

Ollscoil Mhá Nuad  
Maynooth University



# Welcome to Maynooth University

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# Contents

- The Maynooth University Story
- Organisational Structure & Governance
- Our Vision, Purpose, Values and Goals
- Employee Benefits
- Wellbeing
- MU Onboarding
  - Your Buddy
  - What to expect during week one
  - MU Orientation
  - Networking
- Blended Working
- Courses and Resources
- FAQ's



# The Maynooth University Story





**Welcome to your new  
place to work**

### **Maynooth University**

...is a distinctive, innovative,  
socially responsive, collegial,  
and also a challenging  
institution

...it espouses the traditional  
Newman ideals of university  
education in a modern context  
and has achieved strong and  
credible recognition as a major  
player in Ireland's Higher  
Education sector, and  
internationally in niche areas

...it has a clearly articulated  
and widely shared strategy for  
growth and further refinement,  
and is well positioned to  
address the challenges that lie  
ahead

# Identity – The Logo



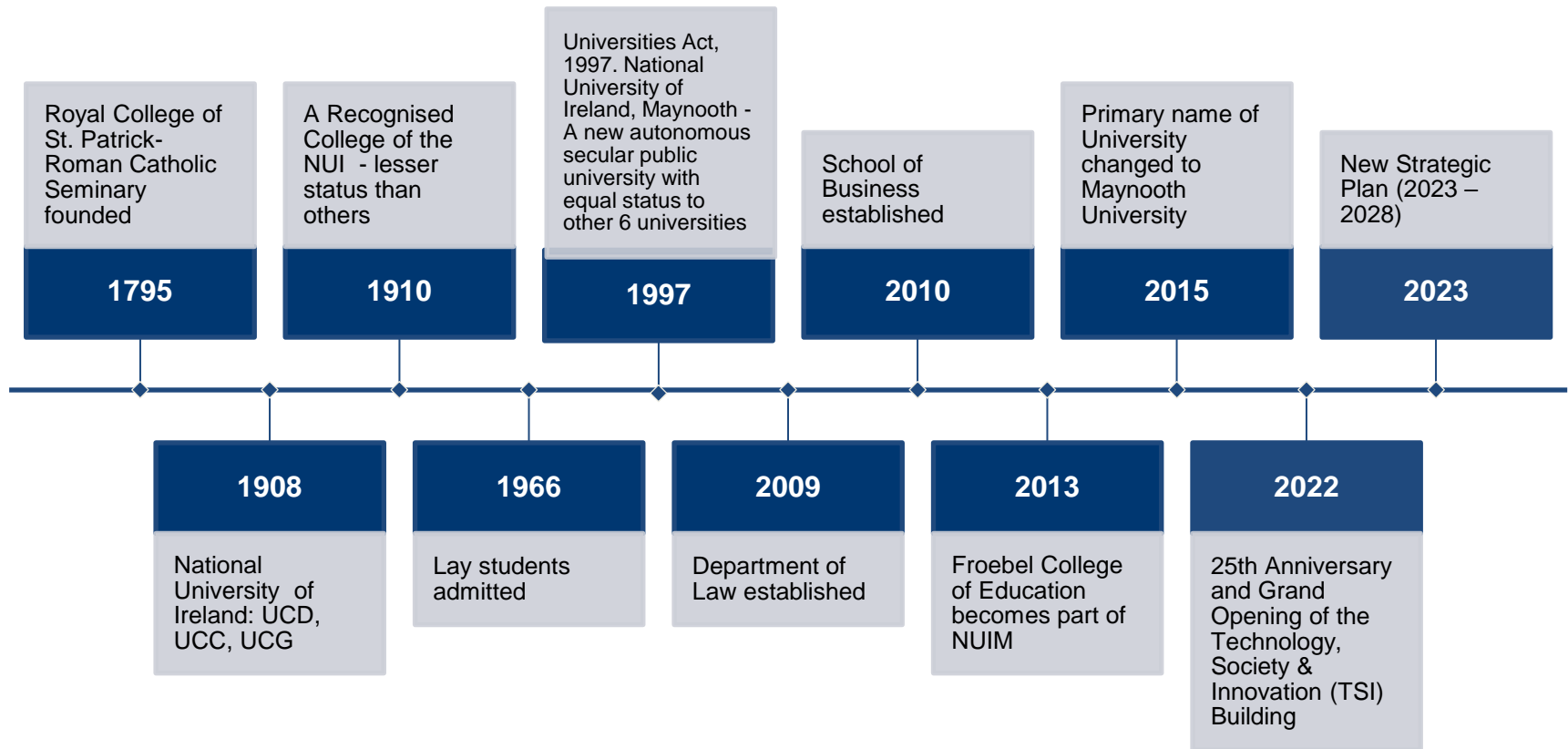
**The Castle** – tradition & historical roots

