



OLLSCOIL NA GAILLIMHÉ  
UNIVERSITY OF GALWAY



**Executive Dean of the College of  
Business, Public Policy & Law  
(Established Professor)**

**Ref: 010717**

Information & Application Booklet



University  
of Galway.ie



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University of Galway

## Call for Applications

Applications are invited for the following post:

### **Executive Dean of the College of Business, Public Policy & Law**

#### **Established Professor**

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The challenges of our time demand leadership and vision.

That was the case too back in 1845, at the height of the Great Irish Famine, when our university was founded at a time of profound social and ecological challenge. 179 years later, we continue to build upon a long tradition of scholarship and discovery that confronts the problems of our time and serves the public good, empowering our people, city and region to prosper.

Today, the University of Galway community comprises 19,700 students, 18% of whom are international students from over 122 countries. The University employs over 2,500 staff, 27% of which are international staff. With over 135,000 alumni and research collaborations with approximately 5,015 institutes in 178 countries globally. Our international reach and impact are significant and growing.

The College of Business, Public Policy & Law, comprising of J.E Cairnes School of Business and Economics, School of Law, and Shannon College of Hotel Management, has undergone transformative growth in recent years through new programmes, partnerships and cutting-edge research. This research feeds back into engaging teaching programmes across each of the three Schools, designed to equip graduates with the skills needed to shape the future and address contemporary societal challenges.

Globally accredited by AMBA and AACSB International, J.E. Cairnes School of Business and Economics has brought in €12.6m in research funding in the last six years through its five disciplines and range of research centres. The College's School of Law has similarly been recognised as a leader in its field, ranking number one in the country (Dye and Durham Irish Law Awards 2024), and top 150 in the QS World University Rankings. Shannon College of Hotel Management is distinctive as the only dedicated hotel management college in Ireland, with a rate of 100% employment among graduates on graduation day.



Guided by our commitment to the public good and UN Sustainable Development Goals, our academic staff are at the forefront of critical thinking and innovation in both commercial and public policy arenas.

### *Research within the College*

Research excellence permeates the College and each of its Schools.

The J.E. Cairnes School of Business & Economics is focused on generating high-quality research output and impact that seeks to identify solutions to and inform decisions about the grand challenges facing business and society leaders, public policy makers, and citizens in our region, nationally and internationally. The School has three areas of distinctiveness in research: Environment and Marine; Health and Ageing; and Digital Responsibility.

The School of Law is dedicated to empowering members to attain excellence in their research. The School aims to develop and maintain a high-quality research profile in emerging domains beyond our traditional focal points. Embracing a broad spectrum of disciplinary and methodological approaches, the School perceives research to be a catalyst that can enrich the intellectual landscape of our university community and broader society, by creating impact on scholarly discourse and societal advancement. In addition to research conducted by individuals, the School is proud to be home to our world renowned research centres - the Irish Centre for Human Rights, the Centre for Disability Law and Policy and the Centre for Housing Law, Rights and Policy along with its recently established Centre for Study of Law, Religion & Society and dynamic research clusters in Crime, Punishment and Rights; Private and Commercial Law; Technology and Rights; Equality, Rights and Social Inclusion and Transitional Justice and Peace Building.

Research at Shannon College of Hotel Management focuses on the challenges faced by the Global Hotel Industry. Research areas include ERASMUS+ projects on Green Leadership for Hotel Managers and Green Agritainment: VET strategies for Edutainment in European Agritourism, as well as Digital Transformation in Hotels.

#### **Further information:**

Candidates can obtain further information, in the strictest confidence, by contacting:

**Josephine Hynes**, Director of Human Resources, University of Galway

[josephine.hynes@universityofgalway.ie](mailto:josephine.hynes@universityofgalway.ie)

+353 (0)91 493544

<https://universityofgalway.ie/cbppldean/>



**Salary:** €140,068 to €177,079 per annum applicable to new entrants effective from January 2011)

This appointment will be made on the Established professor scale in line with current Government pay policy and in accordance with the terms and conditions of the University's Remuneration policy. [QA321-Updated-PP-Remuneration.pdf \(universityofgalway.ie\)](#)

**Duration of Term:** The Executive Dean of College is a fixed term appointment for four years in the first instance, with the option for a further term of four years, while the post of Established Professor is a permanent appointment.

**Closing date for applications:**

Closing date for receipt of applications is 5pm on 5<sup>th</sup> December 2024.

It will not be possible to consider applications received after the closing date.

