UCC

University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

PRESIDENT'S REPORT
2022/2023

OCTOBER 2022 – SEPTEMBER 2023

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President's Foreword

This report describes the highlights of a year of learning and connecting at UCC, where I have been continually inspired by our passionate staff, engaged students and remarkable friends. In April we awarded an honorary doctorate to Nobel Prize winner Dr Katalin Karikó, whose work on the mRNA Covid-19 vaccine has saved countless lives around the world. Katalin Karikó is an exceptional individual who epitomises the values that we hold dear in this University: confidence, perseverance, a passion for research, pursuit of excellence and the importance of collaboration.

In December we concluded the implementation of *UCC 2022: Delivering a Connected University*, the bespoke two-year plan that replaced the final two years of our last strategic cycle. The refreshed priorities guided our institutional focus and supported us to deliver our core priorities during and beyond the Covid-19 crisis, maintaining standards in learning, teaching, research and operations. Not only this, but it supported UCC to deliver impactful projects across the University during this period of disruption and uncertainty.

As we continually seek to improve our culture and expand opportunity, equality, diversity and inclusion are central priorities at UCC. New initiatives in these areas build on the learnings from the 2022 Values & Culture EDI student and staff consultations, and the new strategic planning cycle has provided the opportunity to renew and refresh our organisational values.

Against this backdrop a wide consultation informed our plan for the forthcoming strategic cycle. In February, we published our new five-year *Strategic Plan 2023–2028: Securing our Future*. This sets out our vision to connect and empower people to create knowledge that shapes a sustainable and inclusive world and to develop the organisational skills to ensure we are fit for the future.

Enormous strides have been made this year to accelerate interdisciplinary research and deliver solutions for national and global challenges. We are seeing the benefits of the consolidated focus of the *UCC Futures* framework in strengthening our research and industry links and this has been a remarkable year for research income, building on strong performance over recent years. We remain fully committed to sustainability and climate action, and in January, UCC became the first plastic-free campus in Ireland. This was the culmination of an action launched in 2018 by our

students which was delivered through university-wide collaboration. This is just one of many initiatives underway to deliver on our ambition to create a more sustainable campus as set out in our new *Sustainability & Climate Action Plan* which we proudly launched in June. UCC is ranked the seventh most sustainable university in the world, and this year we attended COP27, launched the Sustainable Development Solutions Network with Queen's University Belfast, and were proud winners of the Green Gown Global Sustainability Institution of the Year award.

UCC's Institutional Quality Review took place in March, based on an institutional self-evaluation and an independent peer review site visit. The expert international Review Team made commendations in 39 areas, including UCC's highly engaged approach to strategic planning; commitment to sustainability; support provided to students by the First-Year Coordinator and the Skills Centre; support for Access students and sector-leading use of Recognition of Prior Learning; and engagement with external stakeholders in Cork, Munster and beyond. A key element of the self-evaluation process was the *Good Practice Case Study Symposium* facilitated by UCC's Quality Enhancement Unit in October which showcased excellence in education, training, research and professional services, supporting collaboration opportunities across campus.

The exceptional work of the entire UCC community is reflected in our positive performance in the world university rankings which saw UCC improve 11 places in the QS World University Rankings and maintain its position in the Academic Ranking of World Universities, Shanghai. UCC also improved four places to 58th in the THE World University Impact Ranking which examines impact across the UN Sustainable Development Goals. UCC features in key world subject rankings, in particular QS and Shanghai subject rankings where Nursing, Law, Agriculture, Food Science, Pharmacy, Dentistry and Medicine feature prominently. UCC has also claimed first place in Ireland in many subject areas. Cork University Business School and the Irish Management Institute combined ranked an impressive 60th in the Financial Times Custom Executive Education ranking.

None of this would be possible without the UCC community. To our staff, students, alumni, supporters, Governing Body members and stakeholders – thank you for your significant commitment and contributions. This year concludes the term of UCC's current Governing Body, and I would like to express my gratitude to every person that has served over the years and who has supported this University to achieve all that it does every year.

As we look ahead to next year, I look forward to working together with our new Governing Body in pursuit of our ambitious goals. As we face opportunities and challenges, we will be guided by the pillars of our strategic plan, and I am confident that we will work together to continue to provide a high-quality education for our students and to deliver our vision for 2023–2028.

Professor John O'Halloran
President
University College Cork

A Year in UCC

Student Numbers

24,386 Registered Students

89% Student Retention Rate (First Year Students)

20% Students Via Access Pathways

7,233 Students Graduations

€119.1 million Direct Research Income

Over 210k Alumni Worldwide

A Year in UCC

Rankings

QS WORLD UNIVERSITY RANKINGS	**292nd**	Globally in QS World University Rankings
THE IMPACT RANKINGS	**58th**	In the Times Higher Education World University Impact Rankings
UI Green Metric World University Rankings	**7th**	Most Sustainable University in the World (UI GreenMetric)
THE WORLD UNIVERSITY RANKINGS	**301-350**	Band in the Times Higher Education World University Rankings

Subjects/Disciplines Making the Top 150 in Global Subject Rankings

QS World University Rankings by Subject	
Subject/Discipline	**Global Rank**
Nursing	**33**
Agriculture and Forestry	**61**
Pharmacy & Pharmacology	**99**
Law	**59**
Anatomy and Physiology	**51-100**

Shanghai Global Subject Rankings	
Subject/Discipline	**Global Rank**
Food Science and Technology	**51–75**
Nursing	**51–75**
Dentistry and Oral Sciences	**51–75**
Pharmacy and Pharmaceutical Sciences	**101–150**
Clinical Medicine	**101–150**
Public Health	**101–150**

Our Vision

UCC connects and empowers people to create knowledge that shapes a sustainable and inclusive world.

Our Mission

UCC's mission is to create and sustain an inclusive environment and culture to enable transformative research and learning for the enrichment of society and stewardship of our planet.

Our Values

Our core values guide and underpin our actions and our processes:

- **C**ompassion
- **A**gility
- **I**ntegrity
- **R**espect
- **D**iscovery
- **E**quity
- **A**ccountability
- **S**ustainability
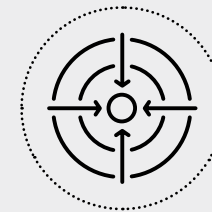
Strategic Plan 2023–2028: Securing our Future

In February 2023, UCC launched its new five-year strategic plan: **Securing our Future**.

This plan was developed through consultation with our community and stakeholders which unearthed some great ideas and inspired ways to make UCC an even better place to learn, research and work. The resulting Strategic Plan 2023–2028 articulates a framework for sustainable excellence as we work to secure the future for our university, our people and our planet, and will guide the strategic direction of the university for the next five years. As a university-wide initiative, the implementation of this plan will foster connections and strengthen our community as we work together to ensure its success. It aims to realise, by 2028, the vision for UCC to be:

- **globally recognised for its distinctive research in niche areas of excellence;**
- **a digitally enhanced learning environment delivering a research-based curriculum;**
- **the university of choice for postgraduate study in signature areas of excellence;**
- **an internationally linked university, amplifying global impact;**
- **a place of embedded fairness, equality and inclusivity;**
- **a connected university that is effectively engaged with all stakeholders.**

14 measures of success to be achieved by 2028.

What We Have Done This Year:

Goal 1 aims to deliver impactful research and innovation that addresses global grand challenges in signature areas of excellence through the *UCC Futures* framework resulting in a distinctive research reputation. Notable recent accomplishments include the launch of three further *UCC Futures* thematic areas, bringing the total to seven of ten *UCC Futures* areas now operational. Significant external funding has been secured for engaged research, and a UCC Engaged Research Seed Funding Scheme was established with nine projects awarded funding to date.

Goal 2 aims to provide a student-centred, inclusive and digitally enhanced learning environment, a *Connected Curriculum* and an outstanding student experience, to prepare UCC graduates to make a positive impact. UCC aims to be the university of choice for postgraduate education. The development of new space to enhance the student experience is a priority, and UCC's new state-of-the-art Student Health Medical Centre and Elite Athlete and Team High Performance Strength & Conditioning Gym both opened their doors this year. A new Library Digital Scholarship Studio was also launched, providing an innovative, technology-rich space to support the development of digital literacy skills.

Goal 3 aims to grow UCC's international reach to amplify our global impact, and the recent appointment of a Vice-President for Global Engagement was a key step in the delivery of this objective. UCC has consolidated or improved its position in the major world university rankings, and a significant increase has been achieved in philanthropic funding from trusts, companies and individuals for university priorities.

Goal 4 aims to implement a progressive and inclusive *People and Culture Plan* to attract, develop and retain our talent. Key accomplishments to date include: the appointment of a Chief People & Culture Officer; creation of a University Leadership Team Equality, Diversity & Inclusion sub-committee; completion of the first cycle of promotions to Senior Lecturer; and launch of the Future of Work survey.

Goal 5 aims to radically reform our practices and use of space and technology to meet our ambitious sustainability and climate action goals. A refreshed *Digital Master Plan* was launched in September, setting out how we will use technology to enable our strategic goals and supporting us to use the transformative power of technology to connect the entire UCC community to the information and services they need to achieve their ambitions. In 2023 UCC launched the Sustainable Development Solutions Network with Queen's University Belfast, and a new *Sustainability & Climate Action Plan* was also launched this year. The purpose-built student accommodation facility at the Crow's Nest was also completed this year.

Arising from the extensive consultation, 14 Measures of Success with associated targets were identified for achievement by 2028, to support and monitor progress towards the goals of the strategic plan. IT Services has built a new data dashboard to support the monitoring and delivery of these targets, providing user-friendly access to the relevant data.

Strategic Goals

Goal One: **Research and Innovation**	Goal Two: **Student Success**	Goal Three: **Global Engagement**	Goal Four: **Our Staff, Our Culture**	Goal Five: **Our Place, Our Footprint**
Deliver impactful research and innovation that addresses global grand challenges in signature areas of excellence through the *UCC Futures* framework, resulting in a distinctive research reputation.	Provide a student-centred, inclusive and digitally enhanced learning environment, a *Connected Curriculum*, and an outstanding student experience, to prepare UCC graduates to make a positive impact.	Grow UCC's international reach to amplify our global impact.	Implement a progressive and inclusive People and Culture Plan to attract, develop and retain our talent.	Radically reform our practices and use of space and technology to meet our ambitious sustainability and climate action goals.

Strategic Enablers

People, Wellbeing and EDI	Effective Communications	Resources	Philanthropy and Stakeholder Engagement	Operational Excellence	Strategic Partnerships	Digital Capabilities and Quality Data	Governance

Student Success

Academic Affairs

Undergraduate Admissions

The total intake of first-year EU undergraduates to UCC via the CAO this year was 3,883 – almost the same as the previous year (3,882). We saw a 5% drop in CAO first preference applications to UCC and also a decrease in overall demand for programmes in 2022, when compared with 2021/2022. Nationally, demand for Level 8 programmes also decreased slightly. The late issuing of Leaving Certificate results impacted the student transition to university and resulted in some programmes not filling their admissions quotas.

There were 3,555 individual course applications from the EU (non-Leaving Certificate), a 15% increase on 2021/2022. This built on the 94% increase in applications from this demographic the previous year. A total of 310 non-EU undergraduate students registered by 31 October 2022. This number represents a 3% increase from that of 2021/2022 registrations (301).

3,555 individual course applications from the EU (non-Leaving Certificate).

Postgraduate Admissions

There are 214 postgraduate taught programmes in the UCC portfolio, and this year saw a decrease in demand for postgraduate taught programmes resulting in a decrease of 316 combined EU and non-EU students on last year, an overall decrease of 10%.

214 postgraduate taught programmes in UCC.

Graduate Attributes Programme

The Graduate Attributes Programme celebrated the launch of Your UCC Graduate Attributes and Values Compass (**Your Compass**). This self-assessment tool has been created to support and facilitate students in the development of their attributes and values, with the aim that all students are facilitated through curricular, co-curricular and extra-curricular learning to develop their graduate attributes and values, in a manner reflective of their personal goals and programme of study.

Student Academic Administration Enhancement Project

Phase 2 of the new UCC Curriculum Management System was launched in late 2022. Phase 2 includes the implementation of CIM Programmes, which will enhance the experience for colleagues across the university involved in proposal and approval of new programmes as well as changes to the existing curriculum. CIM Programmes will streamline and automate current manual processes and will lead to the publication of an enhanced University Calendar. It will also capture a trusted master curriculum dataset for the university and will lead to the removal of paper-based processes for curriculum approval and reduce rework and defects.

ID+ Project

UCC welcomed 19 students into two new courses for people with intellectual disabilities (PWID) this September. They will develop skills for future learning and employment and engage in co-learning opportunities with undergraduate students across a range of disciplines. The courses were developed as part of the HEA-funded id+ Project, promoting inclusive education and progression pathways for people with intellectual disabilities.

Barr na gCnoc Project

A UCC Irish-language community project, Barr na gCnoc, was among the five winners under the Higher Education Authority (HEA) Performance Funding 2023 awards. This project, led by Professor Pádraig Ó Macháin, Head of Ionad na Gaeilge Labhartha at UCC, was piloted in Knocknaheeny Community College where an Aonad Lán-Ghaeilge was run in 2019.

Scholarships

UCC's scholarships and prizes portfolio keeps developing. Thanks to sustained donor support, scholarships continue to make a transformative difference to the lives of many students, who excel in a myriad of ways. The impact of their generosity also ensures that students from less advantaged backgrounds, traditionally underrepresented in higher education, can thrive in their studies and through their extracurricular activities.