**Leaf** – from yew tree of wisdom

**Sundial** – the light and energy

**Book** – study, research and scholarship

# History Timeline



# Students and Staff\*

- c.15,770 students – this includes 1,200 MIEC Fuzhou students (2022/23)
- Student population increased by over 60% in last 10 years, from ~9,800 in 2012/13 to ~15,770 in 2021-22
- 85% Undergraduate (UG) and 15% Postgraduate (PG) (FTEs\*\*)
- Approx. 3,600 students not Irish by citizenship; 2,600 not Irish by domicile
- 11% of students from disadvantaged areas based on HEA Deprivation Index Scores which measures relative affluence or disadvantage of a geographical area (2020/21 latest available)
- 10% of all students are flexible learners (PT, remote)
- c. 1200 Staff

\* (2022-23 AY)

\*\* FTE - Full Time Equivalent

# Position in Higher Education

- One of seven universities – distinctive in profile
- Leader in widening participation
- 2023 Times Higher Education World University Ranking – 401-500
- 2024 QS World University Ranking – 801-850
- Strong on collaboration:
  - Locally with St. Patrick's College
  - Regional Cluster with DCU, AIT and RCSI
  - National & International Research Networks



# Campus Masterplan

Envisions how the campus will grow and change over the coming two decades

- The physical environment of the campus—historic and beautiful in its heritage, yet modern and dynamic in its recent development—is key to the nature, success and sustainability of both the Maynooth University learning community and the very special community of Maynooth in which we reside.
- The final Maynooth University Campus Master Plan incorporates feedback and suggestions that emerged from a comprehensive consultation process in the spring of 2016 with staff, students and the local community. That process was critical in stimulating discussion about the look, feel and purpose of the future Maynooth University campus. Those conversations will prove invaluable in the years ahead, as we endeavour to design and develop the 'Maynooth Experience' for all.
- The fundamental objective of the Master Plan is to sustain and develop a clear sense of 'place' and to project a clear sense of identity as a university built on 200 years of history yet preparing a vision to 2025 and beyond.

# Green Campus

Maynooth Green Campus was awarded the Green Campus Flag in September 2018. The Flag is an international award under a scheme coordinated by the Foundation for Environmental Education, based in Copenhagen. The Flag is awarded to third level colleges that satisfy an assessment of progress undertaken by An Taisce.



# Athena Swan

Maynooth University is proud to hold an Athena SWAN Bronze Institution Award (Expanded Charter), which recognises that the institution has a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff



# Research in MU

MU Research and Innovation Report 2022.  
This [report](#) presents an essential narrative  
of what we value most in carrying out our  
research and scholarship

## 2022

- 244 research grants awarded;
- Total value of Research grants awarded  
€41,183,805;
- Publications

<b>Publication</b>	<b>2020</b>	<b>2021</b>
Total (SCOPUS)	<b>708</b>	<b>874</b>
Books	<b>64</b>	<b>94</b>
Book Chapters	<b>200</b>	<b>208</b>

- 29% of our publications in the top 10%  
most cited publications worldwide in their  
field;
- 6 License Agreements;
- 6 Patents filed;
- 13 Invention Disclosures;
- 35 New collaborations with industry;
- 62 Research Graduates;
- 96 Postdoctoral Researchers;
- 123 New Postgraduate Research students.

