



UNIVERSITY of LIMERICK

OLLSCOIL LUIMNIGH

SCÉIM OLLSCOIL LUIMNIGH

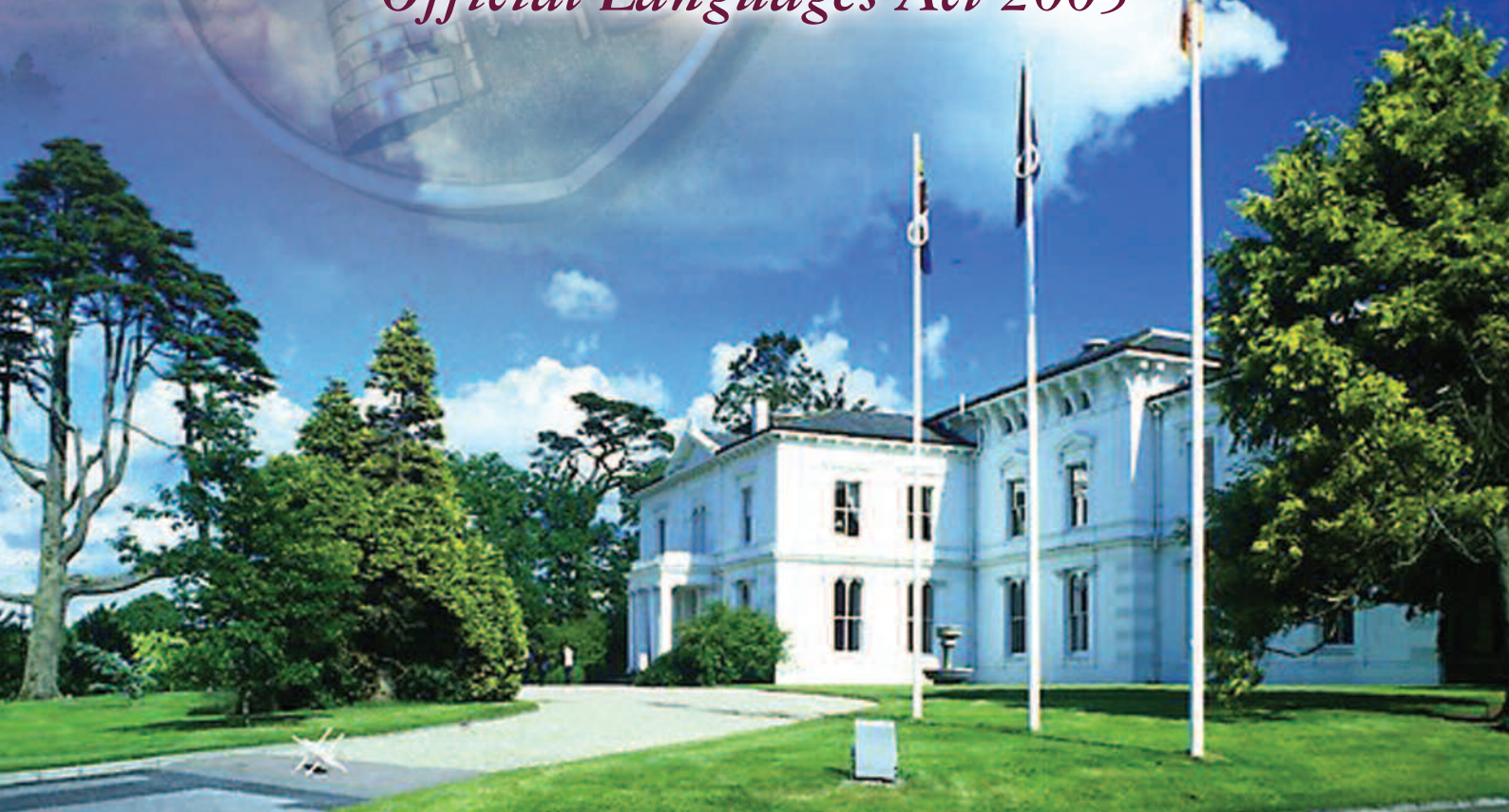
2006 – 2009

*Faoi Alt 11 d'Acht na
d'Teangacha Oifigiúla 2003*

UNIVERSITY OF LIMERICK SCHEME

2006 – 2009

*Under Section 11 of the
Official Languages Act 2003*



Ionad Teagaisc agus Foghlama

Centre for Teaching and Learning



Roinn na dTeangacha agus an Léinn Chultúir

Department of Languages and Cultural Studies



Aonad na Gaeilge



An Seomra Caidrimh agus Seomraí Cruinnithe

The Common Room and Meeting Rooms



Caifé na hAbhann agus Bialann Shruth an Mhuilinn

River Café and Millstream Restaurant



Áras Taighde na hInnealtóireachta

Engineering Research Building



Fáiltiú na hOllscoile

University Reception



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CAIBIDIL 1: RÉAMHRÁ AGUS CÚLRA

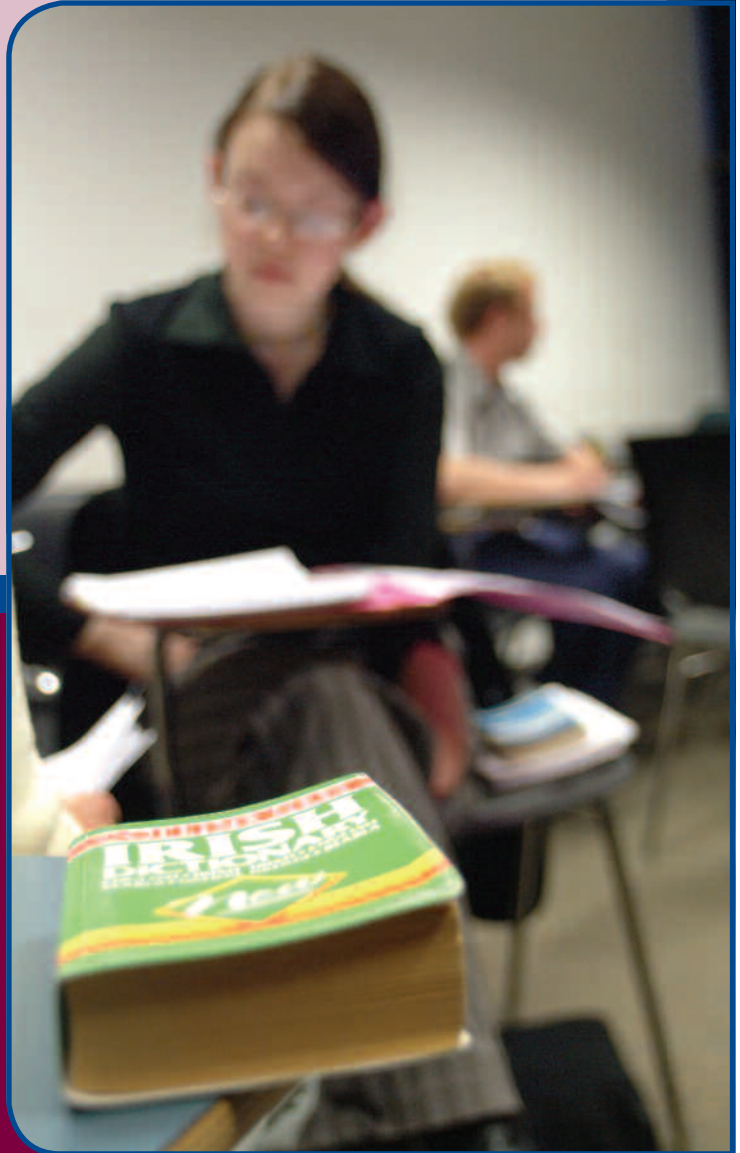
Ullmhaíodh an Scéim seo faoi *Alt 11* d'Acht na dTeangacha Oifigiúla 2003 ag Ollscoil Luimnigh. Forálann *Alt 11* d'ullmhú Scéim reachtúil ag comhlachtaí poiblí a shonraíonn seirbhísí a chuirfidh siad ar fáil

- trí mheán na Gaeilge;
- trí mheán an Bhéarla, agus
- trí mheán na Gaeilge agus an Bhéarla

agus na bearta atá le glacadh le cinntiú go soláthrófar seirbhís ar bith nach bhfuil le fáil trí mheán na Gaeilge laistigh de chreat ama comhaontaithe.

1.1 Treoirínte d'Ullmhú Scéime

1.1.1 Forálann *Alt 12* d'Acht na dTeangacha Oifigiúla 2003 d'ullmhú treoirínte ag an Aire Gnóthaí Pobail, Tuaithe agus Gaeltachta agus dá n-eisiúint do chomhlachtaí poiblí chun cabhrú le hullmhú Dréachtscéimeanna. Dréachtaíodh an Scéim seo de réir na dtreoirínte sin.



CHAPTER 1: INTRODUCTION AND BACKGROUND

This Scheme was prepared under *Section 11* of the Official Languages Act 2003 by the University of Limerick. *Section 11* provides for the preparation by public bodies of a statutory Scheme detailing the services they will provide through:

- the medium of Irish;
- the medium of English, and
- the medium of Irish and English

and the measures to be adopted to ensure that any service not provided through the medium of the Irish language will be so provided within an agreed time frame.

1.1 Guidelines for Preparation of a Scheme

1.1.1 *Section 12* of the Official Languages Act 2003 provides for the preparation of guidelines by the Minister for Community, Rural and Gaeltacht Affairs and their issue to public bodies to assist in the preparation of draft Schemes. This Scheme has been drawn up in conformity with these guidelines.

- 1.1.2 D'fhoilsigh an Ollscoil fógraí, a d'iarr aighneachtaí i dtaca le hullmhú na Dréachtscéime faoi *Alt 11* ó pháirtithe leasmhara ar bith, in *The Irish Times* 1 Deireadh Fómhair 2005, *Foinse* 2 Deireadh Fómhair 2005, *Lá* 29 Meán Fómhair 2005, *Limerick Leader* 1 Deireadh Fómhair 2005, *Tipperary Star* 1 Deireadh Fómhair 2005, *Nenagh Guardian* 5 Deireadh Fómhair 2005, *Clare People* 5 Deireadh Fómhair, agus *Clare Champion* 28 Meán Fómhair 2005.
- 1.1.3 Tionóladh grúpa ionadaíoch ó chontaetha Luimnigh, an Chláir agus Thiobrad Árann san Ollscoil ar 17 Deireadh Fómhair 2005. Ina theannta sin, rinne an Ollscoil comhchomhairliúchán leis an dámh trí ionadaithe dáimhe agus tá beartaithe comhchomhairliúchán níos leithne a dhéanamh mar chuid de chur i bhfeidhm na Scéime Teanga. Is le suirbhé a rinneadh comhchomhairliúchán leis na mic léinn. Chuaigh na haighneachtaí sin ón bpobal, ón dámh agus ón bhfoireann, ó mhic léinn, agus ó pháirtithe leasmhara eile i gcion ar Scéim Ollscoil Luimnigh.
- 1.1.4 Tá Feidhmeannas Ollscoil Luimnigh buíoch as an am agus an iarracht a chaith gach aon duine a raibh baint acu le forbairt Scéim Ollscoil Luimnigh.

1.2 Ábhar na Scéime Teanga

- 1.2.1 Is é Coiste na Gaeilge an buanchoiste de chuid na hOllscoile a bhfuil an cúram air an Ghaeilge a chur chun cinn san Ollscoil. Bhunaigh Coiste na Gaeilge Meitheal Oibre (An Mheitheal Oibre um Pholasáí Gaeilge) i Lúnasa 2004 agus é mar mhiontreoir shoiléir acu Scéim Teanga Ollscoil Luimnigh a fhorbairt. Tá ionadaíocht ó 14 réimse feidhmiúcháin laistigh den Ollscoil ar an Mheitheal Oibre rud a chinntíonn úinéireacht ar, agus tiomantas do chur i bhfeidhm na Scéime comhaontaithe. Ar théarmaí tagartha na Meithle Oibre, tá:
- comhordú iniúchadh ar úsáid agus ar inniúlacht na Gaeilge i measc na foirne agus mac léinn ag OL agus suirbhé ar éileamh ar sheirbhísí Gaeilge ag an Ollscoil;

- 1.1.2 The University published notices, inviting representations in relation to the preparation of the Scheme under *Section 11* from any interested parties, in *The Irish Times* 1 October 2005, *Foinse* 2 October 2005, *Lá* 29 September 2005, *Limerick Leader* 1 October 2005, *Tipperary Star* 1 October 2005, *Nenagh Guardian* 5 October 2005, *Clare People* 5 October 2005, and *Clare Champion* 28 September 2005.
- 1.1.3 A representative group from the counties Limerick, Clare and Tipperary was held in the University on 17 October 2005. In addition, the University has engaged in consultation with faculty through faculty representatives and intends to engage in wider consultation as part of its implementation of the Language Scheme. Consultation with students took the form of a survey. The University of Limerick Scheme has been informed by these submissions from the public, faculty and staff, students, and other stakeholders.
- 1.1.4 The Executive of the University of Limerick are grateful for the time and effort of all concerned in the development of the University of Limerick Scheme.

1.2 The Content of the Language Scheme

- 1.2.1 Coiste na Gaeilge is the University's standing committee charged with the promotion of Irish language in the University. Coiste na Gaeilge established a Working Group (An Mheitheal Oibre um Pholasáí Gaeilge) in August 2004 with a clear brief to develop the University of Limerick Language Scheme. The Working Group comprises representatives from 14 functional areas within the University, this ensured ownership of and commitment to the implementation of the agreed Scheme. The terms of reference of the Working Group include:
- the co-ordination of an audit of Irish language usage and competence among staff and students at UL and a survey of demand for Irish language services at the University;

- imscrúdú ar phríomhréimsí riaracháin in OL maidir le soláthar seirbhísí trí mheán na Gaeilge;
- ullmhú Dréachtscéim na hOllscoile don Roinn Gnóthaí Pobail, Tuaithe agus Gaeltachta;
- comhordú an chur chuige do chur i bhfeidhm polasaí Gaeilge in OL, de réir tráthchlár na Roinne Gnóthaí Pobail, Tuaithe agus Gaeltachta;
- monatóireacht ar phróiseas cur i bhfeidhm polasaí Gaeilge ag OL, agus
- athbhreithniú leanúnach a dhéanamh ar pholasaí agus ar chomhairle a sholáthar maidir le hathruithe, de réir mar is gá.

1.2.2 Is trí Bhéarla go príomha atá an soláthar seirbhíse reatha agus is iad cuspóirí Scéim Ollscoil Luimnigh ná:

- Tógáil ar thiomantas na hOllscoile do chur chun cinn na Gaeilge chomh maith le prionsabail ráthaithe caighdeán agus feabhsúcháin ina cuid seirbhísí uile;
- Cur le líon na seirbhísí do chustaiméirí agus do chliaint a chuirtear ar fáil go dátheangach, agus
- Feabhas a chur ar inniúlacht Ghaeilge na foirne trí oiliúint a sholáthar agus breis tacaíochta d'Aonad na Gaeilge.

