the University was unable to continue as a going concern.

#### b) **Provision for Doubtful Debts**

The University makes an estimate of the recoverable value of trade debtors and other debtors. The University uses estimates based on historical experience in determining the level of debts, which may not be collected. These estimates include such factors as the current rating of the debtor, the ageing profile of debtors and historical experience. The level of provision required is reviewed on an on-going basis.

#### c) **Retirement Benefit Obligation**

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels and mortality rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) The discount rate, changes in the rate of return on high-quality corporate bonds
- (ii) Future compensation levels, future labour market conditions

#### d) **Holiday Pay**

The holiday pay accrual is calculated by reference to the days' holidays outstanding at the year end. Academic staff do not require an accrual at year end due to the nature of their contract.

#### e) **Establishing Lives for Property, Plant and Equipment for Depreciation Purposes**

Long lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets of the University. The annual depreciation charge depends on the estimated expected useful life of each type of asset and estimates of residual values. The University regularly reviews these expected useful lives and changes them as necessary to reflect generally accepted norms for the relevant category. Changes in expected useful lives can have a significant impact on depreciation charges for the period. Details of expected useful lives for all asset categories are included in Note 1.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 3. State Grants

#### 3a. State Grants

	2024 Allocated for Recurrent Expenditure €000's	2024 Allocated for Capital Expenditure €000's	2024 Total €000's	2023 Total €000's
Recurrent Grant	63,050	47	63,097	55,163
Recurrent Supplementary Grant	4,739	-	4,739	2,302
Apprentices	11,365	-	11,365	9,537
Nursing	963	-	963	793
Devolved Grant	2,529	805	3,334	2,092
TU Transformation Fund	848	-	848	5,415
Technological Sector Advancement Fund	1,604	-	1,604	-
N-TUTORR	3,033	304	3,337	393
Other State Grant	7,358	39	7,397	6,100
Capital Grant	1,644	11,683	13,327	10,271
<b>Total 2024</b>	<b>97,133</b>	<b>12,878</b>	<b>110,011</b>	<b>92,066</b>
<b>Total 2023</b>	<b>80,199</b>	<b>11,867</b>	<b>92,066</b>	

#### 3b. Analysis of State Grant Income

Name/Type of Grant	Op Deferral 01/09/2023 €000's	Grant Received €000's	Cl Deferral 31/08/2024 €000's	SOCI 2024 €000's
Core Grant	-	63,097	-	63,097
Supplementary Core Grant	(1,524)	2,286	3,977	4,739
Apprenticeships	(365)	11,734	(4)	11,365
Nursing Grant	-	963	-	963
Technological University Transformation Fund (TUTF)	848	-	-	848
Technological Sector Advancement Fund (TSAF)	-	4,483	(2,879)	1,604
N-TUTORR	5,809	1,592	(4,064)	3,337
Additional Places	(180)	1,651	341	1,812
Human Capital Initiative - DASBE	2,175	993	(1,680)	1,488
Innovation & Transformation	393	1,356	(452)	1,297
Distributed Campuses Support	(460)	690	460	690
Performance Fund	708	(27)	(311)	370
Student Mental Health & Well Being Funds	534	-	(222)	312
Strategic Alignment of Teaching and Learning Enhancement Funding (SALTE)	598	-	(282)	316
Programme for Access to Higher Education (PATH)	98	339	(64)	373
Senior Academic Leadership Initiative	-	209	(87)	122
Other	331	595	(309)	617
Devolved Grant	4,033	2,974	(3,673)	3,334
Capital Grants Coonagh	(5,307)	14,013	2,621	11,327
Capital Grants Stem Quadrangle	(451)	701	-	250
Capital Grants Nursing Transition	(429)	1,600	(731)	440
Capital Grants Apprenticeship Phase 2	-	240	51	291
Capital Grants Apprenticeship Expansion	-	-	981	981
Capital Grants Pathfinder Programme 2023	-	-	38	38
<b>Total State Income</b>	<b>6,811</b>	<b>109,489</b>	<b>(6,289)</b>	<b>110,011</b>
Allocated for Capital Expenditure				<b>(12,878)</b>
Allocated for Recurrent Expenditure				<b>97,133</b>

All grants disclosed in Note 3 were received from the Higher Education Authority.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 4. Tuition Fees and Student Contribution

#### 4a. Tuition Fees and Student Contribution

	2024 Student No's WTE	2024 State Funded €000's	2024 Non State Funded €000's	2024 Total €000's
EU Undergraduate Students	9,828	23,379	10,806	34,185
EU Postgraduate Students	702	1,456	1,613	3,069
Non-EU students	730	-	7,792	7,792
Life Long Learning and other fees	1,265	5,159	1,993	7,152
<b>Student No's/ Fee Income</b>	<b>12,525</b>	<b>29,994</b>	<b>22,204</b>	<b>52,198</b>

	2023 Student No's WTE	2023 State Funded €000's	2023 Non State Funded €000's	2023 Total €000's
EU Undergraduate Students	9,405	23,055	10,060	33,115
EU Postgraduate Students	781	1,879	1,822	3,701
Non-EU Fees	667	-	6,410	6,410
Life Long Learning and other fees	1,916	7,041	2,323	9,364
<b>Student No's/ Fee Income</b>	<b>12,769</b>	<b>31,975</b>	<b>20,615</b>	<b>52,590</b>

Student numbers are stated as whole time equivalents based on enrolled credits.