# Research in MU

A range of Interdisciplinary Research  
Institutes and Centres

- The Arts and Humanities Institute
- The Hamilton Institute
- The Human Health Research Institute
- The Social Sciences Institute

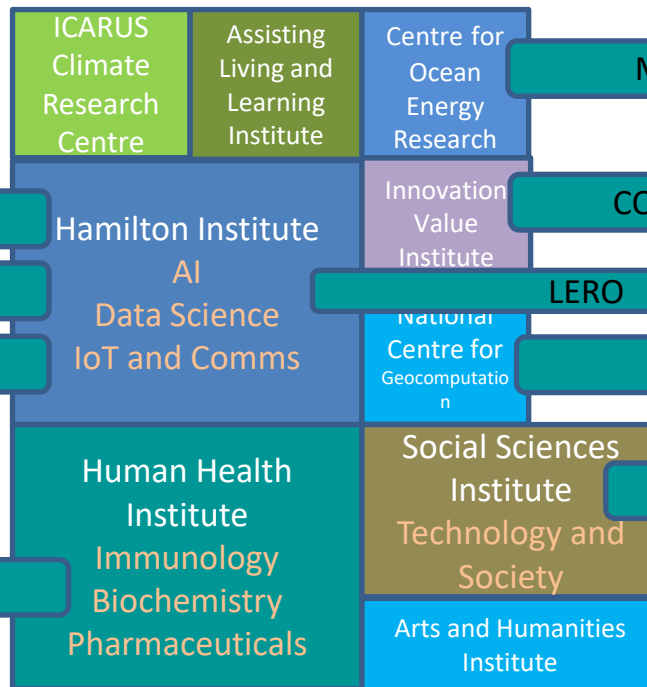
# Research in MU

A range of Interdisciplinary Research  
Institutes and Centres

Innovation Value Institute  
(IVI)  
Assisting Living & Learning  
Institute (All)  
National Centre for  
Geocomputation (NCG)  
National Institute for Regional  
and Spatial Analysis (NIRSA)  
Centre for Ocean Energy  
Research (COER)  
Edward M. Kennedy Institute  
of Conflict Intervention  
Centre for Public Education  
and Pedagogy  
Centre for Entrepreneurship,  
Design and Innovation (EDEN)



## Science Foundation Ireland Research Centres @Maynooth



MaREI

Confirm  
Smart Manufacturing

CONFIRM

LERO



iCRAG



ADAPT





# University Structure & Governance

# University Governance

- The decision-making body in the University is the **Governing Authority**. It has responsibility for the strategic direction of the University, the management and administration of its revenue and property and the general conduct of its affairs.
- Members of the Governing Authority are drawn from the staff, students, graduates and external organisations.
- It normally meets 6 times a year and receives reports from a range of committees including: Audit & Risk Assessment Committee, Finance, Human Resources and Campus Development Committee, Quality Committee, EDII\* Committee and the Remuneration Committee.
- The Governing Authority is chaired by an external chairperson or in their absence, the deputy chairperson and adheres to the Governance of Irish Universities 2012 (published jointly by the HEA and IUA) as its primary code of practice. Dr. Mary Canning is current Chair of the Governing Authority.

\*EDII – Equality, Diversity, Inclusion and Interculturalism Committee

# President of Maynooth University

Professor Eeva Leinonen



# University Executive

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The President, is the Chief Officer of the University, overseeing all operations from teaching and research to capital development and international initiatives. They are responsible for setting the future direction and goals for the University, reporting to the Governing Authority.

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Chaired by the President, the University Executive (UE) is a team of academic and administrative leaders, the purpose of which is to support the President in their role as Chief Officer, by providing collective leadership and management for the University Community.

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The University Executive assists the President in developing, implementing and reviewing the University Strategic Plan, and in managing the academic, administrative, financial and other activities of the University.

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# University Executive

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**President**

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**Vice-President Academic, Registrar & Deputy President**

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**Bursar/Secretary**

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**Chief of Staff**

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**Director of Human Resources**

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**Vice-President External Affairs**

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**Vice-President for Research and Innovation**

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**Vice-President for Equality & Diversity**

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**Vice-President International**

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**Dean of Arts, Celtic Studies & Philosophy**

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**Dean of Social Sciences**

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**Dean of Science & Engineering**

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**Dean of Teaching & Learning**

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# Academic Council

- The Academic Council, subject to review by the Governing Authority, controls the academic affairs of the University, including the curriculum of, and instruction and education provided by, the University.
- It is chaired by the President, and includes the Vice-Presidents, Registrar, Deans, Heads of Schools and Departments, the University Librarian, and representatives of all grades of academic staff and students. It is supported in its activities by a committee structure and by Faculties.

# Faculties

There are 3 Faculties, which act as advisory bodies to the Academic Council. In addition, Council has formally delegated some of its powers to Faculties.

Each Faculty is headed up by a Dean.