1.2.3 Beidh comhfhreagracht as monatóireacht agus athbhreithniú na Scéime ar bhainistíocht shinsearach na hOllscoile agus ar Choiste na Gaeilge. Beidh sé mar fhreagracht ar an Rúnáí Riaracháin, i gcomhairle le Coiste na Gaeilge, a chinntiú go bhfuil an Ollscoil in ann riachtanais na spriocanna atá leagtha amach sa Scéim a chomhlíonadh.

Déanann an Scéim tógáil mar phointe tosaigh ar mhéid na seirbhísí ar atá fáil trí Ghaeilge, faoi láthair. Sainaithear réimsí le haghaidh forbartha sa todhchaí i gcroí na Scéime. Cuimsíonn an Scéim freisin tiomantas do mheasúnú ar bhonn leanúnach ar leibhéal an éilimh ar sheirbhísí trí Ghaeilge agus do chinntiú go dtógann an Ollscoil ar a cumas chun freastal ar an éileamh sin ar bhealach pleanáilte agus comhtháite. Leanfaidh an Ollscoil ag measúnú leibhéal an éilimh ar sheirbhísí i nGaeilge trí mhonatóireacht a dhéanamh ar leibhéal na bhfiosrúcháin agus na n-iarratas agus trí thabhairt faoi iniúchtaí ar éileamh, ó am go ham agus úsáid á baint as ceistneoirí agus uirlisí iomchuí eile.

- the investigation of key areas of administration in UL with regard to provision of services through the medium of Irish;
- the preparation of a University Scheme for the Department of Community, Rural and Gaeltacht Affairs;
- the co-ordination of the approach to the implementation of Irish language policy in UL, in accordance with the timetable of Department of Community, Rural and Gaeltacht Affairs;
- monitoring of the implementation process of Irish language policy at UL, and
- conducting of an ongoing review of policy and provision of advice on change as need arises.

1.2.2 Current service provision is largely through English and the objectives of the University of Limerick Scheme are to:

- Build on the commitment of the University to the promotion of the Irish language as well as the principles of quality assurance and improvement in all its services;
- Increase the number of services to customers and clients provided bilingually, and
- Enhance staff competency in Irish through the provision of training and increased Aonad na Gaeilge support.

1.2.3 Responsibility for monitoring and reviewing the Scheme will rest jointly with the senior management of the University and with Coiste na Gaeilge. It will be the responsibility of the Administrative Secretary, in consultation with Coiste na Gaeilge, to ensure that the University is in a position to comply effectively with the requirements of the targets set out in the Scheme.

The Scheme builds on the extent to which services are currently available through Irish as a starting base. Areas for future development are identified in the body of the Scheme. The Scheme also includes a commitment to assess on an ongoing basis the level of demand for services through Irish and to ensure that the University builds upon its capacity to meet this demand in a planned and coherent manner. The University will continue to assess the level of demand for services in the Irish language by monitoring the level of enquiries and requests and by undertaking audits of demand from time to time using questionnaires and other appropriate instruments.

1.3 Dáta Tosaigh na Scéime

- 1.3.1 Tá an Scéim seo deimhnithe ag an Aire Gnóthaí Pobail, Tuaithe agus Gaeltachta. Cuirfear tús leis an Scéim le héifeacht ón 1 Meitheamh 2006 agus beidh sí i bhfeidhm ar feadh tréimhse 3 bliana ón dáta sin, nó go dtí go mbeidh scéim nua deimhnithe ag an Aire de réir *Alt 15* den Acht, pé acu is túisce.

1.4 Forbhreathnú ar Ollscoil Luimnigh

- 1.4.1 **Misean agus Fís*:** Is ollscoil neamhspleách le fócas idirnáisiúnta í Ollscoil Luimnigh. Is é an misean atá aici ná an fhoghlaim agus an léann a chothú agus a chur chun cinn trí mheán an teagaisc, an taighde agus na scoláireachta, i dtimpeallacht a chothaíonn an nuálacht agus a chumhdaíonn prionsabail an fhiosraithe agus na tuairimíochta oscailte. Tá cur i bhfeidhm an mhisin seo faoi thionchar lárnach an chreidimh san ábharthacht, agus de réir mar a thionscnaítear cláracha nua teagaisc agus taighde, tugtar aird faoi leith ar réimsí a mheastar a bheith chun leasa straitéisí eacnamaíochta agus sóisialta na hÉireann.

Tá mar fhís ag Ollscoil Luimnigh a misean a chomhlíonadh in Ollscoil:

- A thairiscíonn timpeallacht oibre agus acadúil do mhic léinn, don fhoireann, agus do chomhpháirtithe a spreagann fíorfhás inleachtúil agus forbairt phearsanta faoi réir ag prionsabail an chothraim agus an ionracais;
- A bhfuil clú den scoth uirthi ar a feabhas agus a hionracas ó thaobh múinteoireachta, foghlama, taighde, agus scoláireachta i réimse leathan de dhisciplíní acadúla;
- Atá inchomórtais leis na hinstiúidí acadúla is fearr ar domhan i sainréimsí taighde ar leith;
- A bhfuil céimithe á soláthar aici atá fíorchumasach ina réimsí staidéir acadúil agus ar saoránaigh chruthaitheacha, uilefhoghlamtha, eiticíúla iad;

1.3 Commencement Date of Scheme

- 1.3.1 This Scheme has been confirmed by the Minister for Community, Rural & Gaeltacht Affairs. This Scheme will commence with effect from 1 June 2006 and will remain in force for a period of 3 years from this date or until a new Scheme has been confirmed by the Minister pursuant to *Section 15* of the Official Languages Act, whichever is earlier.

1.4 Overview of University of Limerick

- 1.4.1 **Mission and Vision*:** The University of Limerick (UL) is an independent, internationally focused University. Its mission is to promote and advance learning and knowledge through teaching, research, and scholarship in an environment that encourages innovation and upholds the principles of free enquiry and expression. The implementation of this mission has been constantly conditioned by the belief in relevance and, as new programmes of teaching and research are introduced, particular attention is given to those areas judged to be of strategic benefit to the economic and social development of Ireland.

The vision of the University of Limerick is to fulfil the mission in a University which:

- Offers students, staff and associates an academic and working environment that is conducive to optimal intellectual growth and personal development and which is characterised by principles of fairness, equity and integrity;
- Is renowned for the high quality and integrity of teaching, learning, research and scholarship in a broad variety of academic disciplines;
- Is competitive with the best academic institutions in the world in a few specific areas of research;
- Is characterised by graduates who are highly competent in their field(s) of academic study and are well-rounded, creative, ethical citizens;

- Atá ar thús cadhnaíochta ina cuid iarrachtaí chun teacht ar ardoideachas a chur ar fáil do ghrúpaí atá faoi mhíbhuntáiste agus ar easpa ionadaíochta;
 - Atá ina soláthraí lárnach do leas eacnamaíoch, sóisialta, agus cultúrtha Luimnigh, Cheantar na Sionainne, agus na hÉireann;
 - A chothaíonn go leanúnach na tréithe a idirdhealaíonn í ó ollscoileanna eile na hÉireann, tríd an bhéim ar an bhfoghlaim eispéireasach, mar a shonraítear sa chomharoideachas agus sa dlúthcheangal comhchabhrach le hearnáil na tionsclaíochta sa teagasc agus sa taighde araon, agus
 - Atá tiomanta do pholasaí a bhfuil síorfheabhas ar a n-imeachtaí uile mar aidhm aici agus a sholáthraíonn áiseanna fisiciúla thar an gcoiteann do ghníomhaíochtaí acadúla, cultúrtha, agus fóillíochta.
- * Tabhair faoi deara go bhfuil na haidhmeanna thuas faoi athbhreithniú, faoi láthair, faoi phróiseas Pleanála Straitéisí OL, agus nach mbeidh na leaganacha nuashonraithe ar fáil sula n-aighnítear Scéim Teanga OL.

- 1.4.2 **Campas Fisiceach:** Tá Campas na hOllscoile, a bhfuil 324 acra ann agus abhainn mhaorga na Sionainne ina lár, suite 5 km ó Chathair Luimnigh agus 20 km ó Aerfort Idirnáisiúnta na Sionna. Díreach lena hais, tá an Pháirc Náisiúnta Teicneolaíochta (650 acra), céad pháirc eolaíochta/teicneolaíochta na hÉireann, a bhfuil 80 eagraíocht lonnaithe inti agus beagnach 4,000 duine fostaithe acu. Bíonn dlúth-idirghníomhaíocht idir an Pháirc Náisiúnta Teicneolaíochta agus OL.
- 1.4.3 **Foireann agus Seirbhísí na hOllscoile:** Fostaíonn an Ollscoil thart ar 452 d'fhoireann acadúil agus 562 d'fhoireann lár-riaracháin agus tacaíochta do mhic léinn. Is í príomhobair na hOllscoile ná oideachas a sholáthar agus taighde a dhéanamh trí na ranna acadúla, na Lárionaid Taighde, Oifigí Riaracháin agus Seirbhísí Tacaíochta.
- 1.4.4 **Custaiméirí agus Cliant:** I gcomhthéacs *Acht na dTeangacha Oifigiúla 2003*, sonraíodh na custaiméirí agus na cliant mar seo a leanas ag an Meitheal Oibre um Pholasaí Gaeilge:

- Is at the forefront of efforts to promote access to higher education for disadvantaged and under-represented groups;
 - Is a pivotal contributor to the economic, social and cultural welfare of Limerick, the Shannon Region and Ireland;
 - Continues to be distinguished from other Irish universities through emphasis on experiential learning, as exemplified by cooperative education and by the close and mutually beneficial interaction with industry in both teaching and research;
 - Is committed to a policy of continuous improvement in all of its activities and processes, and
 - Provides outstanding physical facilities for pursuit of academic, cultural and recreational activities.
- * Please note that the above is being reviewed at present under the UL Strategic Planning process, and updated versions will not be available until after submission of UL Language Scheme.

- 1.4.2 **Physical Campus:** The University's Campus, comprising 324 acres with the river Shannon at its centre, is located 5 km from Limerick City and 20km from Shannon International Airport. Adjacent to the University is the National Technology Park, (650 acres), Ireland's first science/technology park, which is home to 80 organizations and employs almost 4,000 people. There is close interaction between the National Technology Park and UL.
- 1.4.3 **University Staff and Services:** The University employs approximately 452 academic and 562 central administrative and student support staff. The principal work of the University is to provide education and to carry out research through its academic departments, research centres, administrative offices and support services.
- 1.4.4 **Customers and Clients:** In the context of the *Official Languages Act 2003*, the customers and clients have been defined as follows by the Working Group on Irish language policy:

Custaiméirí Inmheánacha: mic léinn reatha, lucht dáimhe agus foirne, baill den Údarás Ceannais agus comhlachtaí gaolmhara (m.sh. Seirbhísí Beatha Campais)

Custaiméirí Seachtracha: mic léinn agus fostaithe atá le teacht, an pobal i gcoitinne, fostóirí comharoideachais agus soláthróirí ionaid taithí oibre, conraitheoirí agus sainchomhairleoirí, scoileanna, comhpháirtithe taighde, agus comhlachtaí stáit, leathstáit agus príobháideacha.

1.5 Measúnú ar mhéid na seirbhísí atá ar fáil trí Ghaeilge

- 1.5.1 Feidhmíonn Ollscoil Luimnigh go príomha trí mheán an Bhéarla. Mar sin féin, airíonn an Ollscoil a cuid dualgas i leith na Gaeilge. Tá siad sin leagtha amach in *Acht na nOllscoileanna 1997* a luann go gcaithfidh cuspóirí Ollscoile iad seo a leanas a chuimsiú: ‘cur chun cinn teangacha oifigiúla an Stáit, agus aird speisialta a thabhairt ar chaomhnú, ar chur chun cinn agus ar úsáid na Gaeilge agus ar chaomhnú, agus ar chur chun cinn chultúir dhifriúla na hÉireann’. Luann an tAcht freisin ‘agus é ag comhlíonadh a chuid feidhmeanna, go gcaithfidh údarás ceannais, nó coiste de réir mar is iomchuí, aird a thabhairt ar chur chun cinn agus ar úsáid na Gaeilge mar theanga cumarsáide



Internal Customers: current students, faculty and staff, Governing Authority members, and associated bodies (e.g. Campus Life Services)

External Customers: prospective students and employees, general public, cooperative employers and other placement providers, contractors and consultants, schools, research partners, and State, semi-state and private bodies.

1.5 Current extent of services available through Irish

- 1.5.1 The University of Limerick operates primarily through the medium of the English language. However, the University is committed to its duties in relation to the Irish language. These are set out in the *Universities Act 1997* which states that the objectives of a University shall include the promotion of the ‘official languages of the State, with special regard to the preservation, promotion and use of the Irish language and the preservation and promotion of the distinctive cultures of Ireland’. The Act also states that ‘in performing its functions, a governing authority, or a committee where appropriate, shall have regard to the promotion and use of the Irish language as a language of general communication

ginearálta agus saothrú na Gaeilge agus a cuid traidisiún gaolmhar liteartha agus cultúrtha a chur chun cinn'. Lena chois sin, luann *Acht Ollscoil Luimnigh (Discaoileadh Choláiste Thuamhumhan), 1991* 'go gcaithfidh an Ollscoil i dtaca le comhlíonadh a cuid feidhmeanna aird chuí a thabhairt ar chaomhnú, ar chur chun cinn agus ar úsáid na Gaeilge, ar chaomhnú agus ar fhorbairt ar chultúir náisiúnta agus in oiliúint mhúinteoirí go gcaithfidh sí aird chuí a thabhairt do theagasc na Gaeilge'. Cheana féin cuireann an Ollscoil roinnt seirbhísí ar fáil trí Ghaeilge nó go dátheangach. Cé go bhfuil dea-thoil i leith na Gaeilge agus tiomantas praiticiúil di in Ollscoil Luimnigh, feidhmíonn an Ollscoil go príomha trí mheán an Bhéarla.

- 1.5.2 Rinneadh iniúchadh cuimsitheach teanga ar fhoireann OL i mí an Mheithimh 2005 chun leibhéal inniúlachta na foirne sna ranna agus rannóga éagsúla a aimsiú, agus chun leibhéal, caighdeán agus éileamh reatha ar sheirbhísí atá ar fáil i nGaeilge a mheas. Rinneadh suirbhé ar bhaill Choiste Bhainistíochta OL freisin maidir leis na seirbhísí atá ann agus an éileamh ar sheirbhísí, chomh maith le cleachtas reatha i dtaca le foilsiú doiciméad go dátheangach. Tugadh 258 freagra ar an iniúchadh foirne. De na freagraí sin, mhothaigh an chuid is mó, 23%, muiníneach go ligfeadh a gcaighdeán Gaeilge dóibh beannú do dhaoine eile i nGaeilge, bhraith an chéad ghrúpa eile is mó, 22%, go bhféadfaidís comhrá a dhéanamh le páistí. Mhothaigh 14% den lucht freagrath, breis agus 12%, sách muiníneach chun nóta gearr a scríobh i nGaeilge. Ar an taobh eile den speictream, ní raibh eolas ar ná nasc ar bith ag 12% le Gaeilge, agus bhí 3% in ann tuairisc ghairmiúil a scríobh. Bhí ionadaíocht an-mhaith ann ó na ranna difriúla uathu siúd a bhí toilteanach glacadh le hoiliúint. Bhí an-éagsúlacht Cumas Teanga de réir na Roinne.

and promote the cultivation of the Irish language and its associated literary and cultural traditions'. In addition, the *University of Limerick (Dissolution of Thomond College) Act, 1991* states that 'the University, in relation to the performance of its functions shall have due regard to the preservation, promotion and use of the Irish language and to the preservation and development of the national culture and in the training of teachers it shall have due regard to the teaching of the Irish language.' The University already provides some services through Irish or bilingually. Although there is goodwill towards the Irish language and practical commitment to it in the University of Limerick, the University operates primarily through the medium of English.

