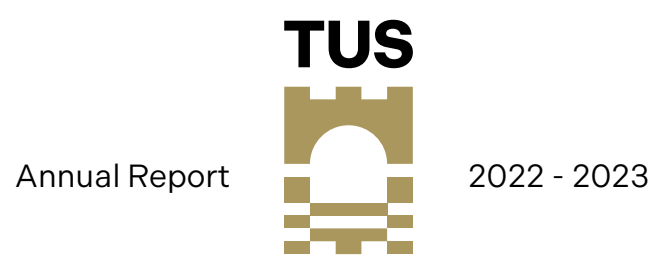




TUS

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

2022   2023



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Chairperson & President's Addresses

Chairperson's Review

I am pleased to introduce the second Annual Report of the Technological University of the Shannon, which covers the first full academic year of the university's operations.

The year 2022-2023 saw the university build on the work of its initial foundational phase and move into a more strategically orientated position, including the publication of the first TUS Strategic Plan, covering the period 2023-2026.

The strategic planning process was comprehensive and concerned with reflecting the views and needs of our stakeholders, while building on the values and ethos inherent in the young university. The plan, published in March 2023, endeavours to harness these attributes to achieve clear goals and objectives under a number of thematic areas. Beginning the process of reporting on these goals and objectives forms the basis of this Annual Report.

The period in question is characterised by a range of developments which are driven by the character of the new TU. We formalised relationships with a number of key regional stakeholders, among them Education and Training Boards and industry and community partners, while at the same time spreading our wings internationally, with significant developments in Asia and Africa, as well as the success of RONEU, the European University Network for regionally-focussed universities. The university also opened significant new building projects, providing much-needed additional educational and research capacity.

Lest we forget, 2022-23 was also the time when in-person activities returned in a post-pandemic life, but the impact of the pandemic continues to be felt especially by students who began their third level in a constrained environment.

The enactment of the Higher Education Authority Act, 2022 was a notable development in the regulatory and governance environment for higher education. Changes included an enhanced regulatory role for the HEA and specifying additional responsibilities and a reduced membership for governing bodies. While the full impact of this Act on the sector will emerge over

time, the Governing Body began early in 2023 to adapt to the provisions of the Act and we are committed to maintaining the strong governance environment which we have set out to achieve in our first full year.

The Governing Body's programme of work is increasingly defined around the achievement of the goals of the Strategic Plan. We are conscious that the actions taken under the Strategic Plan will steer the development and emerging culture of TUS far beyond its operative period of 2023-2026. As such it is one of the key building blocks of the university as we move forward with the work of creating an integrated organisation.

While this strategic work was underway, TUS continued and developed its activities in the educational, research and community spheres, with significant achievements in these areas, including in the growth of student numbers, an increase in research capacity and in capital development. The quality of work by our students and staff is attested to in this report, and this speaks to the TU's approach to its mission.

The results presented in this report are a testimony to the commitment of the President, the leadership team, and the staff of TUS. They demonstrate a well-run higher education organisation, capable of delivery on the essential mandates of a technological university in the realms of education, research, regional development, and community engagement. A university with the ambition and vision to be at the same time a Regional University and a European University.

We know that the students and staff of TUS are the people who will make this university successful, and it is their success that I look forward to reporting on in the years ahead.



Josephine Feehily

Chairperson Governing Body
Technological University of the
Shannon: Midlands Midwest

Introduction from the President

This, the second Annual Report of the Technological University of the Shannon, reflects the shared effort of a community grounded in a deeply-held shared vision for its new university. That vision is most clearly articulated in the Strategic Plan 2023-2025, which was developed through an inclusive development process involving our internal and external stakeholders.

It is significant that the plan which charts the first steps of the young university was developed not only during the university's early days, but with the involvement of a broad range of stakeholders in an inclusive and transparent process. With this intention set, we developed and launched an ambitious plan for TUS, with the name "Connecting and Creating" evolving from the themes that emerged through the process. The acts of connection and creation are deliberate and multi-faceted and seem to me to reflect something important about TUS as a networked, inclusive and progressive institution.

It is worth reflecting on the TUS vision to 2030 that emerged during the planning process – and perhaps not just the content of the vision itself, but the fact that this plan is cognisant of the period up to the end of the decade and not just its immediate period of operation:

"To be a catalyst for sustainable change through education and research that transforms lives, our region and the world beyond".

This plan is about transformation, about delivering on the momentum of the process of developing and launching TUS itself. Most importantly, this ambition is set by our students, our staff and our stakeholders, and crystallises the inherent and shared possibility that TUS embodies.

I would like to thank all of those who took part in the Strategic Planning process and assure you that TUS has taken on the responsibility of delivering on this vision and fulfilling this potential.

In many respects, the emerging shape of that delivery can be charted in this Annual Report, and this is testament to the university's students, staff and stakeholders. Not only is the Strategic Plan defined by their standards and vision, but by their shared belief and the inherent potential of TUS.

I wish to pay tribute to the efforts of the staff of TUS at this juncture. Not only have you formed a university that will make lives better, you have shaped its foundational plan and are attending to its delivery. This is a remarkable feat, which can only be built upon the cohesion of a shared ethic and a shared set of values.

I would also like to thank the TUS Governing Body, whose guidance under inaugural Chairperson Josephine Feehily has been crucial as the university took its first steps as a unitary institution, and whose role underpins the university's future direction.

I am immensely proud of what we have achieved so far, and I believe that as we look to the future, we can be confident of what more we can achieve. I hope that the presentation of this report will be a source of pride for the TUS community as a whole, a community I am honoured and humbled to play a leading role in.

We look forward to many more years of success.

Best wishes,,

Vincent



Professor Vincent Cunnane
President



TUS at a Glance

6 Campuses



Athlone



Clonmel



Ennis



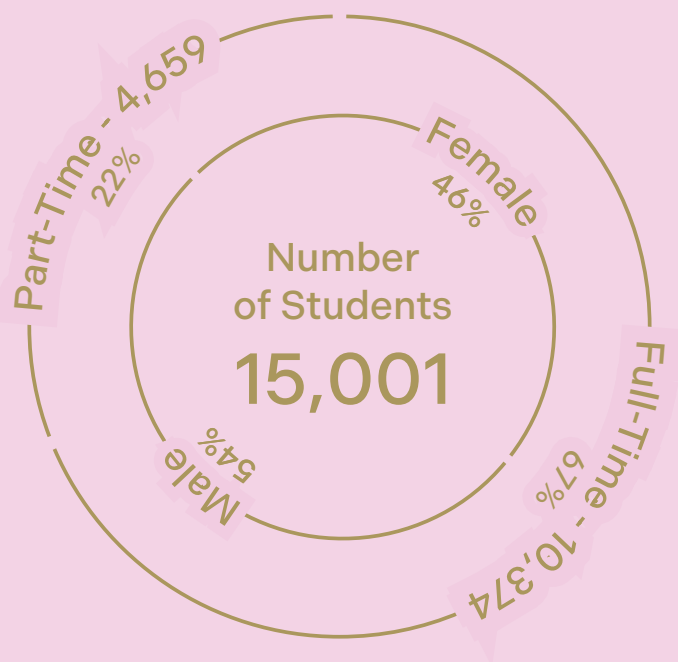
Limerick
Clare Street



Limerick
Moylish



Thurles



HEA Gender Returns based on
31st December 2021 ECF



1
European
University

2,160 Springboard /HCI Students

683 International Students
(Non-EU fee paying)

2,689 Other International Students

% Research
Students

3.8%

Graduates

4,976

Number of
new Entrants

3,061

Research
Institutes

 **8**

On Campus
Enterprise
Centres

 **4**

Technology
Gateways

 **4**

Industry
Clusters

 **2**

Number of
publications

 **254**



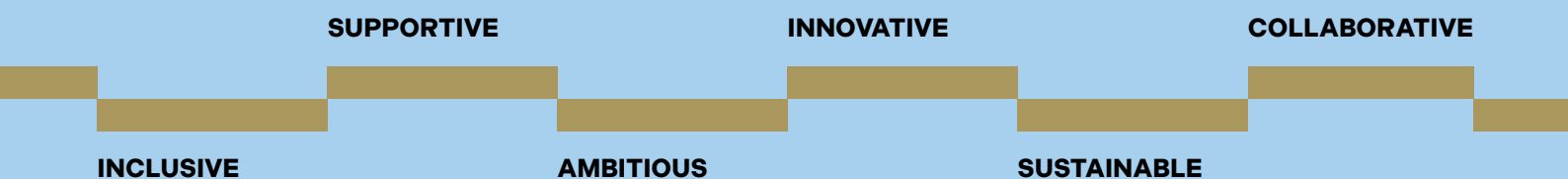
The Strategic Direction of TUS

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. (Figure ***)



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
Education	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"> 1. Target = 12% increase of student numbers across a range of routes of entry. 2. Target = Overall 3% increase of students who progress across a range of provisions and methods of delivery. 3. Target = 100% of programmes (Full-time Level 8) with a work placement associated. 4. Target = 92% of graduates in employment or further study.
Research	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"> 1. Target = 40% growth Research, Development and Innovation (RDI) income (€) 2. Target = Publications: Overall increase 100% Other RDI outputs: Overall increase 50% (Research outputs not limited to the traditional outputs). 3. Target = Overall 50% increase of staff involved in RDI activities. 4. Target = Overall 50% increase of collaborative research engagement activity.
People and Organisation	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"> 1. Target = 25% increase of staff attending accredited and non-accredited programmes. 2. Target = 80% of students who rate their overall TUS experience as good / excellent. 3. Target = 85% satisfaction rate in our people being able to raise their voice. 4. Target: Achievement of expected outcomes by ensuring alignment between structure and strategy.
Connecting Communities	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"> 1. Target = Enhanced engagement as evidenced by biannual survey outcomes. 2. Target = €120m Funds invested (€) in new, refurbished and re-purposed spaces, supporting and enabling the projected growth in student numbers. 3. Target = 20% increase of productive partnerships with external bodies. 4. Target for 2025/2026: Overall score 60% (Bronze Level) performance of TUS using Sustainability Leadership Scorecard (SLS).



Highlights from Year Two

TUS Launches Centre for Pedagogical Innovation and Development

TUS has launched a new centre aimed at supporting innovation, diversity and excellence in learning, teaching, and assessment across higher education.

The Centre for Pedagogical Innovation and Development (CPID) will facilitate staff development, scholarship, and educational research and dissemination in learning, teaching, and assessment, including the use of digital technologies.

Through the centre, TUS staff will be able to undertake accredited and non-accredited programmes of study which focus on developing their knowledge of different teaching methods and techniques, with the aim of enhancing students' learning experience and outcomes.

"This new centre will focus on transformation and innovation in educational practices, including the use of new technologies which put the student learning experience at the core," explained Frances O'Connell, VP for Student Education and Experience at TUS.

"It will also inform the development of our infrastructure, both physical and virtual, by focusing on what we need in our classrooms, laboratories and learning spaces, to ensure we are meeting the demands of the 21st Century student and maximising their experience irrespective of what, when, and how they learn."

"Ultimately, we need to be courageous and open to new ways of doing things in terms of our learning and teaching practices. This new centre will be the vehicle through which we guide the implementation of significant changes across TUS."

"Part of this will mean reviewing and adapting our programmes to ensure they are both inclusive and equitable in their design to ensure the best possible outcomes for our students and an equal opportunity for students in terms of engaging with their classes," she said.

The centre will focus on developing practices in key areas to ensure TUS staff are equipped to navigate the digital transformation in online and blended programme delivery and design, and new models of learning proven to actively engage and benefit students, such as Team-Based Learning (TBL).



Nuala Harding, Head of Centre for Pedagogical Innovation and Development (CPID).

TUS Brand Wins Gold at International Shark Awards

At just one year old, the Technological University of the Shannon (TUS) brand lived up to its primary colours by taking gold at the prestigious international Shark awards. Designed by Irish Design Agency of the Year – Piquant, the distinctive brand was the result of the Limerick based company working with a wide range of stakeholders from the former Limerick and Athlone Institutes of Technology, which came together on October 1, 2021 to become the country's first cross regional TU.

The Shark Awards celebrate Irish and International creativity in the areas of advertising and advertising craft, design, digital, short films and music videos. A representative from Piquant, which has also been named Irish Design Agency of the Year as well as receiving a silver and bronze award for other projects, will travel to Brighton to receive the Sharks Head Trophy on behalf of TUS and the design agency, at a special ceremony this week.

The acclaimed TUS brand represents a technological university that spans two regions – Midlands and Mid West, five counties and six campuses (Athlone, Moylish Campus and Limerick School of Art and Design Limerick city; Clonmel Campus and Thurles Campus in Tipperary; and Ennis Camus, Co. Clare.)

The award-winning gold, black and white brand includes a distinctive crest which represents the

bridge that connects the regions and communities either side of the Shannon. The water below the bridge represents the vital resource of the Shannon River.

Congratulating Piquant for their successes, President of TUS Professor Vincent Cunnane acknowledged that the final TUS brand was the result of a huge collaboration with input from the TUS community, regional stakeholders and working groups.

"I am very proud of what has been achieved with the TUS brand. We were aware that it had been well received, but this award confirms we have a distinctive brand, reflecting our regions and built on the values of our community. This was achieved during the design process, when in-depth and far reaching research was undertaken with a wide network of stakeholders including students and staff, as well as industry and community leaders across both regions. I would therefore like to congratulate Piquant and all involved in this process," he said.



Hugh Heffernan, Head of Brand and Strategy, Piquant with Prof. Vincent Cunnane President TUS and students, Sean Long, Emily Murphy and Gabriel Kehinde. Picture: Alan Place.

TUS Awards ‘Life-Changing’ Higher Education Scholarships to Asylum Seekers and Refugees

University of Sanctuary scholarships are intended to reduce barriers to access to higher education for those seeking sanctuary in Ireland

Eighteen asylum seekers and refugees living in the Midlands and Midwest were awarded University of Sanctuary scholarships by the Technological University of the Shannon (TUS) at a ceremony held in Athlone.

Of the scholarships, 12 were awarded to first-year students enrolled in undergraduate courses, with a further six awarded to students undertaking TUS’s preparatory level 6 access programme.

This brought the total number of asylum seekers and refugees in receipt of University of Sanctuary scholarships at TUS to 29.

The scholarship forms part of a three-year plan recently unveiled by TUS to make it easier for people living in direct provision to access and progress through higher education and will include the establishment of a new peer-to-peer mentorship programme.

“We are delighted to receive the designation of University of Sanctuary and are hugely proud to lead the way in dismantling barriers to access to higher education by funding these life-changing scholarships and hope to build on this momentum in the years ahead with philanthropic support,” said TUS President Professor Vincent Cunnane.

TUS, which was designated a University of Sanctuary in June 2022 in recognition of its efforts to make higher education more welcoming to and inclusive of asylum seekers, refugees and migrants, formally received its award this month.

Speaking at the ceremony, TUS VP for Student Education and Experience Frances O’Connell said that the ideals set forth by the University of Sanctuary initiative - of welcoming and supporting asylum seekers and refugees - are “embedded into the fabric of TUS” and would continue to inform the university’s work to broaden access.

“Our accreditation as a University of Sanctuary is not a destination in itself; it is part of our journey and, with respect to the ideals underpinning it, our technological university, TUS, will continue to convert our good words into good deeds, by expanding our work in this area over the coming years.”

Chair of the Universities of Sanctuary movement in Ireland Prof. Lorraine McIlrath said she was impressed by TUS’s “efforts and ambitions” to “include the most marginalised in our society” in its range of programmes and activities.

“It is a particular highlight for me that TUS is the first technological university in Ireland to attain this prestigious designation, and I think this strategically informed work will become a beacon and guide for others to follow their best practice,” she said.



Mona Khan, TUS Projects Coordinator; Prof. Vincent Cunnane, TUS President; Charlotte Byrne, Irish Refugee Council; Frances O’Connell, VP for Student Education and Experience, TUS; Rosemary Kunene, Irish Refugee Council; Jenny Burke Access Officer (Athlone), TUS; Prof. Lorraine Mc Ilrath, Chair of the University of Sanctuary Ireland. Photo credit: Nathan Cafolla.

LSAD Fashion Takes Centre Stage at British Embassy's London Fashion Week event.