**How to apply:**

For more information and application form please see website:

[www.universityofgalway.ie/cbppldean/](http://www.universityofgalway.ie/cbppldean/)

[www.universityofgalway.ie/about-us/jobs](http://www.universityofgalway.ie/about-us/jobs)

Please see further information on how to apply here: [E-Recruit - University of Galway](#) and [Guidelines for On-line Applications \(universityofgalway.ie\)](#)

Applications should be submitted online.

**Please note:**

Appointments to posts advertised will be dependent upon the terms of the employment control framework for the higher education sector.

At University of Galway, we celebrate diversity and inclusion. We believe that every candidate can bring unique perspectives, talents and approaches to our university community. We actively encourage applications from all backgrounds, regardless of race, religion, ethnicity, gender, family status, civil status, membership of the Traveller community, sexual orientation, disability or age. We value flexibility and recognise that a work-life balance is essential. Our commitment to inclusivity extends beyond recruitment as we foster a friendly and supportive work environment, where all work styles are valued and respected. Join us in shaping a workplace that thrives on diversity, inclusion, creativity and collaboration. We welcome all applicants to inform us confidentially if you may require any special accommodations in order to participate fully in the recruitment process.



## **Job Description**

### **Executive Dean of the College of Business, Public Policy & Law**

#### **Established Professor**

#### **Purpose of the Role:**

University of Galway seeks to appoint an Executive Dean of the College of Business, Public Policy & Law. As a member of the University's Management Team, this is a key strategic leadership position with management responsibility at University level and for the College of Business, Public Policy & Law.

#### **College of Business, Public Policy & Law**

The College consists of three Schools:

- J.E. Cairnes School of Business & Economics
- School of Law
- Shannon College of Hotel Management

The role of Executive Dean of College is a critical one in shaping the academic direction of the University and delivering on research and teaching strategies.

The new appointee will be Dean for a four-year period, in the first instance. The successful appointee will be a scholar of professorial standing and will be appointed to an Established Professorship in one of the disciplines within the College, at the end of their term.

We seek to appoint a forward-looking and highly committed individual who combines strong academic and research credentials with a proven track record of strategic leadership, collaborative engagement, and change management.

Appointed at Established Professor level, the successful candidate is expected to be of professorial standing in a discipline of relevance to the College of Business, Public Policy & Law at University of Galway.

The role of the Executive Dean is to provide inspirational, collaborative, innovative and enterprising academic leadership and to develop the College to ensure that it achieves the highest academic standards and supports the achievement of the University's mission, vision and strategic objectives.

The successful candidate will be required to contribute effectively as a member of the University Management Team in the management and leadership of the University





ensuring the strategic development, performance and corporate management of University of Galway, in line with our strategic plan.

This is a major leadership role within the University with clear responsibility for promoting the quality of research, teaching and societal impact within the College, combined with accountability for ensuring that it achieves its academic and financial objectives.

Building on current success, the appointee will be expected to develop a strategy for growth in research and teaching excellence within the College, aligned with the University's ambitious vision <https://www.universityofgalway.ie/strategy2025/>. The current strategic plan is built on a foundation of core values that define our purpose and priorities. These values are a statement of intent to the world. The university champions core values of **respect, openness, sustainability and excellence**.

The Executive Dean will be required to manage the continuing development of the operational structures, processes and procedures for the College, as well as leading the setting of targets across all areas of the College's activity.

Demonstrated qualities of academic leadership, strategic thinking, collaborative engagement, change management, and staff mentorship are required for the post. The capacity to build relationships not only within the College, but also with other colleges and across the University will be vital to the success of the new Executive Dean.

In addition, the Executive Dean will be expected to foster constructive relationships with stakeholders in the field externally, as well as with other stakeholders.

This is an exciting opportunity for a scholar to lead the development of a large College in the University. It will appeal to those with vision, with a highly developed intellectual and creative capacity and pronounced ability to inspire, develop and engage the community of scholars and students with whom they will work.