The Quercus Talented Students' Programme continues to play a significant role in the recruitment and support of a diverse range of talented students. Application numbers for 2023/2024 increased by 8%, following on from a 28% increase in 2022/2023, showing the increased visibility now of the programme after 10 years of continued growth. The programme admitted 20 new students in September 2023, bringing the total number of Quercus Scholars to 50. UCC is very proud that two Olympic medallists, Paul O'Donovan and Emily Hegarty, both supported by the Quercus Talented Students Programme, were conferred this year along with UCC and Munster Rugby star John Hodnett.

Access

A total of 790 students have been admitted through Access routes, representing 20% of the total intake in 2022. This decline from previous years shows the impact of the pandemic and the cost of education on this cohort of students. Admissions through the Disability Access Route to Education (DARE) were up 0.5% to 7.5%, while there were declines in Higher Education Access Route (HEAR) at 4.5%, QQI/Further Education at 4% and Mature Student Entry at 4.5%. Access UCC facilitated the distribution of €2.3 million in direct financial support to students, and 911 students availed of a laptop through the Laptop Loan Scheme. In the summer of 2023, 46 students with disabilities undertook paid internships through the Access UCC **EmployAbility Programme**, with 15 employers now engaging with this programme.

Numbers Registered with Access Services in 2022/2023	
Disability Support	1,999
Mature Students	824
QQI/FE Students	525
UCC PLUS Support	747

Student Recruitment

The theme of sustainability was evident in the Undergraduate Open Day in October where a number of events ran in parallel to information sessions throughout the day. These include a mock COP27 session replicating the yearly climate change negotiations that occur to stabilise greenhouse gas concentrations in order to prevent further climate breakdown; bike tours of the campus; and a moot courtroom.

Pictured above (L-R): Students Paul Cudmore, Clair Butler, Patrick Kelly and graduate Annie O'Callaghan

Student Experience

Career Services

At UCC's inaugural Employer Partnership Forum in May, staff and approximately 50 industry leaders nationwide came together to push the boundaries of our current work placement and employability programmes and to explore future solutions. Almost 800 placement students were surveyed on the placement experience, with a 70% response rate highlighting the value of work placement for UCC students. More than 1,300 students secured work placements through Career Services this year and were recorded using the new InPlace system for managing student placements. With an eye to the future, a Working Group and Community of Practice were established to advance embedding of employability in the curriculum and the transformation of student placement through the development of Work Integrated Learning institution-wide.

The 2022 Graduate Outcomes Survey indicated that 94% of UCC graduates were in employment or in further study nine months after graduation. Twenty Career Planning and Employability Skills workshops were delivered to provide students with opportunities to engage in personal and professional development and build effective career planning and career readiness skills. In addition, the Graduate Recruitment Festival, which took place in October, provided students with the opportunity to engage with over 135 employers across a range of sectors including finance, engineering, architecture, pharma, biotechnology and education. Building on a successful pilot from the previous

94% of UCC graduates were in employment or in further study, 9 months after graduation.

year, Career Services and the Office of Alumni and Development collaborated to strengthen the UCC Alumni Mentoring Programme 2022–2023, this year connecting 38 final-year students with alumni mentors.

Opening of Student Mental Health and Wellbeing Hub

UCC on 12 January 2023 officially launched its new Student Mental Health and Wellbeing Hub in 1–4 Brighton Villas, Western Road. The Student Mental Health and Wellbeing Hub brought together in one place a range of supports which promote the mental health and wellbeing of our students. This will ensure a more integrated approach to supporting student mental health and wellbeing and will allow for new and innovative services to be developed going forward.

PAWS@UCC

In August, UCC collaborated with My Canine Companion to bring canine companions to our campus to enhance student well-being and foster a sense of belonging. My Canine Companion dogs provide non-judgemental presence, making them valuable companions for students and staff, and in particular to first-year students adjusting to university life. This initiative, led by UCC's School of Nursing and Midwifery, is the first of its kind in a University in Ireland.

Inaugural Student Forum

The Inaugural Student Forum was held in October when 68 randomly selected students came together in the Aula Maxima to learn about, discuss, and deliberate on the question 'What kind of university experience would you as good ancestors create for UCC students of the future?' After facilitated deliberation they identified nine issues as being most pressing issues at the heart of the experience of students requiring consideration.

Student Activities

The 2022/2023 academic year was a busy one for UCC clubs, societies, Peer Support and the Students' Union, ensuring a vibrant on-campus experience for new and returning students. There were 45 active clubs with over 6,000 unique members and 119 societies with over 19,500 members. UCC societies ran a successful Give it a Go Festival, designed to give new and current students a flavour of the variety of societies on offer. Societies raised €202,000 for charities during the year and won four awards at the national society awards. Societies launched their strategic plan in June 2023 which aims to support societies' development and growth and hopes to give students a framework for planning and action. There were 212 Peer Support Leaders with over 7,000 volunteer hours worked.

Student Sport

Sport in UCC is a key part of the student experience and contributing to our student success strategic objectives. In 2019, UCC published a four-year **Sports Strategy**, with its implementation led by our Sports Leadership Team. The Department of Sport and Physical Activity works with the Student Clubs president and the **Clubs Executive**, and this year supported 45 **club sports**, over 160 coaches and 400 volunteers, welcoming over 7,000 students with a combined club membership of over 14,900. Participation programmes are a key feature of UCC Sport, with over 8,000 hours provided indoors in the Mardyke Arena and 7,000 hours in outdoor facilities, including extensive use by outside groups, schools and communities. We have over 30 students representing Irish teams at all levels and numerous inter-county GAA stars. We deliver an extensive **Performance Programme**, working with 400 performance athletes on 15 squads, 85 UCC Sports Scholarship students and 24 **Quercus Sports Scholarship** students. We have 5,000 followers on **UCC Sport** Instagram, 4,000 on X and 4,700 on Facebook, with over 750,000 views across all platforms last year. We have developed a new marketing and social media strategy, including the rebranding of the UCC Sport website, to enhance engagement and communication with our students and their communities. We work closely with Bank of Ireland, our leading sponsor, and are very grateful for their ongoing support and continued investment in UCC Sport.

30+ students representing Irish teams at all levels and numerous inter-county GAA stars.

This year UCC students and teams proudly represented the university in 260 national and international competitions, with extensive success and profile. In GAA our men's Gaelic football team won the Sigerson Cup. The camogie team were beaten finalists, the ladies Gaelic football team and hurling team reached the semi-finals, while the intermediate camogie team were crowned Purcell Cup winners. The women's basketball team won the intervarsities for the first time since 2012. The Sailing Club were intervarsity winners and Irish student yachting champions. UCC women's rugby team won the SSI Tier 2 Cup and the UCC junior rugby team won the SSI Tier 2 Cup, while UCC rugby players Danny Sheahan and Jacob Sheahan are part of the Irish U19 and U20 squads. UCC's Olympic Weightlifting, Orienteering and Surf Clubs were all crowned intervarsity champions. Women's soccer were crowned Lydon Cup winners and Futsal intervarsity champions. Simon Falvey was selected on the Irish Amateur Soccer squad.

45 active clubs with over 6000 unique members.

119 societies with over 19,500 members.

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Sports scholar Paddy Vaughan won the Senior National Para title at the National Table Tennis Championships. Paul O'Donovan who graduated this year with a first class honours degree in Medicine and partner UCC alumnus Fintan McCarthy were crowned World Lightweight Rowing champions. Working closely with the Mardyke Arena, a new squad gym has been opened, making our indoor and training facilities amongst the best in the country and on a par with leading centres in the UK and Europe.

UCC Sports Star Award 2023 winners Sponsored by the River Lee Hotel and Bank of Ireland	
Athletics	Ruby Millet
Basketball	Amy Dooley
Camogie	Laura Hayes
Equestrian	Michelle O'Driscoll
Gaelic Football	Jack Murphy
Kickboxing	Conor McGlinchey
Olympic Weightlifting	Shane Roche
Rowing	Margaret Cremen
Rowing	Paul O'Donovan
Rugby	Sean Condon
Sailing	Johnny Durkan
Women's Hockey	Caoimhe Perdue
Overall sports star of the year	Conor McGlinchey – Kickboxing
Team of the year	UCC Women's Basketball
Coach of the year	Billy Morgan and Brian Cuthbert – Gaelic Football
Kieran Dowd special achievement award	J.B. McCarthy – Tae Kwon Do

260 national and international competitions were competed in by UCC students and teams.

Learning and Teaching

Centre for the Integration of Research, Teaching & Learning

Some 86 UCC staff and 11 external participants were enrolled this year on the postgraduate certificate Diploma and Masters in Teaching & Learning in Higher Education. Fifteen people were registered on the Postgraduate Certificate in Professional Practice and Leadership and 27 on the Certificate in CPD in Digital Education. The Centre for the Integration of Research, Teaching & Learning (CIRTL) dispersed grant money of €715,000 this year. €450,000 was utilised for institutional learning enhancement initiatives such as an academic integrity officer in the Skills Centre, an assessment officer in the Student Records and Examinations Office, a lecturer in digital education, and an education for sustainable development advisor. €265,712 was dispersed through an open grant call supporting 22 projects.

The Strategic Alignment of Teaching and Learning Enhancement (SATLE) 2022/2023 fund, coordinated through the Centre for the Integration of Research, Teaching & Learning, is an initiative aimed at driving innovation in learning and teaching across the higher education sector in Ireland. This year's allocation for UCC was €715,000, which supported almost 30 teaching and learning enhancement initiatives. The SATLE-funded research project promoting the responsible and ethical use of AI tools in education, **(AI)2ed: Academic Integrity & Artificial Intelligence**, led by the Academic Integrity Officer (OVPLT and the Skills Centre), was completed this year. This project focused on the ethical integration of generative artificial intelligence technologies by staff in learning and teaching practices.

Skills Centre

This year was an enormous success for the **Skills Centre**, with 13,325 engagements with students. This included 10,238 students in group sessions; 1,087 one-to-one appointments; 2,000 students at our newly introduced 'Drop-In Clinics'; and 532 asynchronous essays. Students have been engaging with our resources across the Success Zone, Facebook (583 visits), X (7,500 visits), Instagram (1,800 visits), and YouTube (289 hours watched). Our engagement with the postgraduate student body increased this year to 32% of all our student interactions.

Language Centre

The Language Centre, in collaboration with **ACE**, CACSSS and SEFS, launched a new **International Master's Pathway (IMP)**. This provides an alternative route into postgraduate study, enabling international students to meet both the academic and linguistic requirements for entry to their chosen master's course. 2023 saw the return of the **Language Centre Summer School,** bringing students to our campus from all parts of the world. There were 27 nationalities represented this year. The Summer School is designed to provide a first touchpoint or taster for potential future UCC degree students.

Centre for Digital Education

UCC's Digital Education Plan was initiated in July and provides guidance on the use of technology in support of our academic mission, which aims to deliver education principally as a campus-based university. The four Digital Education Principles are: to promote digital education approaches to enhance pedagogy-informed, largely campus-based learning, teaching and assessment experiences; to encourage the use of digital education tools and resources to support the delivery of student-centred, equitable education, incorporating Universal Design principles; to encourage the adoption of appropriate digital education approaches to address learning and teaching challenges posed by new technologies; and to support the enhancement of students' digital literacy. A Digital Education Principles and Plan resource web page for staff was published in July by the Centre for Digital Education (CDE) to support the implementation of the Digital Education Plan and to provide staff with information on the use of technology to support our strategic ambition to deliver education principally as a campus-based university. The CDE website now includes a section on Teaching Today with Artificial Intelligence (AI), which is increasingly important in teaching and learning in higher education. This year the CDE launched the OVPLT Talks series of videos which includes short YouTube clips for staff on many subjects. Our online Teaching with Technology course had 7,209 engagements and 9,561 page views. CDE supported the creation of 11 Digital Badges this year with a total of 6,023 badge earners who were both staff and students.

Centre for Adult Continuing Education

The Centre for Adult Continuing Education (ACE) welcomed 2,622 students this year. 70% of these were enrolled across our 62 accredited programmes and 30% on non-accredited programmes. Our students came from 30 counties across Ireland and 51 different countries around the world and included 20 Sanctuary Scholars. 26% of courses this year were delivered face-to-face, while 37% were delivered online and 37% were offered in a blended format.

ACE, in partnership with the School of Pharmacy, the Microcreds project and the iEd Hub project, launched the delivery of five bespoke part-time programmes and microcredentials for the biopharmachem sector. Programmes were delivered online from October 2022 to increase access from companies in this sector which are located throughout Ireland. ACE and **Cork Learning Neighbourhoods,** with the support of community partners, delivered a series of UCC 'taster' programmes across various learning neighbourhoods in Cork City.

37% of courses were offered online as well as in a blended format.

ASEM Education and Research Hub for Lifelong Learning

The Asia-Europe Meeting (ASEM) Education and Research Hub for Lifelong Learning (**ASEM LLL Hub**) was established in 2005 and is hosted by ACE UCC from 2020 to 2025 under the leadership of ASEM director Dr Séamus Ó Túama, director of ACE. It has a network of over 50 Asian and European higher education institutions, working to achieve excellence in comparative research on lifelong learning and to offer research-based education policy recommendations, and facilitate researcher and student. The Irish hosting set about re-energising the ASEM LLL Hub, drawing on the traditions, state-of-the-art innovations and potentials in both Europe and Asia to drive a research agenda that would not only extend scholarship but also help shape policy and practice.

That process saw the creation of new governance structures, the revival of four existing research networks and the institution of three new ones. It has also set about deepening and expanding partnerships, especially in Asia, with a focus on Southeast Asia in 2022, extended to both South and Southeast Asia in 2023. This has led to a 117% growth in active researchers and also the expansion of its footprint to countries and regions that were not previously represented. The research output of the networks has been gaining momentum and includes capacity building and collaboration involving senior and emerging researchers in Europe and Asia. 2023 saw a significant increase in both activity and output including peer-reviewed research, other research output, presentations at conferences, policy briefs, seminars and webinars. We are also witnessing a significant growth in awareness of
Ireland, its education and learning resources and requests for bi-lateral cooperation
from Asian partners.