- 1.5.2 A comprehensive language audit of UL staff took place in June 2005 to establish the staff competency levels in various departments and sections, and to assess the standard of, and current demand for services available in Irish. Members of UL Management Committee were also surveyed regarding existing services and demand for services together with current practice regarding bilingual publication of documents. There were 258 replies to the staff audit. Of those replies the largest section, 23%, felt confident that their standard of Irish would allow them to greet others in Irish, the next largest group, 22%, felt they could hold a conversation with children. 14% of respondents felt confident enough to write a short note in Irish. At opposite ends of the spectrum, over 12% had no knowledge or connection with Irish, while 3% could write professional reports. There was very good representation from across the different departments from those willing to take training. Language competency per department varied widely.

CAIBIDIL 2: SOLÁTHAR SEIRBHÍSÍ/ GNÍOMHAÍOCHTAÍ GINEARÁLTA INSTITIÚIDEACHA

2.1 Réamhrá

Sa chaibidil seo leagtar amach córas na dteangacha oifigiúla atá i bhfeidhm ag an Ollscoil maidir lena cuid seirbhísí agus gníomhaíochtaí.

Tar éis iniúchadh dáimhe agus foirne, 2005, ba cheart a thabhairt faoi deara go bhfuil leibhéal dothaineach inniúlachta sa Ghaeilge i gcuid mhaith de Ranna Acadúla na hOllscoile chun cuid de ghnó na Roinne a dhéanamh i nGaeilge.

Tá cinneadh déanta ag an gCoiste Feidhmiúcháin Ollscoile go ndéanfaidh Aonad na Gaeilge riachtanais aistriúcháin na hOllscoile a chur amach go comhlachtaí seachtracha do thréimhse tástála, is é sin an chéad bhliain den Scéim reatha. Déanfaidh an Coiste Feidhmiúcháin athbhreithniú ar an gcinneadh seo, i ndiaidh dóibh an leibhéal éilimh don aistriúchán inmheánach agus na costais a bhaineann leis a mheas, agus déanfar socruithe malartacha maidir le bainistíocht phróiseas aistriúcháin na hOllscoile ansin, más gá.

2.2 Cumarsáid le Custaiméirí

2.2.1 **Cumarsáid Ghinearálta:** Comhlíonfar na spriocanna seo a leanas faoi chríoch na Scéime reatha:

- Cinnteoidh an Ollscoil go mbeidh teachtaireachtaí glórphoist i mBéarla agus i nGaeilge sna réimsí seo a leanas: Oifig an Uachtaráin, Oifig an Leas-Uachtaráin, (Acadúil & Cláráitheoir), Oifig an

CHAPTER 2: PROVISION OF GENERAL INSTITUTIONAL SERVICES / ACTIVITIES

2.1 Introduction

This chapter sets out the official language regime operated by the University in relation to its services and activities.

Following the June 2005 audit of faculty and staff, it should be noted that staff in many of the University's academic departments have a sufficient level of competency in the Irish Language to conduct some of the business of the Department in Irish.

The Executive Committee of the University has agreed that the translation requirements of the University will be outsourced by Aonad na Gaeilge for a trial period, specified as the first year of the current Scheme. Following an assessment of the level of demand for translation internally and its associated costs, the Executive Committee will review this decision and alternative arrangements regarding the management of the UL translation process will be made if considered necessary.

2.2 Communication with Customers

2.2.1 **General communication:** The following objectives will be achieved by the end of the current Scheme:

- The University will ensure that voicemail messages in the following areas will be in the English and Irish languages: The President's Office, Office of Vice- President (Academic & Registrar), Office

Leas-Uachtaráin, (Riarachán & Runaí), Oifig an Uachtaráin (Airgeadas), an Oifig Iontrála, Riarachán Acadúil Mac Léinn, Rannóg na nAcmhainní Daonna, an Oifig um Shaoráil Faisnéise, an Comharoideachas agus Rannóg na nGairmeacha, Rannóg na Seirbhísí Faisnéise Leabharlainne agus an Lasc-chlár Láir;

- Cinnteoidh an Ollscoil go mbeidh ar a gcumas ag foireann an lasc-chláir beannacht agus ainm na hOllscoile a thabhairt i nGaeilge agus i mBéarla, agus go mbeidh socruithe oiriúnacha i bhfeidhm ionas go mbeidh siad in ann glaoiteoirí a chur i dteagmháil leis an mball den fhoireann atá freagrach as an tseirbhís atá ag teastáil a chur ar fáil trí Ghaeilge, agus
- Beidh gach fógra réamhthairseadta ó bhéal do chustaiméirí i mBéarla agus i nGaeilge.

2.2.2 Cláir Acadúla: Ó thús na Scéime reatha:

- Soláthrófar an Ghaeilge go dtí leibhéal na céime sna cláracha liostaithe i 3.2 thíos;
- Déanfaidh an Ollscoil an clár Diplóma sa Ghaeilge: An Ghaeilge sa Saol Comhaimseartha a thairiscint. Cuimsíonn sé sin ceithre mhodúl oiliúna atá ceaptha chun riachtanais Acht na dTeangacha Oifigiúla do chomhlachtaí poiblí a chomhlíonadh, atá le fáil ar bhonn for-rochtana agus in-naisc;



of Vice President (Administration & Secretary), Office of Vice-President (Finance), Admissions Office, Student Academic Administration, Human Resources Division, Freedom of Information Office, Cooperative Education & Careers Division, Library Information Services Division, and Central Switchboard;

- The University will ensure that switchboard staff will be able to give a greeting and the name of the University in Irish and English, and suitable arrangements will be in place so that they can put callers in touch with the staff member responsible for offering the service required through Irish, and
- All pre-recorded oral announcements to customers will be in the English and Irish languages.

2.2.2 Academic Programmes: From the commencement of the Scheme:

- Irish will be offered to degree level in the programmes listed in 3.2 below;
- The University will offer the *Diplóma sa Ghaeilge: An Ghaeilge sa Saol Comhaimseartha* programme. This includes four training modules designed to meet the requirements of the Official Languages Act for public bodies which are available on an outreach and link-in basis;

- Déanfaidh Roinn na Ríomheolaíochta agus na gCóras Faisnéise, OL an clár *An Teastas sa Scríobh Ilmheán* a thairiscint;
- Déanfaidh an Ollscoil modúl roghnach, *An Ghaeilge Ghairmiúil*, a thairiscint do mhic léinn bliain a trí den Choláiste Oideachais;
- Déanfaidh an Ollscoil modúil GA4161 *An Ghaeilge Fheidhmeach do Cheoltóirí agus Rinceoirí 1*, GA4162 *An Ghaeilge Fheidhmeach do Cheoltóirí agus Rinceoirí 2*, GA4173 *An Ghaeilge Fheidhmeach do Cheoltóirí agus Rinceoirí 3* a thairiscint do mhic léinn an BA sa Cheol agus sa Rince Traidisiúnta;
- Beidh MA sa tSochtheangeolaíocht á thairiscint ag Roinn na dTeangacha agus an Léinn Chultúir, agus
- Déanfaidh an Ollscoil, i gcomhar le hinstiúidí tríú leibhéal eile, agus trí Choiste na nOifigeach agus na Stiúrthóirí Gaeilge Ollscoile, ach go háirithe, fiosrú féachaint an féidir cúrsaí tríú leibhéal eile a chur ar fáil i nGaeilge.



- The Department of Computer Science and Information Systems at UL will offer *An Teastas sa Scríobh Ilmheán* programme;
- The University will offer an optional module *An Ghaeilge Ghairmiúil* for year three College of Education students;
- The University will offer modules GA4161 *An Ghaeilge Fheidhmeach do Cheoltóirí agus do Rinceoirí 1*, GA4162 *An Ghaeilge Fheidhmeach do Cheoltóirí agus do Rinceoirí 2*, GA4173 *An Ghaeilge Fheidhmeach do Cheoltóirí agus do Rinceoirí 3* to students on the BA in Traditional Music and Dance;
- The Department of Languages and Cultural Studies will offer the *MA sa tSochtheangeolaíocht* Programme, and
- The University will, in collaboration with other third level institutions and through the Committee of University Irish Officers and Directors, in particular, investigate the possibility of providing other third level courses through Irish.

2.2.3 An Scéim Chónaithe

Leanfar de Scéim Chónaithe OL, faoi réir ag maoiniú a bheith ar fáil go leanúnach. Déanfar scoláireachtaí a thairiscint do mhic léinn le cumas/garchumas cainteora dúchais i nGaeilge ar mhian leo cónaí ag Teach na Gaeilge. Déanfaidh Seirbhísí Campais Phleasaí an deis a thairiscint do gach iarratasóir ar lóistín ar champas, lóistín atá in áirithe do chainteoirí Gaeilge a roghnú.

2.2.4 Foilseacháin, bróisiúir, foirmeacha, bileoga faisnéise

Ó thús na Scéime, foilseoidh an Ollscoil go dátheangach gach Reacht, Polasaí agus Gnáthamh a fhaofar as an nua ag Údarás Ceannais na hOllscoile.

Ó thús na Scéime, foilseoidh an Ollscoil na bileoga, bróisiúir agus faisnéis seo a leanas go dátheangach:

- Próifíl OL: Fíricí agus Figiúirí (athbhreithnithe go bliantúil);
- Achoimre: Cláir Lánaimseartha Bunchéimeanna Onóracha agus Riachtanais Iontrála (athbhreithnithe go bliantúil), agus
- Codanna de Leabhrán Bronnta Céime OL.

Faoi chríoch na Scéime reatha, foilseofar foirmeacha iarratais, rollaithe, cláraithe, agus titheocht ar champas do mhic léinn go dátheangach. Beidh foirmeacha iarratais ar fhostaíocht dátheangach freisin. Tiomnaíonn an Ollscoil í féin d'aistriú céimnitheach a dhéanamh ar fhoirmeacha páipéir ar an gcéad dul síos. Tabharfar tús áite d'fhoirmeacha páipéir réamh-phriontáilte le haghaidh aistriúcháin agus tabharfar aghaidh ina dhiaidh sin ar phacáiste bogearraí ríomhaire le haghaidh foirmeacha leictreonacha. Mar ghnás, soláthrófar foirmeacha dátheangacha san athdhearadh d'fhoirmeacha atá ann cheana féin. Déanfaidh an Mheitheal Oibre cinneadh maidir le leagan amach na bhfoirmeacha dátheangacha.

Eiseofar 10% de phreaseisiúintí ábhartha maidir le gnó na hOllscoile i gcoitinne i rith na chéad bhliana den Scéim. Tiomnaíonn an Ollscoil í féin do 25% de phreaseisiúintí a chur i gcló go dátheangach faoi chríoch na Scéime reatha.

2.2.3 Irish Language Residence Scheme / An Scéim Chónaithe

The UL Scéim Chónaithe will be continued, subject to the ongoing availability of HEA funding. Scholarships will be offered to students with a native / near native ability in Irish who wish to reside at Teach na Gaeilge. Plassey Campus Services will also offer every applicant for on-campus accommodation the option of choosing accommodation reserved for Irish speakers.

2.2.4 Publications, brochures, forms, information leaflets

From the commencement of the Scheme, the University will publish all newly approved Statutes, Policies and Procedures approved by the University's Governing Authority bilingually.

From the commencement of the Scheme, the University will publish the following leaflets, brochures and information bilingually:

- UL Profile: Facts and Figures (revised annually);
- Summary: Full-Time Honours Primary Degree Programmes and Admissions Requirements (revised annually), and
- Sections of the UL Conferring Booklet.

By the end of the current Scheme, all student application, enrolment, registration, and on-campus housing forms will be available bilingually. Employment application forms will also be bilingual. The University commits to the progressive translation of paper forms in the first instance. Pre-printed paper forms will be prioritised for translation, with computer software packages for electronic forms being dealt with subsequently. As a norm, bilingual forms will be made in the redesign of existing forms. An Mheitheal Oibre um Pholasaí Gaeilge will decide on the layout of the bilingual forms.

10 per cent of press releases regarding general University business will be issued bilingually in the first year. The University is committed to publishing 25 per cent of press releases bilingually by the end of the current Scheme.

2.2.5 Suíomh Gréasáin

Tá an rannán Rannóg na Gaeilge de shuíomh gréasáin na hOllscoile ar fáil i nGaeilge amháin, faoi láthair agus tá suíomh gréasáin Aonad na Gaeilge dátheangach. Sonraíonn suíomh gréasáin Aonad na Gaeilge ról an Aonaid agus ról Stiúrthóir na Gaeilge.

Tabharfar an fhaisnéis ghinearálta seo a leanas ar shuíomh gréasáin na hOllscoile sa dá theanga le linn na chéad bhliana den Scéim: leathanaigh bharrleibhéil de shuíomh gréasáin na hOllscoile, Stair agus Próifíl na hOllscoile, leathanach baile Saorála Faisnéise, agus leathanach baile na hOifige Lóistín.

Tabharfar an fhaisnéis seo a leanas ar shuíomh gréasáin na hOllscoile i mBéarla amháin:

- Faisnéis dírithe ar an bpobal idirnáisiúnta;
- Sainfhaisnéis teicniúil;
- Cláracha léinn ar líne (seachas cláracha Gaeilge má fhorbraítear iad);
- Faisnéis faoi chláracha atá ann cheana féin nó faoi chláracha nua. (Seachas cláracha a sholáthraítear trí Ghaeilge).

Tabharfar aon seirbhísí idirghníomhacha nua isteach go comhuaineach sa dá theanga lastigh de thréimhse na Scéime seo. Déanfar rogha na Gaeilge a chur leis na seirbhísí idirghníomhacha atá ar fáil i mBéarla amháin, má dhéantar uasghrádú orthu sa tréimhse chéanna.

