



DIT campus life

A BETTER STUDENT EXPERIENCE



DIT Campus Life Development Plan 2016 — 2020



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Members of DIT Campus Life Team 2016

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DIT Campus Life



Summary of **Campus Life Development Plan** **2016 — 2020**

learn

Supporting student learning, and development of graduate attributes, by partnering with DIT schools colleges, and other stakeholders.

Peer Mentoring in 80% of Schools by 2019.

Develop a Students Success Centre in the Academic Hub by 2019.

Student accommodation for over 650 students operated as a Living Learning Community.

Collaborate with colleges to create a more consistent and engaging programme.

Continued delivery of the light lunch series and supporting material.

enhance

Providing excellent integrated student services that respond to student needs and enhance the student experience, within a diverse and inclusive community.

Develop new centralised space for student services in Grangegorman by 2019.

All Campus Life Services to reach satisfaction rating of 3.0 on a (4.0 scale) among users.

All Campus Life Services to have an awareness rating of 85%.

Ensure facilities and services support an inclusive and diverse community.

Enhance Mental Health Awareness Programmes and Supports.

Technological University Designation

engage

Developing strategies of engagement to optimise participation through the provision of excellent student facilities and opportunities for the active involvement of all students.

Deliver high-quality outdoor sports facilities by 2016.

Deliver a high-quality Student Centre by 2019.

Deliver high-quality indoor sports facilities by 2019/2020.

10% increase in numbers participating in extra curricular activities by 2020.

Increase numbers of students working on campus.

New Campus At Grangegorman

develop

Support and develop the highly dedicated staff in the Campus Life team to ensure they can continue to provide high quality services to students in a challenging period of continuous change.

Provide training and development opportunities for Campus Life Staff.

Recognise staff who contribute to an excellent student experience.

Foreword

DIT Campus Life is committed to providing an excellent student experience for all our students. This entails a focus on student engagement, student development, and ensuring that students feel a strong sense of belonging to the Institute. The period covered by this Campus Life Development Plan will be transformative for the student experience in the Dublin Institute of Technology. In the last three years there has been an investment of 10 million in outdoor sports facilities and social facilities for students. In the next three years, over 70 million will be invested in student accommodation, catering, indoor sports facilities, and a student centre.

This strategy aims to ensure that this investment results in a significant increase in student satisfaction, student participation and engagement by DIT students. The period 2016-2020 will also see the Dublin Institute of Technology progressing towards Technological University Designation. The merger with Institute of Technology Tallaght and the Institute of Technology Blanchardstown will present opportunities and challenges in the development of a better student experience. This Development Plan should underpin the integration of services providing greater consistency and coherence.

Four key themes have been identified:

LEARN: Supporting student learning, and development of graduate attributes, by partnering with DIT schools, colleges, and other stakeholders

ENGAGE: Developing strategies of engagement to optimise participation through the provision of excellent student facilities and opportunities for the active involvement of all students.

ENHANCE: Providing excellent integrated student services that respond to student needs and enhance the student experience, within a diverse and inclusive community.

Foreword

DEVELOP: Support and develop the highly dedicated staff in the Campus Life team to ensure they can continue to provide high quality services to students in a challenging period of continuous change.

The Campus Life Development plan incorporates and addresses the findings of several HEA reports, and complements the core objectives identified within DIT's existing Institutional Development Plan and plans within the Directorate of Student Services.