Non-EU Fees and student numbers include all Non-EU students registered in the year, including students registered for programmes delivered in Ireland and offshore.

State funded fees includes HEA €22m (2023 - €23.9m), SUSI €7.8m (2023 - €8.1m).

Included in the Higher Education Authority amount is student contribution fees of €8.0m (2023 - €8.0m) paid under the Budget 2024 (Budget 2023) cost of living measures, amounting to €1,000 per student eligible for free fees.

#### 4b. Analysis of State Funded Student Fees and Contribution

Name of Grantor	Op Deferral 01/09/2023 €000's	Grant Received €000's	Cl Deferral 31/08/2024 €000's	SOCI 2024 €000's
Higher Education Authority	432	21,973	(453)	21,952
Student Universal Support Ireland (SUSI)	-	7,876	-	7,876
Dublin City University	(114)	114	166	166
	<b>318</b>	<b>29,963</b>	<b>(287)</b>	<b>29,994</b>

## 5. Research Grants and Contracts

### 5a. Research Grants & Contracts

	2024	2023
	Total	Total
	€000's	€000's
<b>Income</b>		
State & Semi State	9,240	10,472
European Union	14,762	8,973
Industry	1,328	1,260
Other	92	218
Capital Expenditure	<u>(1,462)</u>	<u>(4,015)</u>
	<b>23,960</b>	<b>16,908</b>
<b>Expenditure</b>		
Pay Costs	8,585	8,001
Payments to Project Partners	11,536	6,847
Non Pay Costs	<u>4,981</u>	<u>5,216</u>
	<b>25,102</b>	<b>20,064</b>
<b>Net Outcome</b>	<b>(1,142)</b>	<b>(3,156)</b>

Expenditure exceeds income because research-related funding received under TU Transformation Funding of €62k (2023: €2.4m) and HEA Research and Innovation Grant Income of €1.3m (2023: €990k) is shown in State Grants (note 3) and is not included in Research Grant and Contract Income.

Included in Research Grants and Contracts Income is an amount of €225k (2023: €576k) in respect of overhead recovery.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 5b Analysis of State Grant Income

Name of Grantor	Name/Type of Grant	Op Deferral 01/09/2023 €000's	Grant Received €000's	Cl Deferral 31/08/2024 €000's	SOCI 2024 €000's
Higher Education Authority	TU-RISE	-	3,018	(2,223)	795
Higher Education Authority	Erasmus Funding	166	185	(44)	307
Higher Education Authority	Capital Grant	-	491	(295)	196
Higher Education Authority	Other Research Funding	473	499	(672)	300
Enterprise Ireland	Capital Grant	(1,138)	4,818	(2,464)	1,216
Enterprise Ireland	Gateways, Centres & Partnerships	(643)	3,404	(695)	2,066
Enterprise Ireland	Enterprise Development	929	473	(434)	968
Enterprise Ireland	Other Research Funding	(282)	1,613	221	1,552
Science Foundation Ireland	Research Centres	(779)	662	558	441
Science Foundation Ireland	Public Engagement	27	155	(100)	82
Science Foundation Ireland	Other Research Funding	398	252	(220)	430
Irish Research Council	Research Funding	37	240	(41)	236
Department of Agriculture	Research Funding	353	449	(534)	268
Environmental Protection Agency	Research Funding	(36)	18		(18)
Ballyhoura Development CLG	Research Funding	4			4
Brothers of Charity	Research Funding	-	1		1
Department of Education & Science	Research Funding	14	(11)		3
Health Research Board	Research Funding	22		(22)	-
Health Service Executive	Research Funding	217	75	(228)	64
International Energy Research Centre	Research Funding	100	-	-	100
Irish Cancer Society	Research Funding	3	9	2	14
Leargas	Research Funding	42	-	(4)	38
Limerick City Gallery of Art	Research Funding	16	-	(5)	11
National Youth Council of Ireland	Research Funding	3	-	-	3
North Tipperary Development Company	Research Funding	-	2	-	2
Offaly County Council	Research Funding	-	6	(6)	-
PAUL Partnership Limerick	Research Funding	2	-	-	2
Pobal	Research Funding	-	-	3	3
Solas	Research Funding	35			35
Sustainable Energy Authority of Ireland	Research Funding	16			16
Tipperary County Council	Research Funding	11			11
Tipperary Sports Partnership	Research Funding	63		17	80
University of Limerick	Research Funding	5			5
Sports Ireland	Research Funding	6	8	(5)	9
		<b>64</b>	<b>16,367</b>	<b>(7,191)</b>	<b>9,240</b>



## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 6. Student Support Funding