### **Key Responsibilities**

As a member of the University's Management Team, the role of Executive Dean is a key position with management responsibility at University level and for the College of Business Public Policy & Law. The role of Executive Dean of College is a critical one in shaping the academic direction of the University and delivering on ambitious research and teaching strategies. The successful applicant will be required to lead an ambitious strategy in the context of the University strategy, and the College strategy, and give strategic direction to the College's teaching, research and outreach activities, as delivered



in its three schools and affiliated research institute. The successful candidate will be expected to provide evidence of a significant track record of achievement, collegiality and leadership, and to demonstrate excellence in the following areas:

### **Academic Leadership**

As a member of the University Management Team, working under the direction of the President, an Executive Dean is required to:

- Lead the development of the academic mission of the University as the central thrust of the University's Strategic Plan.
- Provide strategic foresight, risk and opportunity analysis as part of the strategy development process of the University.
- Lead the implementation of academic strategy at College level through unified academic planning, including overseeing, reviewing and monitoring annual Operational Plans at College, School and Research Institute level.
- Implement strategic initiatives to attain national and international recognition for the academic mission of the University.
- Lead initiatives across Colleges, Schools and Research Institutes to enhance the experience of staff, students and alumni.
- Respond in a timely fashion to emerging challenges, including budgetary, student intake and retention, and quality issues.
- Develop strategic and operational partnerships with other academic institutions and service providers, with a view to delivering the University's academic mandate in a more cost effective and accessible way.
- Ensure the timely production and implementation of College, School, Discipline, Research Institute and Centre Plans within the framework of the University's Strategic and Academic Plans with due regard to the resources available or likely to become available.
- Lead the implementation of the College Strategy.
- Contribute to the development and implementation of the University's Strategic and Academic Plans.
- Ensure, with the other Executive Deans, inter-College cooperation and development in teaching, including inter-College programme development, and research

### **Research, Innovation & Impact**

- Working with the Vice President: Research and Innovation and the University Management Team, contribute to the development of the University's Research and Innovation Strategy.
- Ensure that the Research and Innovation Strategies of the Colleges and their Institutes are aligned with the University's Research and Innovation Strategy.
- Foster collaboration in Research and Innovation across the Colleges, Schools and Research Institutes of the University and with national and international





stakeholders.

- Ensure that the College is optimally placed to avail of national and international funding opportunities.
- Ensure a focus on the outcomes of research activity across the College.
- Ensure that the College's Research and Innovation Strategy encompasses the research activity of a large cohort of the active researchers in the College as possible.
- Work to ensure that all academic staff are research active and contribute to the University's research profile.
- Set targets for all aspects of the College's research performance and benchmark that performance and its impact against that of other universities in Ireland and selected overseas universities.

### **Teaching and Learning**

- Provide leadership in the development, improvement and quality assessment of academic programmes, with particular focus on their structure, delivery and assessment.
- Ensure that the Learning, Teaching and Assessment processes across the College are of the highest standard.
- Encourage the development of strategic initiatives in Learning, Teaching and Assessment, within and across Colleges and Schools.
- Oversee the development of a strategy for building the capability for new Learning and Teaching delivery platforms, especially on-line and blended learning platforms.
- Implement, at College level, the University's graduate education strategy.
- Develop strategies for Lifelong Learning programme provision and oversee the management of their delivery at College level.
- Develop and support a student experience in the College consistent with the University's mission.
- Set targets for all aspects of the College's Learning and Teaching performance and benchmark performance against that of other Colleges in Ireland and selected overseas universities.

### **International reputation and reach**

- Develop a long-term College strategy for enhancing the University's international reputation and reach and a multi-annual execution plan, aligned to the University's internationalisation strategy.
- Monitor and review the College multi-annual plan in that regard and progress towards its achievement.
- Benchmark the College's strategy in that regard and progress towards its achievement against that of other universities in Ireland and selected overseas universities.



### **Representational Role**

- Represent the University externally as requested by the President.
- Represent the College within the University and externally.

### **Human Resources**

- Represent the President, as required, on Boards of Assessors and Promotional Boards for staff in the College, particularly academic staff.
- Actively recruit and retain the best talent to contribute to the University's mission in research, innovation and impact, in teaching and learning, to contribute to the world and for the world.
- Promote staff development in conjunction with the relevant offices and services of the University.
- In consultation with HR, ensure compliance with legislation and University and national policies with respect to human resources.
- Serve on Probation Supervisory Boards and Probations Boards as required, particularly in respect of academic staff.

### **Resource Management**

(For the purpose of resource allocation, a College comprises the schools, disciplines, programmes, and research institutes and centres, attached to it for that purpose)

- Support the development of the University and the College through appropriate and responsible income generation, resource allocation and budgetary planning consistent with the mission, strategy and needs of the University.
- As a member of University Management Team, plan, manage and monitor the allocation of academic resources across the University consistent with the mission, strategy and needs of the University.
- Plan, manage and monitor the allocation of academic, technical and administrative staff in the Colleges, Schools and Research Institutes.
- Plan, manage and monitor the allocation of physical resources for the Colleges, Schools and Research Institutes.
- Allocate available resources, budgetary, human and physical, to align with and support the objectives of the University Strategic Plan.