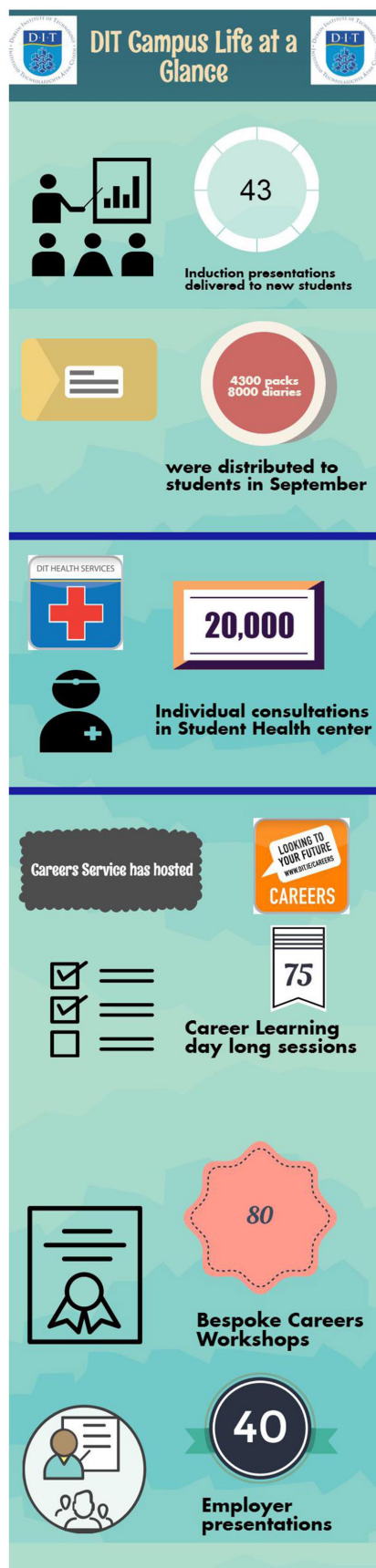
This is the third Campus Life Development Plan. Previous Development Plans have established strong foundations by delivering many new programmes. Plans do not deliver themselves. Campus Life is made up of a team of highly motivated, positive professionals who are deeply committed to the concept of higher education as a route to improve society and people's lives. The 2016-2020 plan has been developed following widespread consultation and feedback from staff and students.

I would like to thank all the Campus Life team for their contribution both to this plan and to the delivery of previous plans.

Dr Brian Gormley
Head of Campus Life



Campus Life at a Glance





Campus Life at a Glance



Mission and Values

Mission:

Campus Life is integral to the educational mission of DIT. We enhance the student experience through the delivery of excellent services and activities. We encourage and enable students to reach their full personal and educational potential by first creating an atmosphere for professional development on campus. We support the development of a vibrant community on campus by engaging individually and collectively with students, embracing diversity, and empowering students.

Vision — a better student experience for all DIT students

Values:

Student centred approach: prioritising students at all times in relation to the development of Campus Life and DIT.

Professionalism: a shared set of core values that promote a professional and innovative working structure that best serves the need of the entire student body.

Quality: a commitment to a review process whereby a thorough examination of the quality, accessibility and satisfaction ratings of all the services can be continuously assessed.

Inclusivity: a commitment and professional intention to promote and facilitate the delivery of services to a diverse and globally orientated student body.

Collegiality: an expression of respect and collegial support that extends not only to the Campus Life team but also extends to all sectors of the campus community.

Integration: a recognition of the contribution of student services to graduate attributes and learning, and a commitment to collaboration with academic colleagues.



Environment: context and analysis

DIT Strategic Direction

This strategy is informed by two major strategic initiatives currently taking place in the Institute. The first is the designation process for the Technological University which involves a merger with Institute of Technology Blanchardstown and Institute of Technology, Tallaght. Following publication of the National Strategy for Higher Education in January 2011, a framework for reform within the Irish Higher Education landscape has been established. Included in that framework is a different type of university for Ireland – a Technological University. DIT has come together with ITB and ITT to explore the benefits of structured cooperation and collaboration and to jointly seek designation as a new unitary university, providing educational opportunities that are practice-based and research-informed. The challenge and opportunity for Campus Life is how to ensure that high-quality, responsive, integrated services can be maintained and developed within the merged institute and the Technological University.

The second major strategic initiative is the delivery of the Grangegorman Campus. In the period covered by this Development Plan, DIT will exit three major campus locations: DIT Kevin Street, DIT Cathal Brugha Street and DIT Rathmines. This will bring 10,000 students onto the campus at Grangegorman with the opportunity to deliver world class services, facilities and activities for these students. The challenge is to fund these facilities, ensure that they are available when the students arrive on campus, and that there is a funding model to operate the facilities at an optimum level.

Campus Life Development Plan 2011-2014

This is the third Campus Life Development Plan. The 2011-2014 Development Plan identified and delivered a number of areas for development including:

- Development of Financial Aid Internships.
- Development of the Student2Student Peer Mentoring Programme.
- The restructuring of Sports and Societies committees to include a majority of students;
- Improved communication with the student population.
- The development of briefs for student facilities in Grangegorman.
- The development of the LEAD module;
- Training for over 700 student leaders annually.
- Continued progress on improving satisfaction and awareness of Campus Life services.