The President's Awards for Excellence in Teaching

In December, several UCC staff were recognised for **Excellence in Teaching**. This awards scheme recognises the outstanding efforts of teaching staff to ensure that UCC students receive the highest-quality learning and teaching experience. The 2022 recipients were:

Name	School / Unit
Dr Bettie Higgs	Former VP for Learning & Teaching and School of BEES
Dr Dan O'Sullivan	School of Education
Dragan Miladinovic	School of Languages, Literature & Cultures
Dr Gillian Murphy	School of Applied Psychology
Dr Edel Semple	School of English
BU2001 Module Team	Multi-disciplinary team from a range of units
BU7007 Module Team	Business Information Systems
Practice Education Team	School of Clinical Therapies
Traveller Equality & Justice Project Team	School of Law

UCC Library

The OVPLT was pleased to welcome the Library and Cork University Press to the OVPLT Functional Area in Autumn 2022. **UCC Library** works to enhance the experience for all students, researchers and staff. The team facilitated 14,203 enquiries through the Ask Us service, while in addition, 3,795 hours of information literacy training were delivered.

A new **digital scholarship studio** opened this year, providing an innovative, technology-rich space supporting access to high-specification equipment and software for students to create new knowledge and develop their digital literacy skills.

Several **significant collections** were acquired by UCC this year, including the Richard Harris archives, Chernobyl Children International Archive, the Archive of Gabriel Rosenstock and the Library and Archive of Criostóir de Baróid. In addition, in partnership with the National Library, UCC Library will house and provide access to the Bonar Law Collection.

College of
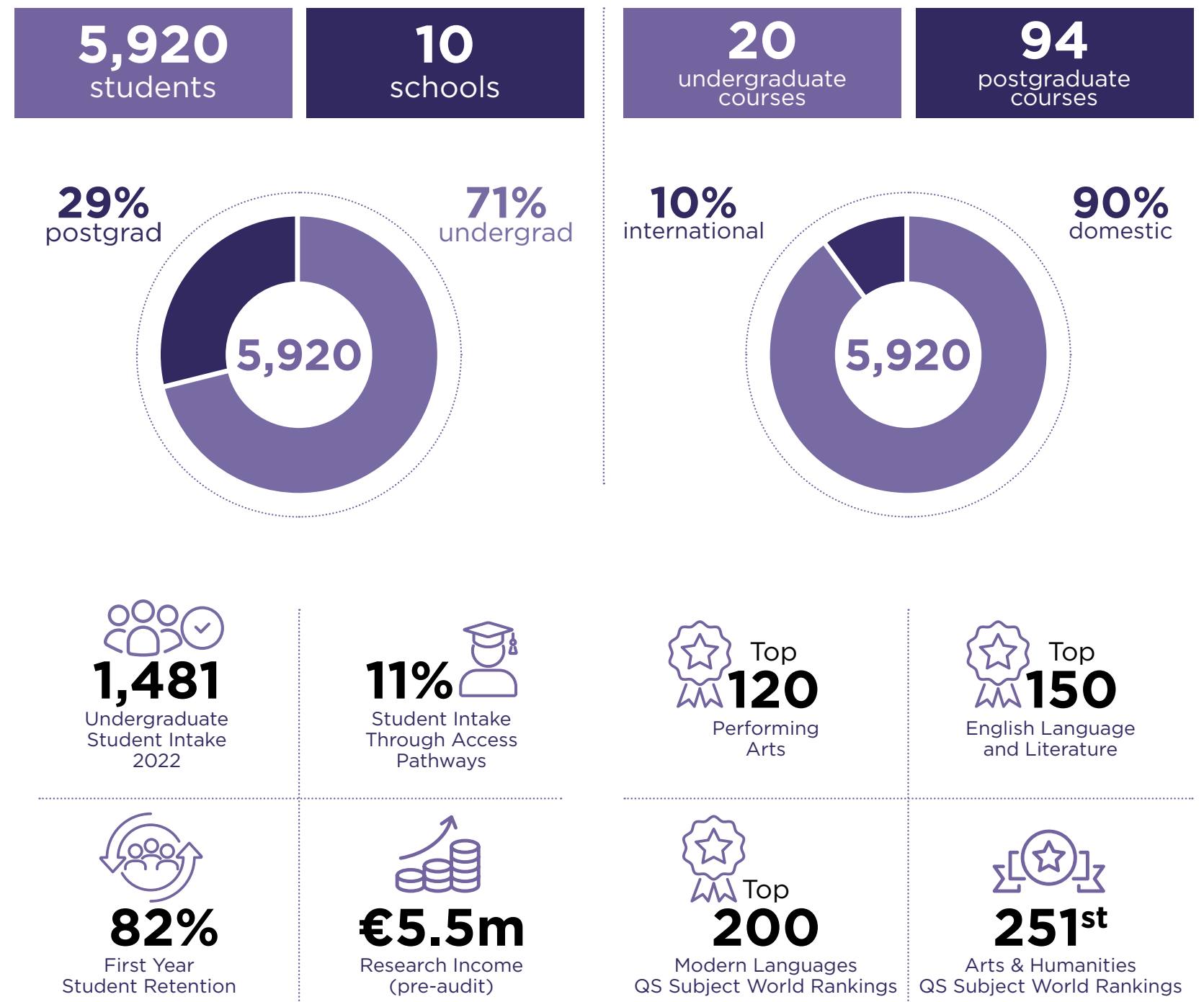**Arts, Celtic
Studies and
Social Sciences**

The School of Education successfully underwent the periodic Teaching Council review of all its major programmes this year, including the PME, BEd Gaeilge and BEd Science Education. Accreditation is confirmed for a further five years (from August 2023). CORU accreditation was similarly completed for the Master's in Social Work and Postgraduate Diploma in Social Work Studies (School of Applied Social Studies), and QAB accreditation renewed for the BA Early Years and Childhood Studies. Irish Planning Institute accreditation of MPlan Master's in Planning and Sustainable Development was also confirmed in 2023.

The College of Arts, Celtic Studies and Social Sciences performed particularly well in the QS World University Rankings by Subject, with the broad faculty area of Arts & Humanities improving by 36 places to 251. Archaeology, English and Modern Languages have all maintained their ranks (in the 201–240, 101–150 and 151–200 bands respectively). Education has improved to the 201–250 band, and Performing Arts ranked for the first time in the 101–150 band.

The College secured €5.5 million in research income for the 2022/2023 academic year, which reflects exceptional successes again in major research funding calls, including an ERC Advanced Grant for Professor Adrian Favell's MIGMOBS Project, as well as awards in IRC New Foundations (five for Applied Social Studies), the SFI IRC Pathway Programme (ECHOES), and the EU Horizon 2020 (APTES project).

A Troubled Constitutional Future: Northern Ireland after Brexit by Dr Mary C. Murphy and Dr Jonathan Evershed was awarded the prestigious UACES (University Association for Contemporary European Studies) Best Book Prize for 2023.

The Looking Back, Looking Forward conference celebrated 25 years of Early Years and Childhood Studies at UCC. The College celebrated ten years of its acclaimed MA in Creative Writing.

5,920 students

10 schools

20 undergraduate courses

94 postgraduate courses

29% postgrad — **5,920** — **71%** undergrad

10% international — **5,920** — **90%** domestic

1,481 Undergraduate Student Intake 2022

11% Student Intake Through Access Pathways

Top **120** Performing Arts

Top **150** English Language and Literature

82% First Year Student Retention

€5.5m Research Income (pre-audit)

Top **200** Modern Languages QS Subject World Rankings

251st Arts & Humanities QS Subject World Rankings
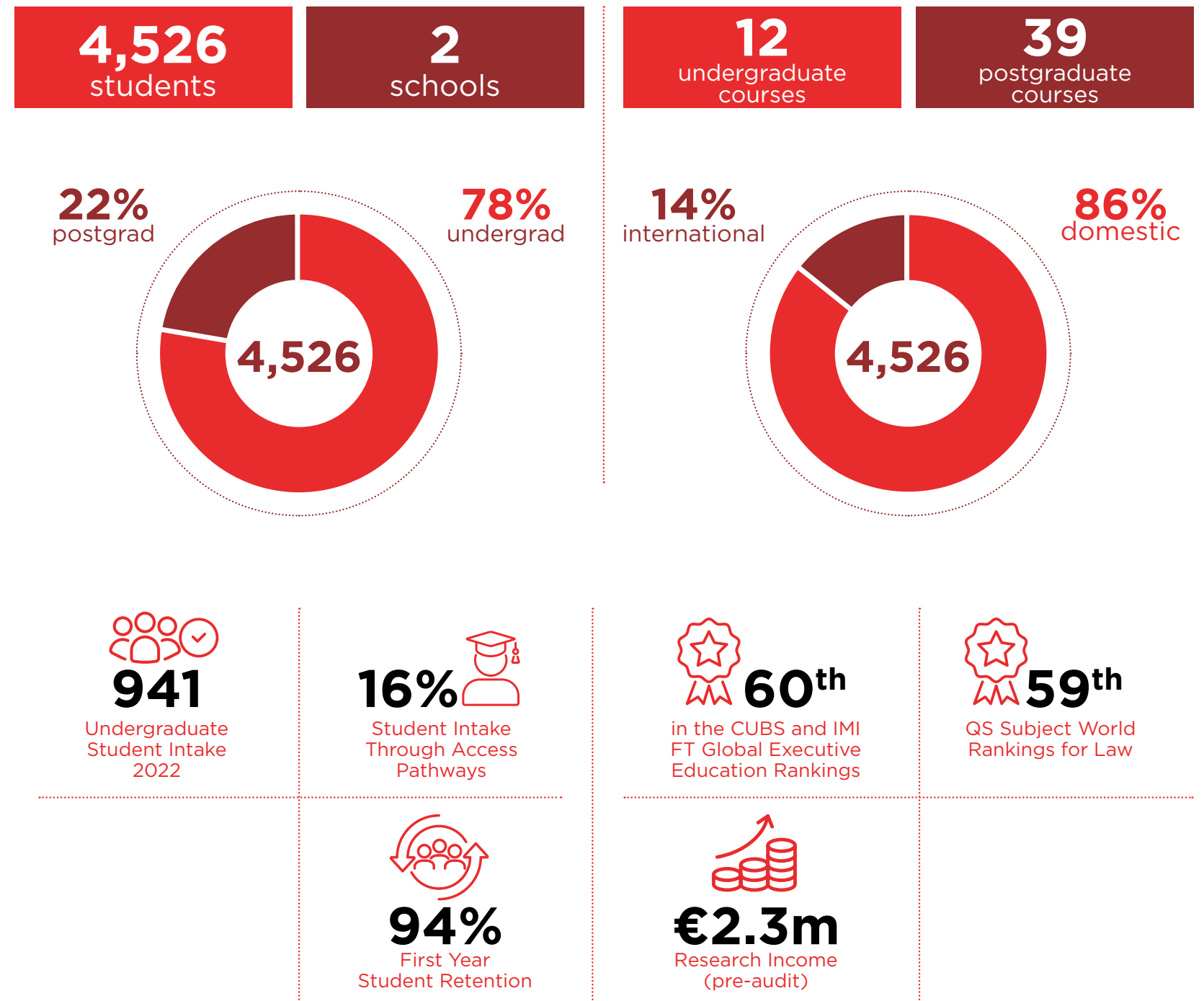
College of
**Business
and Law**

Following successful AMBA (Association of MBAs) and AACSB (Association to Advance Collegiate Schools of Business) accreditation in 2021 and 2022 respectively, preparations are now underway for European Foundation for Management Development (EQUIS) accreditation.

The Cork University Business School (CUBS) and the Irish Management Institute (IMI) ascended the ranks of the prestigious global Financial Times Rankings for custom executive education this year and positioned at an impressive 60th place. The School of Law has continued its upward trajectory in the QS World Rankings by Subject, climbing 41 places since 2021 and now ranked 59th in the world, 11th in the EU and 1st in Ireland.

The School of Law has been particularly successful in securing significant research funding (totalling approx. €13 million). Irish Research Council Laureate grant recipients included Dr Maria Cahill and Dr Patrick O'Callaghan, whilst Professor Aoife Daly was awarded almost €2 million as a European Research Council Consolidator Grant and Professor Ursula Kilkelly and Professor Laura Lundi were awarded €7 million from Fondation Botnar. Professor Tom Garavan (CUBS) was positioned in first place amongst Business and Management scholars in Ireland according to the second edition of research.com.

The College of Business and Law has achieved remarkable success in international postgraduate student recruitment this year, with CUBS accounting for nearly 48% of the total international postgraduate taught programme intake at UCC. The College has almost 500 non-EU students registered, which is 11% of the total student body. In September 2022, CUBS accepted the first intake to its new programme, the **BSc in International Business with Languages**.

In May 2023, planning permission was granted for the new CUBS Business School sustainable building in the city centre, and in June the European Investment Bank EIB confirmed they will provide a €50 million loan for this new development.