### **Other**

- Such other duties as may be assigned by the President.

Note: The list of duties specified above is not intended to be exclusive or restrictive; duties may be added or withdrawn but any such alteration will take place after consultation with the appointee.



## Selection Criteria

### Person Specification

Applications will be judged solely against the criteria set out below. Applicants should ensure that their application clearly demonstrates that their skills and experience meet these criteria.

#### Essential Criteria:

- A PhD (or equivalent earned qualification) in a relevant field.
- Demonstrable dynamic leadership qualities at national and international levels, including demonstrable experience of working to instil a collegiate approach both within their discipline / school and university, including proven change management skills.
- Evidence of leadership in the development, improvement and quality assessment of academic programmes, with particular focus on their structure, delivery and assessment.
- Evidence of leadership in staff development in conjunction with the relevant offices and services of a university.
- Demonstrable experience of strategy development and implementation.
- Experience of managing large, multi-million-euro budgets.
- Evidence of leadership in gender equality and the broader equality, diversity and inclusion agenda.
- Excellent interpersonal and communication skills appropriate to the leadership role. Demonstrated capacity to build relationships and to work with other stakeholders in a university setting.
- A strong research profile and strong research and publication record (Recent publications in well regarded peer-reviewed international journals and/or other publications).
- A track record of securing and/or facilitating the securing of major research funding (as defined in the context of the field). Evidence of developing new and significant research initiatives.
- Significant experience of engagement with external bodies including professional bodies, business and/or public policy stakeholders. A record of, or interest in, the nurturing of partnership within civic and community groups.
- Evidence of leadership in the core values of the university – Respect, Openness, Sustainability and Excellence.

#### Desirable Criteria:

- Experience of collaboration and mentoring, with a particular focus on professional development for postdoctoral and early career academics.



- A record of innovative curriculum design and teaching at undergraduate level and postgraduate level.
- Evidence of an international research network and record of taking international initiatives, including leading academic organisations, editing journals and/or organising national/international conferences.
- A record of service and leadership in national/international professional disciplinary associations.
- Should show understanding of the full range of disciplinary, methodological, professional and theoretical approaches represented within the College.

Shortlisted candidates will be asked to make a presentation to members of the College on their vision and plans for the College prior to interview.

The successful applicant will be required to participate in a relevant senior leadership programme to further develop their leadership development capabilities.



## **ROLE AND REPORTING RELATIONSHIPS FOR EXECUTIVE DEANS**

### **Role**

As a member of the University's Management Team, the role of Executive Dean is a key strategic leadership position with management responsibility at University level and at College level.

As Executive Officer of the College, a Dean has responsibility to provide academic leadership to the College. In discharging this role, the Dean will work, in particular, with the College Executive Board, Heads of Schools, Heads of Disciplines, Programme Directors and Directors of Research Institutes and Centres within the College. The Dean and the members of the College play a leadership role in developing and enhancing the programmes of the College, in promoting excellence in teaching and research and in promoting the academic welfare of students.

### **Reporting Relationships**

- The Dean is responsible to the President for the academic and administrative affairs of the College.
- Heads of Schools, Disciplines, Institutes and Centres, Vice Deans and Programme Directors within the College are responsible to the Dean in matters associated with academic administration and resource management.
- The Dean is responsible for the academic leadership of the College. The Dean also has the authority to implement the academic, administrative and resource-management policies of the College, in consultation with the College Executive.