#### 6a. Student Support Funding

	2024 Total €000's	2023 Total €000's
Fund for Students with Disabilities	409	408
Student Assistance Fund	1,920	2,123
	<u>2,329</u>	<u>2,531</u>

#### 6b. Analysis of State Funded Student Support Income

Name of Grantor	Name/Type of Grant	Op Deferral 01/09/2023 €000's	Grant Received €000's	Cl Deferral 31/08/2024 €000's	SOCI 2024 €000's
Higher Education Authority	Fund for Students with Disabilities	(68)	399	78	409
Higher Education Authority	Student Assistance Fund	51	1,299	(55)	1,295
University of Limerick	1916 Bursary Fund	(8)	421	(89)	324
Dublin City University	1916 Bursary Fund	10	313	(22)	301
		<u>(15)</u>	<u>2,432</u>	<u>(88)</u>	<u>2,329</u>

### 7. Other Income

#### 7a. Other Income

	2024 Total €000's	2023 Total €000's
Superannuation deductions retained	4,275	4,064
<b>Sundry Income</b>		
International Administration Fee	844	866
Commercial Income	436	473
Erasmus Mobility Awards	704	456
Regional Skills Fora Cost Recoupment	454	427
Salary Recoupment	500	372
Exam & Material Fee income	507	398
Concession Fee	-	187
Sundry Income	521	430
Training and Course Development	149	116
Scholarships	82	66
Rental of Facilities	33	57
Graduation Services	89	57
Careers Fair	21	44
<b>Total Sundry Income</b>	<u>4,340</u>	<u>3,949</u>
<b>Total University Income</b>	<u>8,615</u>	<u>8,013</u>
Subsidiary Company Income	3,210	2,983
<b>Total Consolidated Income</b>	<u><u>11,825</u></u>	<u><u>10,996</u></u>

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 7b Analysis of State Grant Income

Name of Grantor	Name/Type of Grant	Op Deferral 01/09/2023 €000's	Grant Received €000's	Cl Deferral 31/08/2024 €000's	SOCI 2024 €000's
Higher Education Authority	Era smus	736	724	(756)	704
Higher Education Authority	Mis ce llaneous	(19)	169	4	154
Health Service Executive	Student Sexual Health Service	45	104	(47)	102
Health Service Executive	Counselling Support	5	26	(15)	16
Health Service Executive	To get her all	-	100	(100)	-
Department of Education & Science	Regional Skills Fora	(44)	482	16	454
Technological Higher Education Association (THEA)	Sal ary Re coup ment	(6)	274	5	273
Other State/Semi State Bodies	Mis ce llaneous	91	47	(19)	119
		808	1,926	(912)	1,822

## 8. Staff Costs

The average number of persons (including senior post-holders) employed by the University during the year, expressed in full time equivalent is:

	2024 No. of Employees	2023 No. of Employees
Tea ching and Research	1,080	1,060
Technical	103	100
Central Administration & Services	423	404
	<b>1,606</b>	<b>1,564</b>

	2024 €000's	2023 €000's
Sal aries and wages	115,437	106,046
Overt ime and Allowances	126	120
Employers PRSI	10,929	10,049
Subsidiary Company	1,502	1,376
<b>Totals</b>	<b>127,994</b>	<b>117,591</b>

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### Key Management Compensation

For the purposes of this note, key management personnel in the University includes the Governing Body, President, Registrar, Vice Presidents, Deans of Faculty and any other person on these salary grades, including any staff on these salary grades seconded elsewhere in the Public Sector.

	WTE	Salary €000's	Fees €000's	Employee Benefits €000's	Post- Employment Benefits €000's	Termination Benefits €000's	2024 Total Compensation €000's	2023 Total Compensation €000's
Governing Body Members	-	-	-	-	-	-	-	-
President	1.0	205	-	-	-	-	205	200
Senior Management	18.4	2,397	-	-	-	-	2,397	2,185
Seconded Senior Management	1.3	216	-	-	-	-	216	176
	<b>20.7</b>	<b>2,818</b>	-	-	-	-	<b>2,818</b>	<b>2,561</b>

### Post-employment benefits of key management staff

Twenty members of the senior management team are members of a defined benefit final salary pension arrangement, with benefits and contributions defined by reference to current "model" public sector scheme regulations only.

One member of the senior management team is a member of the Single Public Service Pension Scheme. The Single Scheme is the occupational pension scheme for new entrant public servants hired since 01 January 2013. It is a defined benefit scheme with retirement benefits based on career-average pay.

### Termination Payments

Termination payments (statutory redundancy) amounting to €7k were paid to two staff members of the University during the year (2023: statutory redundancy payments totalling €13k paid to three staff members).

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### Higher Paid Staff

TUS has adopted a starting value of €60,000 to identify higher paid staff.