DIT Development Plan

One of the major objectives in the DIT Development Plan was under Student Services: To be recognised in Ireland for the quality of our services to students. In 2010, the Directorate of Student Services was formed and Campus Life joined this Directorate with colleagues from Access and Civic Engagement; Student Administration; International Office; Campus Planning; and the DIT Foundation. The Campus Life Development Plan supports actions and aims identified in plans developed by the Directorate.

Economy

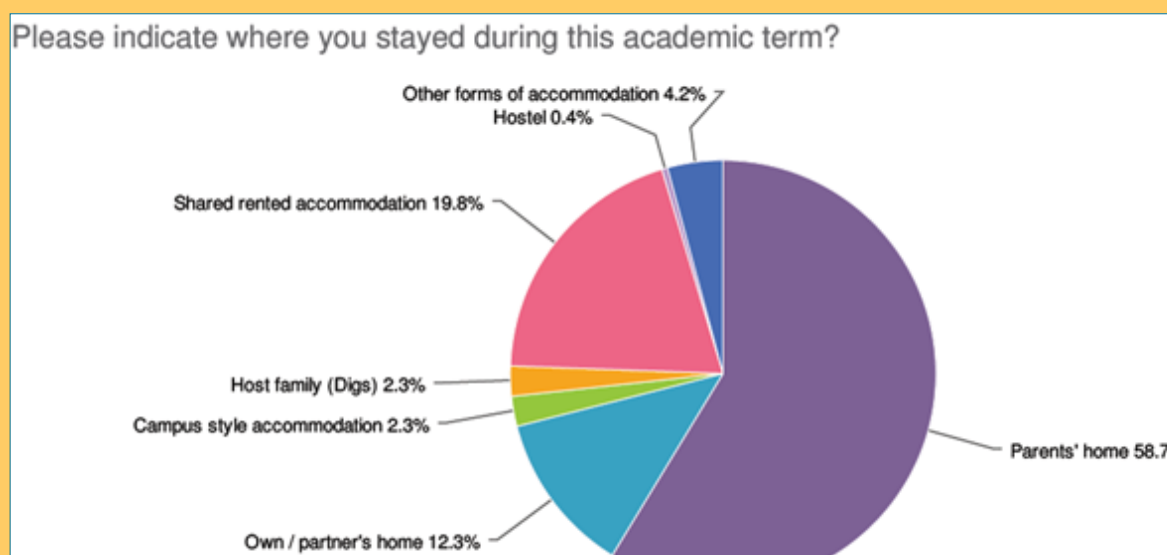
This Development Plan is being developed at a time when Ireland is recovering from a very serious economic crash. The impact on third level has been very serious with ongoing cuts to funding and increasing student numbers, creating pressure on services to maintain standards of service. The indications from our student feedback surveys has been that staff have worked hard to maintain service levels despite the cutbacks.



Key student issues

In the development of this Development Plan, an external facilitator carried out a number of focus groups with students and staff. This identified a number of areas which students felt should be addressed in the plan:

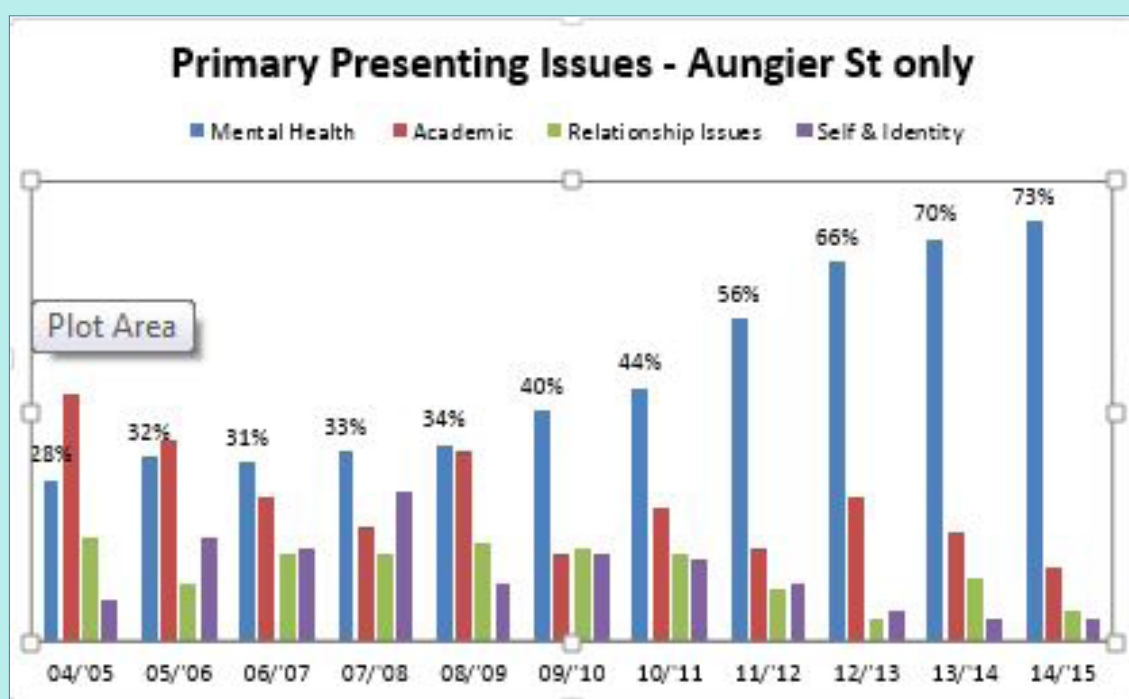
1. **Affordable accommodation:** The development of on-campus accommodation would be helpful for first year students and international students, who often have a short period of time in which to source accommodation. It would also increase the number of students engaged in college activities – research shows that students living on campus spend 25% more time engaged in college activities.
2. **Supporting commuter students:** The importance of providing opportunities for commuter students to become involved, and develop a sense of belonging in the Institute. There is anecdotal evidence that more students are commuting longer distances to college as a result of high rents. The DIT Student Feedback survey 2016 identified that 59% of DIT full-time students live in their parent's home. This is significantly higher than the national average of 40% (Eurostudent V, 2013).





3. **Supporting positive mental health:** The importance of addressing the issue of mental health in a positive and holistic manner was raised by many focus group participants. Practical suggestions included: embedding mindfulness programmes into college life; providing multiple entry points and signposting to support services; developing the mental health and counselling services; providing a health-promoting campus which actively encourages students and staff to partake in physical activity; and providing opportunities for students to socialise and develop a network of friends.

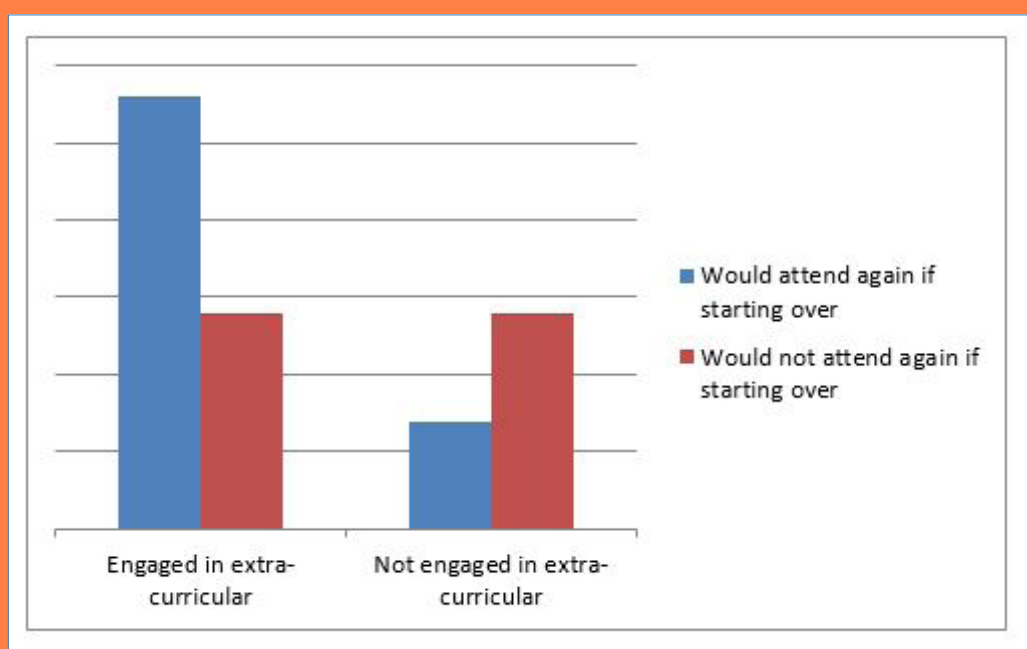
4. **Student finance:** Participants felt that it was important to support students who are economically challenged. As well as developing the Student Assistance Fund, it was felt that developing employment opportunities on campus could strengthen student engagement and ensure students were not working long hours off-campus.