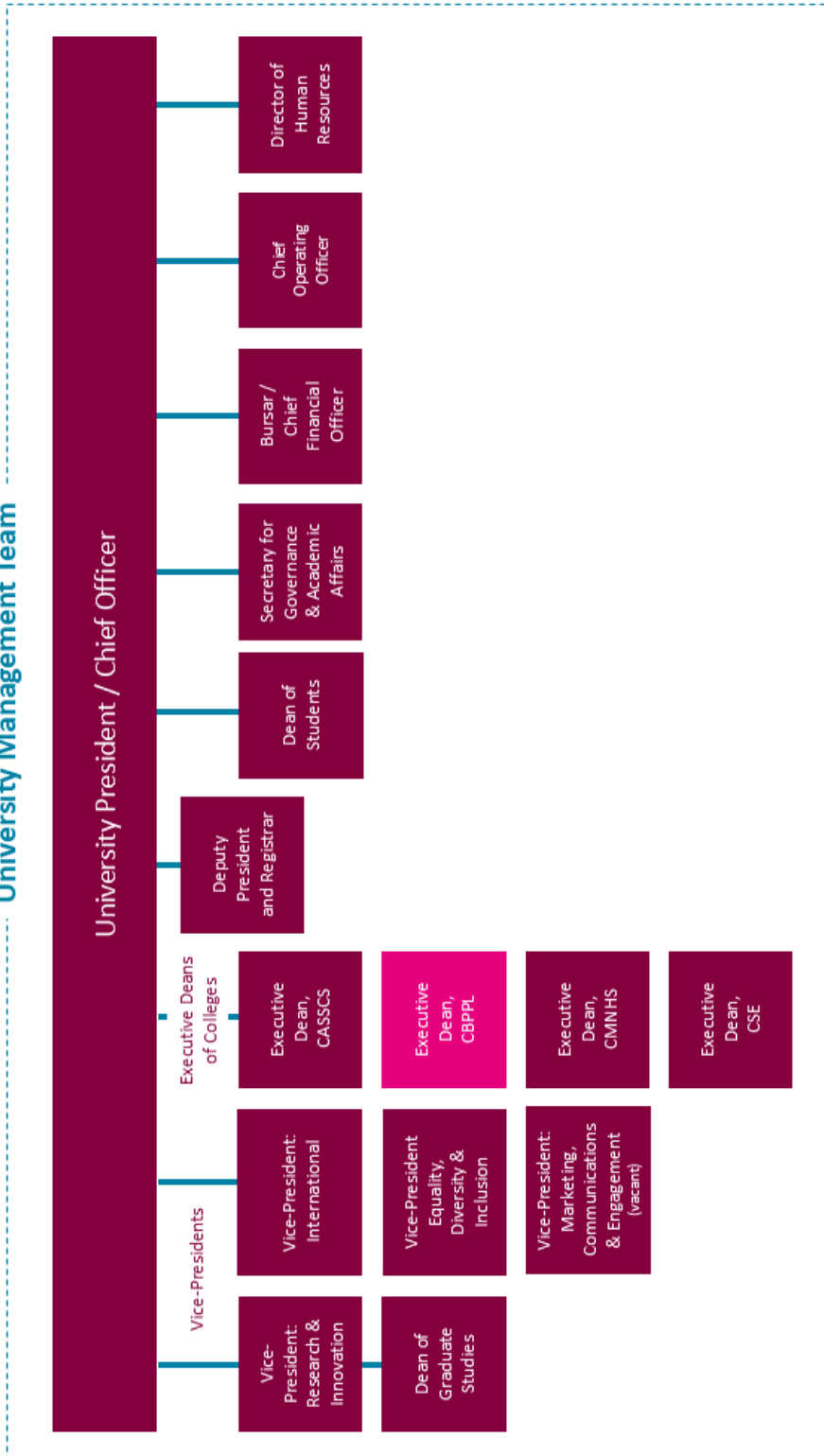
## Competency Framework for Established Professor Roles at University of Galway

Academic Excellence	Leadership Excellence	Organisational Excellence
<p><b>Excellence in Research</b> <i>The Established Professor is a leader in their field and makes a leading contribution to the direction and development of their discipline and body of knowledge through planning and leading sustained research of an exceptional quality, with publication in leading international journals and conferences and in peer-reviewed book chapters, books from leading publishers, as appropriate to discipline. They lead others to make the most effective contribution to their discipline and encourage cross-discipline research collaboration.</i></p>	<p><b>Personal Effectiveness</b> <i>The Established Professor is passionate and enthusiastic about the discipline/school and is committed to making their best personal contribution through employing exceptional planning and organising, communication and decision-making skills to achieve ambitious goals for their discipline/school and to meet the changing demands of the Professorship role.</i></p>	<p><b>Thinking Strategically</b> <i>The Established Professor is responsible for taking a leading role in developing and implementing a strategic approach to the development of the discipline/school. They are aware of the wider environment, have the ability to think strategically and to devise and implement changes in line with their strategy. They should show leadership and support to the implementation and ongoing strategic development within their discipline, school, college.</i></p>
<p><b>Excellence in Teaching</b> <i>The Established Professor oversees the development of, and participates in, delivering teaching programmes which engage and inspire students at all levels and ensures a strong focus on quality teaching and on the continuous review and development of teaching skills and methodologies in the discipline. This would also include substantive and successful innovations in curriculum design and delivery, leadership roles in the initiation and completion of major teaching and learning innovations, with significant impact recognised internationally.</i></p>	<p><b>Leading and Managing Others</b> <i>The Established Professor will show exceptional commitment for the delivery of the work programme by getting the best out of others. They ensure that exceptional administrative procedures are in place, that work is organised fairly, that there is a highly engaged work environment, and that time is given generously to developing staff. The Established Professor should show exceptional commitment to recruitment, outreach activities through sustained commitment to leadership, including transformational initiatives for students, as well as activities that advance international best practice.</i></p>	<p><b>Collegiate and Community Contribution</b> <i>The Established Professor will demonstrate exceptional and sustained achievement in enhancing the university community, delivering transformation results that advance international best practice and support the achievement of international recognition. They value and work to instil a collegiate approach not only within their discipline / school and the University, but across the wider external community. They will show exceptional and sustained commitment to enhancing the University community,</i></p>