Staff remuneration in the year in salary bands of €10,000 using €60,000 as the starting value is as follows:

Remuneration Bands	Consolidated	University	Consolidated	University
	No of Employees 2024	No of Employees 2024	No of Employees 2023	No of Employees 2023
€60,000 to €70,000	212	211	174	173
€70,001 to €80,000	99	99	109	109
€80,001 to €90,000	88	88	85	84
€90,001 to €100,000	132	132	227	227
€100,001 to €110,000	251	250	134	134
€110,001 to €120,000	63	63	52	52
€120,001 to €130,000	24	24	19	19
€130,001 to €140,000	16	16	12	12
€140,001 to €150,000	5	5	3	3
€150,001 to €160,000	1	1	3	3
€160,001 to €170,000	-	-	1	1
€170,001 to €180,000	2	2	1	1
€180,000 to €190,000	-	-	-	-
€190,000 to €200,000	-	-	-	-
€200,000 to €210,000	1	1	1	1
<b>Grand Total</b>	<b>894</b>	<b>892</b>	<b>821</b>	<b>819</b>

The overall figure for employer pension contribution in the year was €124k (2023: €144k).

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 9. Operating Expenses

	Consolidated 2024 €000's	Consolidated 2023 €000's
Materials and Other Consumables	2,450	2,586
Library Costs	1,667	875
Communication, Printing and Other Office Costs	876	860
Computer Costs	2,466	2,160
Commission re International Student Fees	966	682
General Educational Expenses	1,235	1,174
Student Scholarships and Other Stipends	2,108	2,070
Innovation Centre Participation Grants	424	353
Services to Students	1,780	1,866
Student Support	2,559	2,171
Equipment purchase and maintenance	5,276	3,098
Light, Heat and Power	2,554	2,091
Rent, Rates and Insurance	1,459	1,292
Security, Cleaning and Waste Disposal	2,502	2,272
Buildings, Grounds Maintenance and Health and Safety Costs	3,138	2,883
Travel and Subsistence	1,801	1,610
Hospitality	288	225
Staff Recruitment and Development	1,429	755
Marketing and Advertising	1,219	1,373
Professional Costs	2,234	2,171
Audit Fees	84	70
Payments to Project Partners	11,552	6,847
Other Expenses	293	372
Refunds and Waivers	128	88
Bad Debts and Movement in Provision for Bad Debts	623	649
Settlement Costs	-	16
Corporate Memberships	397	466
Fraud Expenses	-	13
Subsidiary Company Expenditure	1,674	1,534
<b>Total Other Operating Expenses</b>	<b>53,182</b>	<b>42,622</b>

	2024 €000's	2023 €000's
<b>Other Operating Expenses includes</b>		
<b>Audit Remuneration</b>		
External Audit of TUS (OCAG)	84	70
Internal Audit Services	32	32
External Audit of Subsidiary Company	25	22
<b>Total</b>	<b>141</b>	<b>124</b>

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 10. Taxation

Technological University of the Shannon: Midlands Midwest and its subsidiaries, with the exception of TUS Events & Sports Services Midlands Ltd, are exempt from Corporation Tax under a charitable status order.

TUS Events & Sports Services Midlands Ltd has an estimated liability of €44,000 for Corporation Tax for the year ended 31st August 2024 (2023: €37k).

### 11. Financial Result for the Year

The surplus for the year on continuing operations is made up as follows:

	2024	2023
	€000'S	€000'S
University surplus for the year	5,882	2,460
Surplus generated by subsidiaries and other undertakings	<u>140</u>	<u>63</u>
<b>Consolidated surplus for the year</b>	<b><u><u>6,022</u></u></b>	<b><u><u>2,523</u></u></b>

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 12. Property, Plant and Equipment

#### Consolidated

	Land & Buildings €000's	Assets in course of Construction €000's	Fixtures & Fittings €000's	Computer Equipment €000's	Plant & Machinery €000's	Equipment & Motor Vehicles €000's	Total 2024 €000's	Total 2023 €000's
<b>Cost</b>								
<b>At 1 September 2023</b>	213,859	26,315	16,291	15,281	4,517	26,914	<b>303,177</b>	<b>282,542</b>
Additions in year	3,708	10,914	536	351	241	1,525	<b>17,275</b>	<b>22,051</b>
Movement	35,099	(36,027)	850	-	-	78	-	-
Disposals in year	-	-	(63)	(1,131)	(21)	(1,127)	<b>(2,342)</b>	<b>(1,416)</b>
<b>At 31 August 2024</b>	<b>252,666</b>	<b>1,202</b>	<b>17,614</b>	<b>14,501</b>	<b>4,737</b>	<b>27,390</b>	<b>318,110</b>	<b>303,177</b>
<b>Depreciation</b>								
<b>At 1 September 2023</b>	71,367	-	12,414	14,920	2,612	23,053	<b>124,366</b>	<b>118,255</b>
Charge for year	4,582	-	948	274	323	1,329	<b>7,456</b>	<b>7,504</b>
Disposals in year	-	-	(61)	(1,130)	(20)	(1,122)	<b>(2,333)</b>	<b>(1,393)</b>
<b>At 31 August 2024</b>	<b>75,949</b>	<b>-</b>	<b>13,301</b>	<b>14,064</b>	<b>2,915</b>	<b>23,260</b>	<b>129,489</b>	<b>124,366</b>
<b>Net Book Value</b>								
<b>At 31 August 2024</b>	<b>176,717</b>	<b>1,202</b>	<b>4,313</b>	<b>437</b>	<b>1,822</b>	<b>4,130</b>	<b>188,621</b>	<b>178,811</b>
<b>At 31 August 2023</b>	<b>142,492</b>	<b>26,315</b>	<b>3,877</b>	<b>361</b>	<b>1,905</b>	<b>3,861</b>	<b>178,811</b>	