As London Fashion Week was underway in England's capital, 24 budding Irish student designers from TUS Limerick School of Art and Design showcased sustainable pieces at the British Embassy in Dublin. With garments made using sustainable practices, the show celebrated the future of environmentally conscious textile industries in the UK and Ireland.

On Wednesday, February 22, final year students taking part in LSAD TUS Conscious Clothing project showcased their sustainable designs at the British Embassy in Dublin to a panel and audience of industry leaders.

As part of the event, a panel discussion explored different aspects of sustainability in UK and Irish fashion, from small-scale creators to major retailers. The panel was made up of Debra Drake, a finalist on the Great British Sewing Bee, Lynne Walker, Director of Primark Cares (Primark's first sustainability campaign) and Chris Barton, His Majesty's Trade Commissioner.

Attending the event were Eddie Shanahan, Chair of the Council of Irish Fashion Designers; Diana Geraghty, Head of Sustainability, Brown Thomas; President of TUS, Professor Vincent Cunnane; Deirdre Lane, Founder of Shamrock Spring – a circular economy club in Kildare, and Irish fashion designers Celia Holman Lee. Designer Colin Horgan, a graduate of LSAD TUS also attended the event. Colin's designs have been worn by artists including Dua Lipa, Lady Gaga, Kehlani, Tolu Makay, Chaelin CL, Brooke Candy, Tierra Whack, Ashnikko and Mabel.

British Ambassador to Ireland, Paul Johnston, said, "This event is a fantastic opportunity for us to mark London Fashion Week in Dublin by celebrating the innovation and creativity in the sustainable fashion industries in the UK and Ireland. It's great to have representatives from top retailers including M&S and Primark, involved. Both companies are signatories of the UK Government's Textiles 2030 programme, which aims to reduce the carbon footprint of new products by 50%, and the water footprint by 30%. We hope the Irish students will draw inspiration from the event and contribute to ever closer UK-Ireland cooperation on sustainability. The students showcasing their designs included: Isobel Archer, Mary Black, Emma Byrne, Austin Collins, Anna Dwan, Roisin Gordon, Aisling Guo, Anita Guring, Roisin Heffernan, Jessica Heneghan, Orlagh Henry, Marie Keave, Ezra LePoidevin, Niamh McGovern, Anna Morrisons, Ayesha Mulvihill,

Alexandra O'Donovan, Caitlin O'Sullivan, Holly Quinn, Emily Sherlock, Rebeca Toal and Chloe Wade Hackett."

President of TUS, Professor Vincent Cunnane said, "LSAD, TUS graduates have influenced international fashion for generations, drawing on the skills learnt and talents harnessed in our world-renowned school of art and design. The sustainable designs of our fourth-year students on display here, showcase their undeniable talent and skill, as well as their commitment to a more sustainable future. LSAD is proud to fly the flag for new Irish fashion and continue to build on our strong working relationship with our nearest neighbours. Tonight's event not only showcases emerging Irish design talent, but is a celebration of the strong relationship between Ireland and the UK in this area."

The event comes at a time when sustainability in the fashion industry is high on the agenda. Through the landmark Environment Act 2021, the UK Government has set a legally binding target to ensure that residual waste (excluding major mineral wastes) in England does not exceed 287 kg per person by 2042. This is equivalent to a 50% reduction from 2019 levels. Over the previous five years, UKRI (UK Research and Innovation) has funded significant activities to address the Sustainable Fashion agenda. This includes; The Textile Circularity Centre, a UK Fashion and Textiles data platform and parts of Future Fashion Factory. This issue has since become a priority for UKRI, and they announced a £15m Circular Fashion Programme late last year. The initial two-year programme incorporates a new 'Sorting and Recycling Demonstrator, a dedicated Innovation Network, and a holistic Enabling Research Activity.



Pictured is student Ezra LePoidevin after being announced the overall winner. Photo: Mark Stedman

Twining of TUS with Ukraine's Beketov University aimed at Establishing Long-Term Partnership as MoU is signed.

Technological University of the Shannon (TUS) and Ukraine's O.M. Beketov National University of Urban Economy in Kharkiv (O.M. Beketov NUUEK) signed a Memorandum of Understanding (MoU) which will see the now twinning universities underpin relations and establish a long-term partnership.

Representatives of Beketov National University visited the TUS Moylish Campus today (Monday, March 6, 2023) for the signing of the MOU by President of TUS, Professor Vincent Cunnane and virtually by Prof. Volodymyr Babayev, President of O.M. Beketov National University of Urban Economy. Representatives of Beketov National University are spending this week in Ireland visiting TUS campuses in Limerick and Athlone, as well as places of interest in the regions.

The initial focus of the partnership will be on identifying ways that TUS can support Beketov National University in concrete ways during the current crisis by providing added resources and skills. Following this, phase two will provide a framework for both institutions to work together on the development of the partnership and a range of collaborative academic activities.

The partnership will see TUS provide support such as the opening up of research groups to Beketov National University research partners, provision of equipment, hosting of summer schools, as well as the development of collaborative academic and research projects and visiting scholar initiatives.

Speaking at the MoU signing, Professor Vincent Cunnane said, "Today's signing solidifies the work undertaken by both universities to build a long-term relationship, the initial focus of which will be on identifying ways TUS can continue to support our colleagues and the students of O.M. Beketov National University during the current Russian aggression. It also outlines how this partnership will progress to provide a framework for further academic collaborations. TUS is also introducing Beketov University as an associate partner of our European university alliance – RUN EU."

Prof. Volodymyr Babayev, President of O.M. Beketov National University of Urban Economy in Kharkiv added, "We highly appreciate all the assistance TUS is offering us under these harsh circumstances. Beketov University is the most damaged one in Kharkiv amidst the ongoing hostilities, Russian shelling and missile attacks. Despite all these misfortunes, the University continues its educational and research activities, and keep all our commitments on international projects. The major focus for us now is the reconstruction and further development of Beketov University. We are committed to cooperation within the European framework and will take all the efforts to make our cooperation with TUS efficient, against all odds."

O.M. Beketov National University of Urban Economy in Kharkiv has a student population of over 8,000 with 2,500 more students attending the university's colleges. The duration of the MoU is for a period of five years.



Pictured at the contract signing event were, Professor Vincent Cunnane, President TUS with Maria Osinska, Director International Relations, O.M. Beketov National University of Urban Economy with back left to right, Dr. Liam Brown, Vice President Research, Development & Innovation TUS, Oleh Kulaienko, Project Co-ordinator, Prof. Liliya Popova, O.M. Beketov National University of Urban Economy and Terry Twomey, Vice-President Academic Affairs & Registrar TUS. Picture: Alan Place

TUS Researcher Puts Menopause Under the Spotlight on International Women's Day

Three out of four menopausal women experience symptoms that impact their quality of life, yet as many say they feel unprepared for the menopause and lack knowledge on how best to manage symptoms.

Dr Kelly McNulty, a postdoctoral researcher at Technological University of the Shannon (TUS), Athlone campus, is embarking on a two-year research journey to figure out how best to support women's health throughout the menopause.

Funded by UPMC, Dr McNulty is setting out with the goal of "delivering for women" as they navigate what can be an especially challenging time in their lives, characterised by "fluctuating hormones", "mood swings", and "hot flushes".

While the average woman hits the menopause in her early 50s – with menopause classified as being "one year without a period" – symptoms often begin much earlier, when women enter perimenopause.

According to Dr McNulty, this typically happens at the age of 45, lasting four to seven years, and presents with a wide range of symptoms which can feel like "experiencing puberty all over again".

"If you don't necessarily understand fully what's happening, there can be a lot of anxiety around it," she said.

It is during this "window of opportunity" that Dr McNulty is targeting her research efforts, with the aim of using exercise, nutrition and mental health interventions to help women better cope with or mitigate symptoms.

Her interest in the area of women's health stems from her background in sports science, she explained having completed a degree in the subject before going on to achieve a master's in strength and conditioning and most recently a PhD at Northumbria University.

She expects her PhD, which looked at the effect of the menstrual cycle and hormonal contraceptive use on sportswomen in performance, recovery and training, will aid in the development of the new menopause lifestyle programme.

Dr McNulty is conducting her research as a member of SHE Research, a group of scientists at TUS working to bridge the gender data gap by prioritising female-based research studies.

The research unit, set up in 2020, recognises the negative impact of sport science research being heavily skewed toward male athletes and takes steps to redress the balance.

Dr McNulty is publishing her findings on the SHE Research education hub, the first phase of which launches on March 8, 2023, International Women's Day.

Several SHE researchers are feeding into the development of the new education hub, which covers topics like the menstrual cycle as well as advice for coaches of female athletes in relation to performance, training and recovery.

Once developed, the menopause lifestyle programme is expected to be made widely available to women in Ireland.



Dr Kelly McNulty, a postdoctoral researcher within the SHE Research group at the Technological University of the Shannon, Athlone campus, is embarking on a two-year research project to develop a menopause lifestyle programme to help the three in four menopausal women who experience symptoms that interfere with their quality of life.

TUS Launches First Strategic Plan

President of Technological University of the Shannon (TUS) Professor Vincent Cunnane warned that if Ireland's TU sector is to thrive, Government must have plans in place to support and ensure the success of the TU landscape into the future. Professor Cunnane was speaking at the official launch of the inaugural TUS Strategic Plan 2023 – 2026 on March 10, 2023 at the TUS Moylish Campus.

Informed by the views and involvement of students, staff, Governing Body members and other stakeholders, the TUS Strategic Plan sets out the strategic objectives & expected outcomes to 2026.

The University which was officially launched on October 1, 2021 comprises of six campuses, 15,000+ students and up to 2,000 staff members across the Midlands and Midwest. The four-year Strategic Plan sets out the university's key strategic priorities which include education, research, people and organisation, as well as connecting communities.

Strategic enablers for the four-year plan will include Resources, Reflective Practice and Continuous Improvement, Governance and Policy Communication, Technology & Digitisation, Campus Development & Facilities and Sustainable Development.

Speaking at the event, Professor Vincent Cunnane said, "We are part of a new, transformative entity in education. But the powers to continue the transformation of this critical sector lies not solely in the hands of TUS or indeed the TUs themselves, but rather in the hands of Government and the wider civil service. Government must not only recognise the many significant changes that have taken place but also ensure that possibilities become probabilities and realities. I refer in particular to the need for a new academic contract based on the OECD report, the need for new organisational structures and the need for a borrowing capacity, which would allow us to build student accommodation. As I said this is a new entity. A new sector. A new beginning – it is TUS!"

Professor Cunnane also spoke about the importance of the university's collaborative ethos, stating, "Our close connections with industry, business, culture and arts, communities, our regions, country and Europe through the RUN EU alliance, is the essence of our unique heritage and enables the creativity that guides our strategic direction whilst ensuring deepening connections between us all.

Discussing the vision of the Strategic Plan, TUS Governing Body Chair Josephine Feehily said, "Ultimately, this plan has at its heart a vision for an ambitious, networked, integrated Technological University that is built on its statutory mandate and rich history. A university which understands its environment, which is focused on optimising its own potential and which has the dexterity to respond to the needs of its stakeholders in ever-changing educational, economic and social landscapes. Reaching the milestones on this journey will require innovation, determination and a shaping of the organisation to match the strategy. Critical strategic decisions will have to be made and our resources will need to be oriented towards our key goals and performance indicators. I would like to commend the President and executive leaders of TUS for the level of ambition set out in this Strategic Plan."

Speaking about the need for a strong and connected student union Niall Naughton, TUS Student Union President said, "We are excited that this strategic plan has clear synergies with the strategic plan for our student's union. This interconnectedness complements our own vision set out in our constitution that each student at the university will have a positive and transformative experience, assisting students in reaching their full potential. The need for a strong and connected student union has never been greater and we are excited to support this plan and to ensure that we are always aiming to further develop the student experience."



Launching the inaugural TUS Strategic Plan 2023 – 2026 at the TUS Moylish Campus were, Niall Naughton, TUS Student Union President (centre) with left to right, TUS Governing Body Chair Josephine Feehily, Minister of State at the Department of Further and Higher Education, Research, Innovation and Science Niall Collins, President of TUS Professor Vincent Cunnane and Limerick City and County Deputy Mayor, Cllr. Olivia O'Sullivan. Picture: Alan Place

TUS and DCU Launch Joint Technology, Engineering and Graphics Teacher Education Degree

Technological University of Shannon (TUS) and Dublin City University (DCU) launched a joint Bachelor of Education in Technology, Engineering and Graphics (BEd TEG) in April 2023.

This four-year degree programme qualifies students to teach Technology, Engineering, and Design and Communication Graphics subjects at post-primary level.

This programme falls within the STEM disciplines and is the only programme of its kind for the three subject areas located across two higher education institutions.

The first two years of study will take place at the TUS Athlone Campus, and the final two years at the DCU Institute of Education, St. Patrick's Campus in Dublin.

The geographic locations of DCU and TUS mean it is well placed to attract students interested in becoming teachers in Technology, Engineering and Design and Communication Graphics from the northern, midlands and eastern regions of Ireland.

Commenting on the introduction of the programme, Executive Dean Anne Looney, DCU Institute of Education, said, "The teachers who graduate from this degree programme will have the best of both worlds - the engineering education expertise of TUS and the teacher education expertise of DCU - and will be in high demand in schools and other settings.

"Subjects like Technology, Engineering and Design and Communication Graphics challenge students to work with materials, ideas and technologies to design creative solutions, to work in teams and to solve problems - the kinds of skills and processes that are at the heart of workplace innovation and global sustainability.

"This programme - and the team behind it - puts the students right at the cutting edge of international developments in this kind of teaching, learning and assessment."

This DCU-TUS partnership provides graduates of the programme with a significant advantage in terms of future employment within the post-primary sector, given the option to teach three subjects across the curriculum.

Furthermore, the BEd TEG programme aims to address some of the specific actions identified in the STEM Education policy statement (2017-2026) which includes an "Increase in uptake of STEM subjects for learners of all backgrounds, ability and gender".

In recent years, less than one in five students studying these subjects at Leaving Certificate level were female.

This course aims to address this issue through the marketing of the programme, with the aim of encouraging more young female students seeking to become teachers to embrace the STEM disciplines of Technology, Engineering and Design and Communication Graphics.

TUS President Prof. Vincent Cunnane welcomed the collaboration with DCU Institute of Education, which he said draws on TUS's core expertise in technology, engineering and design: "Students of our new Bachelor of Education in Technology, Engineering and Graphics will gain a modern experience of technological education through hands-on applied activity, using state-of-the-art advanced technologies and approaches.

"The teaching team has an established reputation in engineering, technology and design education and research. That coupled with students' exposure to the near-to-market research taking place right across TUS, will ensure graduates of this programme are ready to introduce their own students to the latest workplace processes and technologies in a way that is engaging, impactful, and inclusive."

The BEd TEG is accredited by the Teaching Council of Ireland and will qualify graduates to teach all three of Technology, Engineering, and Design and Communication Graphics subjects at Leaving Certificate level.



Pictured (L to R) Dr Justin Rami, School of Policy & Practice, DCU; Dr Sean Lyons, Dean of Faculty, Engineering and Informatics, TUS; Prof. Charlotte Holland, Prof. School of STEM Education, Innovation and Global Studies, DCU Institute of Education; TUS President Prof. Vincent Cunnane, Prof. Anne Looney, Executive Dean, DCU Institute of Education; Dr Niall Seery, Chair, Technological Education, TUS; Rónán Dunbar, Lecturer, TUS Athlone Campus; Dr Paul Grimes, Assistant Professor in Mathematics Education, School of STEM Education, Innovation & Global Studies, DCU Institute of Education. Photo: Nathan Cafolla.

Taoiseach Leo Varadkar Opens €5.5 Million Clonmel Sports Hub

In June, Taoiseach Leo Varadkar visited Clonmel and officially opened the €5.5 million Clonmel Sports Hub development which is situated on the TUS Clonmel Campus grounds. The multipurpose sports facility has been developed by Technological University of the Shannon (TUS) in partnership with Tipperary County Council.

Tipperary County Council and TUS worked in partnership to provide matched funding for the project and to finalize the grant application to develop the facility to international sporting standards. The Clonmel Sports Hub campus features a 400-meter IAAF-approved athletics track, a skatepark, walkways, cycleways, a playground and a cycle (pump) track. The project also consists of tower buildings and associated site works, as well as floodlights for the athletics track and public lighting for all other areas.