2.2.6 Teicneolaíocht Faisnéise

Cuirfear tús le hobair ar stáisiúin oibre ríomhaire agus ar ghléasanna orimeallacha a chumrú chun tacú le hiontráil, léiriú agus priontáil faisnéise i gceachtar teanga oifigiúil agus súil len í a bheith curtha i bhfeidhm faoi chríoch chéad Scéim na hOllscoile. Cinnteoidh an Ollscoil (chomh fada agus atá sé praiticiúil) cur i bhfeidhm na bpacáistí Gaeilge (litreoirí, uirlisí profála) ar bhealach tráthúil agus rialaithe i ndiaidh don déantóir bogearraí an tairge a eisiúint do chórais choiteanna oifige. Déanfar comhoiriúnú ar córais choiteanna agus ar córais phobaldhírthe sa mhéid is go ligfidh siad

2.2.5 Website

Currently, the Rannóg na Gaeilge section of the University's website is available in the Irish language only, while the Aonad na Gaeilge website is bilingual. The Aonad na Gaeilge website details the roles of the Unit and Stiúrthóir na Gaeilge.

The following general information on the University website will be made available in both languages during the first year of the Scheme: top level pages of University website, University History and Profile, Freedom of Information homepage, and Accommodation Office homepage.

The following information on the website will remain in English only:

- Information aimed at an international audience;
- Information of a technical specialist nature;
- Web-based programmes of study (except Irish language programmes, should they be developed);
- Information relating to existing or new programmes (other than those available through Irish).

During the period of the current Scheme, any new interactive services will be introduced simultaneously in both languages. During the same period, any upgrading done on existing interactive services, currently available in English only, will include an Irish language option also.

2.2.6 Information Technology

Work will have commenced on configuring the University computer workstations and peripheral devices to support the entry, display and printing of information in either official language with a view to its completion by the end of the University's first Scheme. The University will ensure (insofar as it is practical) the implementation of Irish language packs (spell checkers, proofing tools) in a timely and controlled manner after release by the relevant software manufacturer for commonly used office systems. Commonly used and public-facing systems will be made compatible in the sense of



d'ainmneacha agus do logainmneacha (seoltaí) a bheith taifeadta, léirithe, agus priontáilte i gceachtar teanga oifigiúil de réir rogha an úsáideora.

2.2.7 Teagmháil le Meáin Sheachtracha

Ó thús na Scéime, cuirfear liosta ar fáil trí phreasoifig OL de bhaill na hOllscoile atá in ann agus toilteanach déileáil leis na meáin Ghaeilge ar mhíreanna nuachta a bhaineann lena réimse féin.

allowing names and place names (addresses) to be recorded, displayed, and printed in either official language, depending on the user.

2.2.7 Contact with External Media

From the commencement of the Scheme a list of members of the University who are competent and willing to deal with Irish language media on news items related to their field will be made available through the UL press office.

CAIBIDIL 3: ACHOIMRE AR NA SEIRBHÍSÍ / GNÍOMHAÍOCHTAÍ A CHUIREANN RANNÓGA AR FÁIL

3.1 Réamhrá

Leagann an chaibidil seo amach soláthairtí / gníomhaíochtaí seirbhíse ag ranna agus oifigí aonair laistigh den Ollscoil. Rianaítear feidhmeanna / gníomhaíochtaí gach roinne agus oifige. Rianaítear na bearta atá glactha ag an Ollscoil chun an tAcht a chomhlíonadh agus aird á tharraingt ar na réimsí tosaíochta.

3.2 Ranna agus Oifigí a Fheidhmíonn trí Ghaeilge

Feidhmíonn na Ranna seo a leanas trí Ghaeilge agus dá bhrí sin cuireann siad gach seirbhís ar fáil trí Ghaeilge, seachas nuair a iarrann custaiméir/cliant go gcuirfí seirbhís dá leithéid ar fáil dóibh i mBéarla:

Rannóg na Gaeilge, Roinn na dTeangacha agus an Léinn Chultúir, Coláiste na nDaonnachtaí

Leagann Ollscoil Luimnigh béim ar an ngné nua-aimseartha, chomhaimseartha den léann, agus ní haon eisceacht air sin iad na daonnachtaí. Leagtar béim ar an tábhacht a bhaineann leis an teanga chomhaimseartha bheo i staidéar na Gaeilge ag OL. Tá foireann láidir fhuinniúil ag obair i Roinn na dTeangacha agus an Léinn Chultúir, ar thimpeallacht ilchultúrtha, ilteangach, agus ilghnéitheach í. Saibhríonn an malartú traschultúrtha, trasteangach seo léann na Gaeilge san Ollscoil. Is luachmhar linn an Eoraip nua-aimseartha trasnáisiúnta is luachmhar linn chomh maith ár n-oidhreacht dhúchasach Ghaelach, ár gcultúr agus ár stair. Creidimid gur trí chomhoibriú le chéile is fearr a thuigimid agus a fhorbraimid ár n-oidhreacht, ár gcultúr agus ár stair.

CHAPTER 3: SUMMARY OF SERVICES / ACTIVITIES PROVIDED BY DIVISIONS

3.1 Introduction

This chapter sets out the position in relation to service provisions / activities by individual departments and offices within the University. The functions / activities of each department and office are outlined. The measures taken by the University to comply with the Act are outlined and priority action areas are highlighted.

3.2 Departments and Offices Working through Irish

The following departments work through the Irish language and consequently provide all services through the medium of Irish, except where specifically requested otherwise.

Irish Section, Department of Languages and Cultural Studies, College of Humanities

The University of Limerick emphasises the modern, contemporary aspect of learning, and the humanities are no exception to this. The importance of the contemporary, living language is stressed in the study of Irish at UL. There is a strong, energetic team of staff working in the Department of Languages and Cultural Studies, which is a multicultural, multilingual environment. This transcultural, translingual exchange serves to enrich the study of Irish in the University. We value the modern, transnational Europe; we value equally our native Irish heritage, culture, and history. We believe that it is through mutual co-operation that we can best understand our own heritage, and develop our culture.

Tá an Ghaeilge le fáil go dtí leibhéal na céime sna cúrsaí fochéime agus iarchéime seo a leanas:

B.A. Gaeilge agus na Meáin Úra
 B.A. Teangacha Feidhmeacha
 B.A. Teangacha Feidhmeacha le Ríomhaireacht
 B.A. Ceol agus Rince na hÉireann
 B.A. Teangacha agus an Léann Cultúir
 B.Sc. Corpoideachas agus
 MA sa tSochtheangeolaíocht (Gaeilge mar Mheán).

Comhdhálacha a réachtálar trí Ghaeilge go hiomlán nó mar chuid di:

Dáil Thuamhan, i gcomhar le Roinn na Gaeilge, Coláiste Mhuire gan Smál, Luimneach agus Cumann Gaelach an Ochtó Céad Déag.

Taighde a dhéantar trí Ghaeilge

MA (taighde) agus PhD.

Aonad na Gaeilge

Déanann Aonad na Gaeilge raon leathan de ranganna Gaeilge a thairiscint, ó leibhéal an tosaitheora go dtí ardleibhéal. Comhordaíonn an tAonad sraith de scéimeanna agus de thionscadail a chuireann an Ghaeilge chun cinn. Sheol an tAonad, faoi choimirce Roinn na dTeangacha agus an Léinn Chultúir, clár Diplóma sa Ghaeilge: An Ghaeilge sa Saol Comhaimseartha i Meán Fómhair 2005. Tá ceithre phríomh-mhodúl deartha i gcomhthéacs riachtanais oiliúna fhostaithe na hearnála poiblí chun riachtanais reachtúla Acht na dTeangacha Oifigiúla a chomhlíonadh. Cuireann Stiúrthóir na Gaeilge tacaíocht ghinearálta ar fáil d'úsáid na Gaeilge mar mheán cumarsáide ar champas. Tá sí freagrach as teagasc agus taighde trí mheán na Gaeilge a fhorbairt ag an Ollscoil agus as forbairt na Gaeilge mar ábhar acadúil. Tá an post lonnaithe i Roinn na dTeangacha agus an Léinn Chultúir ach baineann an sainchúram leis an Ollscoil ina hiomláine. Feidhmíonn Stiúrthóir na Gaeilge mar rúnaí feidhmeach do Choiste na Gaeilge.

Irish is offered to degree level in the following undergraduate and postgraduate courses:

B.A. Irish and New Media
 B.A. Applied Languages
 B.A. Applied Languages with Computing
 B.A. Irish Traditional Music and Dance
 B.A. Languages and Cultural Studies
 B.Sc. Physical Education and
 M.A. in Sociolinguistics (Irish Medium)

Conferences conducted wholly or partly through Irish:

Dáil Thuamhan, in conjunction with Irish Department, Mary Immaculate College, Limerick and Eighteenth-Century Irish Society.

Research conducted through Irish:

MA (research) and PhD.

Aonad na Gaeilge

Aonad na Gaeilge offers a broad range of Irish language classes, from beginners' level to advanced. The Unit coordinates a series of schemes and projects promoting the Irish language. The Unit under the auspices of the Department of Languages and Cultural Studies launched a Diplóma sa Ghaeilge: An Ghaeilge sa Saol Comhaimseartha programme in September 2005. Four key modules are designed in the context of the training needs of employees in the public sector to meet the legislative requirements of the Official Languages Act. Stiúrthóir na Gaeilge provides general support to the use of Irish as a means of communication on campus. She is responsible for developing Irish language teaching and research at the University and the development of Irish as an academic subject. The position is housed in the Department of Languages and Cultural Studies but the brief is University-wide. Stiúrthóir na Gaeilge acts as executive secretary to Coiste na Gaeilge.

3.3 Ranna agus Oifigí a Fheidhmíonn go Dáttheangach

Níl Ranna ar bith eile ann a fheidhmíonn go foirmiúil trí mheán na Gaeilge agus an Bhéarla. Déanfar an acmhainn chun sainmheon dáttheangach níos láidre a fhorbairt atá in Acadamh Domhanda Ceoil agus Rince na hÉireann a spreagadh le linn na Scéime.

3.4 Ranna agus Oifigí a Fheidhmíonn trí Bhéarla Amháin

Leagann ranna 3.4.1 go 3.4.4 amach feidhmeanna agus gníomhaíochtaí na rann agus na n-oifigí nach bhfuil i riocht seirbhís duine le duine a sholáthar do chustaiméirí trí Ghaeilge i láthair na huaire (Mí na Nollag 2005). I gcás sé oifig déag de na ranna agus de na hoifigí seo, cinnteoidh an Ollscoil thar shaolré na Scéime go ndéanfar sannadh agus uas-sciliú ar dhuine cuí amháin den fhoireann ar a laghad ionas go bhféadfaidh na ranna agus na hoifigí sin déileáil go héifeachtach trí mheán na Gaeilge le custaiméirí, de réir mar a éilítear.

1. Rannóg Ghnóthaí Mac Léinn (An Oifig Iontrála)
2. Riarachán Acadúil na Mac Léinn
3. Rannóg an Airgeadais
4. Roinn na nAcmhainní Daonna
5. Rannóg Theicneolaíocht an Eolais
6. Rannóg na Seirbhísí Faisnéise Leabharlainne
7. Coláiste na nDaonnachtaí
8. Coláiste na Faisnéisíochta agus na Leictreonaice
9. Coláiste an Oideachais
10. An Oifig Thaighde
11. An Oifig um Shaoráil Faisnéise
12. An Roinn Buanoideachais agus For-rochtana
13. An Oifig Sholáthair
14. Seirbhísí Beatha Campais (lóistín san áireamh)

3.3 Departments and Offices Working Bilingually

There are no other departments working formally through the medium of Irish and English. The capacity to develop a stronger bilingual ethos in the Irish World Academy of Music and Dance will be encouraged during the duration of the Scheme.

3.4 Departments and Offices Working through English Only

Sections 3.4.1 to 3.4.4 set out the functions and activities of the departments and offices, which currently (December 2005) are not in a position to provide a one-to-one service through the Irish language. In the case of sixteen of these departments and offices, the University will ensure the assignment or upskilling of at least one appropriate member of staff, during the course of this Scheme, so that these departments and offices can deal effectively through the medium of Irish with customers, as required.

1. Student Affairs Division
2. Student Academic Administration
3. Finance Division
4. Human Resources Department
5. Information Technology Division
6. Library and Information Services Division
7. College of Humanities
8. College of Informatics and Electronics
9. College of Education
10. Research Office
11. Freedom of Information Office
12. Department of Lifelong Learning and Outreach
13. Procurement and Contracts
14. Campus Life Services (including accommodation)

15. An Comharoideachas agus Rannóg na nGairmeacha
16. Roinn na bhFoirgneamh agus na nEastát

3.4.1 Coláistí agus Ranna Acadúla

Scoil Ghnó Kemmy

Tá Scoil Ghnó Kemmy tiomanta do dhearsnaíocht i dteagasc agus i dtaighde agus do chlár éifeachtacha a fhorbairt don phobal gnó i gcoitinne agus don phobal níos leithne. Soláthraíonn an Scoil raon de chlár mhúinte lánaimseartha ag leibhéal fhochéime, chéime agus iarthaithí sna réimsí gnó, bainistíocht, eacnamaíocht, cuntasaíocht agus airgeadas, turasóireacht, bainistíocht acmhainní daonna, margaiócht agus fiontraíocht trína ceithre Roinn acadúla. Déanann an Scoil rogha de chlár theastais/diplóma páirtaimseartha a thairiscint sna réimsí Bainistíocht Pearsanra, Bainistíocht, Bainistíocht Seirbhísí Sláinte agus Bainistíocht Tionscadail. Ar na comhchlár a reáchtáiltear le Coláistí eile ag an Ollscoil áirítear BTech Bainistíocht Táirgeachta, BA Dlí agus Cuntasaíocht, BA Árachas Idirnáisiúnta agus Léann Eorpach. Léiríonn comhpháirtíocht le 'cliain't thábhachtacha sheachtracha mar na Coimisinéirí Ioncaim agus BSL gan ainm a chur ach ar an mbeagán, an bealach nuálach a dtéann an Scoil i ngleic leis an bpobal gnó chun cláracha a chur ar fáil le freastal ar a riachtanais.

Eagraítear feidhmiú teagaisc, taighde agus clár for-rochtana Scoil Ghnó Kemmy go príomha trí cheithre roinn acadúla atá tógtha thart timpeall ar réimsí disciplíneacha. Is iad na ceithre Roinn Acadúla ná:

- An Roinn Cuntasaíochta agus Airgeadais;
- Roinn na hEacnamaíochta;
- Roinn na Bainistíochta agus na Margaióchta;
- An Roinn Phearsanra agus Caidrimh Fhostaíochta.

15. Cooperative Education and Careers Division
16. Buildings and Estates

The University will expand service provision through Irish in remaining areas in future Schemes.

3.4.1 The Kemmy Business School

The Kemmy Business School is committed to excellence in teaching and research and to developing effective programmes for the extended business and wider community. The School provides a range of full-time taught programmes at undergraduate, graduate and post-experience levels in business, management, economics, accounting and finance, tourism, human resource management, marketing and entrepreneurship through its four academic Departments. The School offers a selection of part-time certificate/diploma programmes in Personnel Management, Management, Health Services Management and Project Management. Programmes run jointly with other Colleges at the University include BTech Production Management, BA Law and Accounting, BA International Insurance and European Studies. Partnership with key external 'clients' such as the Revenue Commissioners, and the ESB, to name but a few, illustrate the innovative manner in which the School is engaging with the business community to deliver programmes to meet their needs.