## University Management Team



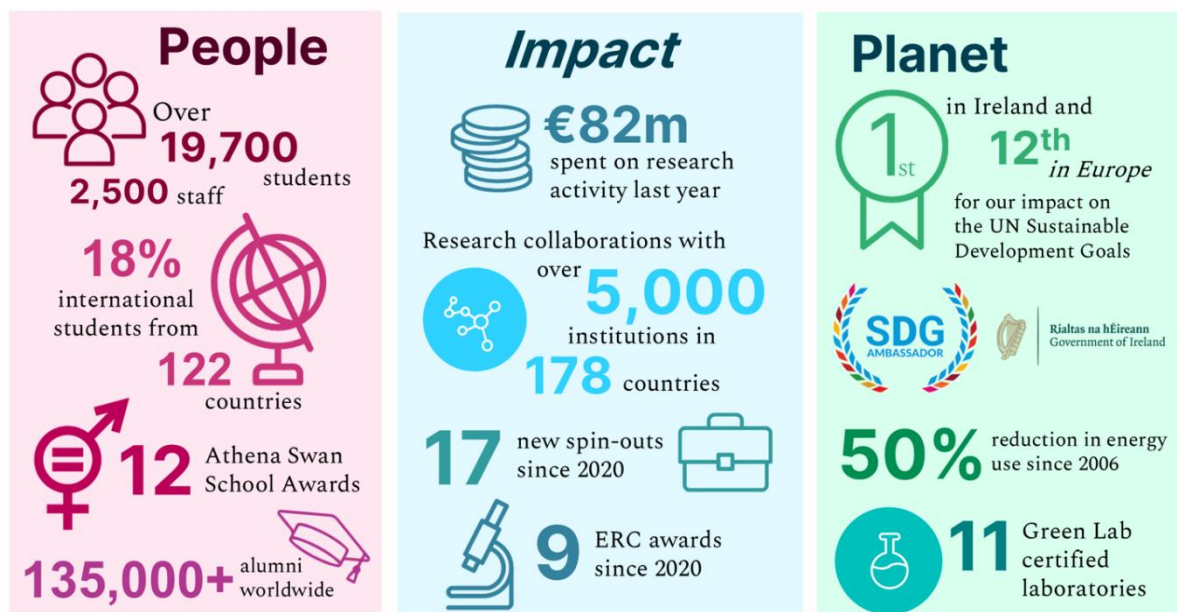


Ollscoil na Gaillimhe

University of Galway

## PROFILE OF THE UNIVERSITY

### The University at a Glance:



### The University Management Team

The University Management Team (UMT) is responsible for the executive day-to-day management of the University. UMT is led by the President who is the Head and Chief Officer of the University. Our current Interim University President, Professor Peter McHugh, was appointed in 2024. You can read more about him at:

[www.universityofgalway.ie/president](http://www.universityofgalway.ie/president)

Acting under the President, the members of the University Management Team (UMT) each have specific leadership responsibilities for delivery of the University's objectives in education, research and management of the organisation. You can see the full UMT membership in the organisational chart above.

Find out more about the University's Governance and Management structures at:

[www.universityofgalway.ie/governance/the-kube-the-governance-hub](http://www.universityofgalway.ie/governance/the-kube-the-governance-hub)



## Colleges and Schools

The University has four Colleges:

- College of Arts, Social Sciences & Celtic Studies
- College of Business, Public Policy & Law
- College of Medicine, Nursing & Health Sciences
- College of Science & Engineering

Each of the Colleges is led by an Executive Dean. Within each College, decisions are taken by College Boards, chaired by the Executive Dean, and including the Heads of each School in the College.