#### University

	Land & Buildings €000's	Assets in course of Construction €000's	Fixtures & Fittings €000's	Computer Equipment €000's	Plant & Machinery €000's	Equipment & Motor Vehicles €000's	Total 2024 €000's	Total 2023 €000's
<b>Cost</b>								
<b>At 1 September 2023</b>	199,047	26,280	14,863	15,257	4,411	25,643	<b>285,501</b>	<b>265,333</b>
Additions in year	3,708	10,862	536	351	241	1,307	<b>17,005</b>	<b>21,573</b>
Movement	35,099	(35,992)	815	-	-	78	-	-
Disposals in year	-	-	(40)	(1,128)	(21)	(1,013)	<b>(2,202)</b>	<b>(1,405)</b>
<b>At 31 August 2024</b>	<b>237,854</b>	<b>1,150</b>	<b>16,174</b>	<b>14,480</b>	<b>4,631</b>	<b>26,015</b>	<b>300,304</b>	<b>285,501</b>
<b>Depreciation</b>								
<b>At 1 September 2023</b>	67,111	-	11,038	14,896	2,507	21,969	<b>117,521</b>	<b>111,827</b>
Charge for year	4,208	-	929	275	323	1,250	<b>6,985</b>	<b>7,083</b>
Disposals in year	-	-	(40)	(1,127)	(21)	(1,013)	<b>(2,201)</b>	<b>(1,389)</b>
<b>At 31 August 2024</b>	<b>71,319</b>	<b>-</b>	<b>11,927</b>	<b>14,044</b>	<b>2,809</b>	<b>22,206</b>	<b>122,305</b>	<b>117,521</b>
<b>Net Book Value</b>								
<b>At 31 August 2024</b>	<b>166,535</b>	<b>1,150</b>	<b>4,247</b>	<b>436</b>	<b>1,822</b>	<b>3,809</b>	<b>177,999</b>	<b>167,980</b>
<b>At 31 August 2023</b>	<b>131,936</b>	<b>26,280</b>	<b>3,825</b>	<b>361</b>	<b>1,904</b>	<b>3,674</b>	<b>167,980</b>	

### 13. Subsidiary Undertakings and Associates

TUS has the following subsidiary undertakings and associates, through which certain ancillary activities are carried out:

a	<b>Name</b>	College Support & Services Clg.
	<b>Registered Office</b>	Dublin Road, Athlone.
	<b>% owned by TUS</b>	100%
	<b>Activities</b>	Campus Catering Services
	<b>Loss for the year</b>	€126,490
	<b>Net Assets at the statement of financial position date</b>	€2,077,104
b	<b>Name</b>	TUS Events & Sports Services Midlands Ltd
	<b>Registered Office</b>	Dublin Road, Athlone.
	<b>% owned by TUS</b>	100%
	<b>Activities</b>	Management of Indoor Sports Arena
	<b>Profit for the year</b>	€76,936
	<b>Net Assets at the statement of financial position date</b>	€11,181,950
c	<b>Name</b>	TUS Events & Sports Services Midwest Ltd.
	<b>Registered Office</b>	Moylish Park, Limerick
	<b>% owned by TUS</b>	100%
	<b>Activities</b>	Management of Sports & Leisure Facilities
	<b>Profit for the year</b>	€105,542
	<b>Net Assets at the statement of financial position date</b>	€150,777
d	<b>Name</b>	AIT Training International Ltd.
	<b>Registered Office</b>	Dublin Road, Athlone
	<b>% owned by TUS</b>	100%
	<b>Activities</b>	Investment Holding Company
	<b>Profit for the year</b>	Not trading
	<b>Net Assets at the statement of financial position date</b>	€3



## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 14. Receivables

	Consolidated 2024 €000's	Consolidated 2023 €000's	University 2024 €000's	University 2023 €000's
State Capital Grant Receivable	3,693	6,189	3,693	6,189
Capital Grants Other	-	790	-	790
State Student Fees Receivable	166	114	166	114
Student Fees Receivable	982	785	982	785
State Research Grants & Contracts Receivable	260	1,524	260	1,524
Research Grants & Contracts Receivable Non State	2,344	3,031	2,344	3,031
State Student Support Funding	79	100	79	100
State Other Receivables	6	50	6	50
Other Receivables	727	691	727	691
Trade Receivables	1,404	1,400	1,404	1,400
Provision for Bad Debts	(712)	(657)	(712)	(657)
Prepayments	2,694	2,379	2,694	2,379
	<b>11,643</b>	<b>16,396</b>	<b>11,643</b>	<b>16,396</b>
Subsidiary Companies	324	300	-	-
Elimination of Inter Co Receivables	(241)	(363)	-	-
<b>Total</b>	<b>11,726</b>	<b>16,333</b>	<b>11,643</b>	<b>16,396</b>