5 Student Engagement

The Irish Survey of Student Engagement (ISSE) was introduced in 2014 after a pilot year and has generated valuable data for DIT Campus Life. One of the key findings has been that students who are involved in college activities (Sports, Societies, Students Union or Peer mentoring) would be twice as likely to decide to return to DIT if they were starting again. Conversely, students who are not engaged in college activities would be twice as likely not to return to DIT. ISSE also identified that DIT students participation rates in extra-curricular activities were lower than the average for the Universities.



One of the key factors inhibiting engagement is the availability of student facilities. Analyses of national surveys show that DIT students have lower levels of satisfaction with the facilities provided than the national average. This finding underlines the importance of developing the new campus with new student facilities in Grangegorman.

Much of the recent research on student engagement (What Works, 2013) has identified that the academic programme is the primary route for student engagement. This emphasises the importance of Campus Life continuing to work closely with departments, schools



Graduate Attributes

In 2013, Academic Council approved a range of Graduate Attributes (see below) that all DIT students should develop, practice and be assessed on. Campus Life activities, such as Sports, Societies, Volunteering, Peer Mentoring, Chaplaincy, Careers, the LEAD module, etc, offer excellent opportunities for students to develop these skills. This plan sets out ways in which to embed graduate attribute development in our activities.

- **Engaged:** Civically engaged, socially responsible graduates with an international outlook who contribute meaningfully and positively in their professional, community and social environments.
- **Enterprising:** Graduates who have the skills, knowledge and attributes needed to apply creative ideas and innovations and to find practical solutions.
- **Enquiry based:** Graduates with a spirit of curiosity and a desire to learn, motivated to draw upon existing knowledge, generating new ideas, seeking out learning opportunities, exploring the application of theory to practice and actively creating new knowledge
- **Effective:** Effective, highly skilled and confident graduates with the capacity to achieve desired results, believing that they can make a positive difference.
- **Expert in chosen subject discipline:** Graduates with the professional knowledge and capacity independently to practice, reflect, review and build upon disciplinary expertise and judgment.



Objectives, Goals and Targets

Key Themes for Campus Life Development Plan 2016-2020

LEARN: Supporting student learning, and development of graduate attributes, by partnering with DIT schools, colleges, and other stakeholders.

ENGAGE: Developing strategies of engagement to optimise participation through the provision of excellent student facilities and opportunities for the active involvement of all students.

ENHANCE: Providing excellent integrated student services that respond to student needs and enhance the student experience, within a diverse and inclusive community.

DEVELOP: Support and develop the highly dedicated staff in the Campus Life team to ensure they can continue to provide high quality services to students in a challenging period of continuous change.



Objectives, Goals and Targets

LEARN: Supporting student learning, and development of graduate attributes, by partnering with DIT schools, colleges, and other stakeholders.

Objectives	Targets & Deadlines	Actions	Team Leader	Dependencies
Peer Mentoring Programme (Student2Student) to be rolled out to 20 schools from the current 10 schools	20 schools to have peer mentoring by 2019 300 Peer Mentors by 2019	Training programme Marketing programme to students and to non-participating schools Awards scheme	DIT Chaplaincy. Counselling / Careers.	Plan for resourcing and managing Peer mentoring Programme to be developed
Collaborate with colleges to create a more consistent and engaging programme	Review to be completed by 2017 New Orientation programme to be in place for opening of Quads in Grangegorman Maintain high satisfaction with Welcome Pack (over 90%) Improve satisfaction with Campus Tour and other aspects that are currently below 80%	Review pre-arrival information, and first year orientation programme for consistency and best-practice Comprehensive training provided for orientation ambassadors New orientation programme developed	Campus Life Office	Colleges DITSU
Continue to strengthen relationships with programme coordinators and year tutors	Campus Life services to engage with 80% of all programme coordinators and year tutors	Light lunch series E-zine for programme coordinators and course tutors and other relevant staff	Campus Life office	LTTC