For more information on Colleges, Schools and Disciplines, visit:

[www.universityofgalway.ie/colleges-and-schools](http://www.universityofgalway.ie/colleges-and-schools)

### College

College of Arts, Social Sciences & Celtic Studies

### Schools

School of Political Science & Sociology  
School of Psychology  
School of Education  
School of Geography, Archaeology & Irish Studies  
School of English & Creative Arts  
School of History & Philosophy  
School of Languages, Literatures, & Cultures

College of Business, Public Policy & Law

J.E. Cairnes School of Business & Economics  
School of Law  
Shannon College of Hotel Management

College of Medicine, Nursing & Health Sciences

School of Health Sciences  
School of Medicine  
School of Nursing & Midwifery

College of Science & Engineering

School of Biological & Chemical Sciences  
School of Computer Science  
School of Engineering  
School of Mathematical & Statistical Sciences  
School of Natural Sciences



# Shared *vision*, shaped by *values*

Strategic Plan 2020–2025



## Strategic Plan 2020-2025

In January 2020, following widespread consultation, the University published *Shared Vision, Shaped by Values*, the University's strategic plan for the period 2020-2025. It is structured around four core values debated and defined by the University community: Respect, Openness, Sustainability and Excellence. Over 50 Flagship Actions for implementing the strategy are articulated under each value. A further section entitled 'Building for the Future' articulated the University's plans for campus development in the years ahead.

- **Strategic Plan:** You can read the strategic plan at: [www.universityofgalway.ie/strategy2025](http://www.universityofgalway.ie/strategy2025)
- **Halfway Progress Report:** In December 2022, the University published a halfway report on our progress towards strategy implementation. You can read the report (internal access only) at: <https://nuigalwayie.sharepoint.com/sites/UniversityStrategy-HalfwayReport>. Or request a copy from the Director of Human Resources.

We are currently at the final stages of developing our next Strategic Plan 2025-2030, building on our core values, and with a renewed focus on our **core mission of teaching, learning, research and innovation that are both excellent and impactful**. The incoming Dean will play an important role in achieving our strategic priorities for research and innovation, delivering landmark initiatives, and developing our research functions, systems and infrastructure to enable success in the years ahead.



## Academic Programmes

The University provides teaching through four Colleges and 18 Schools up to PhD level, for primary and postgraduate Degrees and for a wide variety of Diplomas, Certificates and, more recently, Micro-credentials. 68 separate programmes of study are offered for undergraduate students, with over 190 taught programmes at postgraduate level and over 90 structured postgraduate research programmes. The University also provides a programme of Adult Learning and Professional Development and conducts a number of Summer Schools.

The University has displayed considerable dynamism in the development of programmes to meet the evolving needs of society. Supported by funding from the Human Capital Initiative, our *Designing Futures* programme is transforming how our students learn and develop skills, through success coaching, transdisciplinary modules and our IdeasLab and Empathy Lab programmes. The University is also playing a key role in the delivery of the HCI Multicampus *Micro-credentials* project, which aims to develop a series of micro-credentials across the IUA Universities, and which will provide upskilling and reskilling opportunities to those in employment and those seeking to enhance their employability. Meanwhile, through our membership of the *ENLIGHT network* of European universities, we are developing greater opportunities for student mobility and cross-border collaboration on academic programmes and research.

## Student Body

The total student body, including part-time learners, comprises over 20,000 students, over 25% of whom are studying at postgraduate level.

Over 18% of our students were from outside the island of Ireland, coming to study in Galway from over 122 different countries worldwide. Through the Global Galway project, we are seeking to grow our international diversity further through a greater focus on international recruitment, mobility and partnerships.

## Research

University of Galway is a globally focused research-intensive university. We recognise that research areas are neither standalone nor static. The problems of the world are not solved from just one perspective. With our knowledge of global challenges, national policy and regional needs our research areas enable an interdisciplinarity approach and impact.

Our research community achieved over €110m in EU research funding during the 2014-2020 programme period. We are now firmly focused on the 2021-2027 programme cycle, with ambitions to achieve in excess of €150m of EU research funding, including Horizon Europe. In 2023, the University had a record €82m annual spend in research, across a breadth of research areas. Engaging with our partners locally, nationally and worldwide, our current



university strategy (Strategic Plan 2020-2025) invites ambition in research that underpins the following areas:

- Enhancing policy and society
- Enriching creativity and culture
- Improving health and wellbeing
- Realising potential through data and enabling technologies
- Sustaining our planet and people

These areas are aligned to the work of our Research Institutes, including:

- Data Science Institute
- Ryan Institute for advancing sustainability and innovation
- Institute for Lifecourse and Society
- Institute for Creativity
- Institute for Clinical Trials
- Institute for Health Discovery and Innovation (launched in October 2024).