### 15. Cash and Cash Equivalents

	Consolidated 2024 €000's	Consolidated 2023 €000's	University 2024 €000's	University 2023 €000's
Cash at Bank including balances on short term deposit	70,665	59,836	67,484	56,742
Long Term Deposits	-	-	-	-
<b>Total</b>	<b>70,665</b>	<b>59,836</b>	<b>67,484</b>	<b>56,742</b>

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 16. Payables: amounts falling due within one year

	Consolidated 2024 €000's	Consolidated 2023 €000's	University 2024 €000's	University 2023 €000's
State Grant received in advance	9,983	13,001	9,983	13,001
State Student fees received in advance	453	432	453	432
Student fees received in advance	9,300	8,025	9,300	8,025
State Research Grants and Contracts	7,451	1,588	7,451	1,588
Research Grants and Contracts Non State	8,207	7,932	8,207	7,932
State Student Support Funding	168	85	168	85
Student Support Funding	30	50	30	50
Deferred Other State Income	917	858	917	858
Deferred Other Income	312	170	312	170
Other amounts received in advance	333	303	333	303
Trade Payables	3,752	7,251	3,752	7,251
Accruals	5,625	4,044	5,625	4,044
Other tax and social security	5,390	5,706	5,390	5,706
Pension Contribution	2,146	2,027	2,146	2,027
Lease Obligations	300	300	300	300
	<b>54,367</b>	<b>51,772</b>	<b>54,367</b>	<b>51,772</b>
Subsidiary Company	481	584	-	-
Subsidiary Company lease obligations	10	11	-	-
Elimination of Inter Co Payables	(241)	(363)	-	-
Elimination of State deferred grant income	(43)	(43)	-	-
<b>Total</b>	<b>54,574</b>	<b>51,961</b>	<b>54,367</b>	<b>51,772</b>

Following approval by the Governing Body at its meeting on 27th November, 2023, TUS completed a lease surrender of the premises known as the Limerick Laundry and Dry Cleaning Services, Pennywell Road, Limerick from the incumbent tenant, being Limerick Laundry and Dry Cleaning Services Ltd. for the total amount of €190,000. The amount paid in the year was €19,000. The balance was paid in October 2024.

### 17. Payables: amounts falling after more than one year

	Consolidated 2024 €000's	Consolidated 2023 €000's	University 2024 €000's	University 2023 €000's
Other payables	102	112	-	-
Other lease obligations (Note 18)	1,200	1,512	1,200	1,500
	<b>1,302</b>	<b>1,624</b>	<b>1,200</b>	<b>1,500</b>

**18. Lease Commitments**

	Land & Buildings 2024 €000's	Land & Buildings 2023 €000's	Other 2024 €000's	Other 2023 €000's
<b>Finance Leases</b>				
Within 1 Year	300	300	10	11
Between 2 & 5 Years	1,200	1,200	-	12
Greater than 5 years	-	300	-	-
<b>Total Finance Leases</b>	<b>1,500</b>	<b>1,800</b>	<b>10</b>	<b>23</b>
<b>Total Lease Commitments</b>	<b>1,500</b>	<b>1,800</b>	<b>10</b>	<b>23</b>

The contractual basis of the Limerick Institute of Technology (LIT) merger with Tipperary Rural & Business Development Institute (TRBDI), known as Tipperary Institute, is set out in the scoping exercise "Towards a new Institute of Technology" which was approved by the LIT Governing Body, the Board of TRBDI and the Government in February 2010. This document includes the commitment to provide appropriate third level facilities on the Ballingarrane site to include Enterprise, Research and Training facilities (Chapter: Transition Funding and Physical Development Requirements).

In July 2012, LIT and South Tipperary County Council entered into a Memorandum of Understanding providing for the development of an enterprise promotion, research, development, education and training centre at Ballingarrane, Clonmel, Co. Tipperary. Upon completion of the centre in October 2014, LIT entered into a lease for a term of 15 years with Tipperary County Council (the lessor) the first payment due in October 2019. At the inception of this lease the present value of the minimum lease payments was €3.0M payable between years 6 and 15 inclusive. All Leasehold Commitments are disclosed above. As of 01 October 2021, the outstanding lease commitment passed from LIT to TUS.

In September 2022, College Support & Services Clg., entered into a finance lease for a term of 3 years for the purchase of catering equipment to the value of €35k. At the 31<sup>st</sup> August 2024 there was one year remaining on the lease with a value of €10k.