Each department has a Head of Department.

Maynooth University Faculty of Arts, Celtic Studies & Philosophy	Maynooth University Faculty of Social Sciences	Maynooth University Faculty of Science & Engineering
Ancient Classics English History Media Studies Music Philosophy School of Celtic Studies <ul style="list-style-type: none"> <li>School of Celtic Studies</li> <li>Early Irish (Sean-Ghaeilge)</li> <li>Lárionad na Gaeilge</li> <li>Nua-Ghaeilge (Modern Irish)</li> <li>Irish Cultural Heritage</li> </ul> School of Modern Languages, Literatures and Cultures <ul style="list-style-type: none"> <li>School of Modern Languages</li> <li>Chinese Studies</li> <li>French Studies</li> <li>German Studies</li> <li>Spanish &amp; Latin American Studies</li> </ul>	Adult and Community Education Anthropology Applied Social Studies Design Innovation Economics, Finance and Accounting Education Froebel Department of Primary and Early Childhood Education Geography International Development Law School of Business Sociology	Biology Chemistry Computer Science Electronic Engineering Experimental Physics Mathematics and Statistics Psychology Theoretical Physics



## Vision, Purpose, Values & Goals

# Strategic Plan

- Our new University Strategy launched on Tuesday, 24<sup>th</sup> October 2023.
- View the Strategy 2023 – 2028  
<https://strategy.maynoothuniversity.ie/>

# Our Vision and Purpose

Our Vision - To be a university of excellence, opportunity and impact

Our Purpose - To imagine and create better futures for all

# Our Values

## Integrity

We act with integrity in the best interests of our University.

## Collegiality

We are a collegial community with a shared purpose which we pursue with empathy, respect and an ethos of care.

## Responsibility

We are a community where we are empowered to take agency and responsibility for our individual and collective actions within an open and transparent environment.

## Freedom of Expression

We enquire and express ideas freely, with civility and responsibility.