Taoiseach Leo Varadkar received a tour of the new Sports Hub to witness first-hand the positive impact that the facility will have on the local community and region. During the tour, the Taoiseach also spoke with the family of Andrew Kearney who worked passionately on the project but sadly passed before its completion. Andrew's widow Audrey and family unveiled a bench in his memory.

Speaking at the event, Mr Varadkar said, "Congratulations to all involved in bringing Clonmel Sports Hub to fruition. It's wonderful to see a local authority and a higher education institution joining forces to build a state-of-the-art facility developed to international sporting standards, that can be enjoyed by the whole community."

"As a doctor, politician and former Sports Minister, I am absolutely convinced that taxpayers' money spent on sport is money well spent. It's not just about physical and mental health. It's about building communities, increasing participation for all and enabling high performance athletes, who give us so much pride and pleasure, to succeed. In the past ten years, we have invested almost half a billion in new sporting facilities all over Ireland. If we keep the economy strong and stick with the right policies, we can invest even more in sport in the next ten."

The Sports Hub will provide services for local clubs, schools, groups, TUS students and the general public with world-class facilities, delivering a platform for young athletes to develop their skills and ensure Clonmel has a competitive advantage in developing the town as a destination and venue for regional, national and

international events. Anchor tenants for the Clonmel Sports Hub will include Clonmel Athletic Club, Clonmel Cycling Club and Clonmel Triathlon Club.

Speaking at the official opening of Clonmel Sports Hub, President of TUS, Professor Vincent Cunnane said, "Clonmel is a university town, and this project is a manifestation of what that can mean. We are very proud of the partnership between Tipperary County Council and TUS and of the collaborations with business and sports clubs which brought this facility about. I would like to congratulate everyone involved in the development of this state-of-the-art facility here in Clonmel. Together with Questum and our Digital Campus, there is a real impact resulting from having a Technological University located here in Clonmel in terms of the economy, the quality of life and the ability to attract and retain people in the region."

Joe McGrath, Chief Executive at Tipperary County Council, said, "This is another great day for Clonmel and the broader region in terms of bringing firstclass sports facilities to the town and I would like to acknowledge and thank TUS, our partners in this and the Department of Housing, Local Government and Heritage Urban Regeneration Development Fund who provided the majority of the funding, matched by Tipperary County Council and by TUS, along with the private funding made available. I would also like to acknowledge the three clubs who will be tenants here. This is a facility that is going to be available to people for many years to come and will be a great contributor to the economic and social life of Clonmel. I encourage everyone to come and see this fantastic facility for themselves."



L to R, seated, Breda Kearney, Audrey Kearney Taoiseach Leo Varadkar and Gus Kearney along with family members pictured at a bench unveiled in memory of Andrew Kearney who worked passionately on the Clonmel Sports Hub project but sadly passed before its completion. Photo John D Kelly

Minister Harris Opens €4M Apprenticeship Facility at TUS Athlone Campus

Minister for Further and Higher Education, Research, Innovation and Science Simon Harris officially opened a brand-new €4 million apprenticeship facility at the Technological University of the Shannon's (TUS) Athlone campus on Wednesday, June 14.

The state-of-the-art facility will create capacity for up to 1000 apprentices a year, almost doubling the campus's existing capacity and catering for significant increased demand for apprenticeships nationally.

The new facility, part-funded by the Higher Education Authority and matched by TUS, has enabled TUS to expand its Athlone Campus apprenticeship offering to include electrical apprenticeships for the first time.

Speaking at the official launch, Minister Harris called the new facility a "really exciting development for apprenticeship delivery in this country".

"We have placed an unrelenting focus on the delivery of apprenticeships in Ireland and it is working," he said, "More people are signing up than ever before."

"That means we need bigger and better facilities. I want to thank TUS for having the vision and commitment to invest and co-fund this significant expansion of apprenticeship training in the Midlands region.

"This will double apprenticeship delivery here in the Midlands and expand the number of programmes too."

TUS has seen a 40 per cent increase in the number of apprentices being trained at its Athlone Campus since 2019.

According to Dr Sean Lyons, Dean of the Faculty of Engineering and Informatics at TUS Athlone Campus, the "earn and learn" apprenticeship model is proving to be a big draw for many students.

"Apprenticeships are not a diminution from a traditional college education," he explained, "They are just as vital and lead to equally rewarding careers. They're simply a different type of course, and they often appeal to people who can't commit to full-time education from a cost point of view and would rather the earn and learn type apprenticeship model where they are in the college for 12 weeks and they're paid."

Apprentices must do "off-the-job" training in phases 2, 4 and 6 of their apprenticeships, with technological universities like TUS providing training in phases 4 and 6 of the apprenticeship and ETBs handling phase 2.

Currently, TUS trains 240 apprentices per term at its Athlone Campus, with apprentices staying for 12 weeks before a new block of apprentices arrive.

TUS President Prof. Vincent Cunnane explained this is about "futureproofing" apprenticeship capacity and recognising the need for qualified workers and people who are highly and technically trained in areas with future skills needs.

"As a regionally focused technological university, our job is to provide skills and abilities for the region, recognising skills gaps where they exist and rising to meet the challenge, and we work closely with our industry partners and with government to identify and address those needs.

"I am pleased to say we now have the infrastructure in place to meet the current demand for apprenticeship education, whether that be traditional craft or modern apprenticeships, with room to allow for future expansion. This demonstrates our commitment to apprenticeship education in the Midlands."

"We are actively looking to expand our apprenticeship offering in high growth areas like robotics and automation, and we now have brand-new state-of-the-art labs, IT, lecture theatres that are specifically designed for apprenticeship education to support that ambition."



Minister for Further and Higher Education, Research, Innovation and Science Simon Harris opened €4 million apprenticeship facility at the Technological University of the Shannon's Athlone Campus. The new state-of-the-art facility will create capacity for up to 1000 apprentices a year, almost doubling the campus's existing capacity. Photo: Nathan Cafolla.

Manufacturing Solutions Ireland - the largest Irish-UK collaborative manufacturing event returns to TUS.

The largest Irish-UK collaborative manufacturing event – Manufacturing Solutions Ireland 2023 – returned to the Technological University of the Shannon (TUS) on Wednesday and Thursday, June 14 and June 15, with more than 1,600 exhibitors, delegates, manufacturers and visitors from across Ireland, the UK and Europe attending at the TUS Moylish Campus in Limerick.

Organised jointly by the UK manufacturing supply chain trade association the GTMA* and TUS**, the event showcased more than 120 Engineering and Technology Exhibition and Trade Stands and over €5 million worth of equipment and CNC machines in the Technology Pavilion.

At the Meet the Manufacturer element of the event delegates interacted with companies such as Rolls Royce, Stryker Orthopaedics Limerick, J&J Vistakon, T&T Precision, and Takumi, with the IDEAM conference attracting expert speakers in the area of Manufacturing Digitisation for SMEs and the Decarbonisation of Manufacturing Conference engaging expert speakers from both industry and government agencies.

Manufacturing Solutions 2023 was officially opened by Minister of State at the Department on Further and Higher Education, Research, Innovation and Science Niall Collins TD who visited the first day of the event to see first-hand the latest developments in precision tools and technology.

Minister Collins said, “This annual event has encouraged businesses from both sides of the Irish Sea to share ideas about new technologies and precision tools, build strong working relationships, learn about developments in manufacturing, and do business since its inception in 2016. This event also continues to bring more the 1,500 visitors to Limerick every year while continuing to highlight nationally and internationally, Limerick and the Mid West region’s reputation as a place that welcomes and supports industry. Among the most prominent supports for industry in this region are our higher education institutions such as TUS, who continue to work in partnership with industry providing research and development support as well as highly skilled graduates.”

Speaking about the success of the annual event GTMA Chief Executive Officer, Dr Alan Arthur said, “Manufacturing Solutions Ireland was established as a conduit for opening up new possibilities within

the supply chain to customers and suppliers from both Ireland and the UK. The event has since expanded beyond its one-day incarnation as a successful manufacturing supply trade exhibition, into a two-day event that also offers a multi-million euro Manufacturing Technology Zone, the IDEAM Digitalisation of Manufacturing Conference, Meet the Manufacturer and the successful manufacturing supply trade exhibition. The growth and success of the event is a testimony to the ongoing, strong working relationship between GTMA and TUS. We look forward to continuing this relationship for years to come.”

President of TUS Professor Vincent Cunnane explained that collaboration remains one of TUS’s core values and large collaborative events like Manufacturing Solutions Ireland reflect TUS’s ethos of working with industry locally, nationally and internationally to research and develop new technologies, share new ideas and educate highly skilled work ready graduates.

“The partnership between TUS and the GTMA supported by the PTMA, is also reflective of the Irish and UK manufacturing industry’s determination to work together, share ideas, and trade. It is encouraging to see the return of SME business clusters such as Manufacturing Northern Ireland to the event to take part in joint workshops and work collaboratively with the TUS based IDEAM national industry cluster. The addition of the Decarbonisation of Manufacturing Conference this year also reflects the determination of Manufacturing Solutions Ireland to continue to adapt year on year to meet the changing needs of industry, and support our clear sustainability values and goals.”



Pictured at TUS, Manufacturing Solutions were, Ciaran O'Loughlin, Mechanical & Automobile Engineering TUS with Minister of State Department of Further and Higher Education, Research, Innovation and Science with responsibility for Skills and Further Education, Niall Collins, TD. Picture: Alan Place

TUS Becomes First Irish University to Lead European University

Technological University of the Shannon (TUS) was announced as the new coordinator for 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, was to become the first ever 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.

In this new cycle, RUN-EU will expand further, welcoming two new members – the University of Burgos (Spain) and the Howest University of Applied Sciences (Belgium), operating in the future as an alliance of nine like-minded higher institutions drawn from across Europe with strong focus on regional development. Overall, RUN-EU will comprise of a student population of more than 100,000 students, 11,000 staff and more than 100 research institutes, centres and groups.

As TUS takes over as Lead Co-ordinator of RUN-EU, President of TUS Professor Vincent Cunnane, paid tribute to the outgoing European University Lead – Polytechnic of Leiria, Portugal. He said “This is a hugely significant achievement for the regions of Europe and a vote of confidence in the potential of our regions to lead and prosper. The expansion of RUN-EU is ultimately a reflection of this potential and a demonstration of regional strengths. I look forward to working with all the RUN-EU partners to realise the new possibilities that this next phase presents to us. Of course for TUS, a regionally-focussed university located at Europe’s Western Edge, this is a singular moment.”

TUS VP for Research Development and Innovation and RUN-EU project leader, Dr Liam Brown

TUS VP for Research Development and Innovation and RUN-EU project leader, Dr Liam Brown added,

“RUN-EU Cycle 2 will build on the success of the first phase and represents a new direction for Ireland’s leadership in European higher education as well as recognising the importance of balanced regional development in the EU’s future. Internationalisation continues to be at the heart of our educational approach, as it provides opportunities for growth and learning and gives our student body a well-rounded, holistic educational experience. The addition of two strong European partner Universities – Howest from Belgium and the University of Burgos from Spain will bring further expertise to our European University, particularly in collaborative Research, Development and Innovation (RDI).”

TUS Head of Research and Technology Transfer and RUN-EU project coordinator, Dr Patrick Murray

TUS Head of Research and Technology Transfer and RUN-EU project coordinator, Dr Patrick Murray said, “The education landscape across Europe is changing. As a flagship initiative, the European Universities Programme is central to the EU’s ambitions to build a European Education and Research Area. RUN-EU will continue to be transformative for our students and our regions. We will promote and develop joint student-centred, challenge and work-based flexible learning activities, including Short Advanced Programmes, European Degrees up to PhD level and advance the European Research Area through collaborative and innovative inter-university and interregional approaches to higher education, research, development, innovation and engagement.”

In addition to the funding received from the European Commission, RUN-EU has also received significant and ongoing support from the Higher Education Authority (HEA)



TUS RUN-EU Leadership team (L-R): Prof. Vincent Cunnane, Dr Liam Brown and Dr Patrick Murray.



Student Awards 2022–2023

TUS World Skills Ireland Gold Winners

October 22: President of TUS Professor Vincent Cunnane paid tribute to TUS's All-Ireland winning Worldskills champions –culinary arts student Jack Rice and mechanical automation apprentice Reece Seery – at a special ceremony at the Technological University of the Shannon (TUS), Moylish Campus.

The TUS students were awarded the Worldskills Ireland titles following a three-day competition at the RDS in Dublin, during which they battled off stiff competition to take home the top prize in their respective categories.

Both Jack and Reece qualified to go on to represent Ireland at the final of the Euro Skills in Gdansk in 2023 and the Worldskills competition in Lyon in 2024.

Congratulating the All-Ireland winners and their mentors, Professor Cunnane said, "We are very proud of Jack and Reece as they go on to represent TUS and Ireland on the international stage. With the support of their TUS mentors, they have worked tirelessly and with great skill and determination to achieve this huge

accolade. They also represent TUS's commitment to active learning and our undertaking to develop highly skilled, work ready graduates. With their proven skill and ambition, I know Jack and Reece will continue to do us proud in this global competition, and I would like to wish them the best of luck in the next phase."



President of TUS Professor Vincent Cunnane has paid tribute to TUS's All-Ireland winning Worldskills champions –culinary art student Jack Rice(left) and mechanical automation apprentice Reece Seery (Right)– at a special ceremony at the Technological University of the Shannon (TUS), Moylish Campus. Picture: Alan Place.

TUS Culinary Students Claim Gold and Silver at Chef of Ireland Competition

The student chefs showcased their culinary talents at CATEX, Ireland's largest foodservice and hospitality expo, in the RDS

TUS students showcased their culinary talents at the Chef of Ireland competition in the RDS, Dublin, at CATEX, bringing home gold and silver medals.

Students Martin Duffy, Liam Martin, and Kayleigh Jade Hannon competed against student chefs from across the country to win the coveted prizes.

Martin Duffy, now in his first year of a BA in Culinary Arts, won gold in the Chocolate Sculpture category for his chocolate windmill sculpture, which he created as part of his Advanced Pastry module.

Liam Martin, currently in his second year of a Higher Certificate in Culinary Arts, also enjoyed huge success at this year's CATEX competition, claiming a silver medal for the second time in a matter of weeks with his contemporary take on Sole a la Polanaise.

Kayleigh Hannon, from Roscommon town, also took home a silver medal for her unique sage-infused butternut squash prawn risotto.



(L to R) Student chefs Kayleigh Hannon (Silver medal, Risotto competition), Liam Martin (Silver medal, Fish competition) and Martin Duffy (Class winner, Chocolate Sculpture competition) celebrate their success at the Chef of Ireland competition at CATEX. Photo: Nathan Cafolla.

TUS Wins Big at Games Fleadh 2023

Technological University of the Shannon (TUS) won five categories at the 2023 Games Fleadh on March 8 – Ireland's largest Digital Games Programming Festival, hosted at TUS, Thurles Campus.

Celebrating 20 years of Games Fleadh, the Games Design & Development competition once again saw the brightest and best of the country's Third-level student game developers come together to battle it out for 13 coveted titles. Competitors, competing as teams, were asked to focus on the theme 'Endless Runner' and design action-packed games to test the mobility of the runner and skills of the player.

The event featured a number of guest speakers from Romero Games and Electronic Arts. BAFTA award-winning Game Designer Brenda Romero led the way, speaking about the important role of women in technology and their many contributions in celebration of International Women's Day.

First year programming students also participated in Robocode, providing an opportunity to demonstrate their programming abilities and advance their knowledge of GUI programming, API usage and Artificial Intelligence. The Robocode 2023 competition was won by Dundalk IT.

The TUS Games Fleadh 2023 winners included:

- Best in Game Narrative for Dimension Run
- Best in Game Play for Caption GiGi Great Escape
- Highly Commended UI Design for Jungle Rumble
- Highly Commended for Game Play – Paper Trail
- Best Game Built Using a Game Engine for Caption GiGi Great Escape



Pictured receiving the Best in Game Narrative award was, Dylan O'Donoghue Kelleher, TUS Thurles for the game Dimension Run, from Janice O'Connell, TUS, Alex Mann, EA Ireland and Liam Noonan, TUS. Picture: Alan Place

TUS Students Sweep the Board at National Accounting Competition for Second Year in a Row

Students from the TUS Athlone Campus, swept the board at the National Accounting Competition, bringing home the gold and silver and the coveted Educator award for a second year in a row.