4,526 students	**2** schools	**12** undergraduate courses	**39** postgraduate courses

22% postgrad   **78%** undergrad

4,526

14% international   **86%** domestic

4,526

941
Undergraduate Student Intake 2022

16%
Student Intake Through Access Pathways

60th
in the CUBS and IMI FT Global Executive Education Rankings

59th
QS Subject World Rankings for Law

94%
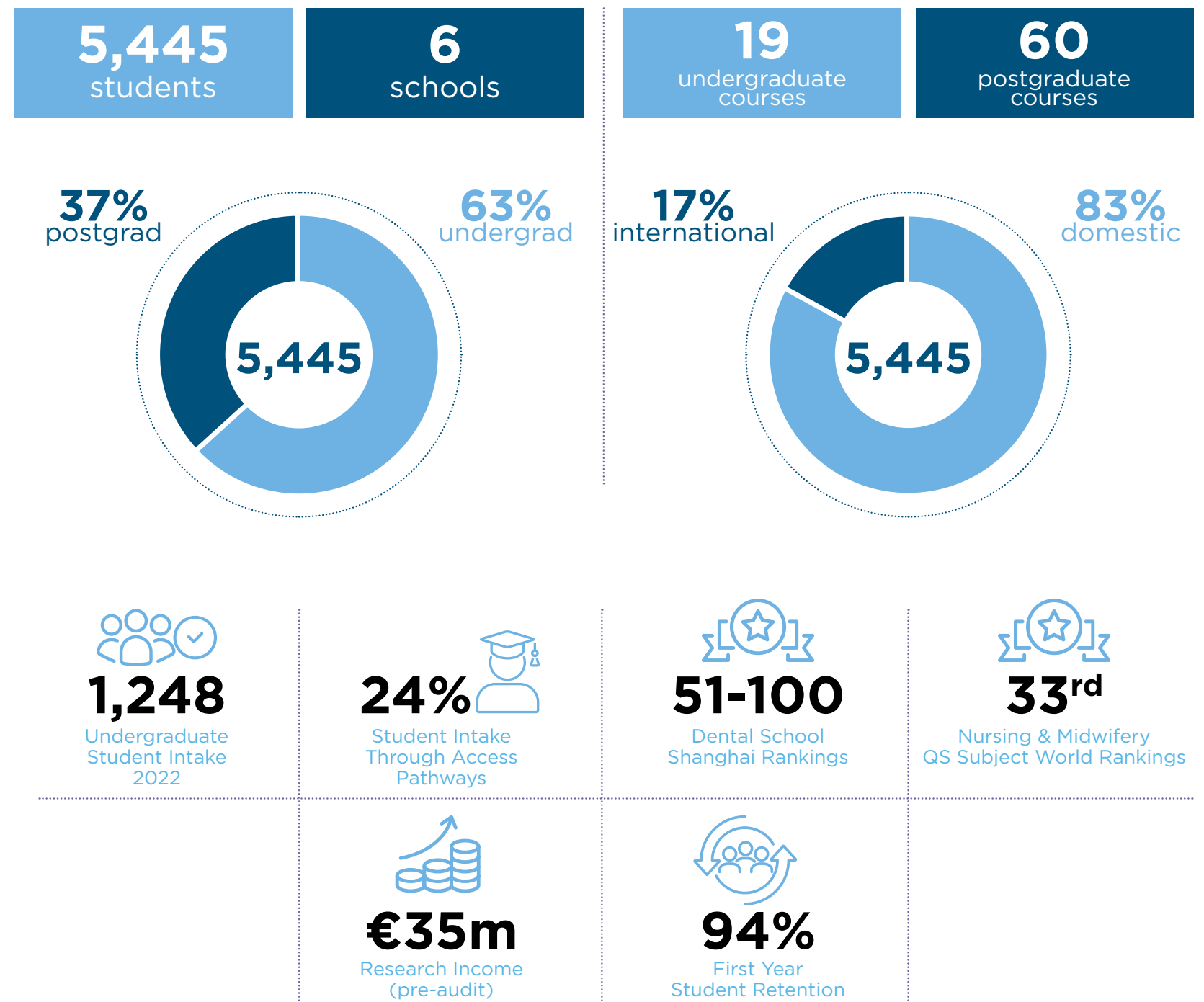First Year Student Retention

€2.3m
Research Income (pre-audit)

College of
Medicine and Health

This year Nursing & Midwifery was ranked 33rd in the world, Pharmacy & Pharmacology 99th and Anatomy & Physiology in the 51–100 bracket in the prestigious QS World University Subject Rankings. The Dental School was ranked in the 51–75 bracket by the Shanghai Rankings.
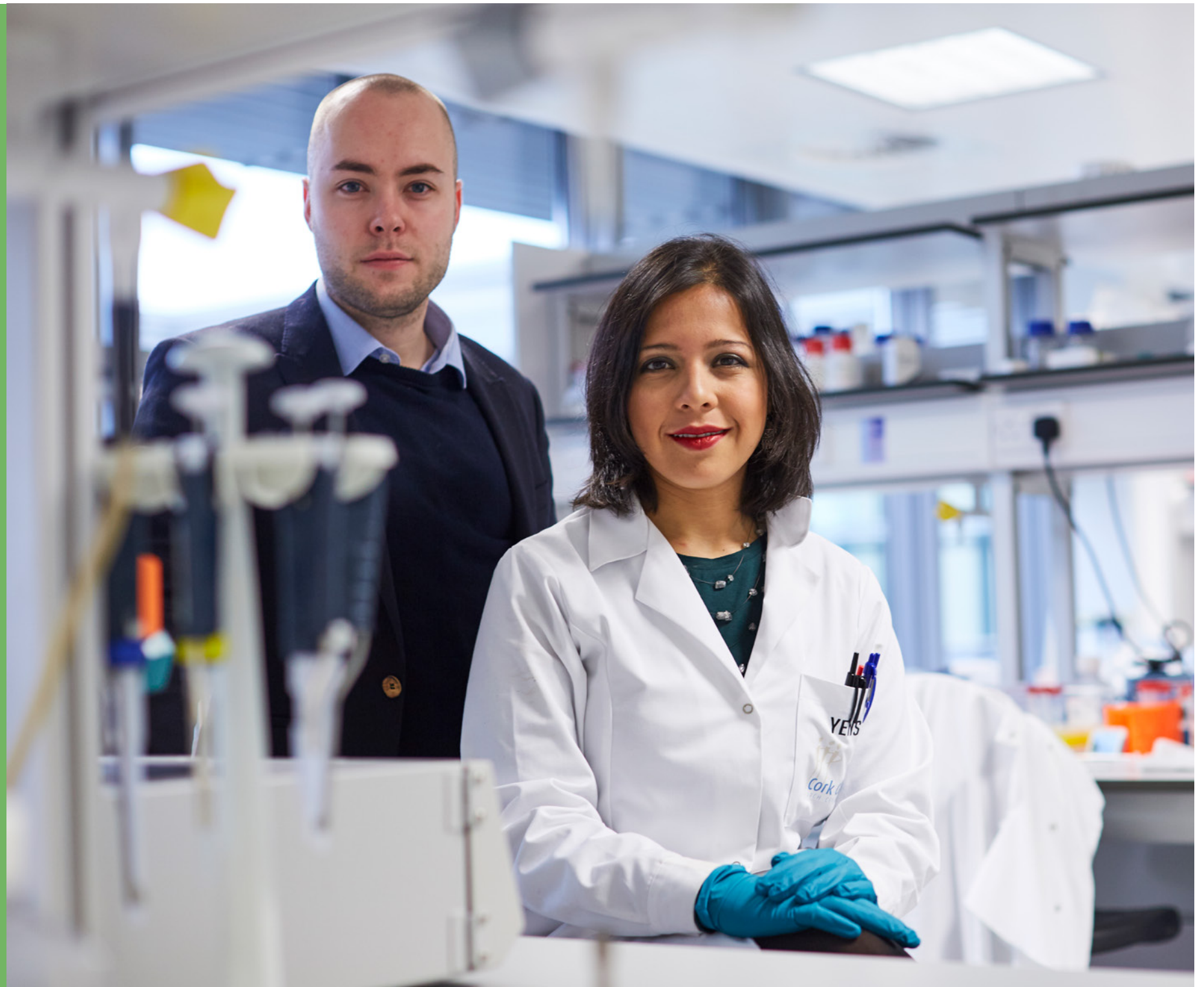
The Cerebral Palsy Foundation awarded €1.6 million for the UCC Chair in Early Brain Injury & Cerebral Palsy. €11.5 million was awarded to establish INFANT and Ireland as international leaders for Cerebral Palsy care and research. The Schools of Nursing and Medicine were awarded a €7.5 million research grant. The School of Public Health was awarded €2.9 million in Health Research Board awards and the School of Nursing was awarded €2.5 million by the Health Research Board for a National Breastfeeding study. APC Microbiome Ireland director, Professor Paul Ross, was awarded SFI Researcher of the Year 2023.

The College hosted a Learning & Teaching Showcase in June, where each School delivered a presentation on their innovation in Learning & Teaching; details of 27 different initiatives were shared as poster presentations by staff. *The Futures Research Conference in September and Bright Futures* in April were student conferences that recognised outstanding outputs and highlighted world-class research and innovation with partners across the community, industry and the health system.

The demand ratio of programmes in the College of Medicine and Health remains the highest in the university at 2.4, with Dentistry, Occupational Therapy and Medicine having the highest ratios of 7.4, 4.0 and 3.3 respectively. Ten new Postgraduate Certificates, Postgraduate Diplomas, Master's and one BSc were approved this year. This year the College approved ten new postgraduate certificates, diplomas and masters and onew new BSc degree.

5,445 students

6 schools

19 undergraduate courses

60 postgraduate courses

37% postgrad — **5,445** — **63%** undergrad

17% international — **5,445** — **83%** domestic

1,248
Undergraduate Student Intake 2022

24%
Student Intake Through Access Pathways

51-100
Dental School Shanghai Rankings

33rd
Nursing & Midwifery QS Subject World Rankings

€35m
Research Income (pre-audit)

94%
First Year Student Retention

College of
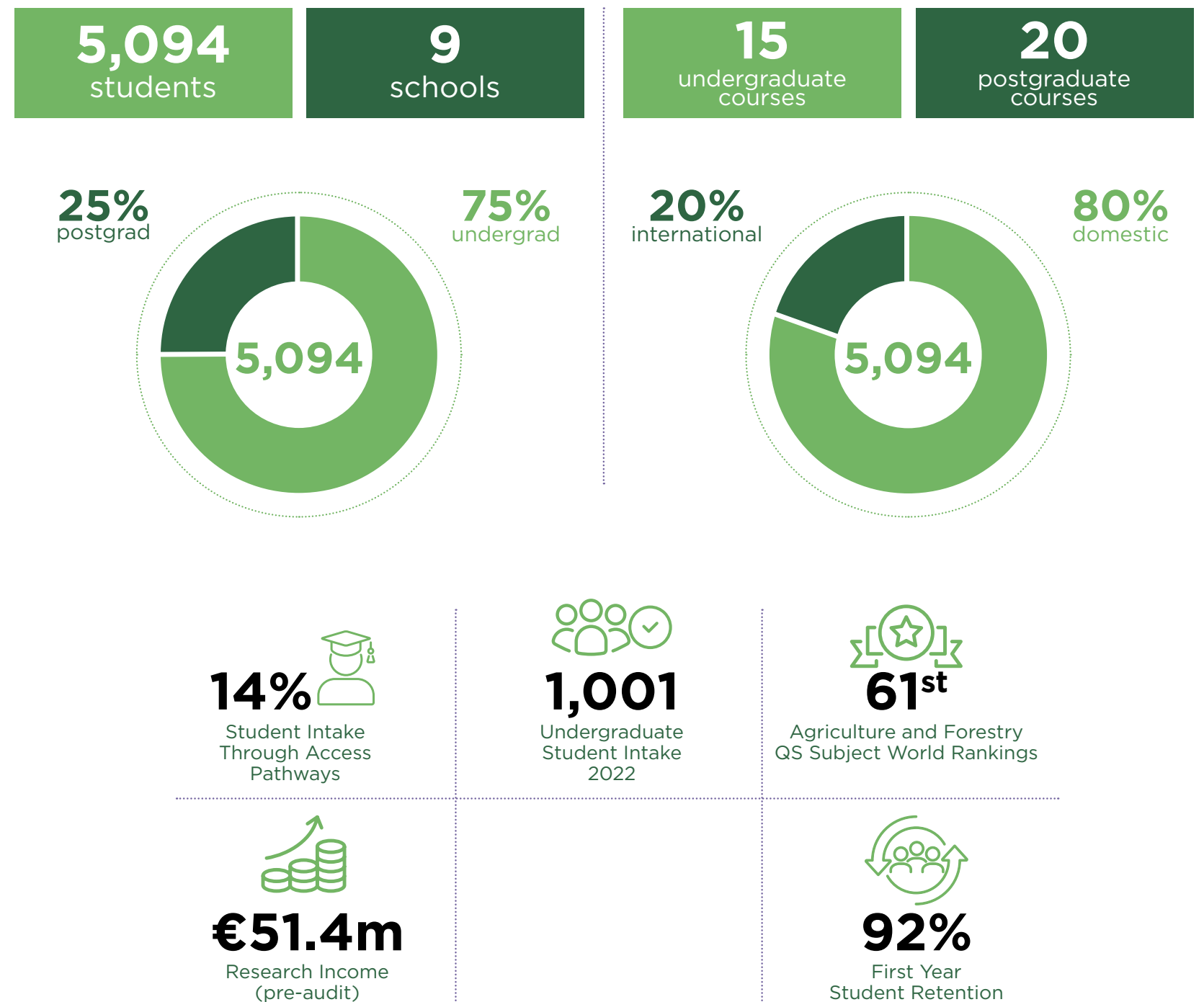**Science,
Engineering
and Food
Science**

All STEM subjects at UCC improved in the Times Higher Education (THE) Subject Rankings, published in October 2023. Engineering and Technology improved by 200 places.

