DCU Incorporation Programme

EUA USTREAM Project - IUA Peer Learning Seminar

04 December 2017

Daire Keogh

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Ollscoil Chathair
Bhaile Átha Cliath
Dublin City University

Agenda

- Background
- DCU Incorporation Process and timeline
- The DCU Institute of Education
- Institutional Mergers – some dos and don’ts

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Background to the Incorporation

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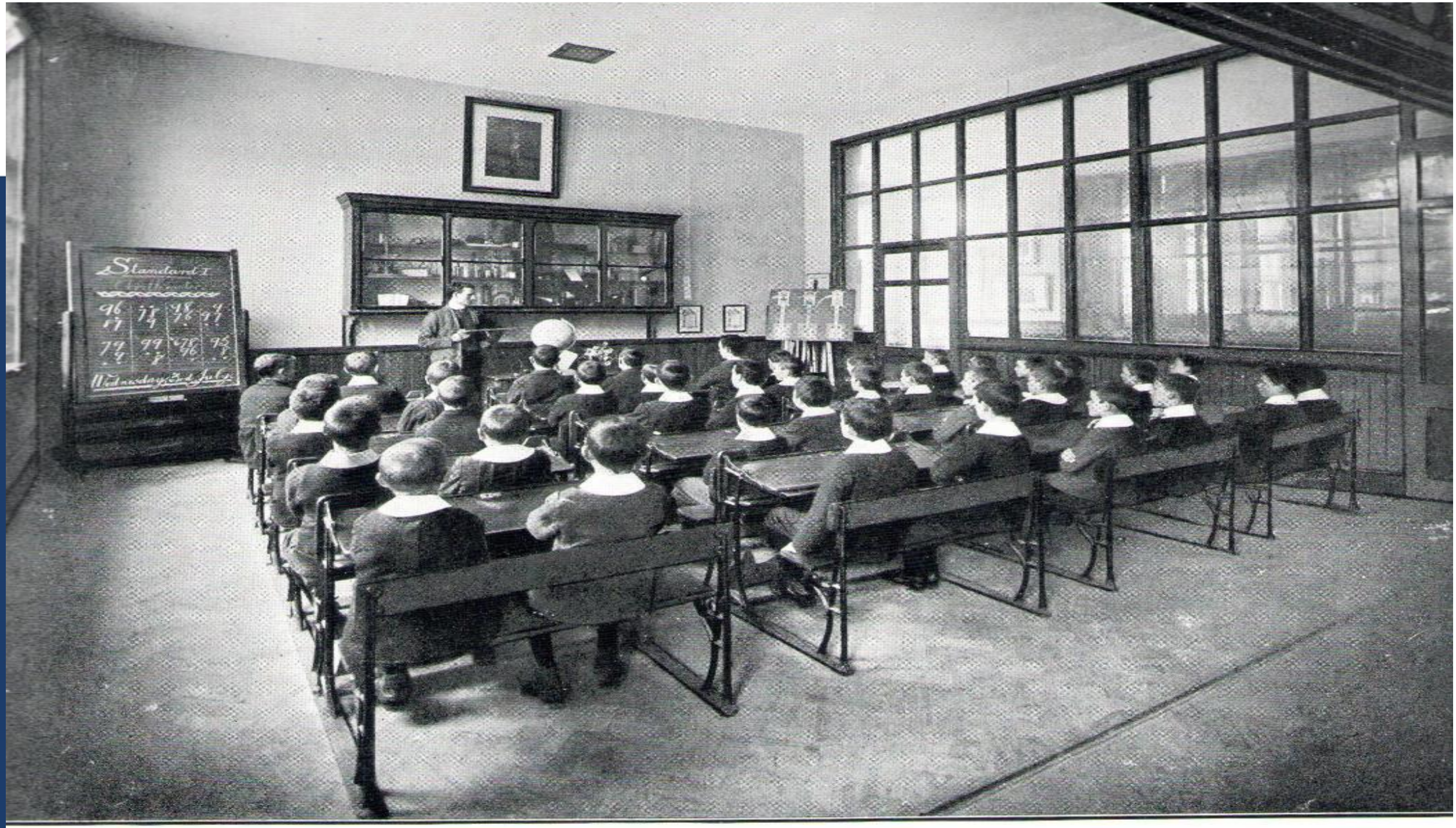
Standard I