Second year BA (Hons) in Accounting students Chenlu Lin and Alexandra Kuran, awarded first and second place, respectively, competed against third-level students from first year to master's level across Ireland and Northern Ireland to scoop the top prizes.

The competition, which began in February 2023, saw entrants answer accounting questions released over a 10-week period on Quitch, a game-based learning app.

This is the second year in a row that a TUS Athlone Campus student has won the competition, with Dylan Donnelly, a first year BA (Hons) in Accounting student, winning the inaugural competition in 2022.



Second-year BA (Hons) in Accounting students at TUS Athlone Campus, Chenlu Lin and Alexandra Kuran, competed against third-level students from first year to master's level across Ireland and Northern Ireland to scoop the top prizes, winning first and second prize, respectively. Photo: Nathan Cafolla.

Students Awarded TUS Employability Awards

Students from TUS campuses in the Mid West were presented with the TUS Employability Plus Awards by President of TUS Professor Vincent Cunnane.

The TUS Employability Plus Award is a new initiative by Careers & Employability Service, TUS Midwest and is aimed at recognising the personal and professional

Among the students who successfully completed the award was Kevin O'Sullivan B.Eng in Process Engineering Management (Flexible Learning). He said, "Overall, I believe the Employability Plus Award has been enlightening and it has helped me to gain a more well-rounded attitude towards life and employment. I highly recommend it to anyone looking to improve their employability."



President of TUS Professor Vincent Cunnane, TUS Student Rosangela Condori, and Careers & Employability Manager at TUS Midwest, Aoife Prendergast.

TUS Digital Marketing Students to Help Irish Brands Expand Digital Footprint

Students at Technological University of the Shannon (TUS) in Athlone commenced live digital marketing capstone and consultancy projects aimed to help Irish businesses grow their digital footprint and increase their competitiveness.

The projects, which pair students in TUS's BBs (Hons) in Digital Marketing and MSc in Digital Marketing with Irish brands across a variety of sectors, give students a chance to put their knowledge into practice through the development of tailor-made digital marketing strategies.

Participating students cover a variety of practical and theoretical topics ahead of the project to support this process, among them social media marketing, strategy, analytics, SEO, paid advertising, ecommerce, and content creation.

Students collaborated with 26 brands across a wide array of sectors – among them software services company Sidero, confectionary company Sugar Plum Sweetery, and Social Media Elite, an agency working with big Irish brands like Kash Beauty and True Beauty.



(L to R) Carmel Owens, CEO, Sidero; Minh Dinh, MSc in Digital Marketing student, TUS; Dr Aisling Keenan, senior lecturer, TUS. Photo credit: Nathan Cafolla.

March 15: TUS 'Through Our Eyes' Student Exhibition to Launch in Athlone Library

A mixed-media exhibition exploring the third-level student experience, as seen through the eyes of TUS students, launched in Athlone Library.

'Through Our Eyes', a joint initiative by TUS's Athlone campus and the Limerick School of Art and Design (LSAD), showcased a curated snapshot of the creative work of students across all six TUS campuses.

The exhibition saw students share their unique perspectives in response to the question 'What is the TUS student experience, though your eyes?' through a variety of media, including poetry, typography, illustration, video, print, and music.



Pictured: (L to R) Dr Sean Lyons, Dean of Faculty, Engineering and Informatics, TUS Athlone; Sinead Denby, Student Resource Centre Administrator & Projects, TUS Athlone; Mike Fitzpatrick, Dean, LSAD; John Benton, Design Lecturer; Breda Lynch, Head of Polymer, Mechanical and Design, TUS Athlone; Sarah La Cumbre, Manager, Student Resource Centre, TUS Athlone; Jeff Shannon, Design Technician, TUS Athlone. Photo: Nathan Cafolla.



Research Development & Innovation

Research Development & Innovation

2022/2023 saw significant growth in TUS's research, development and innovation (RDI) activities. The TUS RDI community continued to engage in next generation thinking to tackle issues and make a meaningful impact at regional, national and global level. The importance of research informed teaching was the core theme of the inaugural TUS Research Week which saw in excess of 1,150 participants partaking in 31 events both on our Athlone campus and on-line.

RDI is embedded in our faculties and encompasses a wide variety of disciplines. TUS hosts 8 dedicated institutes, 4 Technology Gateways, 2 Industry Clusters and many more research centres and groups. The TUS RDI specialist domains and associated Research Institutes, Centres, Gateways and clusters are set out below.

	Research Institutes	SFI Centres	Technology Gateways, Centres and Clusters
Advanced Manufacturing and Engineering		 	  
ICT and Digital Technology		 	
Biotechnology, Bioeconomy, Food and Health	 		  
Sustainable Materials and Energy	 		
Design, Creativity and Social Sciences	 		

Innovation and Enterprise

In 2022/2023, TUS hosted 71 companies across its four-campus incubation and acceleration centres - Hartnett Enterprise Acceleration Centre (Limerick), Midlands Innovation and Research Centre (Athlone), Questum Acceleration Centre (Clonmel) and Thurles Chamber Enterprise Centre.

With €3m funding support from Enterprise Ireland, and project managed by TUS's Estates team, a 950m² expansion of the MIRC – provided ten new incubation units ranging from 29m² to 48m², a boardroom, a meeting room and circulation halls - was handed over by Kelbuild in July 2023.

<https://tus.ie/rdi/innovation-enterprise/centres/>

Graduate Studies: Appointment of new Dean of Graduate Studies at TUS



In July 2023, Dr Lisa Moran assumed the post as Dean of Graduate Studies, Head of the Graduate School at TUS. Prior to this, Lisa was Head of Department in the School of Humanities at SETU, a senior lecturer at Edge Hill University UK and had completed three postdoctoral positions at the UNESCO Child and Family Research Centre, the University of Galway and Teagasc and the School of Veterinary Sciences, University College Dublin. Widely published, she leads interdisciplinary research teams in Ireland and internationally.

Research - Selected Research Projects and Awards:

TUS and Zinkworks Launch €2M Telecommunications Research Group to Make Driverless, Intelligent Shipping Ports a Reality – 27 January 2023



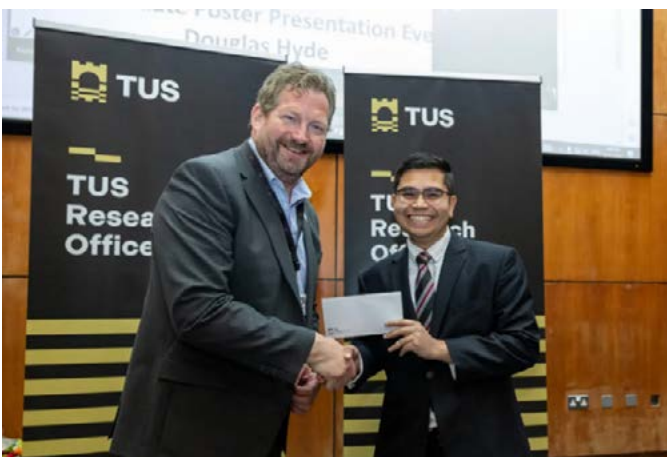
Pictured (L to R) is Dr Enda Fallon, Principal Investigator, TUS; Prof. Vincent Cunnane, TUS President; Paul Madden, CEO, Zinkworks; and Aileen Cramer, Zinkworks. Photo: Ashley Cahill.

As the race for self-driving cars heats up, a team of researchers at TUS and Athlone-based ICT start-up Zinkworks turned their attention to how shipping ports can adopt the technology to improve global supply chains, eco-efficiency and safety. The group will develop cutting-edge autonomous port management capabilities using 5G, AI and cloud, improving eco-efficiency and safety. To do this, they formed a new €2 million cognitive – or ‘thinking’ – technologies management research group aiming to develop a prototype for managing the full port eco-system autonomously – from the cranes to the vehicles that transport shipping containers.

Over 1,150 participants took part in the inaugural TUS Research Week – 4 May 2023



Over 1,150 people participated in the inaugural TUS Research Week, which took place from 17 – 21 April across the Technological University of the Shannon campuses and beyond. A combination of 31 in-person and online events were hosted by TUS research staff, external partners and stakeholders, including a special guest lecture delivered by the Minister for Public Expenditure and Reform and President of the Eurogroup, Paschal Donohoe, and facilitated by the Faculty of Business and Hospitality. Further events included the ‘RUN – EU: Science Meets Regions – Circular Economy Forum Series’ and the ‘Launch of Digi Manufacturing 2.0’ in Irish Manufacturing Research, Mullingar, The Irish Bioeconomy Foundation, Fulbright Scholarship Programme, CoARA (the EU agreement on reforming research assessment), IReL (the consortium of Irish research libraries), The Annual Irish Polymer Conference and The Orchestra International Consortium.



In total 160 posters were submitted for review, with the award for Best Overall Poster presented to Eyman Hadi Mana, a 3rd Year Polymer Engineering PhD student, for his submission titled ‘Computer Vision System: Measuring Displacement and the Bending Angle of Ionic Polymer-Metal Composites’

Cross-Border Research Sets Out Pathway for Integration of Gaelic Games – 7 June 2023



Integration in Gaelic Games is based on research underway by Conor Meyler, and Dr Aoife Lane (both at SHE Research Group, TUS) and Dr Katie Liston (Ulster University).

Academics at Technological University of the Shannon (TUS), Athlone Campus, and Ulster University, Belfast, launched a policy brief that set out five key recommendations for how integration might proceed in Gaelic games on the island of Ireland. Together, the research team is exploring changing views on gender equality and what this means for the future of national governing bodies of men's and women's sports. Drawing on their collective expertise, the researchers offer five recommendations which include:

1. planning for a full integration process
2. setting out key principles and values
3. prioritising female representation
4. developing a funding model based on equity, and
5. building a new organisation for Gaelic Games.

The brief is underpinned by a review of international research on mergers and integration, interviews with leaders involved in the formation of one organisation for golf in Ireland, and consideration of the unique cultural context of Gaelic games.

€15 million TUS Technology Gateways: Connecting Industry to TUS Researchers & Facilities – June 2023



Pictured at the Hartnett Centre, TUS were I-r, Marina Donohoe, Enterprise Ireland, Rachel O'Keefe, Enterprise Ireland, Dr Liam Brown, Vice President Research, Development & Innovation, TUS and Dr Mark Whelan, Enterprise Ireland. Photo: Alan Place

Minister for Enterprise, Trade and Employment, Simon Coveney TD and Minister of State for Trade Promotion and Digital Transformation, Dara Calleary TD together with Enterprise Ireland announced €47 million funding for the continuation of the Enterprise Ireland Technology Gateway Programme up to 2029. Four of the gateway projects will be based in TUS, attracting funding of in excess of €10 million to the TU. In addition to continued Technology Gateway funding, TUS also received the highest cohort of Enterprise Ireland's Capital Equipment Funding of an additional €5 million for 14 initiatives, helping to ensure TUS gateways are at the forefront of strategic RDI projects, supporting collaborations between the Technological University sector, Irish SMEs and multinational companies.

Enterprise Ireland (EI) met with the Technological University of the Shannon (TUS) Research, Development and Innovation (RDI) division to discuss a number of EI supported programmes that provides companies and entrepreneurs from across the Midlands and Midwest continuous access to cutting edge research and specialised equipment and facilities across the six TU campuses.

Development - Selected Sustainable Development Research Institute (SDRI) Projects and Awards:

ManagEnergy



The Sustainable Development Research Institute (SDRI) secured the contract to run the EU's ManagEnergy service for a second time. ManagEnergy is an EU initiative to support the development and capacity building of local and regional energy agencies across Europe. The €1.7m contract will run from December 2022 to November 2026 and involved delivered of capacity building via 12 Masterclasses in Brussels, 28 Expert Missions as well as multiple seminars and talks.

AgriNext



SDRI is a key partner in the €2.5m Erasmus+ funded AgriNext. It aims to create a learning environment that responds to the skills demand in Multifunctional Agriculture (Farm diversification). With 9 partners across 4 European countries, the project aims to create an environment for interaction among teachers, guidance service providers, students, researchers, and enterprise mentors.



Agrinext Partners from Ireland, Slovenia, Croatia and Spain had the opportunity to visit PA-VITA, a high-tech dairy farm in Rugvica, Croatia. Partner meeting was held in Veleuciliste U Karlovcu (VUKA), Karlovac, Croatia



Agrinext Partners from Ireland, Slovenia, Croatia and Spain had the opportunity to participate in the second Forum of Vocational Excellence held in Amsterdam

Social B Project Boosted Social Enterprise Skills



The highly ambitious SocialB project, focused on support capacity building in social enterprises across Europe was successfully completed in early 2023. Training was provided to over 110 participants across Europe with innovative training resources and materials developed. A final social enterprise symposium attend by Minister Niall Collins was held to showcase the outcomes from the project.



Photo L-R: Kathryn Smyth & John Hassett, Ballyhoura Development, Dr Liam Brown, TUS, Minister Niall Collins T.D, Padraic O'Reilly & Dr Marie Taylor, TUS.

Circular Economy and the Built Environment



BUSGoCircular (BGC) a Horizon 2020 funded project of which TUS was one of 12 European partners, is led by long time colleagues of TUS, ISSO in the Netherlands, BGC who brought together partners from 9 European Countries, each with a particular expertise in circular economy.

TUS led the activity focused on skills needs analysis and qualification development. The findings of this research drawn from literature, interviews and stakeholders engagement were disseminated widely. TUS subsequently led on the development of a train the trainer programme to upskill existing trainers in circular skills as well as VET (Vocational Educational Training), higher education and private trainers.

Inspiring Women Entrepreneurs – 5 May 2023



Olivia Lynch, KPMG and Vanessa Creaven, Spotlight Oral Care

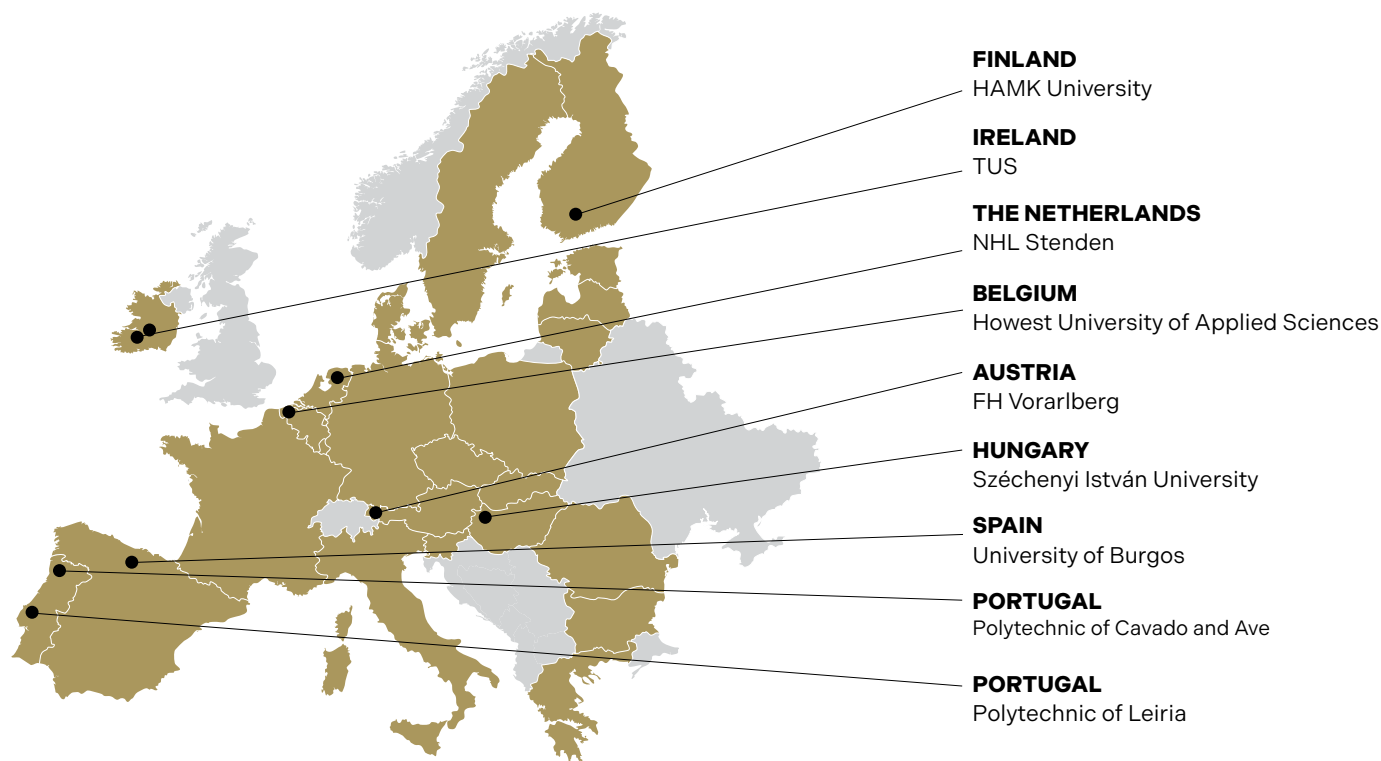
On Friday May 5th 2023, Technological University of the Shannon (TUS) Moylish campus hosted an event welcoming aspiring female entrepreneurs. Supported by Enterprise Ireland and KPMG, the flagship programme aims to foster innovation and entrepreneurial capacity among women, grow their network, expand their knowledge and gain access to a wide range of supports. Learning from the expertise and experiences of existing entrepreneurs, the inspiring lunch event will featured an interactive discussion with a panel of women who have achieved significant milestones in their respective industries. Chaired by Paula Fitzsimons, who leads the award-winning 'Going for Growth' and 'ACORNS' programmes, the panel included Dr Anne Cusack, co-founder and former CEO of Critical Healthcare, Dr Barbara Anne Murphy, Founder of Equilume Ltd and Dr Vanessa Creaven founder of Spotlight Oral Care.