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 19. Deferred Capital Grants

	Consolidated 2024 €000's	Consolidated 2023 €000's	University 2024 €000's	University 2023 €000's
<b>Opening Balance</b>	<b>162,128</b>	<b>147,266</b>	<b>160,778</b>	<b>145,788</b>
<b>Funding for Capital Grants in the year</b>				
Assets Funded by Capital Grant	11,683	10,060	11,683	10,060
Allocated from State Recurrent Grant	47	875	47	875
Devolved Grant	805	862	805	862
Other State Grants	343	70	343	70
Research Grants & Contracts	1,462	4,015	1,462	4,015
Tipperary Co Council	33	2,419	33	2,419
Transfer from Capital Development Reserve	2,596	3,272	2,596	3,272
<b>Total Additions</b>	<b>16,969</b>	<b>21,573</b>	<b>16,969</b>	<b>21,573</b>
<b>Amortised to Income and Expenditure</b>				
Loss on Disposals	-	(16)	-	(16)
Amortised in line with useful life of assets	(6,669)	(6,695)	(6,542)	(6,567)
<b>Total</b>	<b>(6,669)</b>	<b>(6,711)</b>	<b>(6,542)</b>	<b>(6,583)</b>
<b>Closing Balance</b>	<b>172,428</b>	<b>162,128</b>	<b>171,205</b>	<b>160,778</b>

### 20. Capital Development Reserve

	Consolidated 2024 €000's	Consolidated 2023 €000's	University 2024 €000's	University 2023 €000's
<b>Opening Balance</b>	<b>6,291</b>	<b>7,423</b>	<b>6,291</b>	<b>7,423</b>
Transfer from SOCI	6,000	2,500	6,000	2,500
Transfer to Deferred Capital Grants	(2,596)	(3,272)	(2,596)	(3,272)
Transfer to SOCI	(97)	(360)	(97)	(360)
<b>Movement for year</b>	<b>3,307</b>	<b>(1,132)</b>	<b>3,307</b>	<b>(1,132)</b>
<b>Closing Balance</b>	<b>9,598</b>	<b>6,291</b>	<b>9,598</b>	<b>6,291</b>

### 21. Capital Commitments

	Consolidated 2024 €000's	Consolidated 2023 €000's	University 2024 €000's	University 2023 €000's
Contracted for but not provided	911	12,646	911	12,646
Authorised but not contracted	-	-	-	-
<b>Totals</b>	<b>911</b>	<b>12,646</b>	<b>911</b>	<b>12,646</b>

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

### 22. Restricted Depreciation Reserve

	Consolidated 2024 €000's	Consolidated 2023 €000's Reanalysis	University 2024 €000's	University 2023 €000's Reanalysis
Opening Balance	16,685	-	7,202	-
Re-Analysis from Revenue Reserves	-	17,020	-	7,718
Transfer to Revenue Reserves - a amount released on Non-State Funded Assets	(491)	(335)	(406)	(516)
<b>Movement for the year</b>	<b>(491)</b>	<b>16,685</b>	<b>(406)</b>	<b>7,202</b>
<b>Closing Balance</b>	<b>16,194</b>	<b>16,685</b>	<b>6,796</b>	<b>7,202</b>

Reserves have been reanalysed to separately show the balance carried in Revenue Reserves representing the Net Book Value of Non-State Funded Assets.

### 23. Related Parties

In the normal course of business, the University may enter into contractual arrangements with undertakings in which the University's Governing Body members are employed or otherwise interested. The University has adopted procedures in accordance with the Code in relation to the disclosure of interests by members of the Governing Body and the University has complied with these procedures during the year.

There were no related party transactions requiring disclosure in the year.

### 24. Contingent Liabilities

#### Grants held by TUS Events & Sports Services Midlands Ltd

TUS Events & Sports Services Midlands Ltd has a contingent liability to repay, in whole or in part, grants received from the Department of Transport, Tourism, Culture, Arts, Gaeltacht and Sport if certain conditions set out in the grant are not adhered to. The total amount received to date is €9 26k.

#### Legal cases

The University is involved in legal proceedings which may generate liabilities, depending on the outcome of the litigation. Any actual amount or the timing of the potential liabilities is uncertain.

### 25. Retirement Benefit Costs

#### Staffing

Examination of records may identify changes to members' records in the future and these are reflected as past service costs (see a. below).

#### Description of Scheme

##### University Scheme

The pension scheme is a defined benefit final salary pension arrangement with benefits and contributions defined by reference to current "model" public sector scheme regulations. The scheme provides a pension (one eightieth per year of service), a gratuity or lump sum (three eightieths per year of service) and spouse's and children's pensions. Normal Retirement Age is a member's 65th birthday. Pre-2004 members have an entitlement to retire without actuarial reduction from age 60. Pensions in payment (and deferment) normally increase in line with general public sector salary inflation. Deductions from staff are retained by the University.

##### Single Scheme

New entrant staff, employed by the University after 1 January 2013, are members of the Single Public Service Pension Scheme, in accordance with Public Sector Pensions (Single Scheme and Other Provisions) Acts 2012. Deductions from staff salaries under the Single Scheme are transferred to the Department of Public Expenditure and Reform on a monthly basis in accordance with the Act.

The Single Scheme is the occupational pension scheme for new-entrant public servants hired since 1 January 2013. It is a defined benefit scheme, with retirement benefits based on career-average pay.