2009: Pisa Study

Ireland drops in literacy rankings

Tue, Dec 7, 2010, 00:00

Sean Flynn

Ireland has slipped down the OECD education rankings in literacy and maths, in a move which could damage the strong international standing of the Irish educational system.

On reading levels, Ireland has slipped from 5th place in 2000 to 17th place, the sharpest decline among 39 countries surveyed.

In maths, Ireland has fallen from 16th to 26th place, the second steepest decline among participating countries. Ireland is now ranked as below average in maths.

Yesterday, the Department said the increase in migrant children, the greater

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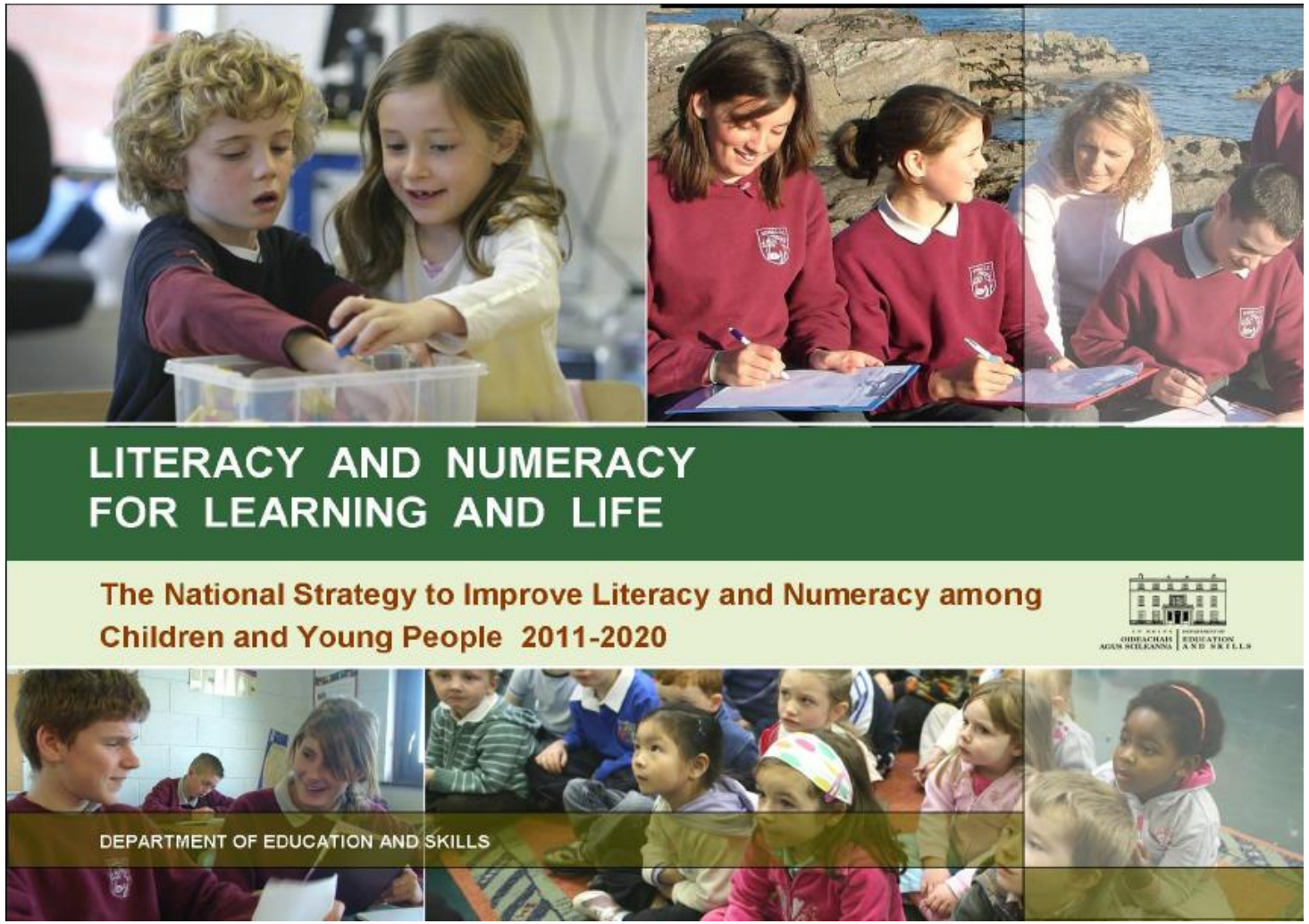
2011: National Strategy in Literacy and Numeracy