Professor Paul Ross, Microbiology and APC Microbiome Ireland, was awarded a €2.3 million European Research Council Advanced Grant this year and Dr Hilary Browne, Microbiology, received a €1.5 million European Research Council Starting Grant. UCC STEM researchers were awarded over €12.5 million in SFI Research Infrastructure Fund. The Munster Agricultural Society has provided €375k for development of a farmland biodiversity education and research programme. The INSIGHT Centre, Computer Science, is leading a research consortium which was awarded €9 million from the European Union to develop the next phase of Europe's strategically important artificial intelligence infrastructure known as the AI-on-demand (AIOD) platform. A new strategic partnership between UCC's Biochemistry & Cell Biology and the National Institute of Bioprocessing Research and Training (NIBRT) will create two joint professorships and a new co-developed HCI Postgraduate Diploma programme in Advanced Cell and Gene Therapy.

Professor Seamus Davis, Physics, received the American Physical Society's Oliver E. Buckley Prize in Condensed Matter Physics. Thirteen APC researchers are featured in the Highly Cited 2023 list from Clarivate including five from Microbiology. Publication highlights this year in the College of Science, Engineering and Food Science included publications in *Nature* by Professor Jens Walther on foetal microbiome and Joe Carroll (PhD student) on quantum materials. Professor Barry O'Sullivan received the European AI Association distinguished service award.

The first cohorts of students from the Bachelor of Agricultural Science and dual Environmental Science with Environmental Management degree with China's Minzu University graduated this year.

5,094 students

9 schools

15 undergraduate courses

20 postgraduate courses

25% postgrad

75% undergrad

5,094

20% international

80% domestic

5,094

14%
Student Intake Through Access Pathways

1,001
Undergraduate Student Intake 2022

61st
Agriculture and Forestry QS Subject World Rankings

€51.4m
Research Income (pre-audit)

92%
First Year Student Retention

Research and Innovation

UCC Futures

Launched in December 2021, *UCC Futures*, our ambitious programme of research prioritisation and academic recruitment across ten thematic areas, made significant progress this year with the launch of five new areas:

- Food, Microbiome & Health
- Collective Social Futures
- Future Pharmaceuticals
- Future Medicines
- Quantum & Photonics

The *UCC Futures* framework is a key element of the university's research strategy over the next five years and supports the delivery of research excellence, scholarship, and the translation of research to tangible impact on the world.

Research and Innovation Income

Research income reached €119.1 million this year, an increase of 16.7% on last year (€102.1 million).

As of September 2023, UCC researchers had secured 112 Horizon Europe awards, worth a total of €84 million. Awards secured to date equate to 65% of UCC's institutional target for the Horizon Europe programme – €130 million over the seven years of the programme (2021–2027).

It was another successful year for Science Foundation Ireland (SFI) funding, with almost €1.13 million awarded under the National Challenge Fund; €451,000 awarded through the Discover Programme; €5.46 million awarded under the Frontiers for the Future Programme; and €255,000 awarded through the SFI Industry RD&I Fellowship Programme.

In the innovation space, UCC was placed first amongst Irish universities for industry income in 2022 (€9.17 million). Sarusha Pillay (pHetalSafe), Dr Justina Ugwah (CLISTEProbe), Dr Alison O'Shea (Neurobell) and Professor Ciara Heavin (CommPAL) received grants totalling €3.27 million from Enterprise Ireland's Commercialisation Fund Programme.

This has been a hugely successful year for UCC in terms of the highly competitive European Research Council (ERC) funding, with seven researchers securing awards during this period. In total, €13.98 million was secured in ERC funding, with the seven awards representing 35% of the institutional target to achieve 20 additional ERC awards by 2028.

€13.98 million secured in ERC funding for 2023.

Advanced European Research Council Grants

- Professor Paul Ross (APC Microbiome Ireland)
- Professor Dagmar Schiek (School of Law)
- Professor Adrien Favell (*UCC Futures* – Radical Humanities Laboratory)

Consolidator European Research Council Grants

- Dr Aoife Daly (School of Law)
- Dr Chiara Bonfiglioli (Women's Studies)

Starting European Research Council Grants

- Dr Dónal Hassett (School of Languages, Literatures and Cultures)
- Dr Hilary Browne (School of Microbiology & APC Microbiome Ireland)

€119.1 million
Research income for this year. A 16.7% increase on last year.

Transforming Research Culture

Significant advances were made this year towards transforming UCC's research culture through engaged and open research, academic integrity, and ethical and responsible practice. UCC signed the **CoARA agreement** (Coalition for Advancing Research Assessment), which aims to recognise the diversity of research outputs and impacts and move to more qualitative evaluation of research based on peer review. UCC Research and TCD are co-leading the Irish National Chapter of CoARA. Over €1.1 million was awarded by the Wellcome Trust for the Engaged & Inclusive Research Culture Alliance (ERICA) project, which will support the involvement of wider society in UCC research, to inform research culture and co-produce research for policy impact.

Innovation

UCC Innovation aims to create impact by transferring UCC intellectual property (IP) to existing or newly formed spin-out companies.

Innovation outputs this year include:

- 51 inventions disclosed
- 16 patents filed
- 6 patents granted
- 47 licences, options and assignments signed
- 2 UCC spin-out companies launched
- 16 graduate-led start-ups supported through the IGNITE programme
- No. 1 Irish university for number of staff or student start-ups established in 2022*
- No. 1 Irish university for number of collaborative research agreements with industry in 2022*
- No. 2 Irish university for number of invention /software disclosures received in 2022*

***Annual Knowledge Transfer Survey 2022,** Knowledge Transfer Ireland

Consultancy and Business Engagement

UCC Consulting generated over €532,000 in revenues for the university, negotiating 45 contracts with clients spanning across the private and public sectors. A new Business Engagement Unit will be formed to co-ordinate activity across the university and create a one-stop shop for businesses to create strategic partnerships with UCC.

Entrepreneurship

Investment in new ventures is essential for them to thrive and create impact. UCC spin-out **Cergenx** secured €1.2 million investment to advance their Newborn Brain Screener. Provasctec Ltd received a starting investment of €100,000 for its cell therapy technology to treat chronic limb ischemia. IGNITE start-up **Recruitroo** secured €1 million to develop its end-to-end global recruitment and migration platform.

There were 19 participants in the newly revamped SPRINT accelerator programme, designed to support researchers to commercialise UCC-generated technologies and routes to market. SPRINT participant Dr Waleed Faisal won the national 2023 IDEATE Ireland business competition.

The IGNITE start-up incubation programme supported 16 start-ups created by students and recent graduates. Over the last 12 years, 170 start-ups have been supported with a rolling programme of workshops, seminars and guest speakers, creating more than 370 jobs.

Commerce student Emma Coffey won Enterprise Ireland's Student Entrepreneur of the Year Award in recognition of her sustainable, affordable sportswear company FinalBend.

Microcredentials

UCC launched Ireland's first Digital Badge in Innovation and IP for scientists and engineers in April. The badge, co-developed with the College of Science, Engineering and Food Science, educates early-stage researchers about IP and commercialising research to drive impact. The Start-Up Business Strategies for Researchers Digital Badge, awarded to participants of the SPRINT Programme, was also launched this year.

Research Publications

- **2,635 scholarly outputs (2022)**
- **104,437 citations (2020–2022)**
- **5,045 collaborating institutions in 160 countries (58.4% of publications)**
- **No. 1 Irish university for highly cited researchers (Shanghai Rankings 2023)**
- **No. 1 Irish university for Citation Impact Performance (THE World University Rankings 2023)**
- **14 researchers on Clarivate's Highly Cited Researchers 2023 list**

Research Awards

The extensive contributions made by UCC's research and innovation community to the university and to wider society, the economy and the environment were recognised across 21 categories at the annual UCC Research Awards in June.

Award	Winner
Researcher of the Year	Professor Paul Ross, APC Microbiome Ireland, and School of Microbiology Professor Dagmar Schiek
Early-Stage Researcher of the Year	Dr Jean O'Dwyer, School of Biological, Earth and Environmental Sciences Dr Piotr Kowalski, School of Pharmacy
Research Support Person of the Year	Martin O'Connell, IPIC SFI Centre for Photonics Dr Seán Lucey, College of Business and Law
Research Supervisor of the Year	Professor Catherine Stanton, School of Medicine Dr Emanuel Popovici, School of Engineering and Architecture
Research Communicator of the Year	Professor Hannah Daly, School of Engineering and Architecture & MaREI
Research Award for Open Science	Professor Colm O'Dwyer, School of Chemistry
Creating a Culture for Responsible Conduct of Research	Dr Aoife Coffey, UCC Library
Innovator of the Year (Life Sciences)	Dr Lucia Santos, Dr Patrick Harrison (School of Medicine)
Innovator of the Year (Physical Sciences)	Dr Han Shao, Dr Alan O'Riordan, Dr Tarun Narayan (Tyndall National Institute)
Consultancy Project of the Year	Dr Marguerite Nyhan, School of Engineering and Architecture & MaREI
Licence of the Year	Applied Mathematics UCC & Mercy University Hospital
Spin-out Company of the Year	Adiso Therapeutics (Professor Paul Ross and Professor Colin Hill, School of Microbiology)
Start-up of the Year	Recruitroo
Best Publication of the Year Involving an Undergraduate Student as an Author	Ruairí McIntyre
Research Team of the Year	UCC Palaeontology, School of Biological, Earth and Environmental Sciences
Research Image of the Year	Roksana Niewadzisz (School of Languages, Literatures and Cultures)
Engaged Research of the Year	Professor Maggie O'Neill
Vice-President for Research and Innovation Award for Interdisciplinary Research	Dr Katharina Becker, School of the Human Environment Dr James O'Sullivan, School of English and Digital Humanities
Research Collaboration of the Year	Dr Patrick O'Callaghan, School of Law Professor Brendan Griffin, School of Pharmacy
The President's Award for Research Impacting SDGs	Dr Alicia Mateos Cárdenas, School of Biological, Earth and Environmental Sciences & ERI
Career Achievement Research Award	Professor John Atkins, School of Biochemistry and Cell Biology Professor Anita Maguire, School of Chemistry

SPRINT Awards

In March, the Gateway UCC SPRINT Awards celebrated innovative founders that are developing UCC technologies into early-stage start-up companies.

Award	Winner
SPRINT Clinical Impact Award 2023	Dr Siobhain O'Mahony, APC Microbiome Ireland
SPRINT Disruptive Technology Award 2023	Dr Brenda Long, School of Chemistry, Environmental Research Institute & Tyndall National Institute
SPRINT Sustainability Award 2023	Dr Shivani Pathania, Teagasc
SPRINT One to Watch Award 2023	Dr Julie O'Sullivan, APC Microbiome Ireland

IGNITE Awards and Showcase Spring

In May, the IGNITE Awards recognised promising graduate founders who are growing their business ideas.

Award	Winner
Bank of Ireland Investor Ready Award	Zirkulu, founded by Jack Norman and Fionn McCarthy
Local Enterprise Office Revenue Ready Award	Assistiv, founded by Alan Craughwell
Bank of Ireland Investment Pitch	ForgetMeNot, founded by Niamh Murray and Amy Boyden
Local Enterprise Office Sales Pitch	The Mind Mechanic, founded by Emily Murphy

Tyndall National Institute

Tyndall's excellent researchers were recognised by several external awards this year. Professor Dimitra Psychogiou received the 2023 IEEE MTT-S Outstanding Young Engineer Award. In a historic first for an Irish university, Professor Holger Claussen was appointed Joint Professor of Wireless Communications to UCC, Tyndall and Trinity College Dublin. Professor Paul Hurley was appointed as Meta's Industrial Chair in Semiconductor Technologies at Tyndall and the School of Chemistry at UCC and will lead a multi-disciplinary research team to help advance the state of Augmented Reality (AR) technology alongside Meta.

The first Tyndall Annual Recognition Awards (TARAs), showcasing the many talents of the Tyndall community, were held in November celebrating the significant contribution, commitment and impact made by staff and postgraduate students.

Student Awards

In July 2022 Tyndall launched a new bursary to mark its 40th anniversary. The Wrixon Research Excellence Bursaries recognise and promote postgraduate research excellence. In October the inaugural bursaries were awarded to Dinesh Gawade (MEngSc), Cara-Lena Nies (PhD); and Anthony Wall (PhD). The Wrixon Research Travel Bursaries were awarded to Celina Li and Lorenzo Niemitz.

Other student awards this year included:

- **Arbresha Muriqi**, PhD Student, Winner, 2022 BOC Gases Postgraduate Bursary Award.

- **Liudmila Khokhlova**, PhD Student, Winner, 2023 BOC Gases Postgraduate Bursary Award.

- **Richard Murray**, PhD Student, Winner, 2022 Postgraduate Research Publication of the Year sponsored by X-Celeprint.

Research Funding and Infrastructure

Dr Justina Ugwah (CLISTEProbe) and Sarusha Pillay (pHetalSafe) were awarded over €2 million in Enterprise Ireland funding to translate their research into innovative companies that will benefit patients globally. The investment from Enterprise Ireland will support technology development and accelerate the launch of the two companies. Technological improvements in the evaluation of acute stroke (Dr Alessandra Imbrogno) and a multiplex monitoring system that improves patient diagnosis and treatment (Dr Brince Kunnel) are projects at Tyndall that have been awarded funding from Science Foundation Ireland (SFI) RD&I Fellowship Programme. This year, Tyndall projects were awarded more than €10 million under the SFI Research Infrastructure Programme for cutting edge infrastructure to support high-quality, impactful and innovative research at the Institute.

Global Engagement

Vice-President Global Engagement
UCC's first Vice-President Global Engagement, Professor Ursula Kilkelly, took up the position in June, with a specific mandate to deliver **Goal 3** of *UCC's Strategic Plan 2023–2028: Securing our Future*. Goal 3 aims to grow UCC's international reach to amplify our global impact. This builds on decades of internationalisation at UCC, with an expectation of a more strategic, as well as a broader, approach.