The scheme generates pension credits and retirement lump sum credits for each scheme member. These money credits, known as "referable amounts", accrue as percentages of pay on an ongoing basis. The referable amounts accrued each year are revalued annually until retirement in line with inflation increases (Consumer Price Index). The annual pension awarded on retirement is the cumulative total of a scheme member's pension referable amounts, and the retirement lump sum awarded is, similarly, the total of the scheme member's lump sum referable amounts.

#### Valuation

The valuation used for FRS 102 disclosures has been based on a full actuarial valuation by a qualified independent actuary taking account of the requirements of the FRS in order to assess the scheme liabilities at the date of the Statement of Financial Position. On retirement, members' pensions are paid by the National Shared Services Office on behalf of the Department of Further and Higher Education, Research, Innovation and Science and the payments are charged to that Department's appropriation account. Therefore, former employees of the University who are in receipt of a pension have been excluded from the valuation. The

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

The principal actuarial assumptions used to calculate the components of the defined benefit cost for the year Ended 31 August 2024 were as follows:

	<b>31-Aug-24</b>	<b>31-Aug-23</b>
Discount Rate	3.75%	4.20%
Price Inflation	2.20%	2.60%
Salary Increases	3.45%	3.85%
Pension Increases - Educational Sector Superannuation Scheme	2.95%	3.35%
Pension Increases - Single Public Service Pension Scheme	2.20%	2.60%

The mortality basis adopted allows for improvements in life expectancy over time, so that the life expectancy at retirement will depend on the year in which a member attains retirement age (age 65). The number of members in the Scheme and the number of deaths are too small to analyse and produce any meaningful Scheme-specific estimates of future levels of mortality. Average future life expectancy according to the mortality tables used to determine the pension liabilities are:

	<b>31-Aug-24</b>	<b>31-Aug-23</b>
	<b>Years</b>	<b>Years</b>
Male aged 65	22.6	21.8
Female aged 65	24.4	24.2

### a. Analysis of total retirement benefit costs charged to the Statement of Comprehensive Income

	<b>31-Aug-24</b>	<b>31-Aug-23</b>
	<b>€000's</b>	<b>€000's</b>
Current service cost	29,050	28,235
Interest on retirement benefit scheme liabilities	17,125	14,969
Employee contributions	<b>(5,799)</b>	<b>(5,521)</b>
	<b>40,376</b>	<b>37,683</b>

### b. Movement in net retirement benefit obligations during the financial year

	<b>31-Aug-24</b>	<b>31-Aug-23</b>
	<b>€000's</b>	<b>€000's</b>
Net retirement benefit obligation at start of Year	407,744	415,824
Net current service cost	23,251	22,714
Employee contributions	5,799	5,521
Interest costs	17,125	14,969
Reduction in pension liabilities arising from retirements in the year	<b>(13,558)</b>	<b>(12,312)</b>
Experience loss/(gain) on liabilities	8,538	-

## TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

<b>Split between</b>	<b>31-Aug-24</b>	<b>31-Aug-23</b>
	<b>€000's</b>	<b>€000's</b>
Single Public Sector Pension Scheme	30,909	18,700
Education Sector Superannuation Scheme	430,011	389,044
<b>Total</b>	<b>460,920</b>	<b>407,744</b>

### c. Deferred funding asset for retirement benefits

The University is prescribed in S.I. No 581 of 2012 as a relevant authority for the purposes of the Single Scheme. It is the University's opinion (in accordance with Section 44 of the 2012 Act) that any liability in respect of the Single Scheme would be offset by an equivalent asset in respect of future state funding.

The University recognises amounts owing from the State for the unfunded deferred liability for retirement benefits relating to the Education Sector Superannuation Scheme 2015 on the basis of the set of assumptions described above and a number of past events. These events include the statutory basis for the establishment of the retirement benefit scheme, and the policy and practice currently in place in relation to funding public service pensions including contributions by employees and the annual estimates process. The University has no evidence that this funding policy will not continue to meet such sums in accordance with current practice.

The net deferred funding for retirement benefits recognised in the Statement of Comprehensive Income was as follows:

	<b>31-Aug-24</b>	<b>31-Aug-23</b>
	<b>€000's</b>	<b>€000's</b>
Funding recoverable in respect of current year retirement		
Benefit costs	40,376	37,683
Benefits paid in year	-	-
	<b>40,376</b>	<b>37,683</b>

The deferred funding liabilities for retirement benefit as at 31 August 2024 amounted to €460.9m.

### d. History of defined benefits obligations

	<b>31-Aug-24</b>	<b>31-Aug-23</b>
	<b>€000's</b>	<b>€000's</b>
Defined Benefit Obligation	460,920	407,744
Experience losses/(gains) on deferred benefit scheme liabilities	8,538	-



## **26. Events after the Reporting Period**

There were no significant events since the Statement of Financial Position date which could have implications for these financial statements.

## **27. Foundations and Trusts**

The University does not have any foundations or trusts which could have implications for these financial statements.

## **28. Approval of Financial Statements**

The financial statements were approved by the Governing Body on 26<sup>th</sup> May 2025.

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