RUN-EU
European
University

RUN-EU European University

TUS was announced as the new coordinator for 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 ever Irish president of a European University, as RUN-EU began 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.

In this new cycle, RUN-EU will expand further, welcoming two new members – the University of Burgos (Spain) and the Howest University of Applied Sciences (Belgium), operating in the future as an alliance of nine like-minded higher institutions drawn from across Europe with strong focus on regional development. Overall, RUN-EU will comprise of a student population of more than 100,000 students,

11,000 staff and more than 100 research institutes, centres and groups.

As TUS takes over as Lead Co-ordinator of RUN-EU, President of TUS Professor Vincent Cunnane, paid tribute to the outgoing European University Lead – Polytechnic of Leiria, Portugal. He said, “This is a hugely significant achievement for the regions of Europe and a vote of confidence in the potential of our regions to lead and prosper. The expansion of RUN-EU is ultimately a reflection of this potential and a demonstration of regional strengths. I look forward to working with all the RUN-EU partners to realise the new possibilities that this next phase presents to us. Of course for TUS, a regionally-focussed university located at Europe’s Western Edge, this is a singular moment.”



TUS RUN-EU Leadership team (L-R): Prof. Vincent Cunnane, Dr Liam Brown, Dr Patrick Murray and Dr Siobhan Moane

TUS hosts leading Global European Innovation Hub Forum – 19th June 2023



L-R: President of TUS, Professor Vincent Cunnane, Her Excellency Raili Lahnalampi, Ambassador of Finland to Ireland, Minister of State for Land Use and Biodiversity, Senator Pippa Hackett and Chief Executive Officer of Westmeath County Council, Dr Pat Gallagher.

TUS hosted the second 'Regional Economy and Society Forum on Circular Economy' in partnership with Westmeath County Council and the Regional University Network European University (RUN-EU). The two-day collaborative event was the final conference of the wider 'Science Meets Regions – Circular Economy Forum Series' that has been replicated across three European higher education locations, including the University of Gyor – Széchenyi István University, Hungary and the Polytechnic of Cávado and Ave, Portugal. The series interlinks with the global forum and builds upon the primary focus areas of the RUN-EU European Innovation Hubs: Future and Sustainable Industries, Bioeconomy and Social Innovation.



Equality, Diversity and Inclusion

Equality, Diversity and Inclusion

Update from AY 22/23: Equality, Diversity and Inclusion

2022- 2023 involved the further consolidation of TUS EDI structures to progress work in promoting and supporting a culture where diversity is celebrated, and principles of equality and inclusion are embedded across the Technological University. These include:

- EDI Sub-Committee of Governing Body formed in 2023, (7 members: 2 Male, 5 Female)
- Athena Swan Self-Assessment team (SAT) formed in Q1 2023 to prepare for Athena Swan Bronze Award application due to be submitted in June 2024.
- 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.

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 currently has a Legacy Athena Swan Bronze Award and will apply for a full Bronze Award in 2024. Through its Legacy Award, TUS is implementing its Gender Equality Action Plan.

Actions completed and ongoing during AY 22/23 include:

- Establishment of EDI structures and staff networks within TUS. The EDI office supports the work by the LGBT+ & Allies Staff network and progress is being made towards the formation of the TUS Women's Staff Network and TUS Parents and Carers Staff Network.
- Provision of self-directed and facilitated EDI related trainings (EDI in Higher Education, Unconscious Bias training, Responding to Disclosures of Sexual Violence, Gender Identity and Expression Training, Race Equality training, EDI sessions during induction for staff and postgraduates). In AY 22/23, the EDI Office facilitated sessions for TUS Managers on Athena Swan, Race Equality, Gender Identity and Expression, and Supporting Menopause in the

workplace. TUS commits to enabling female staff members to participate in the highly endorsed Advance HE Aurora Women's Leadership Development programme and supported 11 female staff to complete this programme in AY 22/23. The EDI office provides financial support for this initiative and provides 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.

- Publication of regular EDI newsletters and multiple EDI related events on campus and online for both staff and students, included celebrations for International Men's Day, International Day of Persons with Disabilities, International Women's Day, TUS Refugee Week and TUS Pride Week.
- 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 Gender Equality Action Plan include:
 - TUS Dignity and Respect at Work Policy & Procedure. Further communication on this policy and procedure will be prioritised in 2024.
 - TUS Equal Opportunities Policy.
 - Procedure for Gender Identity Name Change for students and staff. The EDI Office has supported 31 students with name changes since this procedure was approved.
 - 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,

The Athena Swan Self-Assessment team started preparations for the Athena Swan Bronze Award application during AY 22/23.

University of Sanctuary: TUS is a designated University of Sanctuary, and provides 10 Sanctuary Scholarships per academic year for students living in international protection/from a refugee background at undergraduate level and 10 scholarships for students studying on the Access/Transition to Higher Education programme. The Sanctuary Scholarship is open to students who are ineligible for state education support and currently living/recently transferred out of direct provision.

TUS Promoting Consent & Ending Sexual Violence Sub-Committee: Work in this area during 22/23 included provision of staff training 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 drafting of a policy and procedure to address sexual misconduct.

During 22/23, the EDI Office was involved in several sectoral level collaborative projects, including:

- Embedding Gender Identity, Expression and Diversity Training and Best Practice into Higher Education. This is a collaborative project with Shout Out (a charity working to create inclusive educational institutions) and 5 HEIs: TUS, SETU, Carlow College, University of Galway and Mary Immaculate College.
- Engaging Men in building gender equality: This project is a collaboration of 12 HEIs, including TUS, and involves the development of a programme specifically for male engagement in HEIs in support of gender equality.
- 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.



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

The campuses in Limerick, Athlone, Clonmel and Thurles have made significant strides in energy management and significant and important lessons have been learned which have informed and helped frame the organisation and actions set out in this plan. The achievements to date include

- installation of 370 solar photovoltaic panels (166KWp) covering 800m² roof space and avoiding 64 tons of CO₂ emissions annually
- progressive replacement of lighting, both internal and external with LED
- critical building fabric upgrade projects on the Athlone campus
- the achievement of green flag status for the Thurles and Clonmel campuses through the deployment of important waste and biodiversity activities with long term impact
- establishment of Green Campus committee on Athlone campus with the ambition of achieving Green Flag status in 2024
- future capital investments being designed to highest energy standards, with integrated renewables and no fossil fuel heating systems.

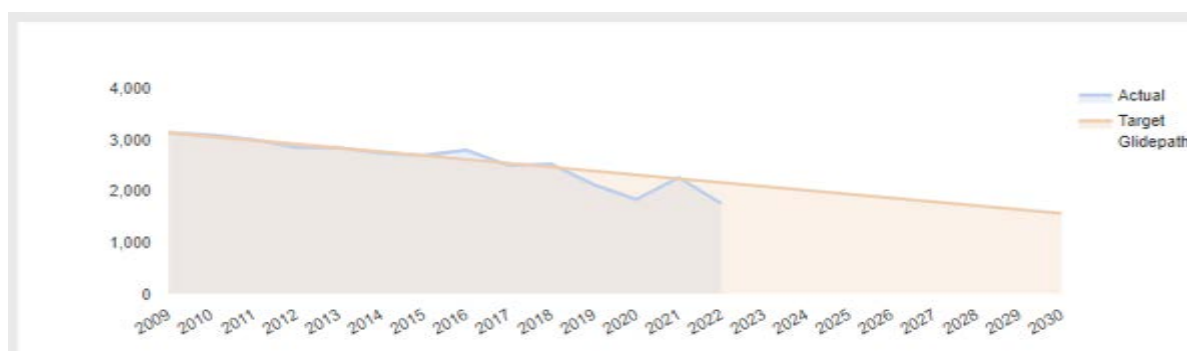
The National Strategy for Education and Sustainable Development establishes a priority action to transform learning environments through "a whole of Institution

approach to ESD, creating learning environments where learners learn what they live, and live what they learn". In a HEI context this specific action requires that "HEI Executive Management Teams should consider how ESD /SDGs are integrated into Institutional governance, strategy and structures".

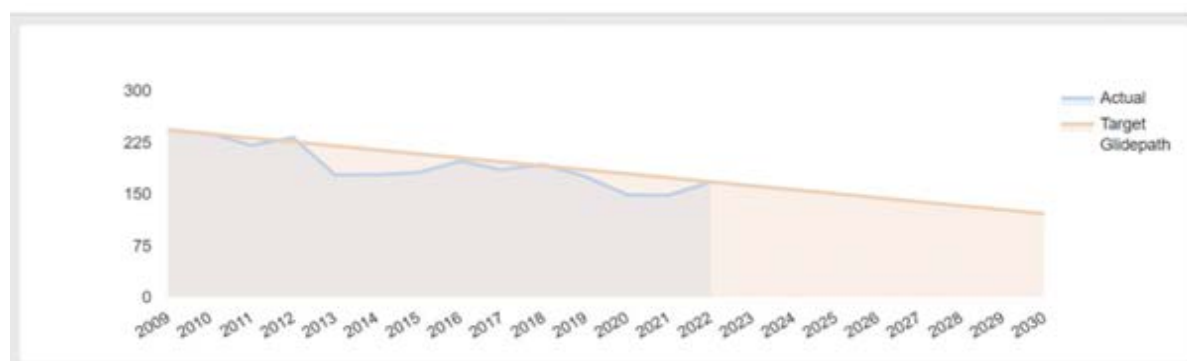
TUS has established a governance structure which delivers this requirement and demonstrates clear and consistent leadership, responsibility, and accountability. The aim is to support the implementation of the objectives, actions and targets as set out in the 2023 Climate Action Roadmap, and the delivery of the institutional strategy. This structure will facilitate a whole of Institution approach to climate and sustainability activities.

Student and staff engagement is enabled through participation in particular on Green-Campus committees and relevant sub-committees within the University Sustainability Committee. Green-Campus committees will lead the drive towards Green Flag status for each campus. The involvement of students from a diverse range of courses and the support of the Students' Union have been key to the success of the committee to date. The committees work closely with campus catering services, cleaning and waste collection contractors, and the estates and facilities team.

The following graphs sets out the performance of actual vs target for the Midwest campuses, 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.



This graph sets out the performance of actual vs target for the Athlone campus, this indicates that current activities are ensuring that the TUS glide path is on track and that the implementation of the identified actions will ensure the achievement of the established 2030 targets.



TUS will be delivering new facilities in Coonagh from January 2024 and Athlone from January 2025. These buildings are being 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.

3.0 Planned Activities

Sustainability awareness campaigns will be developed and will be directed towards students and staff, to promote a culture of sustainability across the wider university community. This will support the objective of fostering a culture of action and sustainability within the student community. The university will actively involve students as agents of change. This action-oriented approach includes incorporating experiential learning into the curriculum, enabling students to apply their knowledge to real-world sustainability challenges.



Academic Council

Academic Council

TUS Academic Council Meetings were held on:

- 30th September, 2022
- 28th October, 2022
- 16th December, 2022
- 10th March, 2023
- 29th May, 2023
- 16th June, 2023

TUS Academic Council Members:

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

TUS Academic Quality Assurance and Enhancement Policies 22/23:

1. Eligibility Requirements for Masters Entry
2. TUS Policy on Accessible Exam Papers 2022-2025
3. TUS External Examiner's Policy and Procedure for Taught Programmes
4. Academic Infringements: TUS Academic Regulations for Taught Programmes
5. New Programme Proposal is valid for two years from the date approved by Academic Council and lapses thereafter
6. TUS Postgraduate Research Regulations 2023 – 2026
7. Apprenticeship Strategic Implementation Plan

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
Department of Business and Management	<ul style="list-style-type: none"> Bachelor of Laws (Hons) in Law 	25.10.2022
Department of Sport and Early Childhood	<ul style="list-style-type: none"> Bachelor of Science (Hons) in Applied Sports Science with: Strength and Conditioning/Performance Technology Bachelor of Science in Applied Sports Science with: Strength and Conditioning/Performance Technology Higher Certificate in Applied Sports Science with: Strength and Conditioning/Performance Technology 	15.03.2023
LSAD- Department of Digital Arts and Media	<ul style="list-style-type: none"> Master of Arts in Design (with Specialist Pathways) 	19.04.2023
Department of Business and Financial Services	<ul style="list-style-type: none"> Master of Science in Business Analytics Postgraduate Diploma in Science in Business Analytics Postgraduate Certificate in Science in Business Analytics 	21.04.2023
Department of Nursing and Healthcare	<ul style="list-style-type: none"> Master of Science in Digital Health Post Graduate Diploma in Digital Health Post Graduate Certificate in Digital Health Post Graduate Certificate in General Practice Nursing 	15.05.2023
Department of Sport and Early Childhood	<ul style="list-style-type: none"> Bachelor of Science (Hons) in Applied Sports Science Exercise Nutrition Bachelor of Science in Applied Sports Science with Sport & Exercise Nutrition Higher Certificate in Applied Sports Science with Sport & Exercise Nutrition 	19.05.2023
Department of Applied Science	<ul style="list-style-type: none"> Master of Science in Advanced Medical Technologies Postgraduate Diploma in Advanced Medical Technologies Certificate in Anatomy and Physiology with Biomechanics (10 credits) Certificate in Programming and Advanced Imaging for Medical Technology (20 credits) Certificate in Clinical Technology and Healthcare Technology Management (20 credits) 	30.05.2023
Department of Pharmaceutical Sciences and Biotechnology	<ul style="list-style-type: none"> Master of Science in Pharmaceutical & Chemical Analysis 	06.06.2023
Department of Computer and Software Engineering	<ul style="list-style-type: none"> Master of Science in Software Design Master of Science in Software Design (International) BSc (Hons) in Software Design Level 8 BSc (Hons) in Software Design (International) BSc (Hons) in Software Design (International) Level 7 	08.06.2023
Department of Business and Management	<ul style="list-style-type: none"> Bachelor of Arts in Human Resource Management Master of Science in Strategic Human Resource Management Post Graduate Diploma in Science in Strategic Human Resource Management 	14.06.2023
Department of Lifelong Learning	<ul style="list-style-type: none"> Higher Diploma in Business in Operational Management 	15.06.2023
Department of Lifelong Learning	<ul style="list-style-type: none"> Bachelor of Science (Hons) in Quality and Lean Management Bachelor of Science in Science in Quality and Lean Management Higher Certificate in Science in Operations, Quality and Lean Management Certificate in Operations Quality and Lean Management 	16.06.2023

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Annual Financial Statements Year Ended 31 August 2023

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

TECHNOLOGICAL UNIVERSITY INFORMATION

Charity Registered Number 20206335

Charity Tax Exemption Number 22917

Registered Office Technological University of the Shannon:
Midlands, Midwest,
University Road,
Athlone,
Co. Westmeath
N37 HD68

Independent Auditors Office of the Comptroller and Auditor General
3A Mayor Street Upper,
Dublin 1
D01 PF72

Principal Bankers Bank of Ireland
31 Church Street
Athlone
Co. Westmeath

Allied Irish Bank
106 O'Connell Street
Limerick

Principal Solicitors Byrne Wallace LLP
88 Harcourt Street
Dublin 2
D02 DK18

CORPORATE GOVERNANCE STATEMENT

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 1st 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 31st August 2023.