Global Engagement Plan
The focus of the Vice-President, since appointment, has been to listen, learn and map the landscape of all UCC's international activities through research and consultation. A staff survey, multiple staff and student focus group consultations and engagement with a wide range of internal and external stakeholders has yielded information and insights that have enabled a clear understanding of what we currently do, priority areas for the future and some indication of consensus around future direction in line with the *Strategic Plan 2023–2028*. This is currently being incorporated into the university's first Global Engagement Plan which will be ready for consultation early in 2024. In parallel, discussions have begun around the new structure of the UCC Global Office, to ensure that management and governance arrangements are fit for purpose. A business plan will also be developed to ensure appropriate resourcing of these priorities.

European University Alliance
UCC's engagement in the European University Alliance, the European University of Cities in Post-Industrial Transition (UNIC), has gone from strength to strength. Significantly, €14.4 million funding in the 2023 Erasmus+ European Universities call ensures a future for our alliance of ten universities and cities across Europe. UCC was awarded €1.87 million for a period of four years until 2027. The renewed funding, announced in July, indicates the success of UNIC to date and ensures a future focus on city engagement and social impact, innovative education, and deepened academic collaboration, in line with Goal 3 of the strategic plan.

In a first for Ireland, the UNIC joint master's programme **Redesigning the Post-Industrial City (RePIC)** launched in March. The programme secured €5.7 million in funding via the prestigious Erasmus Mundus Joint Master's grant, announced in July. RePIC is a one-of-a-kind MSc programme, developed and delivered across eight UNIC partner universities where students live and study in up to three UNIC universities and cities.

€14.4 million

in funding was secured in 2023 in the Erasmus+ European Universities call.

UCC Brand Refresh
Neworld have been commissioned to support a brand refresh of the UCC Group. The first such exercise in over a decade, this will enable us to identify our distinctive strengths, to refresh our corporate image in light of our mission, vision and values. This process is aligning with the university's strategic plan, including its focus on global engagement, profile and impact.

7,239 graduates

were conferred in 2023, with approximately 17,000 visitors to our campus.

Events and Outreach
This year the UCC website reached approximately 5.8 million people, with a focus on the homepage (720k), courses (620k) and UCC Apply (150k). UCC Visitors Centre welcomed the 100,000th Junior Conferring participant in June, and increased tours by 25%, with a 12% increase in income, and the Head of Visitor Services received the Ambassador Award from Cork Convention Bureau for securing €240,000 worth of conference business for the city of Cork. Our Events Team led out on high-profile UCC events, including the launch of the new strategic plan, the *Sustainability & Climate Action Plan* and the Crow's Nest accommodation.

We supported the visit of the president of Ireland, Michael D. Higgins, and the president of Malta, hosted the Department of Foreign Affairs Consultative Forum on Security Policy and **UCC Other Voices**. There were six honorary conferring ceremonies this year including Dr Katalin Karikó, Professor Brendan O'Leary and Mr Derek Mooney. A total of 7,239 graduates were conferred in 2023 generating approximately 17,000 visitors to our campus.

Our Staff, Our Culture

UCC's Strategic Plan 2023–2028: Securing our Future places people at the heart of what we do at this university and commits to implementing a progressive and inclusive *People and Culture Plan*. A new post of Chief People & Culture Officer was created to lead the delivery of strategic objectives in this area. Ashley Flaherty will take up this post on 1 November 2023.

Attracting, Developing and Retaining Our Staff
Managing recruitment competitions and attracting talent for positions on **UCC Futures** has been a key focus for the Central Services Team this year. Since its launch in September 2021, HR Central Services have run seven recruitment campaigns for a total of 98 academic roles in the areas of: Radical Humanities Lab (12); Sustainability (27); Food Microbiome and Health (14); Future Medicines (11); Future Collective Social Futures (15); Future Pharmaceuticals (8); and Quantum & Photonics (11).

The Senior Academic Leadership Initiative, run by the Higher Education Authority (HEA) and funded by the Department of Education and Skills (DES), supports universities to take positive action to accelerate gender equality goals and objectives. UCC recruited two leading professors to these roles this year, one SALI professor in quantum technology and one SALI professor of Irish gender history.

Staff Wellbeing and Development
Accommodating the diverse and expanding range of development and wellbeing requirements identified by staff within existing resources is challenging, but Staff Wellbeing and Development consistently engage in staff wellbeing and development activities, and 66 wellbeing sessions – with a particular focus on mental health – were delivered this year. This is the second year that Staff Wellbeing and Development presented an online information session for all staff.

We also hosted a workshop on Wellbeing and Resilience for UCC Leaders which provided leaders with knowledge to understand the early warning signs of anxiety, stress and depression, together with useful self-care strategies. Wellbeing and Resilience workshops have been offered to all Colleges and Central Services. The first Staff Menopause Café was well received by staff and co-hosted with the EDI Unit. A total of 349 staff, partners and children over 18 engaged with our Employee Assistance Programme provider Spectrum Life this year.

A programme of 17 online and on-campus events was designed to celebrate Staff Wellbeing Week in April and included facilitators from across the UCC community. The range of topics included a holistic approach to wellbeing and highlighted the range of staff wellbeing supports.

Topics included:

- Coping with Disappointments and Difficult Situations;
- Men's Health Psychology;
- Resilience;
- Menopause;
- Bereavement Support;
- Financial Wellbeing Clinics.

66 wellbeing sessions with a focus on mental health were delivered this year.

17 online and on-campus events designed to celebrate Staff Wellbeing week.

< Back   🏠   Next >

Training and Development

This year we facilitated 138 workshops with 2,342 places filled by 1,092 colleagues. A total of 403 staff participated in UCC Digital Badge workshops, 64 staff were awarded a UCC Digital Badge and 130 staff attended team, School or function workshops.

Celebrating a decade since the establishment of Advance HE's **Aurora programme** 'Women in Leadership', UCC's 20 Aurorians completed the seven-month programme in Dublin in May for women working in higher education from across the island of Ireland.

138 training and development workshops were facilitated this year.

Long Service Awards

The 34th Long Service Awards ceremony took place in November. These awards are an opportunity to recognise significant contributions made by staff of the university. In total there were 79 recipients of the award. 12 were recognised for 35 years' service and 67 for 25 years' service. To mark and commemorate commitment and dedication to UCC, each recipient was presented with a specially commissioned ebonised chestnut 'eternal flame', symbolising life and living and inscribed with their surname in Ogham.

79 recipients of the 34th Long Service award, in November this year.

Staff Recognition Awards

The 2022 annual UCC Staff Recognition Awards took place in December. This is an annual joint awards ceremony along with Learning & Teaching Awards and, for the first time in 2022, Campus Companies Staff Recognition Awards. These new awards were launched to recognise the valuable contribution which the staff of subsidiary companies operating on campus make to the UCC community. The winners included both individuals and teams and each recipient was presented with a glass plaque and certificate.

HR Systems

Updating our reporting capabilities to a modern cloud-based solution continues with the operational reporting tool called Insight. This body of work improves and modernises the HR system's technical infrastructure and enables HR to optimise its use and transform business practices using digital solutions. Furthermore, HR Information Systems working in partnership with IT Services are improving strategic reporting for staff data.

Research

The Higher Education Authority (HEA) this year announced the national roll-out of a UCC designed programme, called the **Odyssey programme**, that supports final-year PhD students and research staff to prepare for diverse careers in the higher education sector. The programme directly links with the Irish Government's **Impact 2030** which aims to improve career pathways into diverse sectors, so that researchers and doctoral graduates can maximise their impact in all types of organisations throughout Ireland and beyond, while realising their own potential.

The UCC Sanctuary Fellowship Scheme is providing financial support in the format of a start-up grant of €500 to cover required necessities, a laptop and monthly salary for at least six months to each of six Research Fellows. Each Fellow has been linked to a UCC mentor across all four Colleges who will act as a focal point to provide social and professional support on a peer-to-peer basis.

Our Place,
Our Footprint

Digitally Connected Campus

IT Services continued the delivery of UCC's strategic digital priorities this year through the **UCC Digital Master Plan**. These priorities include cyber security, digital skills and capabilities, data services and using artificial intelligence to automate and digitise administration services. IT Services have aligned their priorities to the Goals and Strategic Enablers of *UCC's Strategic Plan 2023–2028: Securing our Future.*

Digital Research Tools

IT Services have three projects underway in collaboration with UCC Research to transform the digital supports for research across UCC.

Research Information System: We have secured funding and commenced the procurement process for a new information system to simplify and automate research administration. Research Infrastructure: We have upgraded the open storage system CORA to a new cloud-hosted solution. Research Administration Programme: We have commenced the implementation of a solution to improve the research student journey and data management.

Pictured l-r: James Barry and Denis O'Connor, IT Services Network Team, deploying Wi-Fi access points.

Student Success

IT Services continued to deliver technology and supports to enhance the student journey and Universal Design. This year we launched Phase 2 of our new University Curriculum System digitising our programme lifecycle. We worked on a range of projects across the university to enhance student success including:

- ✓ a project to advance secure digital assessment;
- ✓ integration between the online learning platform (Canvas) and Library reading lists;
- ✓ UCC Compass self-evaluation tool for students;
- ✓ the enhancement of accessibility of our digital learning;
- ✓ improved integration between student systems, both on campus and in the cloud.

Global Engagement

We enhanced our data offerings this year to enhance international recruitment and supports for international students through a data programme of work including a suite of data dashboards to support the implementation of the Strategic Plan, University Leadership Team Metrics and UCC Fact Book. We implemented a continuous improvement approach following the academic cycle to optimise new reporting platforms and more visual reporting options. We partnered with the Office of Media & Communications to establish a new digital content platform, UCC TV, which hosts engaging and topical media content for local and global audiences.

Our Staff, Our Culture

IT Services works to enable the learning, teaching and other activities of the UCC community by using technology to connect them to the information and services they need. This year the Digital Advisory Centre (DAC) was established to digitally transform administration processes, and last year completed the transformation of 16 processes.

Digital skills and capabilities were embedded in staff induction and training for the first time. The new UCC Services Portal was rolled out this year to both UCC staff and students to enhance and streamline the delivery of services across UCC.

- ✓ 102 staff completed Office 365 Digital Badge;
- ✓ 414 staff attended DAC Learn Live Series;
- ✓ 144 new staff completed IT Orientation;
- ✓ 10,500 student IT tickets logged;
- ✓ 4,657 staff IT tickets logged.

Cyber Security

Our digital campus is now an important part of our lives and the lives of our students. Cyber-attacks pose a very serious and real threat to the safety of our community, with plenty of high-profile damaging attacks on universities in 2023. It is more important than ever that we train and empower our staff and our students on how to protect UCC from these attacks. IT Services and the IT Security Team are continuously working to secure our digital campus and delivered a number of dedicated initiatives this year.

These included Cyber Security Awareness Month, Cyber Security Awareness Training for Staff; completion of upgrades to the cloud of key business applications; and the continued rollout of secure Wi-Fi across campus.

- ✓ 1,178 staff completed cyber security awareness training;
- ✓ 89 cyber incidents recorded;
- ✓ 482 new Wi-Fi access points installed.

Capital Developments

UCC's capital development programme* continued this year with significant progress on several active projects. While the impact of the Covid-19 pandemic and other geopolitical issues has lessened, the construction sector still experiences challenges with respect to supply chain and resources. While construction inflation of 13.4% was experienced in 2021 and 11.5% in 2022, it fell to 2.4% for the first half of 2023, suggesting a return to more normal levels. Our capital programme is financed primarily through the European Investment Bank (EIB) loan facility which supports a €400 million programme. All projects align with UCC's strategic objectives and with the 2021 UCC Masterplan Review.

Cork University Business School
The RKD Architects-led design team continued to progress the design of the proposed Cork University Business School building with the planning application submitted in December 2022. Planning permission was granted in May 2023 and detailed design is ongoing, with a view to having the project tendered by building contractors in early 2024.

Kane Science Building
The application for €25 million support for the renovation of the Kane Science Building from the Higher Education Strategic Infrastructure Fund (Round 2) – HESIF II (the maximum grant amount) was secured in May.

George Boole House Retrofit
The renovation of George Boole House is ongoing, with the submission of the planning application. It is planned that works will commence by early 2024.

Tyndall National Institute Expansion
A decision on the planning permission for the development from An Bord Pleanála is pending. Detailed design has continued, with a view to seeking tenders once the statutory approvals have been received.

Cork University Clinical Medical School
Following above-budget tenders received in 2022, a review of the design of the Cork University Clinical Medical School on the Cork University Hospital campus was carried out. The review resulted in a minor re-design (planning permission etc not impacted) and a requirement to re-tender the project to building contractors. It is planned to re-tender the project in late 2023.

Enterprise Centre Deep Retrofit
UCC has a public sector target to reduce greenhouse gas (GHG) emissions by 51% by 2030 and to continue to improve the energy efficiency of public buildings from the 33% target in 2020 to 50% by 2030. The deep retrofit of the Enterprise Centre is the second phase of the HEA / SEAI Pathfinder programme (works to fabric and installation of a heat pump). Phase 1 works were completed successfully during the summer of 2023, with the remaining Phase 2 works to be completed during the summer of 2024.

Cork University Dental School and Hospital
We continue to seek support from the state to address the gap between the available budget and the estimated project cost for this development.

Mardyke Arena Squad Gym
Construction works on this low-embodied carbon pilot project commenced in September 2022 and were successfully completed in March 2023. The facility was formally opened by Minister Michael McGrath in July 2023, providing elite athletes and teams with world-class facilities.

Granary Theatre Extension and Refurbishment
Funding support is actively being sought for this extension and refurbishment project that will ensure accessible access for all to the building.

*The President's Annual Report 2022/2023 covers the period 01 October 2022 to 30 September 2023, inclusive. At the time of publication of this report, in May 2024, there had been a review of the capital programme by the Governing Authority and the Higher Education Authority, details of which will be included in The President's Annual Report 2023/2024.