The delivery of teaching, research and outreach programmes of the Kemmy Business School is organised principally through four academic departments built around disciplinary fields. The four Academic Departments are:

- Department of Accounting and Finance;
- Department of Economics;
- Department of Management and Marketing;
- Department of Personnel and Employment Relations.

Coláiste an Oideachais

Is iad spriocanna Choláiste an Oideachais ná taighde agus teagasc a dhéanamh laistigh de réimse oiliúna múinteoirí agus an léinn ghairmiúil. Tá cúrsaí cáiliúcháin éagsúla á dtairiscint ag an gColáiste ar mhaithe le haitheantas múinteoirí chomh maith le cúrsaí eile ar mhaithe le forbairt ghairmiúil. Cuimsíonn an Coláiste dhá Roinn acadúla:

- An Roinn Bunoideachais (suite ar champas Choláiste Mhuire gan Smál a eascraíonn as an nascadh acadúil idir OL agus Coláiste Mhuire gan Smál);
- Roinn an Oideachais agus an Léinn Ghairmiúil.

Coláiste na hInnealtóireachta

Is é misean an Choláiste Innealtóireachta ná léann innealtóireachta a tháirgeadh den chaighdeán is airde agus é sin a chur ar fáil don phobal is mó is féidir. Léirítear an misean sin go cuimsitheach sa teagasc agus sa léann agus in aschur taighde agus na géimithe. Déanann an Coláiste cláracha



College of Education

The goals of the College of Education are to undertake research and teaching within the area of teacher education and professional studies. The College offers various qualifying courses leading to teacher recognition, as well as other courses for professional development. The College comprises two Academic Departments:

- Department of Primary Education (is located on the Mary Immaculate College Campus and arises from the academic linkage between UL and Mary Immaculate College);
- Department of Education & Professional Studies.

College of Engineering

The mission of the College of Engineering is to produce engineering scholarship of the highest quality and to make this available to as wide an audience as possible. This mission is fully reflected in its teaching and learning, research and graduate outputs. The College offers professionally

Innealtóireachta a thairiscint atá creidiúnaithe go gairmiúil chomh maith le cláracha céime san Eolaíocht agus sa Teicneolaíocht. Aithnítear go bhfuil céimithe ó na cláracha sin uile, ag an leibhéal fochéime agus ag leibhéal iarchéime araon ar chuid de na cinn is fearr ina réimsí.

Tá sé mar aidhm ag an gColáiste cuidiú le tionscnaimh náisiúnta straitéiseacha trí chomhoibriú go dlúth le hionaid tionscail agus taighde, ar a n-áirítear go hidirnáisiúnta, i líon roghnaithe de phríomhréimsí, mar atá, eolaíocht ábhar & dromchla, teirmisreabháin, agus ardteicneolaíocht déantúsaíochta agus tacaíocht a thabhairt do thaighde idirdhisciplíneach tríd an téama Nuálaíocht, Dearadh agus Déantúsaíocht. Is gnéithe tábhachtacha den chlár seo iad úsáid acmhainní nádúrtha, cúram an imshaoil agus sláinte chomh maith leis na disciplíní teicneolaíochta atá níos sofheicthe. Is iad Ranna Acadúla an Choláiste ná:

- Roinn na Déantúsaíochta agus na nOibriúchán Innealtóireachta;
- Roinn na hEolaíochta Ábhair agus Teicneolaíochta;
- Roinn na hInnealtóireachta Meicniúla agus Aerloingseoireachta;
- Scoil na hAiltireachta.

Coláiste na nDaonnachtaí

Is ionad beo criticiúil smaointeoireachta é Coláiste na nDaonnachtaí agus gineadóir léinn ar a bhfuil meas náisiúnta agus idirnáisiúnta.

accredited Engineering programmes as well as degree programmes in Science & Technology. The graduates from all these programmes, at both undergraduate and postgraduate levels, are acknowledged nationally and internationally as being amongst the best in their fields.

The College aims to contribute to national strategic initiatives by working closely with industry and research centres, including internationally, in a selected number of key areas such as materials and surface science, thermofluids and advanced manufacturing technology and to support interdisciplinary research through the theme Innovation, Design and Manufacturing. Important elements of this agenda are natural resource utilization, the environment and health care as well as the more obvious technological disciplines. The College's Academic Departments are:

- Department of Manufacturing and Operations Engineering;
- Department of Materials Science & Technology;
- Department of Mechanical and Aeronautical Engineering;
- School of Architecture.

College of Humanities

The College of Humanities is a vibrant centre of critical thinking and a generator of nationally and internationally esteemed scholarship. It prides itself on the quality of its teaching and its commitment



Táthar bródúil as caighdeán a theagaisc agus as a thiomantas do thaighde i gcomhthéacs disciplíneach agus idirdisciplíneach mar ar gnéithe dílse iad an díospóireacht agus an plé i bhforbairt an eolais agus scileanna anailíseacha. Is iad príomhfheidhmeanna an Choláiste ná teagasc agus taighde. Áirítear ar fheidhmeanna dá leithéid cláracha fochéime agus iarchéime a chur ar fáil, maoirseacht a dhéanamh ar mic léinn taighde agus taighde dáimhe a chothú. Cuimsíonn an Coláiste na Ranna Acadúla seo a leanas:

- Roinn na Staire;
- Roinn na Socheolaíochta;
- Roinn na Polaitíochta agus an Riaracháin Phobail;



- Roinn na dTeangacha agus an Léinn Chultúir;
- An Scoil Díl.

Tá dlúthnaisc acadúla idir Coláiste na nDaonnachtaí agus Acadamh Domhanda Ceoil agus Rince na hÉireann agus an Roinn Ealaíon i gColáiste Mhuire gan Smál.

Coláiste na Faisnéisíochta agus na Leictreonaice

Tugann Coláiste na Faisnéisíochta agus na Leictreonaice na disciplíní idirghaolmhara matamaitic, bogearraí, ríomhaireacht, cumarsáid agus leictreonaic le chéile i struchtúr nuálach agus forásach. Is é misean Choláiste na Faisnéisíochta agus na Leictreonaice ná oideachas d'ardchaighdeán

to research in a disciplinary and interdisciplinary context where debate and discussion are integral features in the development of knowledge and of analytical skills. The key functions of the College are teaching and research. Such functions include the delivery of undergraduate and postgraduate programmes, the supervision of research students and the fostering of faculty research. The College comprises the following Academic Departments:

- Department of History;
- Department of Sociology;
- Department of Politics and Public Administration;
- Department of Languages and Cultural Studies;
- School of Law.

There are close academic relationships between the College of Humanities and the Irish World Academy of Music and Dance, and the Arts Department in Mary Immaculate College.

College of Informatics and Electronics

The College of Informatics and Electronics brings together the inter-related disciplines mathematics, software, computing, communications and electronics, in an innovative and forward-looking structure. The mission of the College of Informatics and Electronics is to provide high-quality, cost-

ar chostas éifeachtach a sholáthar a bhfuil seasamh idirnáisiúnta aige agus tacú le tionscal in Éirinn agus ar fud an domhain sna príomhdhisciplíní sin. Téann an tslat tomhais a bhaineann le hábharthacht don domhan oibre i gcion i gcónaí ar chur i bhfeidhm an mhisin sin agus, de réir mar a thugtar cláracha nua teagaisc agus taighde isteach, tugtar aird ar leith orthu siúd a mheastar a bheith ina mbuntáiste straitéiseach d'Éirinn. Tá an Coláiste tiomanta do phróiseas d'fheabhsúchán leanúnach agus athbheithnítear cláracha acadúla ar bhonn leanúnach. Cuimsíonn an Coláiste na Ranna Acadúla seo a leanas:

- Roinn na Ríomheolaíochta agus na gCóras Faisnéise;
- Roinn na Leictreonaice agus na Ríomhinnealtóireachta;
- Roinn na Matamaitice agus Staidrimh.

Coláiste na hEolaíochta

Is é misean Choláiste na hEolaíochta ná dearscnaíocht agus ábharthacht a bhaint amach i dteagasc agus i dtaighde. Áirítear ar chuspóirí an Choláiste eispéaras léinn den scoth dár mic léinn go léir; a chinntiú go bhfuil an t-eolas agus na scileanna atá ábhartha d'eacnamaíochtaí náisiúnta agus idirnáisiúnta agus do na margai fostaíochta ag céimithe; páirt a ghlacadh i gcur chun cinn an eolais eolaíoch trí dhearscnaíocht i dtaighde a lorg; a bheith ina acmhainn luachmhar náisiúnta ag cuidiú le forbairt eacnamaíochta inbhuanaithe trí shaineolas a chuid dáimhe agus foirne agus chéimithe eolacha d'ardchaighdeán agus feasacht phoiblí ar na heolaíochtaí a chinntiú agus spéis sna heolaíochtaí a spreagadh i ndaoine óga. Cuimsíonn an Coláiste na Ranna Acadúla seo a leanas:

- Roinn na Ceimice agus na hEolaíochta Imshaoil;
- An Roinn Eolaíochtaí Beatha;
- An Roinn Corpoideachais agus Eolaíochta Spóirt;
- Roinn na Fisice;
- Roinn Altranais agus Cnáimhseachais;
- An Roinn Teiripe Saothair;

effective education and research of the highest international standing and to support industry both in Ireland and worldwide in these key disciplines. Implementation of this mission is constantly conditioned by the criterion of relevance to the world of work and, as new programmes of teaching and research are introduced, particular attention is given to those judged to be of strategic benefit to Ireland. The College is committed to a process of continuous improvement and reviews its academic programmes on an on-going basis. The College comprises the following Academic Departments:

- Department of Computer Science & Information Systems;
- Department of Electronic & Computer Engineering;
- Department of Mathematics & Statistics.

College of Science

The mission of the College of Science is to achieve excellence and relevance in teaching and research. The objectives of the College include the provision of an excellent learning experience for all of our students; ensuring graduates possess the knowledge and skills relevant to national and international economies and employment markets; contributing to the advancement in scientific knowledge through the pursuit of excellence in research; being a valuable national resource contributing to sustainable economic development through the expertise of its faculty and staff and the high calibre of knowledgeable graduates and ensuring public awareness of the sciences and generate in young people an interest in the sciences. The College comprises the following Academic Departments:

- Department of Chemical & Environmental Sciences;
- Department of Life Sciences;
- Department of Physical Education & Sports Science;
- Department of Physics;
- Department of Nursing & Midwifery;
- Department of Occupational Therapy;

- Roinn na Fisiteiripe;
- An Roinn Teiripe Urlabhra & Teanga.

3.4.2 Seirbhís Tacaíochta Acadúla

An tIonad Teagaisc agus Foghlama

Tá an tIonad Teagaisc agus Foghlama ann chun dearscnaíocht a spreagadh agus a éascú i dteagasc agus i bhfoghlaim laistigh agus lastall den Ollscoil. Is é a ról ná léann agus taighde a spreagadh i dteagasc agus i bhfoghlaim, cuidiú chun a chinntiú go mbeidh meas, tacaíocht agus forbairt le fáil ag teagasc éifeachtach agus chun nuálaíocht a spreagadh i ngníomhaíochtaí teagaisc agus foghlama. Tá sé rithabhachtach do ról an ionaid eispéaras foghlama agus forbartha a fheabhsú le haghaidh múinteoirí agus mac léinn araon.

An Comharoideachas agus Rannóg na nGairmeacha

Is dlúthchuid é an Comharoideachas (láithriú fochéime) de chláracha léinn OL ar fad. Faoin Scéim comhlíonann fochéimithe tréimhsí láithrithe oibre atá ábhartha dá staidéar acadúil agus íoctar iad. Tá freagracht ar An Comharoideachas agus Rannóg na nGairmeacha as an gclár a stiúradh agus a fhorbairt. Maidir leis seo, saináithníonn an Rannóg fostóirí oiriúnacha agus déanann comhthadhall leo chun láithrithe a aimsiú agus le cinntiú go gcoinnítear ar an eolas iad faoi raon na n-acmhainní agus an tsaineolais atá ar fáil ar champas. Déantar measúnú ar Chomharoideachas agus faigheann mic léinn creidiúint acadúil tar éis taithí oibre a chríochnú go sásúil. Nuair a bhíonn srianta láithrithe i gceist de bharr srianta pearsanta, nó san áit a bhfuil coinníollacha eacnamaíocha mífhábhracha ann, socraítear cláracha oideachasúla agus phraiticiúla malartacha ar mhaithe leis na mic léinn. Lena chois sin, tá an Rannóg freagrach as an gclár Cleachtadh Múinteoireachta, a chinntiann go gcomhlíonann mic léinn atá ag dul do chéimeanna san Oideachas a gcuid tascanna múinteoireachta i scoileanna oiriúnacha.

Tá an Rannóg freagrach freisin as Seirbhís na nGairmeacha a chur ar fáil, a bhfuil mar chéad chuspóir aici tacú le mic léinn agus céimithe pleananna do ghairmeacha beatha rathúla a fhorbairt agus a chur i ngníomh.

- Department of Physiotherapy;
- Department of Speech & Language Therapy.

3.4.2 Academic Support Services

Centre for Teaching and Learning

The Centre for Teaching and Learning exists to encourage and facilitate excellence in teaching and learning within and beyond the University of Limerick. Its role is to encourage scholarship and research in teaching and learning, to help ensure that effective teaching is valued, supported and developed and to encourage innovation in teaching and learning activities. Enhancing the learning and development experience for both teachers and students is pivotal to the role of the centre.

Cooperative Education and Careers Division

Cooperative Education (undergraduate placement) is an integral part of all programmes of study at UL. Under the Scheme undergraduates complete remunerated work placements relevant to their academic study. The Cooperative Education and Careers Division has responsibility for the direction and development of the programme. In this regard, the Division identifies appropriate employers and liaises with them so as to secure placements and to ensure that they are kept aware of the range of resources and expertise available on campus. Cooperative Education is assessed and students receive academic credit upon the satisfactory completion of placements. Where placement restrictions apply owing to personal limitations, or when unfavourable economic conditions exist, alternative educational and practical programmes are arranged for the benefit of the students. Furthermore the Division is responsible for the Teaching Practice programme, which ensures that students pursuing degrees in Education complete supervised teaching assignments in appropriate schools.

The Division is also responsible for the provision of a Careers Service, the primary objective of which is to support students and graduates in developing and implementing successful career plans.

Rannóg Theicneolaíocht an Eolais

Is é misean na Rannóige Teicneolaíochta Eolais (ITD) ná seirbhísí faisnéise agus teicneolaíochta cumarsáide (ICT) oiriúnacha d'ardchaighdeán chun gníomhaíochtaí foghlama, riaracháin agus taighde na hOllscoile a éascú.