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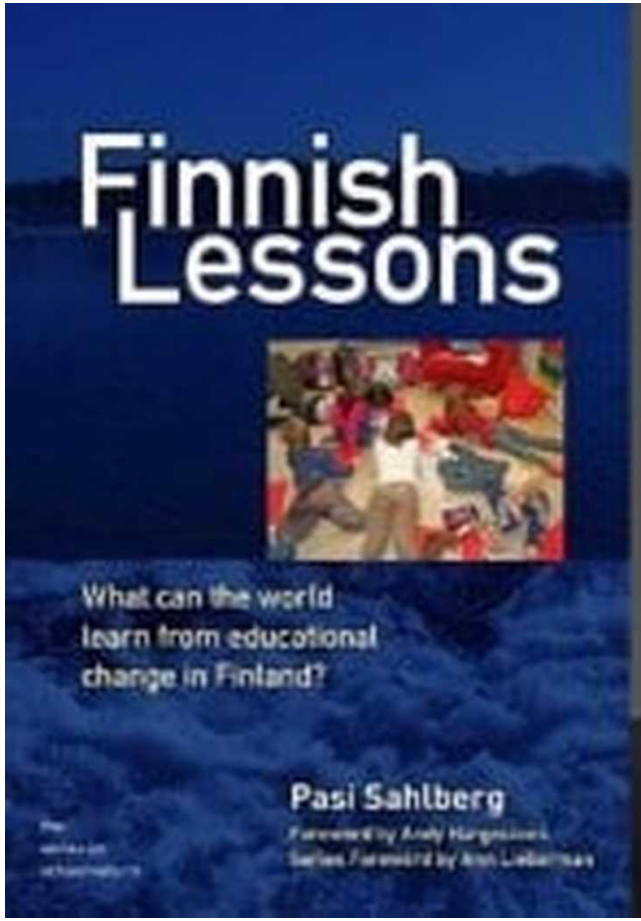
2012: International Review Panel on Initial Teacher Education Provision



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International Review Panel on Initial Teacher Education

"We believe that in order to advance further in its national teacher education system, Ireland needs to invest more in the continuous improvement of the quality of teaching, the role of research in teacher education, and international cooperation in all of its teacher education institutions.

In each of these areas of development, size is a significant factor. Institutions with limited resources – both human and financial – more often than not find breakthroughs in transformation difficult. Therefore, having larger professional communities with more diverse knowledge and skills often unlocks creativity and innovation for further improvement".

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At the same time from 2012…..