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)¹ 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 Appendix B in the Interim TUS Code of Governance). 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)
- Equality, Diversity and Inclusion Committee (EDI)

Strategic Plan and the Annual Operating Budget

In accordance with the requirements of Section 18 of the Act, the President has progressed the development of the strategic plan. This development has involved substantial engagement with the Governing Body and all relevant internal and external stakeholders through an engaged and facilitated process. The Strategic Plan was approved by the Governing Body on 23rd January 2023. The Governing Body monitors 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 2023 for the University at its meeting on 27th March 2023. The Governing Body receives regular reports of performance against budget.

¹ Interim TUS Code of Governance 1st October located on www.tus.ie/governance

Statement of Compliance with the TUS Interim 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 Code² 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 23rd 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 periodic 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.

Governing Body Meetings

During the year from 1st September 2022 to 31st August 2023 the Governing Body met on 12 separate occasions on the following dates. A quorum was maintained at all meetings.

19 September 2022	17 October 2022	18 October 2022	21 November 2022
19 December 2022	23 January 2023	20 February 2023	27 March 2023
17 April 2023	08 May 2023	29 May 2023	19 June 2023

² Last updated 2023 located at Public Spending Code – Gov.ie

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Figure 1.1				
Schedule of Governing Body Meetings and Governing Body Member's Attendance				
1st September 2022 – 31st August 2023				
Governing Body Members	Role	Appointment Date/ Cessation Date*	Number of Governing Body meetings attended	Number of Governing Body meetings during the period
Josephine Feehily	Chairperson	01.10.2021	12	12
Prof Vincent Cunnane	President	01.10.2021	12	12
Colette Ryan	External Member	01.10.2021	11	12
John Griffin	External Member	01.10.2021	12	12
George O'Callaghan	External Member	01.10.2021	11	12
Anne Cusack	External Member	30.03.2021	11	12
James Ring	External Member	30.03.2022	10	12
Marguerite Doyle	External Member	30.03.2022	12	12
Catherine Collins	External Member	30.03.2022	12	12
Noel Gavin	External Member	30.03.2022	9	12
Martin Quinn	External Member	30.03.2022	10	12
Han Brezet	External Member	20.02.2023*	0	6
John Doyle	Professional Managerial & Support Staff Member	30.03.2022	12	12
Kevin McLoughlin	Academic Staff member	30.03.2022	11	12
Anne Meagher	Academic Staff member	30.03.2022	12	12
Brigid Delamere	Academic Staff member	30.03.2022	11	12
Tony Mahon	Academic Staff member	30.03.2022	12	12
Niall Naughton	Student member	30.06.2023*	10	12
James Hadnett	Student member	30.06.2023*	9	12
Shahboz Babaev	Student member	30.06.2023*	10	12
Amelia Lown	Student member	01.07.2023	0	0
Niamh Kennedy	Student member	01.07.2023	0	0
Jose Fernandez	Student member	01.07.2023	0	0

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

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

Figure 1.2	
(1st September 2022 – 31st August 2023)	
Governing Body Member	Expenses
Josephine Feehily	3,655
Marguerite Doyle	711
Martin Quinn	638
Noel Gavin	607
John Doyle	580
Tony Mahon	572
George O'Callaghan	518
Anne Cusack	404
Kevin McLoughlin	328
Anne Meagher	121
Prof Vincent Cunnane	33
Total Expenses	8,167

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

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 2022 to 31st August 2023.

Eight meetings were held between 1st September 2022 and 31st August 2023. A quorum was maintained at all meetings.

TUS ARC Meetings 1st September 2022 – 31st August 2023				
<i>ARC Members</i>	<i>Role</i>	<i>Appointment Date/ Cessation Date*</i>	<i>Number of ARC meetings attended</i>	<i>Number of ARC meetings</i>
Anne Cusack	Chairperson	18.07.2022	7	8
Tom Kennedy	External Member	29.11.2021	8	8
John Griffin	Governing Body Member	29.11.2021	8	8
Roisin O'Shea	External Member	17.10.2022	7	7
Hanz Brezet	Governing Body Member	20.02.2023*	1	4
Connie O'Doherty	External Member	29.05.2023	0	0

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 2022 to 31st August 2023.

Seven meetings were held between 1st September 2022 and 31st August 2023. A quorum was maintained at all meetings.

TUS FPDC Meetings 1st September 2022 – 31st August 2023				
<i>FPDC Members</i>	<i>Role</i>	<i>Appointment Date/ Cessation Date*</i>	<i>Number of FPDC meetings attended</i>	<i>Number of FPDC Committee meetings</i>
George O'Callaghan	Chairperson	11.01.2022	7	7
Prof. Vincent Cunnane	President	11.01.2022	7	7
Brian Feeney	External Member	11.01.2022	7	7
Paul Tierney	External Member	11.01.2022	6	7
Tony Mahon	Internal Governing Body Member	18.07.2022	6	7

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;

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- 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 2022 to 31st August 2023.

Five meetings were held between 1st September 2022 and 31st August 2023. A quorum was maintained at all meetings.

TUS GNC Meetings 1st September 2022 – 31st August 2023				
<i>Committee Members</i>	<i>Role</i>	<i>Appointment Date/ Cessation Date*</i>	<i>Number of GNC meetings attended</i>	<i>Number of GNC meetings</i>
Josephine Feehily	Chairperson	30.09.2022	5	5
Prof Vincent Cunnane	President	30.09.2022	5	5
Martin Quinn	Governing Body Member	30.09.2022	5	5
Marguerite Doyle	Governing Body Member	30.09.2022	5	5
James Ring	Governing Body Member	30.09.2022	4	5

Equality, Diversity & Inclusion Committee

The Terms of Reference for the EDI Committee are approved by the Governing Body of the University. The purpose of the 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 EDI across the TU.

The Governing Body were satisfied that the EDI Committee discharged its role effectively and efficiently and has met the requirements regarding the frequency of meetings in the year from 1st September 2022 to 31st August 2023.

Three meetings were held between 1st September 2022 and 31st August 2023. A quorum was maintained at all meetings.

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TUS EDI Committee Meetings 1 st September 2022 – 31 st August 2023				
<i>Committee Members</i>	<i>Role</i>	<i>Appointment Date/ Cessation Date*</i>	<i>Number of EDI Committee meetings attended</i>	<i>Number of EDI Committee meetings</i>
Noel Gavin	Chairperson	07.11.2022	3	3
Prof Vincent Cunnane	President	07.11.2022	3	3
Marian Duggan	Internal EDI Member	07.11.2022	3	3
Frances O Connell	Internal EDI Member	07.11.2022	3	3
Catherine Collins	Governing Body Member	07.11.2022	2	3
Brigid Delamare	Governing Body Member	07.11.2022	1	3
Niall Naughton	Student Governing Body Member	30.06.2023*	3	3
Amelia Lown	Student Governing Body Member	01.07.2023	0	0

Performance Evaluation of the Governing Body and its Committees

On 27th March 2023, the Governing Body commissioned the Institute of Public Administration (IPA) to independently undertake an evaluation of the Governing Body's effectiveness. The results were reviewed by Governing Body on 18th September 2023. The Governing Body is developing an implementation plan for recommendations contained within the evaluation report.

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 9.

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 reports for 2022 and 2023, as required under Section 22(1) of the Act and Section 30 (Amendment of section 22 of Principal Act) have been published.

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 11.

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Legal Disputes

There were no legal disputes involving other State bodies, other persons or other bodies.

A breakdown of the legal costs/settlements is included below. (On page 12)

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>
AIT SportsCo Ltd	2010	Management & operation of Sport Facilities and Gym <i>Wholly owned subsidiary</i>
LIT Sports & Leisure Facilities CLG	2012	Management & operation of LIT 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 1st September 2022 – 31st August 2023;
- 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 14 for additional detail.

Intellectual Property (IP) and Conflict of Interest

- The IP policy for TUS was approved by the Governing Body on 21st November 2022 and is published on its website. The IP Policy reflects the National IP Management Requirements of the National IP Protocol.
- The Conflict of Interest policy was approved by the Governing Body on 21st November 2022 and is published on its website.

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

- (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 an Equality, Diversity and Inclusion Committee. TUS was awarded an Athena Swan Legacy award in May 2022. A number of initiatives aimed at further promoting an inclusive environment have also being implemented including:

- A committee structure that supports TUS in the advancement of equality, diversity and inclusion objectives including a Governing Body EDI Committee, formed in November 2022;
- EDI Training for TUS Senior Leaders & Managers held on 23rd and 29th March 2023, the focus of which was to refresh understanding of strategies and action plans to promote equality, diversity, and inclusion in the workplace;
- The establishment of TUS Women's Network, TUS Parents and Carers Staff Network and continued progress of the LGBT+ & Allies Staff Network;
- The establishment of TUS Athena Swan Self-Assessment Team and working groups to assist in the preparation of an application by TUS for Athena Swan Bronze Award in June 2024.
- The signing of HEA's Race Equality Anti-Racism Principles on 13th June 2023.
- Organising several EDI related events and campaigns which included:
 - International Men's Day 19th November 2022;
 - 16 Days of Activism against Gender Based Violence 25th November - 10th December 2023;
 - International Day of Persons with Disabilities 3rd December 2022;
 - TUS International Refuge Week: 27th February to 3rd March 2023;
 - International Women's Day 8th March 2023;
 - TUS Pride Week 20th to 24th March 2023.

With respect to the membership of the Governing Body as at 31st August 2023, 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.

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Travel and Subsistence

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

	12 months to 31/08/2023	11 months to 31/08/2022
	€000's	€000's
Travel Domestic	542	416
Travel International	1,068	419
Total	1,610	835

	12 months to 31/08/2023	11 months to 31/08/2022
	€000's	€000's
Hospitality Expenditure		
Staff	42	22
Client	101	42
Other	188	118
Total	331	182
Less Expenditure with CSS Clg	(106)	(51)
Note 10	225	131

TUS expended €106k (2022: €51k) on hospitality expenses with CSS Clg which were eliminated on consolidation.

Legal Costs

	12 months to 31/08/2023	11 months to 31/08/2022
	€000's	€000's
Legal Costs	31	113
Total	31	113

Professional/Consultancy Fees

	12 months to 31/08/2023	11 months to 31/08/2022
	€000's	€000's
Tax & Financial Advisory Fees	209	110
PR & Marketing Fees	472	394
TU Fees	570	217
Building Fees	431	342
Other Fees	458	463
Total	2,140	1,526

In Note 10 Operating Expenses, Professional/Consultancy Fees and Legal Costs are grouped together for disclosure under "Professional Fees" (2023: €2,171k, 2022: €1,639k).

Annual Report and Financial Statements 2022/2023

The Governing Body has reviewed and approved the Annual Report and Financial Statement and considers the Financial Statement 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: 27th May 2024



President: Professor Vincent Cunnane

Date: 27th May 2024

STATEMENT ON SYSTEM OF INTERNAL CONTROLS

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 of Practice for the Governance of State Bodies (2016) as encapsulated by the Interim TUS Code of Governance.

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 2022 to 31st August 2023 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 2023 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

During the year, TUS incurred the loss of €12,500 as a result of a fraudulent activity. The matter was investigated by TUS, control procedures were enhanced, and the matter was reported internally to the FPDC and to Governing Body and externally to An Garda Síochána. Other than the above no other breaches or weaknesses in internal control were identified which required disclosure in the University's Statement on System of Internal Controls.

Review of Statement of 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 of Governance, 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 of Practice for the Governance of State Bodies as encapsulated by the Interim TUS Code of Governance.
- 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 – Agresso
- Human Resources and Payroll Management – CoreHR & Core Payroll
- Travel and Expenses – CoreHR

- Student Administration – Banner
- Resource Allocation – Power BI and SSRS
- Timetabling – Syllabus

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 2022/2023 as presented to the ARC and Governing Body identified eleven instances in relation to non-compliance with procurement guidelines in the amount of €461,861. TUS has put in place appropriate actions and timelines to address the instances of non-compliance.

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 was concluded on the 27th November 2023. 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



Chairperson: Ms. Josephine Feehily

Date: 27th May 2024



President: Professor Vincent Cunnane

Date: 27th May 2024



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 Technological University of the Shannon: Midlands Midwest for the year ended 31 August 2023 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 2023 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.

I have nothing to report in that regard.

Seamus McCarthy
Comptroller and Auditor General

30 May 2024

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 2023

		Consolidated 12 months 31/08/23 €000's	University 12 months 31/08/23 €000's	Consolidated 11 months 31/08/22 €000's	University 11 months 31/08/22 €000's
	Note				
Income					
State Grants	3	80,199	80,199	64,818	64,818
Tuition Fees and Student Contribution	4	52,590	52,590	48,057	48,057
Research Grants & Contracts	5	16,908	16,908	13,428	13,428
Student Support Funding	7	2,531	2,531	2,243	2,243
Other Income	8	10,996	8,228	9,391	7,185
Amortisation of Deferred Capital Grants	20	6,711	6,583	6,108	5,989
Deposit Interest		342	342	-	-
Deferred Pension Funding	25	37,683	37,683	31,421	31,421
Total Income		207,960	205,064	175,466	173,141
Expenditure					
Staff Costs	9	117,591	116,247	100,495	99,385
Retirement Benefit Costs	25	37,683	37,683	31,421	31,421
Other Operating Expenses	10	42,622	41,591	34,178	33,624
Depreciation	13	7,504	7,083	6,888	6,462
Total Expenditure		205,400	202,604	172,982	170,892
Surplus before other gains and share of surplus in joint ventures & associates		2,560	2,460	2,484	2,249
Surplus before tax		2,560	2,460	2,484	2,249
Taxation	11	(37)	-	(33)	-
Surplus for the year/period before other gains and losses	12	2,523	2,460	2,451	2,249
Experience losses on retirement benefit obligations		-	-	-	-
Reduction in pension liabilities arising from retirements in year/period		12,312	12,312	12,458	12,458
Changes in assumptions underlying the present value of retirement benefit obligations	25	38,972	38,972	159,131	159,131
Total actuarial gains / (losses) in the year/period		51,284	51,284	171,589	171,589
Adjustment to deferred retirements benefits funding	25	(51,284)	(51,284)	(171,589)	(171,589)
Total Comprehensive Income for the year/period		2,523	2,460	2,451	2,249