Rannóg na Seirbhísí Faisnéise Leabharlainne

Soláthraíonn an Rannóg seo rochtain ar fhaisnéis agus acmhainní do na mic léinn, don dámh agus d'fhoireann na hOllscoile. Soláthraíonn sí seirbhís faisnéise gnó táille-bhunaithe do chliant sheachtracha. Tá sí suite i bhFoigrneamh Leabharlann Glucksman agus na Seirbhísí Faisnéise, agus tá seomraí breise léitheoireachta scaipthe ar fud an champais.

Déanann Leabharlann Ollscoil Luimnigh iarracht feidhmiú go héifeachtach sa ról atá aici ag tacú le gníomhaíochtaí teagaisc, foghlama agus taighde ag an Ollscoil trí fhaisnéis, oideachas, thacaíocht, áiseanna agus acmhainní d'ardchaighdeán a chur ar fáil do mhic léinn, don dámh, don fhoireann agus do thaighdeoirí.

3.4.3 Lárionaid Taighde

Lárionad um Staidéar Fiontraíochta

Lárionad don Bhainistíocht Togra

Lárionad Bainisteoireachta Faisnéise agus Eolais

Aonad Taighde um Chaidreamh Fostaíochta

Lárionad Taighde na Eora-Áise

Grúpa Taighde na Bainistíochta Acmhainní Daonna

Ionad Margaíochta an Mhionghnó

Ionad Náisiúnta don Staidéar ar Pholasaithe Turasóireachta

An Lárionad Náisiúnta um Bhainistíocht Cailíochta

Grúpa don Taighde um Phríobháidiú agus um Chomhpháirtíochtaí Poiblí agus Príobháideacha

An Lárionad Taighde um Fhorbairt Churaclaim, Mheastóireacht agus Pholasáí

Aonad Taighde an Chleachtais Oideachais

Information Technology Division

The mission of the Information Technology Division (ITD) is to provide the University Community with appropriate quality information and communications technology (ICT) services to facilitate the learning, administrative and research activities of the University.

Library and Information Services Division

This Division provides access to information and resources for the students, faculty and staff of the University. It also provides a fee-based business information service to external clients. It is located in the Glucksman Library and Information Services Building, and additional reading rooms are dispersed throughout the campus.

The University of Limerick Library seeks to function effectively in its role of supporting teaching, learning and research activities at the University by providing quality information, education, support, facilities and resources to students, faculty, staff and researchers.

3.4.3 Research Centres

Centre for Entrepreneurial Studies

Centre for Project Management

Centre for Information and Knowledge Management

Employment Relations Research Unit

Euro-Asia Research Centre

Human Resource Management Research Group

Marketing Centre for Small Business

National Centre for Tourism Policy Studies

National Centre for Quality Management

Privatisation and Public Private Partnerships Research Group

Curriculum Development Evaluation and Policy Research Unit

Education Practice Research Unit

Ardteicneolaíocht Déantúsaíochta
 Lárionad Taighde um Uathobriú
 Lárionad um Eolaíocht Ábhair Éireann
 Institiúid Eolaíochta Ábhair agus Dromchla
 Institiúid Taighde Stokes
 Lárionad Taighde John Holland
 Lárionad Taighde Comhábhar
 Lárionad na dTeangacha Feidhmeacha
 Lárionad Ceartais Choiriúil
 Lárionad an Léinn Eorpaigh
 Lárionad an Taighde Stairiúil
 Ionad an Léinn Éireannaigh agus an Léinn Ghearmánaigh
 Lárionad do Staidéar Síochána agus Forbartha
 Acadamh Domhanda Ceoil agus Rince na hÉireann
 Lárionad Rahaline don Léann Útóipeach
 Lárionad um Fhorbairt an Oideachais Mhatamaiticiúil sa Teicneolaíocht
 An tSaotharlann Bhithleighis Leictreonaice
 Lárionad um Staidéar Ceoil Ríomhaireachtúil agus Cheol Ríomhaire
 Lárionad na Matamaitice Tionsclaíche agus na Matamaitice Feidhmí
 Lárionad Taighde um Chiorcaid agus Chórais PEI
 An Grúpa um Thaighde ar an Ríomhinteacht
 Grúpa na gCóras Rialaithe & Ionstraimíochta
 An tSaotharlann um Shlándaíl Cumarsáide Sonraí
 Lárionad don Dearadh Idirghníomhach
 An Lárionad Taighde Teileachumarsáide
 An Lárionad Taighde Logánaithe
 Córais Phróiseála Comharthaí Digiteacha agus Leabaithe
 An tSaotharlann don Taighde ar Cáilíocht Bhogearraí
 Teicneolaíocht Braiteora Comhshaoil um an mBithleighis

Advanced Manufacturing Technology
 Automation Research Centre
 Materials Ireland Research Centre
 Materials and Surface Science Institute
 Stokes Research Institute
 John Holland Research Centre
 Composites Research Centre
 Centre for Applied Language Studies
 Centre for Criminal Justice
 Centre for European Studies
 Centre for Historical Research
 Centre for Irish-German Studies
 Centre for Peace and Development Studies
 Irish World Academy of Music and Dance
 Ralahine Centre for Utopian Studies
 Centre for Advancement of Mathematical Education in Technology
 The Biomedical Electronics Laboratory
 Centre for Computational Musicology and Computer Music
 Centre for Industrial and Applied Mathematics
 PEI Circuits and Systems Research Centre
 The Computational Intelligence Group
 Control and Instrumentation Systems Group
 Data Communications Security Laboratory
 Educational Media Research Centre
 Interaction Design Centre
 Telecommunication Research Centre
 Localisation Research Centre
 Digital Signal Processing and Embedded Systems
 Software Quality Research Laboratory
 Biomedical Environmental Sensor Technology

An Lárionad Taighde Imshaoil
 Institiúid Idirnáisúnta Eachaíochta
 Lárionad Taighde ar Bhithcheimic Thionsclaíoch
 Lárionad do Thaighde ar an Spórt
 Lárionad Taighde don Bhia-Eolaíocht
 An Lárionad Taighde um Fhás agus Forbairt
 Lárionad Taighde ar Acmhainní Nádurtha na hÉireann
 Grúpa Saotharlainne um Thaighde Maighnéadach
 Ionad Faisnéise Scoile ar Thionscal Ceimiceán na hÉireann
 An Lárionad Taighde um Thalmhaíocht Inbhuanaithe

3.4.4 Riarachán

An Oifig Rochtana

Is é atá mar aidhm ag an Oifig Rochtana ná rannpháirtíocht in oideachas tríú leibhéal a chur chun cinn do ghrúpaí gannionadaíocha, mic léinn faoi mhíbhuntáiste socheacnamaíoch ach go háirithe.

Roinn na gCuntas

Tá Roinn na gCuntas freagrach as bainistíocht iomlán gnóthaí airgeadais na hOllscoile, ar a n-áirítear bainistíocht ar chistí de réir na gcleachtas cuntasáíochta is fearr, Tuarascálacha Airgeadais Bliantúla agus buiséid thimthriallacha agus chaipiteal a ullmhú agus a fhoilsiú.

An Rúnaí Riaracháin

Tuairiscíonn an Rúnaí Riaracháin don Leas-Uachtarán, Riarachán & Rúnaí agus í freagrach as rialachas, comhlíonadh reachtaíochta, polasaithe agus gnáthaimh chorparáideacha na hOllscoile, bainistiú gnóthaí dlíthiúla agus na Dearcealaíona.

An Oifig Iontrála

Glacann an Oifig Iontrála le hiarratais na mac léinn agus bainistíonn a ndul ar aghaidh ón iarratas go dtí go ndéantar áiteanna a thairiscint agus clárú ar chlár léinn fochéime agus iarchéime na hOllscoile. Cinntíonn an Oifig Iontrála go gcuirtear caighdeáin iontrála do na cúrsaí uile

Centre for Environmental Research
 International Equine Institute
 Centre for Research in Industrial Biochemistry
 Centre for Sports Research
 Food Science Research Centre
 Growth and Development Research Centre
 Irish Natural Resources Research Centre
 Magnetic Research Laboratory Group
 Schools Information Centre on the Irish Chemical Industry
 Sustainable Agriculture Research Centre

3.4.4 Administration

Access Office

The aim of the Access Office is the promotion of participation in third-level education by under-represented groups, primarily socio-economically disadvantaged students.

Accounts Department

The Accounts Department is responsible for the overall management of the financial affairs of the University including management of funds in accordance with best accounting practice, produce and publish Annual Financial Reports and recurrent and capital budgets.

Administrative Secretary

The Administrative Secretary reports to the Vice President Administration & Secretary and has responsibility for University governance, compliance with legislation, University corporate policies and procedures, management of corporate legal affairs, FOI and Visual Arts.

Admissions Office

The Admissions Office receives student applications and manages their progression from application through to offer of places and enrolment on the University's undergraduate and postgraduate programmes of study. Admissions ensure that entry standards for all courses as

i bhfeidhm mar atá cinnte ag an gComhairle Acadúil. Cuireann an oifig seo cláracha léinn na hOllscoile chun cinn trí fhoilseacháin, Tadhall le Scoileanna, Taispeántais Ghairmeacha agus Laethanta Oscailte agus déanann na plananna agus comhordaíonn an clár fáiltithe do mhic léinn nua. Cuireann sí tuairisceáin staitistiúla ar fáil ar phobal mac léinn na hOllscoile don Údarás um Ardoideachas agus d'áisinteachtaí eile.

An Oifig Ealaíon

Tá polasaí ealaíon ag Coiste Ealaíon na hOllscoile a chuireann na healaíona chun cinn mar chomhlánú luachmhar ar phríomhréimsí gníomhaíochtaí na foirne agus na mac léinn. Eagraíonn an Oifig Ealaíon imeachtaí chun freastal ar na pobail éagsúla Ollscoile agus spreagann forbairt lucht éisteachta níos leithne ag an am céanna. Is é is cuspóir leis an gClár Ealaíon ná foirmeacha éagsúla de chur in iúl cruthaitheach a chorprú le cur le heispéaras laethúil phobal na hOllscoile.

Roinn na bhFoirgneamh agus na nEastát

Is é feidhm na Roinne Foirgneamh agus Eastát ná gné fhisiciúil fhoirgnimh agus eastáit na hOllscoile a chothú agus forbairtí fisiciúla nua laistigh den champas a phleanáil agus a bhainistiú.



determined by the Academic Council are implemented. The office promotes the University's programmes of study through publications, School Liaison, Careers Exhibitions and Open Days and plans and coordinates the orientation programme for incoming students. It also provides statistical returns on the University student population for the Higher Education Authority and other agencies.

Arts Office

The University Arts Committee espouses an arts policy that promotes the arts as valuable complements to staff and students' main areas of activity. The Arts Office organizes events to service the various University communities while encouraging the development of a wider audience. The objective of the Arts Programme is to incorporate diverse forms of creative expression to enhance the daily experience of the University community.

Buildings and Estates Department

The function of the Buildings and Estates Department is to maintain the physical aspect of the University's buildings and estates and to plan and manage new physical developments within the campus.

An tSéiplíneacht

Tá séiplíneach Caitliceach Rómhánach agus séiplíneach Eaglais na hÉireann ar fáil ar champas chun comhairle agus tacaíocht a sholáthar do mhic léinn agus do bhaill foirne den uile shainicme.

Gnóthaí Corparáideacha

Cuimsíonn Gnóthaí Corparáideacha freagracht fheidhmeach as gnéithe de ghnóthaí corparáideacha na hOllscoile, cláracha d'alumni, caidreamh seachtrach, caidreamh poiblí agus bainistiú Oifig an Uachtaráin.

Crèche

Is áis nua-aimseartha ar fad é an Silver Apples Crèche atá suite i suíomh coillearnaí ar champas. Déanann an Crèche cúram de pháistí mac léinn agus de bhaill foirne na hOllscoile agus, ag brath ar éileamh, bíonn áiteanna ar fáil do phobal níos leithne le linn míonna an tsamhraidh.

Déan an Staidéir Iarchéime

Oibríonn Déan an Staidéir Iarchéime i gcomhar leis an Leas-Uachtarán, Taighde agus é freagrach as na polasaithe agus gnáthaimh straitéiseacha uile a bhaineann le mic léinn agus cláracha iarchéime (múinte agus taighde).

An Roinn Buanoideachais agus For-rochtana

Is é ról na Roinne seo ná bainistiú a dhéanamh ar raon de chúrsaí creidiúnaithe do chomhcholáistí na hOllscoile, ar Chlár For-rochtana na hOllscoile agus cláracha d'fhorbairt ghairmiúil agus cláracha léinn gearrthéarmacha nó fadtéarmacha neamhchreidiúnaithe a chur ar fáil.

Stiúrthóir Gnóthaí Mac Léinn

Tá Stiúrthóir Gnóthaí Mac Léinn freagrach as Iontráil, Riarachán Acadúil na Mac Léinn, Seirbhísí Pearsanra agus Rochtana Mac Léinn agus roinnt soláthairtí gaolmhara le haghaidh mic léinn na hOllscoile.

Chaplaincy

Roman Catholic and Church of Ireland Chaplains are available on campus to provide advice and support to students and staff of all denominations.

Corporate Affairs

Corporate Affairs encompasses functional responsibility for aspects of the University's corporate affairs, alumni programmes, external relationships, public relations and the management of the President's Office.

Crèche

Silver Apples Crèche is a state-of-the-art childcare facility located in a woodland setting on campus. The Crèche cares for children of students and staff of the University and, depending on demand, is available to the wider community during the summer months.

Dean of Graduate Studies

Working with the Vice President Research, the Dean of Graduate Studies has responsibility for all strategic policy and procedures relating to postgraduate students and programmes (taught and research).

Department of Lifelong Learning and Outreach

The role of the Department of Lifelong Learning and Outreach is to manage a range of accredited courses for the constituent colleges of the University, the University's Outreach Programme, professional development programmes and short and long term non-accredited programmes of study.

Director of Student Affairs

The Director of Student Affairs is responsible for Admissions, Student Academic Administration, Student Personnel and Access Services and a number of related provisions for students at the University of Limerick.

An Oifig Idirchaidrimh do Dhaoine faoi Mhíchumas

Bhunaigh an Ollscoil Oifig Idirchaidrimh do Dhaoine faoi Mhíchumas in 1995 agus tá raon de sheirbhísí agus d'áisinteachtaí forbartha aici atá dírithe go sonrach ar riachtanais mac léinn míchumasaithe. Is í aidhm na hOifige ná struchtúir agus áiseanna tacaíochta na hOllscoile le haghaidh mac léinn míchumasaithe a chomhordú agus a fhorbairt, i gcomhairle leis na baill foirne iomchuí.

An tAonad um Shaoráil Faisnéise

Déanann An tAonad um Shaoráil Faisnéise bainistiú ar dhualgais na hOllscoile faoin Acht um Saoráil Faisnéise, 1997.

Rannóg na nAcmhainní Daonna

Tá Rannóg na nAcmhainní Daonna freagrach as raon iomlán de sheirbhísí acmhainní daonna (AD) a sholáthar laistigh den Ollscoil. Ar na príomhréimsí tá earcaíocht, ardú céime, cúiteamh agus sochair, caidreamh tionsclaíoch, caidreamh fostaithe, oiliúint agus forbairt agus sláinte agus sábháilteacht saothair.