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St Patrick’s College

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Mater Dei Institute

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Church of Ireland College of Education

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2013: Initial phase of planning complete

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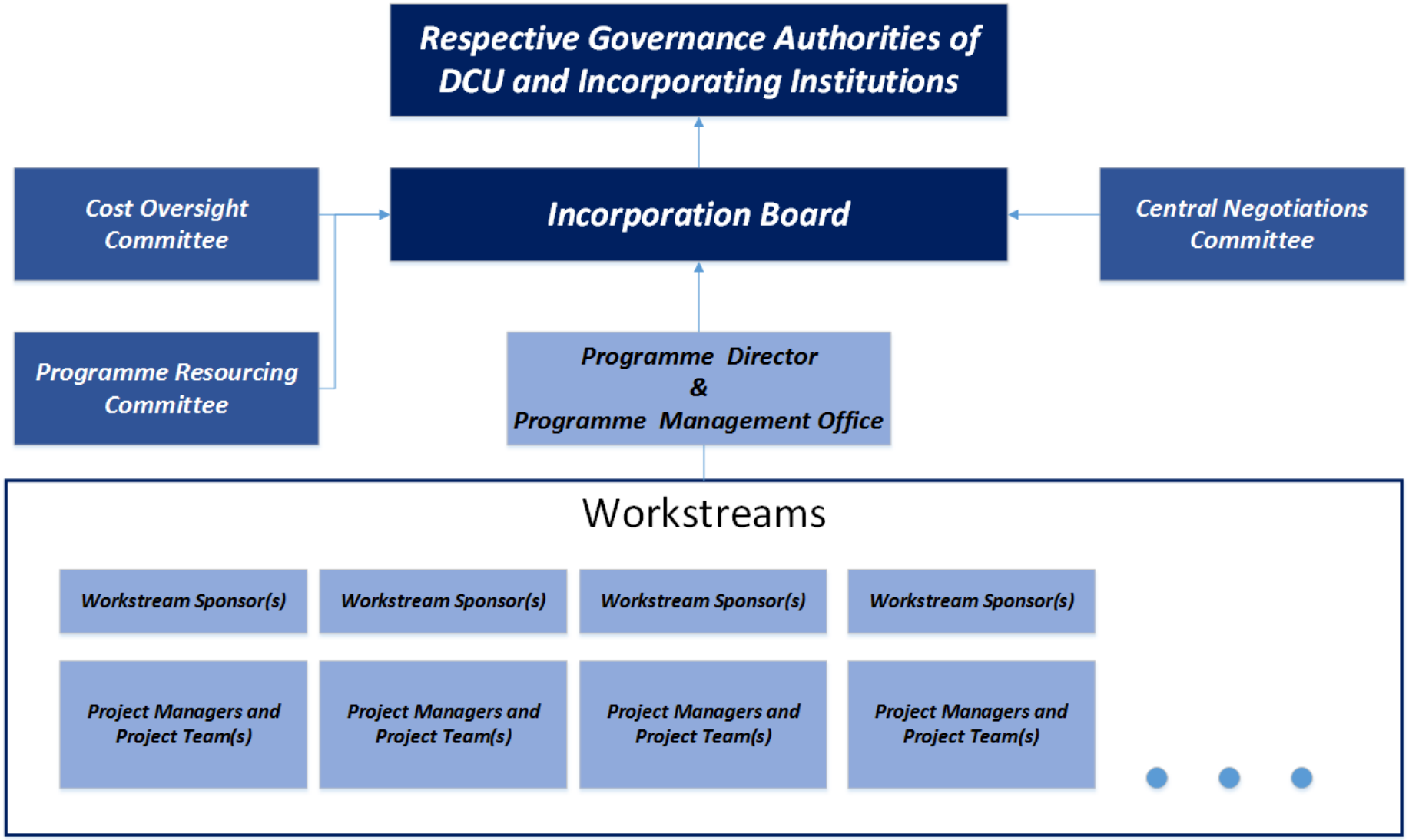
2014: Formal structure put in place to deliver the programme implementation