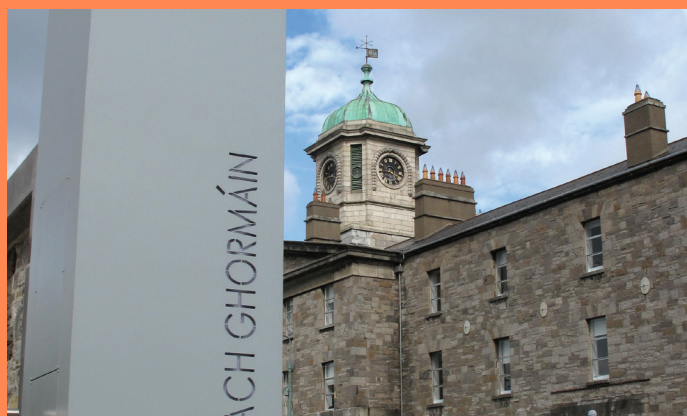
Campus Life Development Plan 2016-2020



Work closely with academic departments, schools and colleges to focus on smooth transition of first years into college	Transition workshops in 80% of schools by 2018	Transitions workshops to be rolled out in all programmes Focus on First Fifty Days, with workshops and programmes to assist students to flourish in college	Career Development Centre Academic Writing Centre / Counselling Service	Plan for resourcing to be developed
Develop a virtual and physical Student Success Centre, with a focus on academic support	Landing page launched by Sept 2017	Develop learning support landing site on website Develop the brief for a student success centre in the academic hub in Grangegorman Work with Foundation to identify funding streams for Student Success Centre and Career Development Centre	Campus Life / Academic Writing Centre Career Development Centre	Campus Planning
Student accommodation to be operated as Living Learning Communities	Accommodation to open by Sept 2019	Develop programme for academic engagement with operator of student accommodation Hire and train Residence Assistants	Financial Aid and Accommodation Office	Campus Planning
Chaplaincy to develop closer links with colleges as Pastoral Care Advisers	Implement recommendations of Chaplaincy Review by 2018	Chaplains to represent Campus Life on College Boards	Chaplaincy	Colleges

ENGAGE: Developing strategies of engagement to optimise participation through the provision of excellent student facilities and opportunities for the active involvement of all students.

Objective	Target & deadline	Actions	Team Leader	Dependencies
Deliver and operate high-quality outdoor sports facilities in Broombridge and Grangegorman to support the development of outdoor sports for students	September 2016	Ensure staffing and funding are in place for operation of facilities	Sports and Recreation Service	Funding for operational costs
Deliver and operate a high-quality student centre in Grangegorman, which supports student engagement in student activities, student media, creativity, volunteering and representation	September 2018 Student satisfaction with student centre to be over 85% by 2020	Work with Foundation to identify funding streams for Student Centre – particularly student media centre, and student leadership areas	Societies Office / Campus Life	Funding for capital and operational costs
Deliver and operate high-quality indoor sports facilities in Grangegorman to support the development of indoor sports for students	September 2018 Student usage of indoor sports facilities to increase by 15% from 2014 levels by 2020	Work with Foundation to identify funding streams for Indoor Sports Facilities	Service / Campus Life Sports and Recreation	Funding for capital costs and operational costs
Support DITSU and student organisations in holding a referendum on a student levy to fund fit-out of high-quality sports facilities and student centre	Levy to be in place by September 2017 Levy to raise 20M	Work with DITSU, Athletic Council and Societies Executive to resolve any outstanding issues Levy wording to be approved by SLT	Campus Life / Sports / Societies	Campus Planning Senior Leadership Team
Deliver on-campus student accommodation for 650 students on the Grangegorman campus, with a strong pastoral care programme which promotes intramural sports, volunteering, and social and academic engagement. Between 8 and 14 Residential Assistants to be appointed and trained	September 2018	Agree pastoral care framework with accommodation operator Recruit and train Residential Assistants	Financial Aid and Accommodation Office Financial Aid and Accommodation Office	



