TECHNOLOGICAL UNIVERSITY

GMIT’s Strategic Plan 2019 – 2023 underpins the Institute’s ambition to become a Technological University (TU) with our CUA partners IT Sligo and Letterkenny Institute of Technology. All three higher education institutions are working hard to achieve the criteria necessary for designation as a TU and GMIT’s Governing Body recently passed a motion approving a merger of the three Institutes at the point of designation.

The CUA has already agreed a vision and mission for the new TU that aligns very closely with the vision and mission encapsulated in this plan. It is appropriate as we move along this new trajectory that visions and missions converge. The creation of a TU for the Northern and Western region will have a transformative impact on the population served by this new entity in producing employment-ready graduates competent in the skills in demand by business, enterprise, the professions, the community, local interests and other stakeholders.

The GMIT initiatives to support this regional remit are clearly articulated in this Strategic Plan emanating from three overarching objectives of (i) enhancing the individual experience, (ii) building a community and (iii) demonstrating regional impact. These overarching objectives are in turn supported by thirteen goals that place the student at the centre of everything we do.

Digitalisation and the use of technology feature strongly throughout the plan and are a key priority for the initial implementation phase. Digitalisation also features in how people will interact with and experience this strategic plan as it is available in an interactive format on the Institute’s website.

I would like to commend everybody involved in bringing this plan to fruition and the Governing Body look forward to working with the Executive Team in achieving the objectives outlined.

Mr. Cormac Mac Donncha
Chairman
ENHANCING THE INDIVIDUAL EXPERIENCE
We are striving to provide our students with an unsurpassed learning experience on high-quality programmes, with a professional focus and an innovative approach, in a stimulating and supportive learning environment.

BUILDING A COMMUNITY
We are building a diverse community which thrives on excellence and, as a result, attracts talented people (staff, students and collaborators). They in turn, will further develop the Institute.

DEMONSTRATING REGIONAL IMPACT
We are determined to be regional leaders in the generation and application of knowledge through our unique multicampus network, programmes, research, innovation and collaboration, and, most importantly, our graduates.

GOALS

LEARNING
Develop an environment which fosters the application of learning through skills development, a culture of collaboration and innovation.

WELLBEING
Encourage all to pursue personal goals in relation to quality of life, health and wellbeing.

FUNDAMENTAL DISCIPLINARY KNOWLEDGE
Provide students with disciplinary knowledge which will be a strong foundation for their careers and future learning.

SKILLS FOR THE 21ST CENTURY CITIZEN
Ensure students will develop skills which go beyond their disciplinary knowledge, for today’s connected world.

DIVERSITY ARISING FROM OPPORTUNITY, EQUALITY & INCLUSION
Build a community rich in diversity in all of its forms.

INNOVATION THROUGH CROSS-DISCIPLINARY WORKING
Design opportunities for students to experience working with people from other disciplines and environments.

RESEARCH LEADERSHIP IN NICHE AREAS
Promote and nurture excellence in research leadership and innovation where staff and students can build a strong research community.

A HEALTHY COMMUNITY ROOTED IN A POSITIVE CULTURE
Plan for and cultivate a strong culture which endows all students and staff with a sense of empowerment and wellbeing.

DESTINATION OF CHOICE FOR STUDENTS AND STAFF
Create a community known for excellence which will attract new staff and students.

BEST PREPARED GRADUATES IN THE REGION
Ensure that our graduates are highly regarded for their technical and professional skills, as well as their ability to develop leadership skills for the future.

RESEARCH AND INNOVATION EXCELLENCE TO SUPPORT REGIONAL DEVELOPMENT
Enhance our reputation as the leading partner for enterprise in the region in selected areas of expertise.

SUPPORT FOR ENTERPRISE
Offer a range of supports and services to enterprise so that they can grow and thrive.

AN INTEGRAL PART OF THE SOCIAL, CULTURAL AND ECONOMIC ECOSYSTEM IN THE WEST OF IRELAND
Contribute significantly to the economic growth and quality of life in the region.
STRATEGIC ENABLERS

We have identified 13 strategic enablers which will help us achieve our strategic goals and objectives. Each enabler cuts across a number of goals and these can be fully explored on the web-based interactive version of the Strategic Plan at gmit.ie.

- **INNOVATION IN TEACHING**
  Prioritise new approaches to teaching which reflect ethos of the Institute and ensure GMIT is renowned for innovation in its approach to teaching.

- **ONLINE LEARNING**
  Develop a digital strategy which will support staff and students in using technology in their teaching and learning.

- **COLLABORATIVE CULTURE**
  Plan specific interventions which will catalyse a collaborative culture.

- **INFRASTRUCTURE AND FACILITIES**
  Ensure new and upgraded facilities meet the demands of our plan and provide a quality environment for our students and staff.

- **EMPLOYABILITY AND PROFESSIONAL PRACTICE**
  Maintain our focus on employability and develop an integrated model for professional practice in the Institute.

- **HEALTH AND WELLNESS**
  Initiate and promote a plan for health and wellness for our community of students and staff.

- **DIVERSITY, EQUALITY, INCLUSION**
  Foster an inclusive community, where all staff and students have equal opportunity to succeed.

- **COMMUNITY AND OUTREACH PROGRAMMES**
  Develop an integrated community plan, encompassing all areas of engagement and outreach.

- **CROSS-DISCIPLINARY PROJECTS**
  Plan and develop opportunities for staff and students to work across disciplines.

- **STAFF EXPERTISE AND DEVELOPMENT**
  Recruit, retain and develop the best staff.

- **PROGRAMMES WITH APPLIED FOCUS**
  Maintain an applied focus as a key strength of all programmes in the Institute.

- **INTERNATIONAL PROGRAMME**
  Internationalise the institute’s campuses, activities and programme provision.

- **COHERENT RESEARCH THEMES**
  Pursue a realistic research plan playing to the strengths of the Institute whilst meeting external criteria for enterprise, funding, and impact.

93% of graduates employed or in further study within nine months

680 Staff

650+ jobs supported by GMIT Innovation Hubs
VISION

GMIT will provide our students with a transformative university experience, empowering our graduates to fully contribute to the social, economic and cultural betterment of society.

We aim to invest in excellent applied learning, teaching and research environments, reflecting the real needs of business, enterprise and the professions in our region.

We aim to be a preferred partner for research and an enterprise innovator that attracts, supports and encourages students and staff from all over the world, enabling them to reach their full potential.

MISSION

To provide students with a transformative university experience, GMIT will:

- Enable access and opportunity for a diverse student community
- Attract, retain and support highly talented staff
- Maintain our positive staff-student interactions
- Invest in innovative research and applied teaching and learning
- Collaborate with government agencies, enterprise and the community
- Develop confident professional, knowledgeable and skilled graduates who are equipped to contribute as global citizens

CORE VALUES

Our Core Values underpin the ethos of GMIT and guide our thinking and actions. These are the values against which we judge ourselves.

> Nurturing
> Innovative
> Impactful
> Respectful
> Egalitarian
> Integrity
REGIONAL CONTEXT

- Strong FDI / Multinational base
- Rich cultural heritage (landscape, language, arts)
- Diverse and dispersed population
- Prevalence of creative industries, ICT, medical technology, marine, food, tourism
- Entrepreneurial culture
- Challenging rural demographics
- Desirable place to live and work
- Large proportion of SMEs
- Unique identity on Atlantic coast