Crow's Nest Development

The Crow's Nest development continued, with the purpose-built student accommodation element completed in March 2023, in time for summer 2023 lettings. This was formally opened in September prior to its occupation by students for the 2023/2024 academic year. The Student Health Centre and ground-floor café were occupied in July and August respectively.

Refurbishments, Backlog Maintenance and Climate Action Plan Works

The Buildings Office team was busy with necessary refurbishments, renovations, backlog maintenance and Climate Action Plan Roadmap works. Many of these projects were supported by the annual devolved grant funding from the HEA. These include:

- The new Agile working space was completed in Sheraton Court. This space is available for booking by staff on a hot-desking basis.

- A number of back-up generators were installed in strategic locations around campus to mitigate the risk of power cuts due to geo-political issues.

- 1 – 4 Brighton Villas were fully refurbished before being occupied by the new Student Mental Health and Wellbeing Hub.

- Renovation of Ard Pádraig commenced as soon as the Student Health staff moved to the new location in the Crow's Nest development.

- Building Management System (BMS) control upgrades, metering upgrades, lighting upgrades (external and internal), boiler upgrades, HVAC upgrades continued to be carried out to ensure our progress towards achieving our Climate Action Plan mandated targets of 51% GHG emissions reduction and energy efficiency improvement of 50% by 2030. As of the end of 2022, we have achieved 21% reduction in GHG emissions and a 45% improvement in our energy efficiency.

Securing a Sustainable Future

Associate Vice-President for Sustainability
In April, UCC appointed its first Associate Vice-President for Sustainability, Professor Brian Ó Gallachóir. Prof Ó Gallachóir is also the new director of UCC's Environmental Research Institute. This new post significantly enhances the university's capacity to drive sustainability across all elements of its activities, strengthening UCC's standing as the leading institution for sustainability in Ireland.

Sustainability and Climate Action
This year UCC was named 7th globally in the UI Green Metric ranking, 68th in the Times Higher Education Impact Ranking and the 'Most Sustainable Institution' worldwide at the International Green Gown Awards. In 2023, UCC's total waste tonnage was 40% lower than pre-pandemic levels. Printing has reduced from over 19 million pages per year in 2019 to just over 5 million in 2022. Scope 1 (emissions from sources that an organisation owns or controls directly) and Scope 2 (emissions that a company causes indirectly) carbon emissions have been reduced by 21%. In November, UCC launched a report and website outlining **The contribution of UCC Research to the United Nations Sustainable Development Goals**. Almost 500 researchers, across all 27 Schools, engaged with the mapping project, which found that over 5,000 SDG-related publications were produced over a three-year period.

SDSN Ireland
In February, the all-island **Sustainable Development Solutions Network (SDSN Ireland)** was officially launched at an event at NUI headquarters in Dublin. The Network, which is co-hosted by UCC and Queen's University Belfast, is a North–South cooperative focused on developing context-specific solutions and mobilising local action for the Sustainable Development Goals. The day also marked the first meeting of the Network's Leadership Council, which has membership from government, higher education, civil society, and the SDG Academy. Ambassador David Donoghue chairs its Executive Committee.

Sustainability and Climate Action Plan
In June, UCC's **Sustainability and Climate Action Plan 2023–2028** was launched by Minister for Finance Michael McGrath TD. The Plan replaces the university's Sustainability Strategy (2016) and supports UCC's *Strategic Plan 2023–2028*, in particular Goal 5: Our Place, Our Footprint. The plan includes 62 actions aimed at ensuring that UCC continues to be a globally leading institution for sustainability and minimises its impact on the environment. It also sets sector-leading targets for the university to be net zero across all scopes of emissions by 2040 and zero waste by 2030.

Single Use Plastics and Green Procurement
This year UCC made a bold statement by banning all disposable cups and plastic bottles from campus catering, restaurants, cafés and vending services in January. Working with colleagues in KSG Catering and the Student Centre, a deposit return scheme was implemented across campus. By October, the university had reduced the number of disposable cups going to landfill by over one million units. This is just one example of how UCC engages with service providers to improve our environmental impact. This is made possible thanks to our expertise in green procurement, embedding environmental considerations into all major contracts.

Decarbonisation
UCC continues to be sector-leading in its approach to energy management, continually reducing consumption though its ISO50001 programme and Saver Saves Scheme. In October, UCC won both the 'Energy Team of the Year' and 'Excellence in Energy Research' awards at the SEAI Annual Awards.

Green Campus Living Laboratory
In July a third round of funding for the **UCC Green Campus** Living Laboratory was announced. This initiative funds projects that support UCC's *Sustainability and Climate Action Plan*. One MSc and six demonstration projects were funded. The MSc will investigate the impact of UCC's no-mow policy on invertebrate diversity while the demonstration projects include, amongst others, one that will seek to green UCC's website.

Sustainability Research

UCC continues to demonstrate its leadership both in sustainability research excellence and in using that research to achieve significant societal impact. This year, three of UCC's research leaders in the Environmental Research Institute were the highest-cited academics globally in the areas of offshore wind energy, energy modelling and electro fuels. UCC recruited 30 new academics under the exciting **UCC Futures: Sustainability** initiative to lead out in new areas of sustainability research including sustainable business, clean energy futures and environmental law. Sustainability researchers secured over €20 million additional researching funding, including a prestigious European Research Council Consolidator Grant for research into child/youth climate justice.

In October, UCC was involved in the design and implementation of Ireland's first Children's and Young Persons' Citizens Assembly on biodiversity loss. UCC's Professor Brian Ó Gallachóir and Aoife Deane won the inaugural SFI Engaged Research Award in November for the multi-award-winning Dingle Peninsula 2030 rural energy transition project. In September ESB and Shannon Foynes Port announced support for collaborative research with UCC on floating offshore wind energy.

Equality, Diversity and Inclusion

Race Equality

In July UCC reaffirmed its commitment to challenging racism and embedding a culture of race equality by signing the HEA **Anti-Racism Principles for Irish Higher Education Institutions**. In doing so UCC commits to action across key areas including deepening anti-racism as part of the university's strategic priorities and fostering an intersectional and intercultural approach when developing anti-racism actions and policies. This year also saw the work of the UCC Race Equality Forum, established in 2019, progress to the next stage with the launch of the Race Equality Network (REN).

Gender Equality

In March 2023 UCC was awarded three new Athena SWAN Bronze Awards. The awards celebrate the advancement of gender equality at the School of Clinical Therapies, the School of Mathematical Sciences, and the School of Computer Science and Information Technology. Work is also advancing on the institutional Athena SWAN Silver application.

UCC has been an active partner on projects funded by the HEA **Gender Equality Enhancement Fund** this year, including the development of a pilot programme engaging men in building gender equality. The objective of the fund is to encourage innovative approaches to addressing gender equality across higher-education institutions. UCC continues to partner on the Preparing for Academic Advancement (PAA) programme which supports women who intend to apply for professorial posts or promotion to professor through workshops and coaching sessions. This year we supported three participants on the PAA programme and supplied three mentors.

LGBT+ Equality

UCC celebrated the second year as an official sponsor of the Cork LGBT+ Pride Festival in 2023 by hosting a series of events, beginning with a Pride Tea Party and ending with staff and students marching in the Cork Pride Parade. The theme of Cork Pride 2023 was '**30 Years On**', marking the 30th anniversary of the decriminalisation of homosexuality in Ireland.

In 2023 the Graduate Attributes Programme developed the **Proud Student Ally Network** and campaign, with the aim of educating and empowering everyone to become effective and proud allies to the LBGTQ+ community. There are now a range of resources and tools available to students to enable them to play an active role in making UCC a safe and supportive place for their LGBTQ+ peers.

Ending Sexual Violence and Harassment Framework

Since the launch of the **Ending Sexual Violence and Harassment Framework in Irish Higher Education Institutions** in 2019, UCC has advanced work in all four pillars of this initiative. This has included the highly successful Bystander Intervention Programme, which has been pioneered at UCC, and the roll-out of Active*Consent training for all students as part of orientation. Work has focused on the development of a Sexual Misconduct Policy and Procedure, incorporating extensive internal and external consultation.

The Bystander Intervention Programme for UCC students was developed to tackle issues of sexual and relationship violence through education. In February the staff/workplace programme was launched during Bystander Intervention Week 2023. UCC GAA were the first third level club to include bystander intervention training for members. The programme was extended this year to organisations and workplaces including the Irish Defence Forces and the Irish Medical Organisation.

Alumni and Development

This year saw a positive fundraising performance with €12.16 million raised against a target of €10 million. There were 359 donors (individuals, companies, trusts and foundations) compared with 271 last year. Altogether there were 1,427 gifts, with some donors giving more than one gift in the period and others donating in instalments. Many donors were retained and gave again, which is testimony to the quality of keeping donors appraised of the impact and value of their support. **The Philanthropy and Supporter Impact Report** 2021–22 and Benefactors' Lunch were augmented with bespoke stewardship activities. Lapsed donors also received e-copies of the Impact Report which was particularly welcomed by some old friends of the university.

The planning for a Fundraising Campaign continued this year and a number of cases for support have been developed. The application to the Canada Revenue Agency to become a registered charity outside Canada, enabling Canadian residents to make tax-efficient gifts to UCC, was successful. Cork University Foundation welcomed four new board members during the year.

€12.16 million

raised in fundraising this year, against a target of €10 million.

Culture of Philanthropy and Stakeholder Engagement

Two three-week direct mail/fónathons achieved a combined pledge total of €140,000 for the UCC Alumni Fund whilst the open-air concert *A Night on the Plaza*, delivered in partnership with Security Services and staff volunteers, raised all the funds to cover infrastructure costs plus €33,122 for *Cancer Research* @ UCC. The classes of Medicine (2012), Dental (2012), BA (1963), Engineering (1998) and the Golden Jubilee Reunion attendees made gifts to the Alumni Fund. The Christmas Wish e-video achieved 33,000 likes and shares around the world. The tale is of a mother and son walking through campus, knocking on the president's door. Gifts are exchanged. The honey is from our beehives and the lighted candle symbolises friendship. The tale represented community, philanthropy and climate action. There was a successful upgrade and migration of data for the alumni database, and in addition to the regular e-communications, reunions and events programmes, an evaluation was completed across all activities and the groundwork has been completed to deliver a step change in stakeholder engagement.

This year's Alumni Achievement awards recognised four inspirational individuals as Ross Frenett, Professor Noel Gill, Dr Maria Kelly and Audrey O'Flynn received awards.

Finance and Resources

Statement of Comprehensive Income - Consolidated View

	30/09/2023
	€'000
State Grants	89,013
Academic Fees	162,413
Research grants and contracts	119,112
Amortisation of state capital grants	9,461
Other operating income	51,313
Interest income	560
Investment income	535
Deferred funding for pensions	43,023
Donations and endowments	4,195
Total income	**479,625**
Staff and pension service costs	289,377
Other operating expenses	115,206
Pension and other interest expense	60,857
Depreciation	22,388
Total Expenditure	**487,828**
Surplus/(deficit) before other gains/losses	(8,203)
Profit on disposal of fixed assets	-
Profit on disposal of investments	250
Gain/(loss) on investments	(618)
Surplus/(deficit) before taxation	**(8,571)**

Statement of Comprehensive Income 2022/2023

The UCC group recorded a deficit of €8.57 million in the year ended 30 September 2023. The main reasons for the deficit were the impacts of:

- **Inflation** which drove an increase in all operating costs over almost all cost headings.

- **A slower increase in fees growth** at 1% versus a budgeted increase in fee income of 3%.

- The impact of **the rising interest rate** environment that evolved as part of the ECB drive to reduce the aforementioned inflation in the Eurozone.

- **The costs of ongoing pay restoration** in the public sector and a modest increase in headcount within the group.

- The impact of reduced physical presence by staff and students on commercial on-campus activities from the emergence of long-term impact of Covid-19 on the consumption of certain educational offerings, as remote working and online learning become engrained in the staff and student experience.

- **The delayed receipt of forecasted spin-out revenue**, forecasted in 2023, now expected in 2024.

- **The group subsidiaries** contributed positively to the overall group result though to a lesser degree than expected.

The university is implementing a comprehensive response plan to address the underlying structural issues that gave rise to the deficit in 2023. The objective of the response plan is to return a surplus position for the financial year to 30 September 2024, and position UCC to be financially sustainable thereafter. There are four pillars to the response plan: reduce non-payroll operating costs; manage the growth in payroll-related costs; grow academic fees and other operating income; increase the contribution from subsidiaries to the overall group results.

Total group income in 2022/2023 was €479.6 million compared with €452.6 million in 2021/2022 – an increase of €27 million (5.9%). State grants are higher by €8.78 million – the key drivers being increases in Recurrent Grant, Devolved Grant and national pay award agreement funding. Academic fee income increased by c. €2.2 million on last year's level to €162.4 million and is inclusive of 'free fees' of €46.9 million (29%) paid by the state, reflecting continuing growth in student recruitment. Research income at €119.1 million is 16.7% higher than previous year – reflecting recovery in research activity and expenditure post-Covid-19. Research activity increased in the research centres/institutes and income from EU projects increased which was driven by success in securing new European Research Council awards. Other operating income increased by €452k year on year. Net total expenditure in 2022/2023 was €487.8 million, up from €451.7 million in 2021/2022, increases across all main expenditure heads driven by higher inflation and national pay awards. As a result – year-end 2023 saw an overall group deficit of €8.57 million/earnings before interest, tax, depreciation and amortisation €9.1 million.