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

Josephine Feehily

Vincent Cunnane

Chairperson: Ms. Josephine Feehily

President: Professor Vincent Cunnane

Date: 27th May 2024

Date: 27th May 2024

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

CONSOLIDATED AND UNIVERSITY STATEMENT OF CHANGES IN RESERVES AND CAPITAL ACCOUNT

Period Ended 31 August 2023

	Note 20 Consolidated Deferred Capital Grants	Note 20 University Deferred Capital Grants	Note 21 Consolidated Capital Development Reserve	Note 21 University Capital Development Reserve	I&E Consolidated Revenue Reserves	I&E University Revenue Reserves	Consolidated Totals	University Totals
	€000's	€000's	€000's	€000's	€000's	€000's	€000's	€000's
Balance at 1 September 2022	147,266	145,788	7,423	7,423	32,659	20,457	187,348	173,668
Surplus for the year before appropriations	-	-	-	-	2,523	2,460	2,523	2,460
Amortisation of Deferred Capital Grants	(6,711)	(6,583)	-	-	-	-	(6,711)	(6,583)
State Recurrent Grant allocated to capital	1,807	1,807	-	-	-	-	1,807	1,807
State Capital Grants	10,060	10,060	-	-	-	-	10,060	10,060
Research Grants & Contracts	4,015	4,015	-	-	-	-	4,015	4,015
Tipperary Co Council	2,419	2,419	-	-	-	-	2,419	2,419
Transfer to Expenditure	-	-	(360)	(360)	360	360	-	-
Transfer from/to Capital Development Reserve	3,272	3,272	(772)	(772)	(2,500)	(2,500)	-	-
Movement for the Year	14,862	14,990	(1,132)	(1,132)	383	320	14,113	14,178
Balance at 31 August 2023	162,128	160,778	6,291	6,291	33,042	20,777	201,461	187,846
Balance at 1 October 2021	139,227	137,630	9,293	9,293	29,982	17,982	178,502	164,905
Surplus for the period before appropriations	-	-	-	-	2,451	2,249	2,451	2,249
Amortisation of Deferred Capital Grants	(6,108)	(5,989)	-	-	-	-	(6,108)	(5,989)
State Recurrent Grant allocated to capital	3,002	3,002	-	-	-	-	3,002	3,002
State Capital Grants	4,097	4,097	-	-	-	-	4,097	4,097
Research Grants & Contracts	1,733	1,733	-	-	-	-	1,733	1,733
Tipperary Co Council	3,671	3,671	-	-	-	-	3,671	3,671
Transfer to Expenditure	-	-	(226)	(226)	226	226	-	-
Transfer from/to Capital Development Reserve	1,644	1,644	(1,644)	(1,644)	-	-	-	-
Movement for the Period	8,039	8,158	(1,870)	(1,870)	2,677	2,475	8,846	8,763
Balance at 31 August 2022	147,266	145,788	7,423	7,423	32,659	20,457	187,348	173,668

Notes 1 – 28 form part of these financial statements

Signed on behalf of the Governing Body

Josephine Feehily

Vincent Cunnane

Chairperson: Ms. Josephine Feehily Date: 27th May 2024

President: Professor Vincent Cunnane Date: 27th May 2024

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

CONSOLIDATED AND UNIVERSITY STATEMENT OF FINANCIAL POSITION

As at 31 August 2023

	Note	Consolidated 31/08/23 €000's	University 31/08/23 €000's	Consolidated 31/08/22 €000's	University 31/08/22 €000's
Fixed Assets					
Property, Plant & Equipment	13	178,811	167,980	164,287	153,506
		178,811	167,980	164,287	153,506
Current Assets					
Inventory		66		48	
Receivables	15	16,333	16,396	10,679	10,599
Cash and Cash Equivalents	16	59,836	56,742	64,737	61,466
		76,235	73,138	75,464	72,065
Less Payables: Amounts due within 1 year	17	(51,961)	(51,772)	(50,477)	(50,103)
Net Current Assets		24,274	21,366	24,987	21,962
Total Assets less Current Liabilities		203,085	189,346	189,274	175,468
Payables: Amounts due after 1 year	18	(1,624)	(1,500)	(1,926)	(1,800)
Retirement Benefits					
Retirement Benefits Obligations	25	(407,744)	(407,744)	(415,824)	(415,824)
Deferred Retirement Benefit Funding Asset	25	407,744	407,744	415,824	415,824
Total Net Assets		201,461	187,846	187,348	173,668
Deferred State Capital Grants	20	162,128	160,778	147,266	145,788
Capital Development Reserve	21	6,291	6,291	7,423	7,423
		168,419	167,069	154,689	153,211
Unrestricted Reserves					
Income & Expenditure Reserve		33,042	20,777	32,659	20,457
		33,042	20,777	32,659	20,457
Total		201,461	187,846	187,348	173,668

Notes 1 – 28 form part of these financial statements.

Included in the total for Income & Expenditure Reserve is an amount of €7.2m (University only), €16.7m (Consolidated), representing the undepreciated value of Non-State Funded Capital Assets, which will offset the depreciation charge of the corresponding assets over their remaining life.

Signed on behalf of the Governing Body

Josephine Feehily

Vincent Cunnane

Chairperson: Ms. Josephine Feehily

President: Professor Vincent Cunnane

Date: 27th May 2024

Date: 27th May 2024

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

CONSOLIDATED STATEMENT OF CASH FLOWS

Period Ended 31 August 2023

	12 months 31/08/2023 €000's	11 months 31/08/2022 €000's
Cash Flows from Operating Activities		
Surplus for the Year/Period	2,523	2,451
Depreciation of Fixed Assets	7,504	6,888
Amortisation of Deferred Capital Grants	(6,711)	(6,108)
(Increase) in Stock	(18)	(45)
(Increase) in Receivables	(5,654)	(4,981)
Increase in Payables less than 1 year	1,484	8,708
(Decrease) in Payables greater than 1 year	(302)	(612)
Capital Grants received	18,301	12,503
Net Cash Inflow from Operating Activities	17,127	18,804
Cash Flows from Investing Activities		
Payments to acquire Property, Plant & Equipment	(22,028)	(14,285)
Net Cash (Out Flow) from Investing Activities	(22,028)	(14,285)
Cash Flows from Financing Activities		
Interest Received	-	-
Net Cash Flows from Financing Activities	-	-
Net Increase in Cash Equivalents in the Year/Period	(4,901)	4,519
Cash & Cash Equivalents at 1 September	64,737	60,218
Cash & Cash Equivalents at Year/Period End	59,836	64,737

Notes 1 – 28 form part of these financial statements.

Signed on behalf of the Governing Body



Chairperson: Ms. Josephine Feehily

Date: 27th May 2024



President: Professor Vincent Cunnane

Date: 27th May 2024

NOTES TO THE FINANCIAL STATEMENTS

Period Ended 31 August 2023

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 promulgated for use in Ireland by Chartered Accountants Ireland, 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 2023.

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 income and expenditure account 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 period 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.

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 period 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 period 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 period reflect the benefits earned by current employees during the period 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 cost is 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.

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 period 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 period, and benefits that are accrued at period 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 State 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 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.

m) Reserves

Capital Development Reserve

The capital development reserve represents funds set aside by the University for specified capital development purposes. Such funds arise from Student Registration Fees, non-state capital donations, banking facility fees and transfers from Revenue Reserves. Such funds shall be retained in the Capital Development Reserve Account provided the defined projects to which they are committed are in line with the University's Capital Development plan, have been approved by the Governing Body and are time phased and with estimates of costs.

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.

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.

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3. State Grants

	2023 Allocated for Recurrent Expenditure €000's	2023 Allocated for Capital Expenditure €000's	2023 12 months Total €000's	2022 11 months Total €000's
Recurrent Grant	54,288	875	55,163	46,540
Apprentices	9,537	-	9,537	6,560
Nursing	793	-	793	701
Devolved Grant	1,230	862	2,092	2,942
TU Project	5,415	-	5,415	5,146
Other State Grant	8,725	70	8,795	6,056
Capital Grant	211	10,060	10,271	3,972
Total 2023	80,199	11,867	92,066	71,917
Total 2022	64,818	7,099	71,917	

4. Tuition Fees and Student Contribution

	2023 Student No's WTE	2023 State Funded €000's	2023 Non State Funded €000's	2023 12 months 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 students	667	-	6,410	6,410
Life Long Learning and other fees	1,916	7,041	2,323	9,364
Student No's/ Fee Income	12,769	31,975	20,615	52,590

	2022 Student No's WTE	2022 State Funded €000's	2022 Non State Funded €000's	2022 11 months Total €000's
EU Students	9,378	22,153	14,019	36,172
Non EU Fees	570	-	4,431	4,431
Life Long Learning and other fees	1,641	5,269	2,185	7,454
Student No's/ Fee Income	11,589	27,422	20,635	48,057

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

State funded fees includes HEA €23.9m (2022 - €14.2m), SUSI €8.1m (2022 - €13.2m).

Included in the Higher Education Authority amount is student contribution fees of €8 million (2022 - €0) paid under the budget 2023 cost of living measures, amounting to €1,000 per student eligible for free fees.

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

5. Research Grants and Contracts

	2023 12 months Total €000's	2022 11 months Total €000's
Income		
State & Semi State	10,472	7,972
European Union	8,973	5,448
Industry	1,260	969
Other	218	772
Capital Expenditure	(4,015)	(1,733)
	16,908	13,428
Expenditure		
Pay Costs	8,001	7,065
Payments to Project Partners	6,847	3,974
Non Pay Costs	5,216	4,230
	20,064	15,269
Net Outcome	(3,156)	(1,841)

Expenditure exceeds income because research-related funding received under TU Transformation Funding of €2.4m (2022: €2.5m) and HEA Research and Innovation Grant Income of €990k (2022: €581k) 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 €576k (2022: €725k) in respect of overhead recovery.

6. Analysis of State Derived Income

Name of Grantor	Note	Op Deferral 01/09/2022 €000's	Grant Received €000's	CI Deferral 31/08/2023 €000's	I&E 2023 €000's
Note 3 - State Grant					
HEA - Recurrent Grant		66	55,097	-	55,163
HEA - Apprentices		126	9,046	365	9,537
HEA - Nursing		-	793	-	793
HEA- TU Project		1,483	4,780	(848)	5,415
HEA - Devolved Grant		3,077	3,048	(4,033)	2,092
HEA- Other State Grants		13,075	4,202	(8,482)	8,795
HEA - Capital Grants		(2,266)	6,350	6,187	10,271
Total State Income		15,561	83,316	(6,811)	92,066
Allocated for Capital Expenditure					(11,867)
	3				80,199

The Opening balance is restated to include a deferral of €37k that was presented incorrectly in 2022

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Name of Grantor	Note	Op Deferral 01/09/2022 €000's	Grant Received €000's	CI Deferral 31/08/2023 €000's	I&E 2023 €000's
Note 4 - Tuition					
Higher Education Authority		960	23,307	(432)	23,835
Student Universal Support Ireland (SUSI)		(11)	8,151	-	8,140
Total State Income	4	949	31,458	(432)	31,975

Note 5 - Research & Contracts

Environmental Protection Agency		(36)	8	36	8
Ballyhoura Development CLG		4	-	(4)	-
Brothers of Charity		3	-	-	3
Dept of Agriculture		62	360	(353)	69
Dept. of Education & Science		3	11	(14)	-
Enterprise Ireland		563	5,954	1,134	7,651
Health Research Board		22	-	(22)	-
Health Service Executive		17	257	(217)	57
Higher Education Authority		1,117	441	(639)	919
International Energy Research Centre		99	-	(100)	(1)
Irish Cancer Society		(17)	19	(3)	(1)
IRISH MANU RESEARCH		4	51	-	55
Irish Research Council		27	324	(37)	314
Leargas		14	160	(42)	132
Limerick City Arty Gallery		1	15	(16)	-
Limerick Co. Council		(1)	-	-	(1)
National Youth Council of Ireland		3	-	(3)	-
Paul Partnership Limerick		1	5	(2)	4
Science Foundation Ireland		(320)	1,196	354	1,230
Solas		35	-	(35)	-
Sustainable Energy Authority of Ireland		(2)	24	(16)	6
Tipperary County Council		5	12	(11)	6
Tipperary Sports Partnership		8	76	(63)	21
University of Limerick		(86)	74	(5)	(17)
Waterford Wexford Education Training Board		2	-	-	2
Sports Ireland		-	11	(6)	5
Other		-	10	-	10
Total State Income	5	1,528	9,008	(64)	10,472

Note 7 - Student Support Funding

Higher Education Authority		187	1,732	17	1,936
Dublin City University		3	234	(10)	227
University of Limerick		37	291	8	336
Total State Income	7	227	2,257	15	2,499

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

7. Student Support Funding

	2023 12 months Student Disabilities €000's	2023 12 months Student Assistance €000's	2023 12 months Total €000's	2022 11 months Total €000's
Balance at 1 September 2022	72	219	291	414
Receipts				
Higher Education Authority	356	1,962	2,318	2,120
Other	5	52	57	-
Total Receipts	361	2,014	2,375	2,120
Amounts Applied				
Pay Costs	236	86	322	318
Non Pay Costs	172	2,037	2,209	1,925
Total Expenditure	408	2,123	2,531	2,243
Capital	-	-	-	-
Balance at 31 August 2023	25	110	135	291

8. Other Income

	2023 12 months Total €000's	2022 11 months Total €000's
Superannuation deductions retained	4,064	3,806
Sundry Income		
International Administration Fee	866	767
Commercial Income	473	301
Erasmus Mobility Awards	456	141
Regional Skills Fora Cost Recoupment	427	273
Salary Recoupment	372	233
Exam Fees	234	181
Concession Fee	187	223
Sundry Income	430	586
Material Fee Income	164	179
Courses	116	116
Scholarships	66	38
Rental of Facilities	57	75
Graduation	57	55
Careers Fair	44	16
Total Sundry Income	3,949	3,184
Total University Income	8,013	6,990
Subsidiary Company Income	2,983	2,401
Net Income	10,996	9,391

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

9. Staff Costs

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

	2023	2022
	No. of	No. of
	Employees	Employees
Teaching and Research	1,060	987
Technical	100	100
Central Administration & Services	404	389
	1,564	1,476

	2023	2022
	12 months	11 months
	€000's	€000's
Salaries and wages	106,046	90,709
Overtime and Allowances	120	107
Employers PRSI	10,049	8,542
Subsidiary Company	1,376	1,137
Totals	117,591	100,495

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.

						2023	2022
						12 months	11 months
						Total	Total
	WTE	Salary	Fees	Employee	Post-	Termination	Compensation
		€000's	€000's	Benefits	Employment	Benefits	€000's
				€000's	Benefits	€000's	€000's
					€000's		
Governing Body Members	-	-	-	-	-	-	-
President	1	200	-	-	-	-	171
Senior Management	17	2,185	-	-	-	-	1,946
Seconded Senior Management	1	176	-	-	-	-	147
	19	2,561	-	-	-	-	2,264

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

Post-employment benefits of key management staff

Eighteen 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 amounting to €13k (2022: €0) were paid to three staff members of the University during the year.

Higher Paid Staff

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

Staff remuneration in the year (2022: eleven-month period) in salary bands of €10,000 using €60,000 as the starting value is as follows:

	Consolidated No of Employees 2023	University No of Employees 2023	Consolidated No of Employees 2022	University No of Employees 2022
Remuneration Bands				
€60,000 to €70,000	174	173	100	99
€70,001 to €80,000	109	109	94	94
€80,001 to €90,000	85	84	300	299
€90,001 to €100,000	227	227	71	71
€100,001 to €110,000	134	134	25	25
€110,001 to €120,000	52	52	12	12
€120,001 to €130,000	19	19	5	4
€130,001 to €140,000	12	12	-	-
€140,001 to €150,000	3	3	1	1
€150,001 to €160,000	3	3	1	1
€160,001 to €170,000	1	1	-	-
€170,001 to €180,000	1	1	1	1
€180,000 to €190,000	-	-	-	-
€190,000 to €200,000	-	-	-	-
€200,000 to €210,000	1	1	-	-
€210,000 to €220,000	-	-	-	-
Grand Total	821	819	610	607

The overall figure for employer pension contribution in the year was €144k (2022: €180k).

10. Operating Expenses

	Consolidated 12 months 2023 €000's	Consolidated 11 months 2022 €000's
Materials and Other Consumables	2,586	2,657
Library Costs	875	719
Communication, Printing and Other Office Costs	860	891
Computer Costs	2,160	1,571
Commission re International Student Fees	682	594
General Educational Expenses	1,174	981
Student Scholarships and Other Stipends	2,070	1,795
Innovation Centre Participation Grants	353	424
Services to Students	1,744	1,890
Student Support	2,171	1,345
Equipment purchase and maintenance	3,098	3,175
Light, Heat and Power	2,091	1,673
Rent, Rates and Insurance	1,292	985
Security, Cleaning and Waste Disposal	2,272	2,205
Buildings, Grounds Maintenance and Health and Safety Costs	2,883	2,524
Travel and Subsistence	1,610	835
Hospitality	225	131
Staff Recruitment and Development	755	604
Marketing and Advertising	1,373	1,173
Professional Costs	2,171	1,639
Audit Fees	70	74
Payments to Project Partners	6,847	3,974
Other Expenses	960	747
Refunds and Waivers	88	77
Bad Debts and Movement in Provision for Bad Debts	649	442
Settlement Costs	16	-
Negative Bank Interest	-	97
Fraud Expenses	13	-
Subsidiary Company Expenditure	1,534	956
Total Other Operating Expenses	42,622	34,178
Other Operating Expenses includes	2023	2022
	€000's	€000's
Audit Remuneration		
External Audit of TUS (OCAG)	70	74
Internal Audit Services	32	49
External Audit of Subsidiary Company	22	21
Total	124	144

11. Taxation

Technological University of the Shannon: Midlands Midwest and its subsidiaries, with the exception of AIT SportsCo Ltd, are exempt from Corporation Tax under a charitable status order.