For more information on our research institutes, centres and units, visit:

[www.universityofgalway.ie/our-research/listings/research-centres-institutes-and-units.html](http://www.universityofgalway.ie/our-research/listings/research-centres-institutes-and-units.html)

## **Staff**

The University employs approximately 2,500 staff, including full-time and part-time, which includes approximately 1,000 academic staff.

Human Resource issues are managed within the Human Resources Office, under the direction of the Director of Human Resources. In 2023, a new Hybrid Working Policy was launched to facilitate more flexible working arrangements in a post-Covid environment.

## **Finances**

The University is its own financial authority and has an annual income of over €350m, including contract research income of over €70m. The sources of income are Student Fees (approx. 40%), State Grants and Pension funding (approx. 30%), Research Income (20%) and Miscellaneous (10%).

## **The University and the Irish language**

The University's commitment to the Irish language was first set out in the University College Galway Act 1929 and this was reiterated in the University College Galway (Amendment) Act





2006, which states that one of the principle aims of the university is “the provision of education ... through the medium of the Irish language”.

The University’s Strategy 2020-2025 goes even further and commits to developing and implementing an ambitious and future-focused strategy for the Irish language, in partnership with national stakeholders and Gaeltacht communities, based on our values of respect and sustainability. In 2021, the University published its first Irish Language Strategy and appointed its first Irish Language Officer.

Irish language programmes are delivered primarily through the Discipline of Irish and through Acadamh na hOllscolaíochta Gaeilge, our Irish language academy, which has three centres located in the Gaeltacht.



### Our Region

Our regional footprint includes five Medical Academies, three Gaeltacht centres, off-campus research sites in Connemara and the Burren, and a satellite campus in Shannon College, Co. Clare.



## Our Campus

The main University Campus, with an area of some 105 hectares in the heart of the city of Galway, is attractively situated on the west bank of the River Corrib, and stretches from Nuns' Island in the south to the Sports Grounds in Dangan to the north. Other teaching and research facilities are located outside the city in An Cheathrú Rua, Carna and Mace Head in Connemara, in Shannon, Carron and Finnevara in Co. Clare, and in Gaoth Dobhair in Co. Donegal. The University's medical students and researchers benefit from on-the-ground Medical Academies located in hospitals throughout the region from Portiuncula University Hospital in Co. Galway to Letterkenny University Hospital in Co. Donegal.

**Building for the Future:** The University is in the process of finalising its masterplan for the years ahead, which will include the Nuns' Island creative and innovation district in Galway city centre. Recent years have seen some significant additions to campus, including:

- Clinical Simulation Facility: completed in 2022
- Dunlin Village on-campus student accommodation (674 beds): completed in 2022

The following construction projects have been commenced or approved in recent years:

- Learning Commons (new Library): construction commenced in 2024
- Water Sports Centre: planning permission approved in 2023
- New Law School: design for planning in progress
- New Pharmacy School: funded to planning stage
- New Medical School: funded to planning stage

## Sustainability

Sustainability is one of the University's core values and we are recognised as a leader in the transition to a sustainable future. We are committed to the SDGs at an institutional level on multiple levels:

- As a signatory to the SDG Accord, we have committed 'to align all major efforts with the SDG targets and indicators, including through our education, research, leadership, operational and engagement activities' and to 'share our learning'.
- Our Climate Action and Sustainability Policy formalises our commitment 'to lead the transition to a sustainable future by embedding the SDGs into all our major efforts'.
- Our Sustainability Strategy 2021-2025, which is mapped to the SDGs, sets out our vision across the campus and beyond.

In the past three years we have been ranked First in Ireland and Top 50 worldwide in the Times Higher Education Impact Rankings for our progress on the SDGs. In 2023, we established



a new Sustainability Office to lead the implementation of our Sustainability Strategy and to embed sustainability across our curriculum and operations.

Through the work of the University's Sustainability Office, the Community and University Sustainability Partnership, colleagues in Buildings and Estates and other university operations, and our Student Societies, we have advanced understanding and action on the urgent need for sustainability, using a Learn – Live – Lead model. Since 2006, we have achieved over 50% reduction in energy usage, exceeding our targets. In 2021, we established our carbon footprint, and we are actively working towards achieving carbon neutrality by 2050.