Rannóg an Oideachais Idirnáisiúnta

Is é ról na Rannóige Oideachais Idirnáisiúnta ná gach clár oideachais idirnáisiúnta a sholáthraíonn an Ollscoil, a bhfuil baint aige le mic léinn, a chur i bhfeidhm. Tá raon de dheiseanna oideachasúla forbartha ag an Ollscoil le haghaidh mac léinn Éireannach agus idirnáisiúnta araon. Tugadh modúil Ghaeilge ab initio isteach sa bhliain acadúil 1991/1992 le freastal ar riachtanais mac léinn idirnáisiúnta.

Oifig na Mac Léinn Lánfhásta

Tá an Ollscoil tiomanta do thimpeallacht a fhorbairt a thacaíonn le riachtanais shonracha mac léinn fásta. Cruthaíodh Oifig na Mac Léinn Lánfhásta in Iúil 2001 chun tacaí, idir thréadach agus acadúil, a chur ar fáil chun lán-rannpháirtíocht mac léinn sa phróiseas ollscoile a chinntiú.

Disability Liaison Office

The University established a Disability Liaison Office in 1995 and has developed a range of services and facilities specifically geared towards the needs of students with disabilities. The aim of the Office is to coordinate and develop, in consultation with appropriate staff, the University's support structures and facilities for students with disabilities.

Freedom of Information Unit

The Freedom of Information Unit manages the University's obligations under the Freedom of Information Act, 1997.

Human Resources Division

The Human Resources Division is responsible for the provision of the full range of human resources (HR) services within the University. Key areas include recruitment, promotion, compensation and benefits, industrial relations, employee relations, training and development and occupational health and safety.

International Education Division

The role of the International Education Division is to implement all student-related international education programmes offered by the University of Limerick. The University has developed a range of educational opportunities for both Irish and international students. Ab initio Irish language modules were first introduced in academic year 1991/1992 to meet the requirements of international students.

Mature Student Office

The University is committed to the development of an environment conducive to the specific needs of mature students. The Mature Student Office was created in July 2001 to provide supports, both pastoral and academic, to ensure the full participation of mature students in the university process.



Oifig an Leas-Chláraitheora

Cuireann Oifig an Leas-Chláraitheora tacaíocht ar fáil d'Oifig an Leas-Uachtaráin, Acadúil & Cláraitheoir, a chuimsíonn raon de ghníomhaíochtaí.

An Phreasoifig

Tá an Phreasoifig freagrach as gníomhaíochtaí inmheánacha agus seachtracha aron na hOllscoile a phleanáil agus a chomhordú. Tá freagracht ar an Oifig freisin as naisc a fhorbairt le heagraíochtaí ábhartha, comhlachtaí poiblí agus rí., agus as ionadaíocht phoiblí na hOllscoile a chomhordú agus, go háirithe, as tacú le foireann na hOllscoile chun straitéisí iomchuí meán/cumarsáide a fhorbairt dá réimsí gníomhaíochtaí.

Office of the Assistant Registrar

The Office of the Assistant Registrar provides support for the Office of the Vice President Academic & Registrar, spanning a range of activities.

Press Office

The Press Office is responsible for the planning and coordination of both the internal and external communications activities of the University. The Office is also responsible for developing links with relevant organizations, public bodies, etc., and coordinating the public representation of the University and, in particular, supporting the staff of the University in developing appropriate media/communications strategies for their areas of activity.



An Oifig Sholáthair

Is é misean na hOifige Soláthair ná earraí agus seirbhísí a fháil go leanúnach ar an luach is fearr ar airgead trí uasteaglaím bharrmhaith de chostas agus cháilíocht saoil a thagann le riachtanais na hOllscoile.

An Roinn Spóirt

Forbraíonn agus cuireann Roinn Spóirt Ollscoil Luimnigh timpeallacht spóirt d'ardchaighdeán chun cinn bunaithe ar shaineolas gairmiúil d'fhonn seirbhís éifeachtach a sholáthar do gach rannpháirtí. Is iad na príomhfhéideanna a bhaineann le cur ar fáil na seirbhíse ná áiseanna spóirt d'ardchaighdeán a fhorbairt mar thaca le Clár spéisiúil Spóirt agus Fóillíochta.

Oifig Riaracháin Acadúil na Mac Léinn

Coinníonn Oifig Riaracháin Acadúil na Mac Léinn na taifid go léir a bhaineann leis na mic léinn agus foilsíonn gach sceideal glao agus scrúdaithe don Ollscoil. Coinníonn, rialaíonn agus forbraíonn taifid na mac léinn Ollscoile ar a n-áirítear an t-eolas pearsanta go léir, taifid deontais, clárúithe mac léinn, ionchur gráid, tuairiscí feidhmíochta, torthaí na mac léinn uile agus páir a eisiúint le haghaidh gach céimí Ollscoile. Forbraíonn agus riarann an Oifig gnáthaimh le haghaidh chomhlíonadh Rialacháin Acadúla agus Marcanna agus Caighdeán na hOllscoile ag na mic léinn agus ag an dámh.

Oifig Ghnóthaí Mac léinn

Comhordaíonn agus tacaíonn Oifig Ghnóthaí Mac Léinn le cur i bhfeidhm raon de thionscnaimh ar champas a chuidíonn le forbairt iomlán mhic léinn na hOllscoile.

Seirbhís Chomhairliúcháin na Mac Léinn

Is cuid de sheirbhísí sláinte agus forbartha, a chuireann an Ollscoil ar fáil in Ollscoil Luimnigh, í Seirbhís Chomhairliúcháin na Mac Léinn. Déanann sí freastal go háirithe ar riachtanais shíceolaíochta na mac léinn laistigh de chomhthéacs forbraíochta. Is í bunaidhm na Seirbhíse ná tacu le foghlaim agus forbairt na mac léinn agus ar an gcaoi sin cumas na mac léinn chun leas a bhaint as a n-eispéaras Ollscoile a uasmhéadú.

Procurement and Contracts Management Office

The Procurement and Contracts Management Office's mission is to consistently obtain goods and services at best value for money through the optimum combination of whole life cost and quality that meets the University's requirements.

Sports Department

The Sports Department of the University of Limerick promotes and develops a quality sports environment based on professional expertise ensuring an efficient and effective service to all participants. The key components of service delivery are the development of quality sports facilities that support an exciting Sports and Recreation Programme.

Student Academic Administration Office

The Student Academic Administration Office maintains all student records and publishes all class and examination schedules for the University. The Office maintains, controls and develops the University's student records, including all personal information, grant records, student registrations, grade input, performance reports, student results and the issuing of all University graduate parchments. The Office also develops and administers procedures for the compliance by students and faculty with the University's Academic Regulations and Marks and Standards.

Student Affairs Office

The Student Affairs Office coordinates and supports the implementation of a range of initiatives on campus that contribute to the overall development of the University's students.

Student Counselling Service

The Student Counselling Service at the University of Limerick is a part of the overall health and development services provided at the University. It caters specifically for the psychological needs of students within a developmental context. The essential aim of the Service is to support student learning and development and thus maximize students' potential to benefit from their University experience.

Ionad Sláinte na Mac Léinn

Is é céad ról Ionad Sláinte na Mac Léinn ná seirbhís ghéarchúraim a sholáthar do mhic léinn chláraithe fochéime agus iarchéime de chuid Ollscoil Luimnigh.

An Leas-Uachtarán, Acadúil & Cláráitheoir

Tuairiscíonn an Leas-Uachtarán Acadúil & Cláráitheoir don Uachtarán, agus tá freagracht iomlán air as gníomhaíochtaí acadúla na hOllscoile agus as na seirbhísí tacaíochta a bhuntacaíonn leis na gníomhaíochtaí sin. Tacaíonn Comh-Leas-Uachtarán Acadúil leis an LU&C.

An Leas-Uachtarán, Riarachán & Rúnaí

Tuairiscíonn an Leas-Uachtarán, Riarachán & Rúnaí don Uachtarán agus tá sé freagrach as rialachas, forbairt fhisiciúil, foirgnimh agus eastáit agus ealaíona na hOllscoile. Tacaíonn Rúnaí Riaracháin leis an LU&R.

An Leas-Uachtarán, Eachtrach

Tuairiscíonn an Leas-Uachtarán, Eachtrach don Uachtarán agus déanann dlúth-thadhall le bainistíocht shinsearach ábhartha na hOllscoile chun a chinntiú go ndéantar uasfhorbairt ar agus go gcoinnítear caidreamh idir Ollscoil Luimnigh agus cliant sheachtracha, agus go ndéantar uasmhéadú ar ghníomhaíocht sheachtrach na hOllscoile.

An Leas-Uachtarán, Airgeadas

Tuairiscíonn an Leas-Uachtarán, Airgeadas don Uachtarán agus is é Príomhoifigeach Airgeadais na hOllscoile é ar a bhfuil freagracht iomlán as feidhm airgeadais, soláthar, spóirt agus fóillíocht agus seirbhísí beatha campais.

An Leas-Uachtarán, Taighde

Tá freagracht ar an Leas-Uachtarán, Taighde as monatóireacht a dhéanamh ar ghníomhaíochtaí taighde na hOllscoile agus as treo straitéiseach a thabhairt dóibh agus is é ceannasaí na hOifige Taighde é. Idirghníomhaíonn an Ollscoil, tríd an Oifig Taighde, leis an stát ar roinnt leibhéal,

Student Health Centre

The primary role of the Student Health Centre is to provide an acute care service for registered undergraduate and postgraduate students of the University of Limerick.

Vice President Academic & Registrar

The Vice President Academic & Registrar reports to the President, and has overall responsibility for the academic activities of the University and for the support services that underpin those activities. The VP&R is supported by the Associate Vice President Academic.

Vice President Administration & Secretary

The Vice President Administration & Secretary reports to the President and has responsibility for University governance, physical development, buildings and estates and the arts. The VPAS is supported by the Administrative Secretary.

Vice President External

The Vice President External reports to the President and liaises closely with relevant senior management of the University to ensure that relationships between the University of Limerick and its external constituencies are developed optimally and maintained, and that the external activity of the University is optimised.

Vice President Finance

The Vice President Finance reports to the President and is the Chief Financial Officer of the University and has overall responsibility for the University's finance function, procurement, sports and recreation and campus life services.

Vice President Research

The Vice President Research has responsibility for monitoring and giving strategic direction to the University's research activities and heads the Research Office. The University, through the Research Office, interacts with the state at a number of levels, in particular through various agencies

go háirithe trí áisinteachtaí éagsúla (Forfás, Enterprise Ireland, an tÚdarás um Ardoideachas, an Bord Taighde Sláinte, Forbairt na Sionna, Fondúireacht Eolaíochta Éireann, agus rl.) agus tá sé freagrach as cláracha taighde a ndéanann an rialtas urraíocht orthu faoin bPlean Forbartha Náisiúnta.

Oifig na nDearcealaíon

Is é an sainchúram atá ar Oifig na nDearcealaíon ná cúram, caomhnú, agus rialú a dhéanamh ar na cnuasaigh éagsúla ealaíne ar champas. Cuimsíonn na cnuasaigh seo bailiúcháin na hOllscoile féin, chomh maith le hiasachtaí factéarmacha agus gearrthéarmacha (6 bliana) don Ollscoil. Lena chois sin, tá Oifig na nDearcealaíon tiomanta do shaothair ealaíontóirí áitiúla, náisiúnta agus, nuair is féidir, ealaíontóirí idirnáisiúnta i nDánlann Bourn Vincent (Áras na Fondúireachta). Roghnaítear gach taispeántas in oiriúint, do lucht féachana campais go háirithe, ach déantar iarrachtaí freisin caidreamh a chothú leis an bpobal cui féachana sa mhórcheantar áitiúil.

(Forfás, Enterprise Ireland, Higher Education Authority, Health Research Board, Shannon Development, Science Foundation Ireland etc.) responsible for government-sponsored research programmes under the National Development Plan.

Visual Arts Office

The Visual Arts Office is charged with the care, custody, and control of the various art collections on campus. These collections include the University's own collections, as well as long- and short-term (6 years) loans of work to the University. In addition, the Visual Arts Office is committed to exhibiting works of local, national and, when possible, international artists in the Bourn Vincent Gallery (Foundation Building). Each exhibition is selected with the campus audience particularly in mind, while efforts are also made to foster relationships with the interested viewing public in the greater local area.

CAIBIDIL 4: FEABHSÚCHÁN AR NA SEIRBHÍSÍ ATÁ LE BHEITH CURTHA AR FÁIL GO DÁT HEANGACH

4.1 Réamhrá

Tá an Ollscoil tiomanta do leordhóthain de bhaill foirne a aimsiú a bhfuil ar a gcumas seirbhís a chur ar fáil trí Ghaeilge i ngach roinn agus oifig de chuid na hOllscoile. Cé go bhfuil roinnt ball foirne in an-chuid de na ranna, atá sonraithe thuas faoi *Alt 3.4*, in ann páirtseirbhís trí mheán na Gaeilge a thairiscint, níl an tseirbhís sin ar leibhéal a bhféadfaí lán-dátheangachas nó dátheangachas cothromaithe a thabhairt uirthi.

Is é an príomhthoradh i gceist don chéad Scéim seo ná forbairt fhorásach ar pháirtseirbhís de chaighdeán inghlactha Gaeilge don chustaiméir sna hoifigí nach bhfuil in ann, faoi láthair, seirbhís dá leithéid a sholáthar.

4.2 Gealltanais faoin Scéim

Tá príomhgealltanais Ollscoil Luimnigh rianaithe faoi *Alt 2* (Soláthar Seirbhísí / Gníomhaíochtaí) thuas. Tá an Ollscoil tiomanta d'oibriú i dtreo staid inar féidir sa mheántearma go fadtéarma seirbhísí a chur ar fáil trí Ghaeilge i bhformhór na ranna agus na n-oifigí. Déanfaidh an Ollscoil iarracht cur leis an ngealltanais sin ar bhonn leanúnach. Idir an dá linn, agus faoi chríoch na Scéime, beidh Ollscoil Luimnigh tar éis:

- duine cuí amháin ar a laghad a shaináithint / uas-sciliú sna 16 roinn agus oifig luaite ar liosta 3.4 a bheidh in ann déileáil go héifeachtach trí mheán na Gaeilge le custaiméirí;
- leibhéal scileanna Gaeilge na foirne a shaináithint ar bhealach níos sonraí. Na baill foirne atá sásta idirghníomhú i nGaeilge le custaiméirí ar bhonn 'buail le agus beannaigh dó', agus/nó ar an teiléafón sna ranna agus sna hoifigí nach bhfuil luaite ar liosta 3.4 a shaináithint;

CHAPTER 4: ENHANCEMENT OF SERVICES TO BE PROVIDED BILINGUALLY

4.1 Introduction

The University is committed to securing an adequate number of staff competent to provide a service through Irish in all its departments and offices. Whereas some members of staff in many of the departments detailed above under Section 3.4 are in a position to offer a partial service through the medium of Irish, that service is not at a level that would constitute full or balanced bilingualism.