Settlement Costs are disclosed separately in Note 10 Operating Expenses (2023: €16k, 2022: €0). The settlement of €8,848 underpaid VAT, €1,538 interest and €5,768 penalties represents the final payment to the Revenue Commissioners in relation to a voluntary disclosure by TUS (formerly LIT), which was made on the 6th December 2021. The total payment to the Revenue Commissioners in relation to this matter amounted to €173k, comprising underpaid VAT €140k, interest €27k and penalties of €6k. The matter is now fully concluded with the Revenue Commissioners.

AIT SportsCo Ltd has an estimated liability of €37k for Corporation Tax for the year ended 31st August 2023.

12. Financial Result for the Period

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

	2023	2022
	12 months	11 months
	€000'S	€000'S
University surplus for the year/period	2,460	2,249
Surplus generated by subsidiaries and other undertakings	63	202
Consolidated surplus for the year/period	2,523	2,451

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

13. 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	Furniture & Equipment €000's	Motor Vehicles €000's	Total €000's
Cost								
At 1 September 2022	201,601	20,730	15,568	15,649	3,877	24,321	796	282,542
Additions in period	2,498	15,412	770	153	650	2,568	-	22,051
Movement	9,779	(9,827)	-	-	-	48	-	-
Disposals in period	(19)	-	(47)	(521)	(10)	(771)	(48)	(1,416)
At 31 August 2023	213,859	26,315	16,291	15,281	4,517	26,166	748	303,177
Depreciation								
At 1 September 2022	67,299	-	11,537	14,386	2,336	22,020	677	118,255
Charge for period	4,075	-	921	1,055	286	1,131	36	7,504
Disposals in period	(7)	-	(44)	(521)	(10)	(766)	(45)	(1,393)
At 31 August 2023	71,367	-	12,414	14,920	2,612	22,385	668	124,366
Net Book Value								
At 31 August 2023	142,492	26,315	3,877	361	1,905	3,781	80	178,811
At 1 September 2022	134,302	20,730	4,031	1,263	1,541	2,301	119	164,287

Property, Plant and Equipment in respect of Prior Period

Consolidated

	Land & Buildings €000's	Assets in course of Construction €000's	Fixtures & Fittings €000's	Computer Equipment €000's	Plant & Machinery €000's	Furniture & Equipment €000's	Motor Vehicles €000's	Total €000's
Cost								
At 1 October 2021	200,333	9,391	14,779	15,829	3,672	24,040	743	268,787
Additions in period	636	11,971	789	286	205	345	53	14,285
Movement	632	(632)	-	-	-	-	-	-
Disposals in period	-	-	-	(466)	-	(64)	-	(530)
At 31 August 2022	201,601	20,730	15,568	15,649	3,877	24,321	796	282,542
Depreciation								
At 1 October 2021	63,711	-	10,670	13,566	2,100	21,252	598	111,897
Charge for period	3,588	-	867	1,286	236	832	79	6,888
Disposals in period	-	-	-	(466)	-	(64)	-	(530)
At 31 August 2022	67,299	-	11,537	14,386	2,336	22,020	677	118,255
Net Book Value								
At 31 August 2022	134,302	20,730	4,031	1,263	1,541	2,301	119	164,287
At 1 October 2021	136,622	9,391	4,109	2,263	1,572	2,788	145	156,890

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

13. Property, Plant and Equipment (continued)

University only

	Land & Buildings €000's	Assets in course of Construction €000's	Fixtures & Fittings €000's	Computer Equipment €000's	Plant & Machinery €000's	Furniture & Equipment €000's	Motor Vehicles €000's	Total €000's
Cost								
At 1 September 2022	187,153	20,626	14,153	15,625	3,770	23,211	795	265,333
Additions in period	2,190	15,377	752	153	651	2,450	-	21,573
Movement	9,723	(9,723)	-	-	-	-	-	-
Disposals in period	(19)	-	(42)	(521)	(10)	(765)	(48)	(1,405)
At 31 August 2023	199,047	26,280	14,863	15,257	4,411	24,896	747	285,501
Depreciation								
At 1 September 2022	63,413	-	10,173	14,362	2,230	20,972	677	111,827
Charge for period	3,705	-	907	1,055	286	1,094	36	7,083
Disposals in period	(7)	-	(42)	(521)	(9)	(764)	(46)	(1,389)
At 31 August 2023	67,111	-	11,038	14,896	2,507	21,302	667	117,521
Net Book Value								
At 31 August 2023	131,936	26,280	3,825	361	1,904	3,594	80	167,980
At 1 September 2022	123,740	20,626	3,980	1,263	1,540	2,239	118	153,506

Property, Plant and Equipment in respect of Prior Period

University only

	Land & Buildings €000's	Assets in course of Construction €000's	Fixtures & Fittings €000's	Computer Equipment €000's	Plant & Machinery €000's	Furniture & Equipment €000's	Motor Vehicles €000's	Total €000's
Cost								
At 1 October 2021	185,885	9,390	13,364	15,805	3,566	22,941	742	251,693
Additions in period	636	11,868	789	286	204	330	53	14,166
Movement in period	632	(632)	-	-	-	-	-	-
Disposals in period	-	-	-	(466)	-	(60)	-	(526)
At 31 August 2022	187,153	20,626	14,153	15,625	3,770	23,211	795	265,333
Depreciation								
At 1 October 2021	60,155	-	9,364	13,542	2,004	20,228	598	105,891
Charge for period	3,258	-	809	1,286	226	804	79	6,462
Disposals in period	-	-	-	(466)	-	(60)	-	(526)
At 31 August 2022	63,413	-	10,173	14,362	2,230	20,972	677	111,827
Net Book Value								
At 31 August 2022	123,740	20,626	3,980	1,263	1,540	2,239	118	153,506
At 1 October 2021	125,730	9,390	4,000	2,263	1,562	2,713	144	145,802

14. Subsidiary Undertakings and Associates

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

a	Name	College Support & Services Clg.
	Registered Office	Dublin Road, Athlone.
	% owned by TUS	100%
	Activities	Campus Catering Services
	Loss for the year	€120,054
	Net Assets at the statement of financial position date	€2,203,594
b	Name	AIT SportsCo Ltd.
	Registered Office	Dublin Road, Athlone.
	% owned by TUS	100%
	Activities	Management of Indoor Sports Arena
	Profit for the year	€83,247
	Net Assets at the statement of financial position date	€11,105,014
c	Name	AIT Training International Ltd.
	Registered Office	Dublin Road, Athlone.
	% owned by TUS	100%
	Activities	Investment holding company
	Result for the year	Not trading
	Net Assets at the statement of financial position date	€3
d	Name	LIT Sports & Leisure Facilities Clg.
	Registered Office	Moylish Park, Limerick
	% owned by TUS	100%
	Activities	Management of Sports & Leisure Facilities
	Profit for the year	€15,936
	Net Assets at the statement of financial position date	€45,235

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

15. Receivables

	Consolidated	Consolidated	University	University
	2023	2022	2023	2022
	12 months	11 months	12 months	11 months
	€000's	€000's	€000's	€000's
State Research Grants & Contracts Receivable	1,524	462	1,524	462
Research Grants & Contracts Receivable non State	3,031	3,537	3,031	3,537
State Grant Receivable	6,189	2,308	6,189	2,308
Capital Grants Other	790	746	790	746
State Student Support Funding	100	40	100	40
State Student Fees Receivable		11		11
Student Fees Receivable	899	927	899	927
Provision for Bad Debts	(657)	(526)	(657)	(526)
Trade Receivables	1,400	1,387	1,400	1,387
Prepayments	2,379	1,330	2,379	1,330
Other Receivables	741	377	741	377
	16,396	10,599	16,396	10,599
Subsidiary Companies	300	273	-	-
Elimination of Inter Co Receivables	(363)	(193)	-	-
Total	16,333	10,679	16,396	10,599

16. Cash and Cash Equivalents

	Consolidated	Consolidated	University	University
	2023	2022	2023	2022
	12 months	11 months	12 months	11 months
	€000's	€000's	€000's	€000's
Cash at Bank including balances on short term deposit	56,742	61,466	56,742	61,466
Restricted	-	-	-	-
	56,742	61,466	56,742	61,466
Subsidiary Company	3,094	3,271	-	-
Total	59,836	64,737	56,742	61,466

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

17. Payables: amounts falling due within one year

	Consolidated 2023 12 months €000's	Consolidated 2022 11 months €000's	University 2023 12 months €000's	University 2022 11 months €000's
State Research Grants and Contracts	1,588	1,990	1,588	1,990
Research Grants and Contracts Non State	7,932	6,427	7,932	6,427
State Student Support Funding	85	267	85	267
Student Support Funding	50	24	50	24
State Grant received in advance	13,001	17,869	13,001	17,869
State Student fees received in advance	432	960	432	960
Student fees received in advance	8,025	5,999	8,025	5,999
Other amounts received in advance	303	986	303	986
Trade Payables	7,251	2,578	7,251	2,578
Accruals	4,044	7,018	4,044	7,018
Other tax and social security	7,733	5,631	7,733	5,631
Other payables	1,028	53	1,028	53
Lease Obligations	300	301	300	301
	51,772	50,103	51,772	50,103
Subsidiary Company	584	610	-	-
Subsidiary Company lease obligations	11	-	-	-
Elimination of Inter Co Payables	(363)	(193)	-	-
Elimination of State deferred grant income	(43)	(43)	-	-
Total	51,961	50,477	51,772	50,103

18. Payables: amounts falling after more than one year

	Consolidated 2023 12 months €000's	Consolidated 2022 11 months €000's	University 2023 12 months €000's	University 2022 11 months €000's
Other payables	112	126	-	-
Other lease obligations (Note 19)	1,512	1,800	1,500	1,800
	1,624	1,926	1,500	1,800

19. Lease Commitments

	Land & Buildings 2023 €000's	Land & Buildings 2022 €000's	Other 2023 €000's	Other 2022 €000's
Finance Leases				
Within 1 Year	300	300	11	1
Between 2 & 5 Years	1,200	1,200	12	-
Greater than 5 years	300	600	-	-
Total Finance Leases	1,800	2,100	23	1
Total Lease Commitments	1,800	2,100	23	1

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 31st August 2023 there were two years remaining on the lease with a value of €23k.

20. Deferred Capital Grants

	Consolidated 2023 12 months €000's	Consolidated 2022 11 months €000's	University 2023 12 months €000's	University 2022 11 months €000's
Opening Balance	147,266	139,227	145,788	137,630
Funding for Capital Grants in the period				
Assets Funded by Capital Grant	10,060	4,097	10,060	4,097
Allocated from State Recurrent Grant	875	1,383	875	1,383
Devolved Grant	862	1,560	862	1,560
Other State Grants	70	59	70	59
Research Grants & Contracts	4,015	1,733	4,015	1,733
Tipperary Co Council	2,419	3,671	2,419	3,671
Transfer from Capital Development Reserve	3,272	1,644	3,272	1,644
Total Additions	21,573	14,147	21,573	14,147
Amortised to Income and Expenditure				
Loss on Disposals	(16)	-	(16)	-
Amortisation in line with Depreciation	(6,695)	(6,108)	(6,567)	(5,989)
Total	(6,711)	(6,108)	(6,583)	(5,989)
Closing Balance	162,128	147,266	160,778	145,788

21. Capital Development Reserve

	Consolidated 12 months 2023 €000's	Consolidated 11 months 2022 €000's	University 12 months 2023 €000's	University 11 months 2022 €000's
Opening Balance	7,423	9,293	7,423	9,293
Transfer from I&E	2,500	-	2,500	-
Transfer to Deferred Capital Grants	(3,272)	(1,644)	(3,272)	(1,644)
Transfer to Revenue Reserves	(360)	(226)	(360)	(226)
Movement for year/period	(1,132)	(1,870)	(1,132)	(1,870)
Totals	6,291	7,423	6,291	7,423

22. Capital Commitments

	Consolidated 2023 €000's	Consolidated 2022 €000's	University 2023 €000's	University 2022 €000's
Contracted for but not provided	12,646	9,573	12,646	9,235
Authorised but not contracted	-	-	-	-
Totals	12,646	9,573	12,646	9,235

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 of Governance of Irish Technological Universities in relation to the disclosure of interests by members of the Governing Body and the University has complied with these procedures during the year.

24. Contingent Liabilities

a) Ex Gratia Contribution to Inflation on Public Works Contracts

Under the Inflation Co-operation Framework Agreement issued by The Office of Government Procurement in May 2022, TUS is in ongoing discussions with a Building Contractor on one of its main building contracts.

Under the building contract, there is an agreement in principle between TUS and the Contractor to share the inflationary costs of materials, energy and transport. TUS is awaiting confirmation in relation to the funding of these additional costs and thus, no agreement has been signed with the Contractor to date.

At the 31st August 2023 the value of this contingent liability amounts to €333k.

b) Grants held by AIT SportsCo Ltd

AIT SportsCo 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 €926k.

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.

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

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 31 August 2023. 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 reduction in the liability arising from members who retired during the year is reflected as an experience gain and is separately identified in the liability reconciliation.

The principal actuarial assumptions used to calculate the components of the defined benefit cost for the year Ended 31 August 2023 were as follows:

	31-Aug-23	31-Aug-22
Discount Rate	4.20%	3.60%
Price Inflation	2.60%	2.45%
Salary Increases	3.85%	3.70%
Pension Increases - Educational Sector Superannuation Scheme	3.35%	3.20%
Pension Increases - Single Public Service Pension Scheme	2.60%	2.45%
Revaluation in Deferment	2.60%	2.45%

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

The number of members in the Scheme and the number of deaths have been 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:

	31-Aug-23 Years	31-Aug-22 Years
Male aged 65	21.8	21.8
Female aged 65	24.2	24.1

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

	31-Aug-23 12 months €000's	31-Aug-22 11 months €000's
Current service cost	28,235	28,410
Interest on retirement benefit scheme liabilities	14,969	7,262
Past Service Cost (Gain)	-	-
Employee contributions/(benefits paid)	(5,521)	(4,251)
	37,683	31,421

b. Movement in net retirement benefit obligations during the financial period

	31-Aug-23 12 months €000's	31-Aug-22 11 months €000's
Net retirement benefit obligation at start of Period	415,824	551,741
Net current service costs	22,714	24,159
Employee contributions	5,521	4,251
Interest costs	14,969	7,262
Reduction in pension liabilities arising from retirements in the period	(12,312)	(12,458)
Experience loss/(gain) on liabilities	-	-
Change in actuarial assumptions	(38,972)	(159,131)
Past service / (Gains)	-	-
Net retirement benefit obligations at Period End	407,744	415,824

Split between

	31-Aug-23 €000's	31-Aug-22 €000's
Single Public Sector Pension Scheme	18,700	14,146
Education Sector Superannuation Scheme	389,044	401,678
Total	407,744	415,824

TECHNOLOGICAL UNIVERSITY OF THE SHANNON: MIDLANDS MIDWEST

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:

	31-Aug-23	31-Aug-22
	12 months	11 months
	€000's	€000's
Funding recoverable in respect of current period retirement		
Benefit costs	37,683	31,421
Benefits paid in period	-	-
	37,683	31,421

The deferred funding liabilities for retirement benefit as at 31 August 2023 amounted to €407.7m.

d. History of defined benefits obligations

	31-Aug-23	31-Aug-22
	11 months	13 months
	€000's	€000's
Defined Benefit Obligation	407,744	415,824
Experience losses/(gains) on deferred benefit scheme liabilities	-	-
Total	407,744	415,824

26. Post Balance Sheet Events

There were no significant events since the balance sheet date which could have implications for these financial statements.

27. Foundations and Trusts

TUS 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 27th May 2024.

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