In parallel with the development of new facilities, support a range of programmes (e.g. Sports Day, Intramural programmes; Radio Station, etc) that will increase student participation rates	Increase participation rate by 10% compared to 2014 Satisfaction Survey	Develop a participation action plan for approval at Student Experience Committee	Sports and Recreation Service Societies Office. Campus Life Chaplaincy	DITSU
Develop more targeted information for students based on their needs and interests	July 2017	Develop a questionnaire for incoming first years to develop a profile of their interests	Campus Life Management Team	Student Services and ICT Services
Develop the Clubs and Socs Festival and Refreshers as major events and key opportunities for developing membership of student organisations	Sept 2018 / 2019	Clubs and Socs Festival to be a major three day event on the Grangegorman campus	Societies Office Sports and Recreation Service	Buildings and Estates Public Affairs
Integrate Clubs and Societies more into student orientation, particularly the academic societies	Sept 2017	Actively recruit orientation ambassadors from student leaders	Campus Life Societies Office Sports and Recreation Service.	Schools and Colleges DITSU.
Develop a membership management / CRM system for sports clubs and societies that enables more targeted communication with members	Sept 2018	Costed proposal submitted to Campus development Committee	Campus Life. Sports. Societies	ICT Services
Offer more opportunities for students to work on campus	Sept 2018 Sept 2017	Continue to develop the student internship programme Develop a student employee contract	Financial Aid and Accommodation Office Campus Life	FAA

ENHANCE: Providing excellent integrated student services that respond to student needs and enhance the student experience, within a diverse and inclusive community.

Objectives	Targets & Deadlines	Actions	Team Leader	Dependencies
Develop new facilities and offices for the Campus Life services in a student-friendly location on the new campus	Sept 2019	Brief developed Work with Foundation to identify funding streams for Wellbeing Centre	Campus Life All services	Funding for capital development
Continue to use an evidence based approach to develop and improve Campus Life services	Ongoing	ISSE Survey. DIT Student Satisfaction Survey	All Services	
All Campus Life services to reach targets for student satisfaction with service	Targets for satisfaction will be 3.0 on a 4.0 scale	Student Satisfaction surveys to be carried out in 2016 and 2018	All services	
All Campus Life services to reach targets for awareness of service among students	Target for awareness among students will be 85%	Student Satisfaction surveys to be carried out in 2016 and 2018	All services	
Ensure facilities and services support an inclusive and diverse community	Ongoing	Ensure there is a quiet room available for prayer and reflection on each major campus Implement decision by Campus Development Committee on provision of gender neutral bathrooms	Campus Life Chaplaincy	Buildings and Estates
Integration and coordination of services with those in Institute of Technology Tallaght and Institute of Technology Blanchardstown	In line with progress towards Technological University Designation	Action plan to be developed in consultation with TU4D Office	Campus Life Management Team	TU4D

Successfully apply for a Green Flag and for Health-Promoting College Designation	September 2017 (Green Flag) September 2019 (Health Promoting College)	Submit application for Green Flag Submit application for Health Promoting University Designation when application process becomes clear	Campus Life Office Sports and Recreation Service and Student Health Centre	Sustainability Officer Health promotion Officer position in place
Work more closely with the International Office to provide proactive support and opportunities for integration to International students	September 2016.	Representation from International Office on Campus Life Management Team.	Campus Life Office.	International Office
Enhance mental health awareness programmes and supports	September 2018	Partner with DITSU and external partners to promote positive mental health	Counselling Chaplaincy Student Health Centre	DITSU



DEVELOP: Support and develop the highly dedicated staff in the Campus Life team to ensure they can continue to provide high quality services to students in a challenging period of continuous change.

Objective	Target & Deadlines	Actions	Team Leader	Dependencies
Provide development opportunities for staff in Campus Life which support the achievement of the objectives of the Development Plan	September 2018	CLMT to identify key skills Consistent induction for all new Campus Life staff	Campus Life management Team	Ensure funding available
Develop an e-zine update for staff, which updates them on the services available for students	September 2017	Work with Public Affairs to develop suitable e-zine	Campus Life Office	Public Affairs
Develop an award for staff to recognise staff members who contribute to an excellent student experience	September 2018	Proposal to be submitted to Student Experience Committee.	Campus Life Office.	Learning Teaching and Technology Centre Staff Training and Development Unit
Work with other units and Directorates to develop programmes to support and develop staff through career development, social integration and networking	September 2019	Work with Staff Training and Development Unit to submit proposal to SLT	Campus Life Office / Sports / Careers / Chaplaincy	Staff Training and Development Unit



The Future