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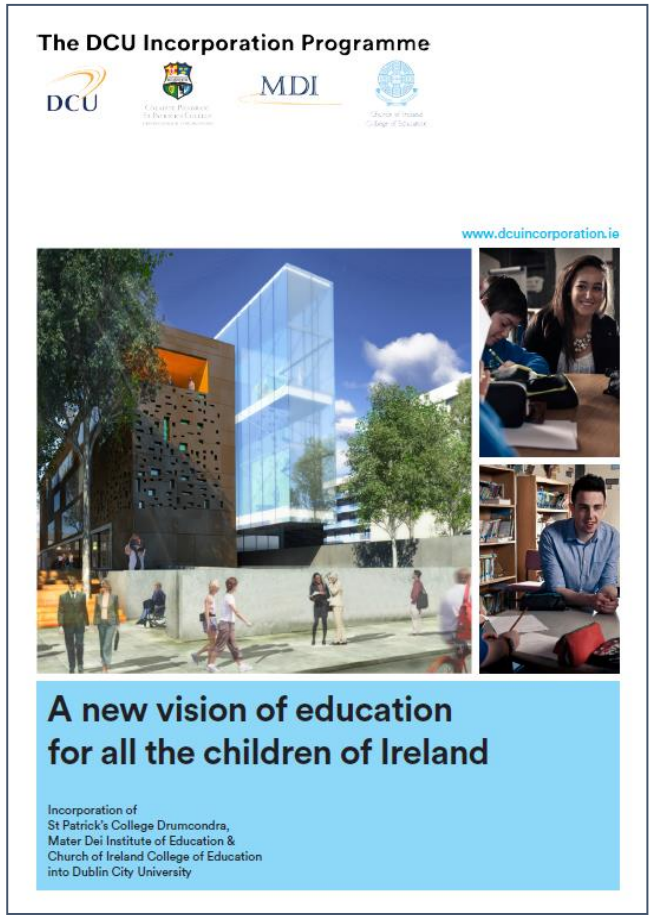
2014: Structure to enable delivery of denominational education within a secular university

Irish Independent

A new pluralist education system built on trust

Katherine Donnelly PUBLISHED 21/06/2014|02:30 SHARE



The DCU Incorporation Programme

DCU MDI

www.dcuincorporation.ie

A new vision of education for all the children of Ireland

Incorporation of
St Patrick's College Drumcondra,
Mater Dei Institute of Education &
Church of Ireland College of Education
into Dublin City University

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2015: First major Incorporation milestone – all incoming students registered in DCU

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September 2016: Full Incorporation and launch of DCU Institute of Education

	Pre-Incorporation	Post-Incorporation
# Institutions	4	1
# DCU Academic Campuses	1	3*
# DCU Faculties	4	5
# DCU Schools	15	23
# Students	~12,000	~16,000
# Staff	~1,200	~1,600

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DCU Institute of Education has already recorded a series of firsts

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1 The only university-based Faculty of Education on the island of Ireland

6 Academic Schools

Globally networked faculty 145

>4,000 Students

11 Research Centres

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Professor Michael O'Leary - Ireland's first Chair in Assessment

PROMETRIC

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In November 2016, DCU Institute of Education welcomed Satya Nadella, chief executive of Microsoft

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Professor Anne Looney, Executive Dean of DCU Institute of Education

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Professor Mathias Urban, Desmond Professor in Early Childhood Education

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DCU Institute of Education

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Institutional Mergers - Some Dos and Don’ts

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Do….

- Understand and address culture – the success of the merger will depend on how well you do this
- Have a clear and ambitious vision and collective buy-in by leadership of all incorporating institutions
- Communicate this vision and keep returning to it
- Develop a plan, set early deliverables and keep the plan under review
- Celebrate the milestones and achievements along the way.

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Don’t….

- Neglect communications – and use a variety of channels
- Ignore the change management – listen to the concerns of staff and students and keep Maslow’s Hierarchy of Needs in mind
- Allow silos to be built up or reinforced – keep challenging silo mentality
- Delay – set timelines and stick to them
- Under-estimate the resources required to deliver the project - it cannot be done on a part time basis.

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Purposefully different, consistently excellent

Questions?