Statement of Financial Position

Statement of Financial Position Year ended 30 September 2023

	Consolidated	
	2023	**2022**
	€'000	**€'000**
Non-current Assets		
Fixed Assets	684,396	688,897
Intangible Assets	8,156	-
Heritage Assets	3,094-	2,936
Investments in subsidiaries	-	-
Investments	28,567	28,793
	724,213	**720,626**
Current Assets		
Inventory	500	632
Receivables	53,909	41,651
Investments	15,726	70,813
Cash at Bank	134,706	63,821
	204,841	**176,917**
Payables: Amounts falling due within one year	**(343,368)**	**(271,096)**
Net current liabilities	**(138,527)**	**(94,179)**
Total assets less current liabilities	**585,686**	**626,447**
Payables: Amounts falling due after one year	**(347,418)**	**(379,686)**
Retirement benefit liability	(1,383,565)	(1,388,310)
Retirement benefit receivable	1,380,403	1,385,226
Total net assets	**235,106**	**243,677**
Restricted reserve		
Income and expenditure - restricted reserve	25,079	23,447
Restricted reserve		
Income and expenditure - unrestricted reserve	210,027	220,230
Total	**235,106**	**243,677**

- **Reduction in net assets** of €8.57 million to €235.1 million.

- **Cash position €150.4 million at year-end** 2023 – is inclusive of fees paid in advance and payment in advance for Research and Capital Funding.

- **Bank borrowings reduced** in 2022/2023 by €1.9 million.

- **Year on year receivables have increased by €12.26 million, 29% higher than the previous year.** This increase is due to the variation, year on year, in the timing of the receipt of certain monies including the receipt of funding for pay awards post year-end.

- **Payables falling due within one year have increased from €271.1 million to €343.4 million, an increase of 25%.** The main reason for the increase is the timing of payments arising from certain research activities and the receipt of funding for pay awards post year-end. Trade creditors have reduced to €4.7 million, a reduction from €4.9 million at year-end 2022. This reduction is due to the timing of trade creditor payments near year-end and ongoing working capital operational efficiencies in-group payment processing procedures. Short-term bank borrowings have increased to €57.2 million from €8.7 million at year-end 2022. This increase was due to the accounting presentation of certain of the university loans at year-end 2023.

- **Statement of Financial Provision Unrestricted Reserves** include FA revaluation reserves €134 million, FRS102 related non-exchequer capital grants €101 million – offset by Revenue Reserves/Trust Fund and Cork University Foundation Reserves, totalling €15 million.

Subsidary Companies

Subsidiary Companies

An external review of UCC subsidiary companies (wholly owned university subsidiary companies to manage facilities on behalf of the university) was carried out to ensure the objectives of the subsidiaries are aligned with the university's strategic objectives. The implementation of the Code of Governance for Subsidiaries of Irish Universities continued.

This year **Campus Accommodation UCC** opened new purpose-built student accommodation at the Crow's Nest. This increased the overall number of beds managed by Campus Accommodation by 255 to 1,536 beds. **Student Services and Facilities** saw an increase in turnover in all areas, and footfall has recovered to pre-Covid levels. Student employment has increased, and staff numbers and hours have also returned to pre-Covid levels. **The Glucksman Art Gallery** won the prestigious European Art Museum Award and the gallery's excellence in curatorial practice, collections care and community impact were specifically recognised. A new purpose-built Elite Athlete and Team High Performance Strength & Conditioning Gym was opened in the **Mardyke Arena**.

255
student beds

at new purpose built "Crow's Nest" student accommodation.

Governance

Office of Corporate and Legal Affairs
This year the Office of Corporate and Legal Affairs (OCLA) embedded their new organisational structure resulting in a more agile and focused approach to service delivery, which saw significant added value provided to the university community.

Governing Authority
Ahead of the appointment of a new Governing Authority in November 2023, OCLA progressed the transition arrangements for the appointment of the new Governing Authority in line with the new legislation on the size and composition of the governing bodies in Irish universities, with ten of the nineteen positions filled to date.

Subsidiaries
Governance of UCC **subsidiary companies** was enhanced through the implementation of a new
Code of Governance and the recommendations of an external review of subsidiary companies.

914
legal matters
were managed by the legal team from 29 different areas of UCC.

Legal and Information Compliance
The Legal Team managed 914 legal matters from 29 different areas of UCC to support UCC's research mission through legal advice on contractual matters supporting new activities, commercialisation, and clinical research. Legal advice was also provided on a range of student matters including the Sexual Violence Policy and UCC's student discipline processes. The Information Compliance Team provided focused training across the university and dealt with:

- ✓ 5 Ombudsman complaints;
- ✓ 58 data protection impact assessments;
- ✓ 49 data breaches;
- ✓ 28 data erasure/access requests;
- ✓ 75 Freedom of Information requests.

A new Data Protection Impact Assessment screening tool was launched which enabled more streamlined compliance with data protection requirements for clinical researchers.

Enterprise Risk Management
Enterprise Risk Management (ERM) was embedded as part of the university's culture and day-to-day operations through the implementation of a dedicated ERM Helpdesk which enables a more client-friendly, agile and responsive service. Nine online training programmes were added, and a new Health and Safety audit system was developed.
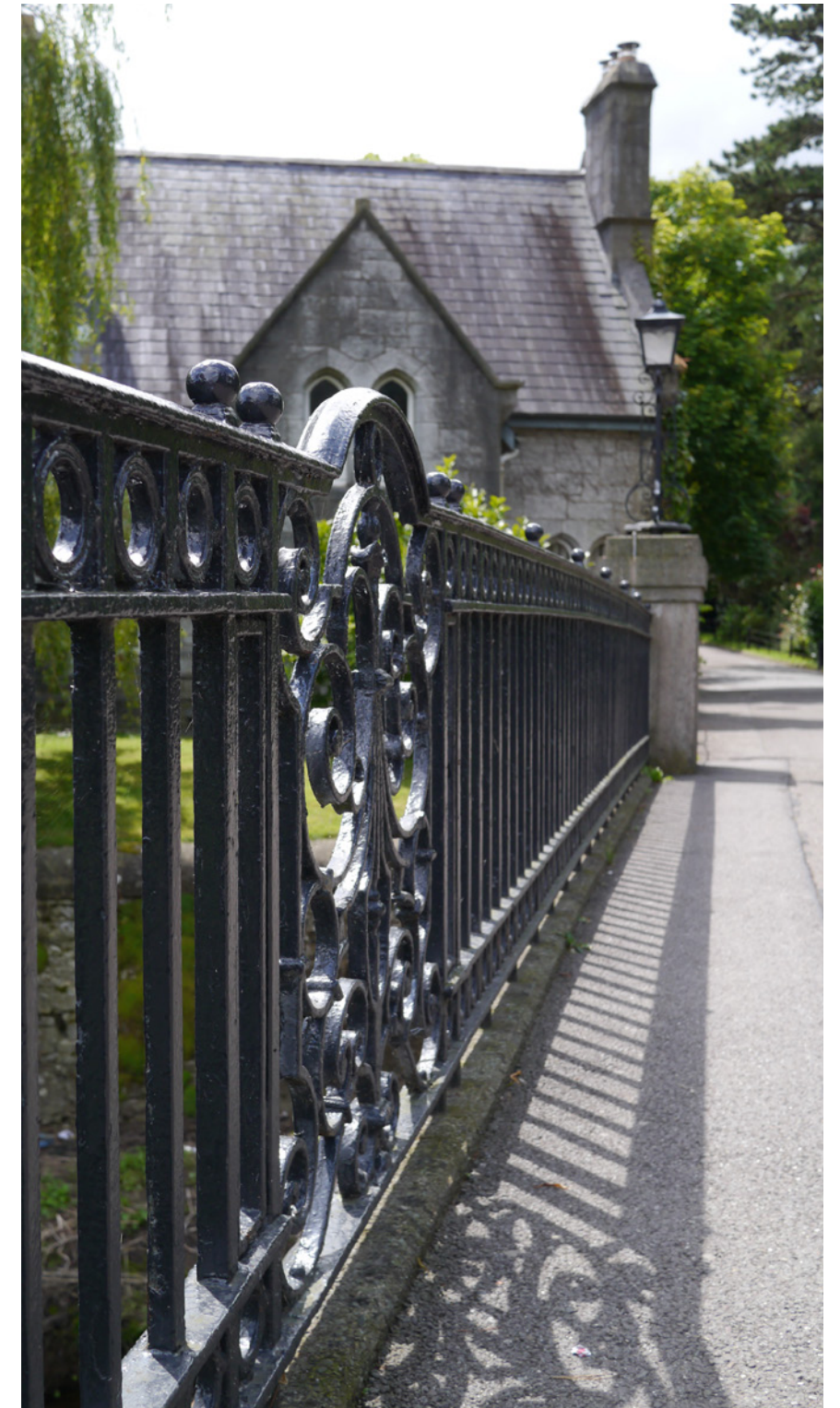
Membership of Governing Body
1 October 2022 - 30 September 2023

Chief Officer:
Professor John O'Halloran,
President

Chairperson:
Dr Catherine Day

Senior Officers:
Professor Stephen Byrne, Deputy President & Registrar

Professors/Associate Professors:
Professor Frédéric Adam
Professor Nuala Finnegan
Professor David Kerins
Professor Anita Maguire
Professor Barry O'Sullivan

Academic Staff:
(other than Professors/Associate Professors)
Michael Delargey
Dr Finola Doyle-O'Neill
Dr Angela Flynn
Dr Heather Laird
Dr Brian O'Flaherty

Staff:
(other than academic staff)
Sinead Hackett
Gary Hurley
JP Quinn

Students:
Asha Woodhouse, President, Students' Union
Colm Foley, President, Students' Union (from June 2023)
Sinead Roche, Deputy President, Students' Union
Alison O'Mahony, Deputy President, Students' Union
(from September 2023)
Dan Pierse, Postgraduate Officer, Students' Union (from
November 2022)

Nominees of External Organisations:
Dermot Breen (IBEC)
Colm Leen (Cork Chamber of Commerce)
John Fitzgibbons (Cork Education and Training Board)
Margaret Lane (Cork Opera House)

**Nominees of the Minister for Education
and Science:**
Professor Maeve Conrick
Rose McHugh
Bride Rosney
Vacant

Graduates:
Owen Dinneen
Michelle Healy
Jennifer O'Sullivan

Lord Mayor of Cork:
Councillor Deirdre Forde
Councillor Kieran McCarthy (from July 2023)

Mayor of the City & County of Waterford:
Councillor John O'Leary
Councillor Joe Conway (from July 2023)

Nominees of the National University of Ireland:
Dr Valerie Mannix Boyle
Dr Dermot O'Mahoney

**Nominees of the Councils of the
Administrative Counties of:**

Cork	Cllr Bernard Moynihan
Waterford City and County	Councillor Jason Murphy (Mayor of the Metropolitan District of Waterford) Councillor Jody Power (from July 2023)
Kerry	Cllr John Francis Flynn
Limerick	Vacant
Tipperary	Cork Cllr Michael Fitzgerald

Select Media Coverage

This year, media coverage analysis demonstrated the broad reach and engagement with the UCC Story, including 20,000 mentions in print, online and broadcast media and a 158bn reach of coverage. Some noteworthy international coverage we received during that period:

October 2022: The archives of the late Hollywood star Richard Harris were donated to UCC on the anniversary of his death. This was covered extensively in the media including by **The Guardian**, **The Irish Times**, **Hot Press Magazine**, **Irish Examiner** and **RTÉ News**.

November 2022: A study of Long Covid from APC Microbiome Ireland, led by Professor Liam O'Mahony and published in the journal *Allergy*, was featured in **BBC News**.

December 2022: Plans by UCC to return ancient artefacts to Egypt following discussions with the Egyptian and Irish governments and the National Museum of Ireland received coverage in **The Telegraph**, **BBC News**, **Irish Central**, and the **Arab Herald**.

January 2023: Researchers at UCC, led by Professor Emma Wallace from the Department of General Practice, published research on the risk of adverse drug reactions in older patients in the *British Journal of General Practice*. This received coverage in **The Guardian**, **The Evening Standard** and **The Daily Mail Online**.

February 2023: The launch of UCC's new Strategic Plan *Securing ur Future* received national media coverage and was featured on **RTÉ News**.

March 2023: An article in **The Los Angeles Times** on social wellness activities featured the work of Mike Murphy, School of Applied Psychology.

March 2023: Research on the role of gut microbes in mental health regulation led by Professor John Cryan, Vice-President for Research and Innovation, previously published in *Physiological Review*, featured in an article by **The Guardian** on drugs that nurture your microbiome.

April 2023: New research by UCC and German scientists, including Professor John Morrissey from the School of Microbiology, has uncovered the origins of lager beer. This novel research was published in *FEMS Yeast Research* and was covered extensively in the media including in **The Daily Mail Online**, **The Telegraph**, and **The Times UK**.

October 2023: The graduation of Munster Rugby's John Hodnett, a Quercus Scholar, with a degree in sports studies and physical education, was featured in the *Irish Examiner* on 21 October.

John Hodnett, Munster and UCC Rugby, with his parents Dan and Margo, Michèle Power, Quercus Talented Students' Programme Manager and Professor John O'Halloran, President of UCC. Irish Examiner, 21 October 2023.

UCC At A Glance

7,233
Graduations

TOP 1.1%
of Universities
In The World

20%
of UCC Students
use Access
Pathways

€119.1m
Direct Research
Income

7th most
Sustainable
University
in the World

€479.6m
Total Annual
Income

3,531
Academic,
Research and
Administrative Staff

4,378
International
Students from 126
Countries worldwide

24,386
Registered
Students

17,206
Undergraduate
Students

7,180
Postgraduate
Students

119
Societies

26%
of Academic
Staff from
Overseas

1,689
Adult and
Continuing
Education
Students

210,000+
Alumni
Worldwide

45
Clubs