The primary deliverable of this first Scheme will be the progressive development of a partial customer service of acceptable quality in Irish in the offices not currently in a position to provide such a service.

4.2 Commitments under the Scheme

The principal commitments of the University of Limerick are outlined under Section 2 (Provision of Services/Activities) above. The University is committed to working towards a situation where it is able in the medium to long term to provide services through Irish in the majority of departments and offices. The University will endeavour to further this commitment on an ongoing basis. In the interim, and by the end of the scheme, the University of Limerick will:

- have identified / upskilled at least one appropriate member of staff in the 16 departments and offices listed in 3.4 who can deal effectively with customers through the medium of Irish;
- have identified in more detail the level of Irish language skills of staff. Have identified members of staff prepared to interact with customers in Irish on a 'meet and greet' basis, and/or on the telephone in departments and offices other than those listed in 3.4;

- oiliúint a chur ar fáil do bhaill foirne le linn uaireanta oibre chun inniúlacht institiúideach a thógáil do bhun-idirghníomhaíocht trí Ghaeilge;
- leibhéal na hoiliúna leanúnaí straitéisí Gaeilge a mhéadú le linn uaireanta oibre chun ard-idirghníomhaíocht bhaill foirne a chothú;

- athbheithniú a dhéanamh ar staid na Gaeilge in oiliúint mhúinteoirí;

- dul i gcomhairle níos leithne leis an bpobal áitiúil maidir le seirbhísí a d'fhéadfadh an Ollscoil a sholáthar trí Ghaeilge;

- tuilleadh comhairliúcháin a dhéanamh le dámh agus le foireann; chun ranna agus réimsí tacaíochta eile a shainaitheint agus a éascú i soláthar seirbhíse dátheangai, agus



- provide training for staff during working hours to build institutional capacity for conducting of basic interaction through the medium of Irish;

- increase the level of on-going strategic Irish language training during working hours for more advanced interaction by relevant staff;

- review the position of the Irish language in teacher education;

- consult more widely with the local community with regard to

services which might be provided by the University through Irish;

- engage in further consultation with faculty and staff with a view to identifying and facilitating other departments and support areas in the provision of a bilingual service, and

- dámh ar mhian leo taighde a dhéanamh trí Ghaeilge a éascú, trí Oifig Thaighde OL agus trí Choiste na Gaeilge, ag brath ar infhaighteacht maoinithe.

Leagfaidh an Mheitheal Oibre amach plean gnímh trí bliana maidir leis na gealltanais thuas i Mí an Mheithimh 2006. (Féach téarmaí tagartha na Meithle Oibre, mír 1.2.1). Déanfar tagairt sa phlean do thascanna agus d'amlínte, d'oiliúint agus d'aistriúchán.

4.3 Oiliúint agus Forbairt Foirne

Ó thús na Scéime, cuirfidh an Ollscoil oiliúint straitéiseach ar fáil do bhaill foirne le linn an lae oibre chun inniúlacht institiúideach a thógáil don idirghníomhaíocht bhunúsach trí mheán na Gaeilge, agus déanfar leibhéal na hoiliúna leanúnaí Gaeilge a mhéadú do bhaill foirne ábhartha le linn uaireanta oibre. Déanfaidh Aonad na Gaeilge athbhreithniú ar an cúrsaí Gaeilge ar bhonn rialta chun a n-éifeachtacht chun spriocanna na hOllscoile a bhaint amach a chinntiú.

Déanfar clár oiliúna feasachta teanga a fhorbairt ag Aonad na Gaeilge i gcomhar le comhpháirtithe seachtracha eile roimh dheireadh na chéad bhliana den Scéim.

Leanfaidh Aonad na Gaeilge de bheith ag cur cláracha deireadh seachtaine Gaeltachta ar fáil do phobal an champais i gcoitinne.

4.4 Inniúlacht Ghaeilge na hOllscoile a Fheabhsú

Ó thús na Scéime, cuirfear comhairle ar bhaill foirne maidir le raon na ngearrchúrsaí Gaeilge d'ardchaighdeán atá ar fáil faoi choimirce Aonad na Gaeilge. Cuirfear na cúrsaí creidiúnaithe Gaeilge seo a leanas ar fáil agus cuideofar le baill foirne freastal ar na ranganna sin le linn uaireanta oifige:

- subject to the availability of funding, through the UL Research Office and Coiste na Gaeilge, facilitate faculty who wish to conduct research through Irish.

A three year implementation plan regarding the above commitments will be drawn up by the Working Group in June 2006. (See terms of reference of Working Group in section 1.2.1). The plan will make reference to interim tasks and timelines, training, translation etc.

4.3 Training and Staff Development

From the commencement of the Scheme, the University will provide strategic training for staff during the working day in order to build institutional capacity for conducting basic interaction through the medium of Irish, and will increase the level of on-going strategic Irish Language training for relevant staff during working hours. Aonad na Gaeilge will review all Irish language courses on a regular basis to ascertain their effectiveness in meeting the University's goals.

A language awareness training programme will be developed at Aonad na Gaeilge in conjunction with external partners by the end of the first year of the Scheme.

Aonad na Gaeilge will continue to provide Gaeltacht-based weekend programmes for the general campus community.

4.4 Improving the University's Irish Language Capability

From the commencement of the Scheme, advice will be given to staff in relation to the range of high quality short Irish language courses available under the auspices of Aonad na Gaeilge. The following accredited Irish Language courses will be provided and staff will be facilitated to attend these classes during office hours:

- GA3001 An Ghaeilge Fheidhmeach sa Suíomh Oibre 1
- GA3002 An Ghaeilge Fheidhmeach sa Suíomh Oibre 2
- GA3012 Bunchúrsa san Aistriúchán
- GA3013 Labhairt na Gaeilge: Réimeanna agus Dioscúrsaí Éagsúla

Cuirfear infhaighteacht sheirbhísí tacaíochta Aonad na Gaeilge chun cinn go fuinniúil. Ó Mheitheamh 2008, cuimseofar feasacht teanga mar chuid de na cúrsaí oiliúna Seirbhíse Ionduchtaithe agus Custaiméara araon chun a chinntiú go dtuigeann baill foirne impleachtaí *Acht na dTeangacha Oifigiúla 2003* agus tionchar an Achta ar a gcuid oibre.

Sainaitheofar baill foirne atá sásta gnó a dhéanamh trí mheán na Gaeilge, agus cuirfear liosta ar fáil d'fhoireann an Lasc-chláir Láir de na hainmneacha sin chun cabhrú le cliant ar mhian leo a ngnó a dhéanamh leis an Ollscoil i nGaeilge.

- GA3001 An Ghaeilge Fheidhmeach sa Suíomh Oibre 1
- GA3002 An Ghaeilge Fheidhmeach sa Suíomh Oibre 2
- GA3012 Bunchúrsa san Aistriúchán
- GA3013 Labhairt na Gaeilge: Réimeanna agus Dioscúrsaí Éagsúla

The University will actively promote the availability of Aonad na Gaeilge support services. Language awareness will be included as part of both Induction and Customer Service training courses from June 2008 so as to ensure that staff understand the implications of the *Official Languages Act 2003* and how it will affect their work.

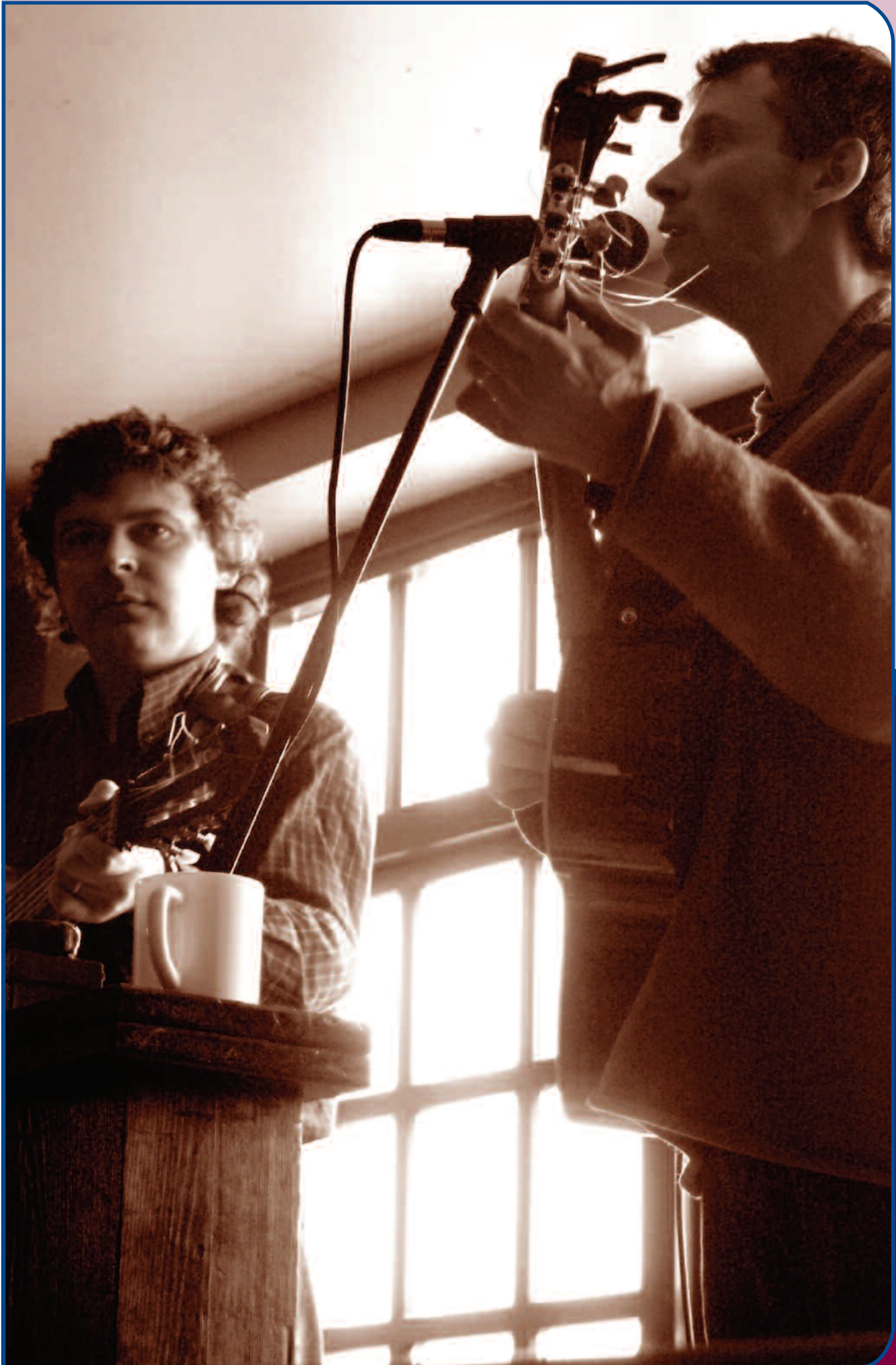
Staff that are prepared to conduct business through the medium of Irish will be identified, and Central Switchboard staff will be provided with a list of these names to facilitate clients who may wish to conduct their University business through Irish.

CAIBIDIL 5: MONATÓIREACHT AGUS ATHBHREITHNIÚ AR AN SCÉIM

- Beidh an freagracht ar an Rúnaí Riaracháin, i gcomhairle le Coiste na Gaeilge, a chinntiú go mbeidh an Ollscoil in ann na spriocanna atá leagtha amach sa Scéim a bhaint amach go héifeachtach.
- Beidh idir lucht ardbhainistíochta na hOllscoile agus Choiste na Gaeilge, mar an Coiste a bhfuil de chúram air cultúr agus teanga na Gaeilge a chur chun cinn san Ollscoil, freagrach as monatóireacht agus athbhreithniú a dhéanamh ar an Scéim. Coinneoidh siad feidhmiú na Scéime faoi athbhreithniú. Is iad ceannairí na rann agus na n-aonad eile atá freagrach as an Scéim a chur i bhfeidhm ina réimsí féin, go príomhúil, a dhéanfaidh an mhonatóireacht ó lá go lá.
- Réiteoidh Coiste na Gaeilge tuairisc do Choiste Feidhmiúcháin na hOllscoile ar an dul chun cinn maidir leis an Scéim a chur i bhfeidhm.

CHAPTER 5: MONITORING AND REVISION OF THE SCHEME

- It will be the responsibility of the Administrative Secretary, in consultation with Coiste na Gaeilge, to ensure that the University is in a position to achieve effectively the targets set out in the Scheme.
- Responsibility for monitoring and revising the Scheme will rest jointly with the senior management within the University, and with Coiste na Gaeilge as the Committee charged with the promotion of Irish language and culture in the University. These will keep the effective operation of the Scheme under review. The day-to-day monitoring function will be carried out primarily by heads of departments and other units responsible for the implementation of the Scheme within their own areas.
- Coiste na Gaeilge will report on the overall progress of the implementation of the Scheme to the Executive Committee of the University.



CAIBIDIL 6: AN SCÉIM CHOMHAONTAITHE A PHOIBLIÚ

Déanfar ábhair na Scéime seo maraon le gealltanais agus soláthairtí na Scéime a phoibliú laistigh den Ollscoil agus don phobal i gcoitinne trí

- Ciorclán & Preaseisiúint;
- Seoladh Oifigiúil na Scéime;
- Fógraíocht soláthairtí;
- Scaipeadh ar na háisinteachtaí cuí agus ar chomhlachtaí poiblí, agus
- Suíomh gréasáin na hOllscoile.

Lena chois sin, chomh luath agus atá na ranna agus na hoifigí úd, atá tiománta do sheirbhís a chur ar fáil réidh le déanamh amhlaidh, déanfar seo a fhógairt ar an gcaoi atá rianaithe thuas.

Tá cóip den Scéim seo á cur ar aghaidh chuig Oifig Choimisinéir na dTeangacha Oifigiúla.

CHAPTER 6: PUBLICISING THE AGREED SCHEME

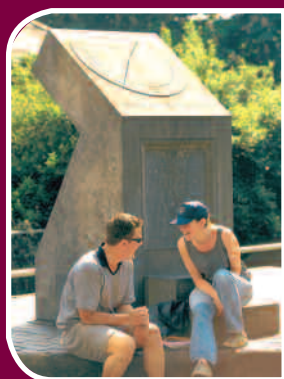
The contents of this Scheme along with the commitments and provisions of the Scheme will be publicised within the University and to the general public by means of:

- Circular & Press Release;
- Official Launch of the Scheme;
- Advertising of provisions;
- Circulation to appropriate agencies and public bodies, and
- the University's website.

In addition, once departments and offices, which have committed to delivering a service are in a position to do so, this will also be publicised in the manner outlined above.

A copy of this Scheme is also being forwarded to Oifig Choimisinéir na dTeangacha Oifigiúla.





Ollscoil Luimnigh, Luimneach, Éire
University of Limerick, Limerick, Ireland