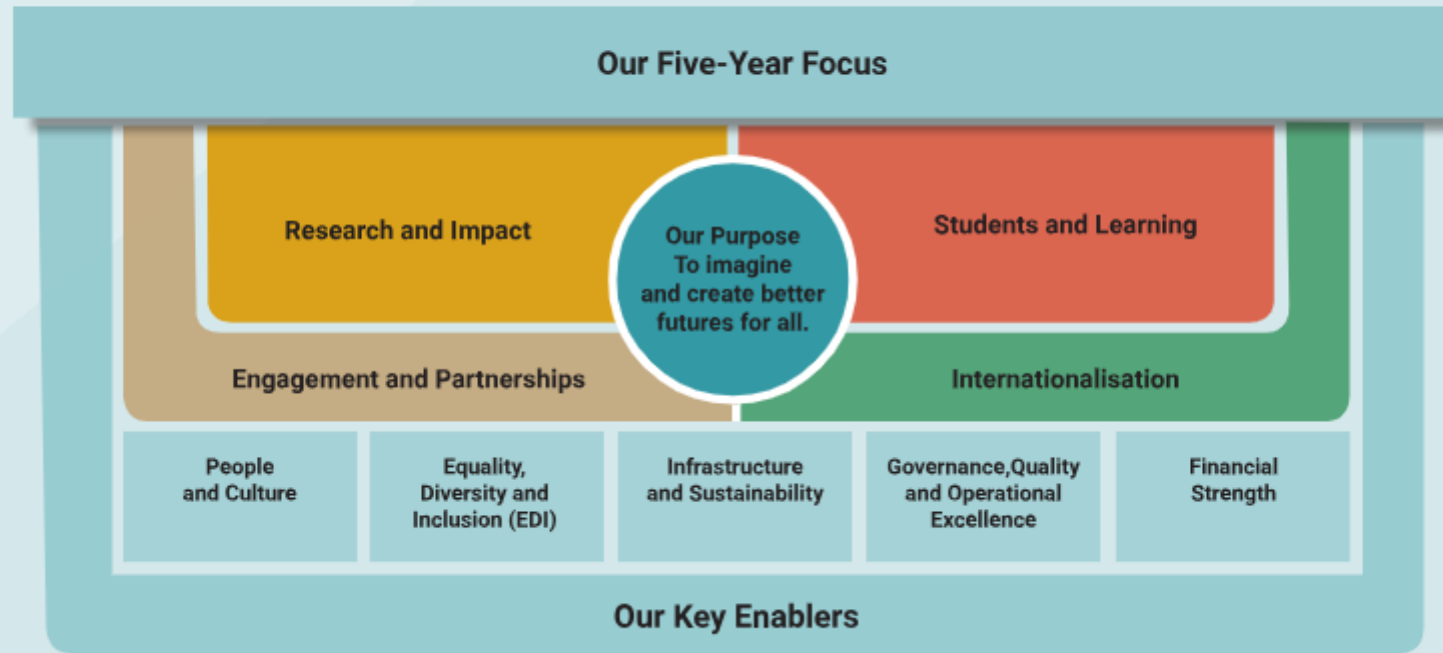
## Ambition

We have an ambitious, flexible and innovative mindset when seeking opportunities and responding to challenges.



# Strategic Plan

## Strategic Plan at a Glance





## Employee Benefits

# Employee Benefits

Competitive Salaries - Salary Scales  
Public Service Pension Scheme

Voluntary Income Protection

Voluntary Life Assurance Plans

Public Sector Annual Leave and Flexible Working Policies

Shorter Working Year Scheme

Enhanced Maternity Leave

Enhanced Paternity Leave

Group Discount Schemes

Serviced by excellent public transport options

Cycle to Work Scheme

Travel Pass Scheme

Access to the MU Library  
Sabbatical Opportunities

Employee Recognition Awards

Learning & Development

- Further Education Support
- Study & Examination leave
- Cross-skilling opportunities
- e-learning
- Mentoring
- On the job training
- Competency based training

Employee Wellbeing seminars and supports

Focus on Equality, Diversity and inclusion

Green Campus

Beautiful campus walks

Free Irish language classes and Sean-nós singing workshops

Staff Restaurant

On-site sports centre free for employees

On-site Crèche

On-site restaurants and coffee shops

Facilitation of Life Credit Union loan deductions from salary

Facilitation of VHI payments from salary



# Wellbeing

# Wellbeing

Self - care needs will be different for each person.

MU provides a framework with a number of practices which may be supportive to your self-care.

- Time in Nature – seminar/guidance
- Wellbeing seminars on a variety of topics
- Online Hub
- Information Library on a range of topics
- E-learning courses
- Counselling service
- Advice services

For information view <https://www.maynoothuniversity.ie/human-resources/employee-wellbeing>

# Wellbeing

## **Inspire – Employee Assistance Programme**

***Inspire*** is a support service provided by the University for employees. The programme provides a **fully confidential** counselling service, designed to assist employees in dealing with any issue that adversely affects their health, wellbeing, personal or professional life.

If you have a problem that is troubling you, then you can get help and support by contacting Inspire Workplace Services 24 hours/365 days free phone number **1800 201 346** or emailing **workandstudy@inspirewellbeing.ie**

## ***Inspire Online Support Hub***

[Maynooth University's Workplace Services Hub](#).





# MU Employee Onboarding

# Your Buddy

Each new staff member should be assigned a support colleague 'buddy'.

This person should be someone who can help orient the new person, share knowledge, help them settle in and show them around. They do not need to know the person's role or be a mentor and will act more as a support to show them where and who to contact for information

- Characteristics of a good support colleague 'buddy'
  - Has a well-rounded knowledge of the University and its purpose and values
  - Has a willingness to be a support for the new employee
  - Has the time to be accessible to the new employee
  - Has good communications and interpersonal skills
  - Has a positive attitude

If you have not been assigned a *Buddy* ask your Head of Department/Manager who could be assigned to support you.

# Week 1

## **Before you start**

It is recommended that new employees prepare themselves for working in Maynooth University by reviewing the 'Come Work with Us' and the 'Before You Get Started' sections of the Human Resources webpage before their first day in MU.

(<https://www.maynoothuniversity.ie/human-resources>)

## **First week**

We recommend you start on the first week with a local induction, getting to know the department/area you are working in. Then become familiar with the structures and strategy/goals of the Department and the University. The next step is getting to know the role and what is expected of you.

We have a [guide and checklist](#) to support you.

# Compliance Training

## ☐ Health & Safety Training

<https://www.maynoothuniversity.ie/health-safety/health-safety-training>

## ☐ Data Protection Course

<https://www.maynoothuniversity.ie/dataprotection/links>

## ☐ Information & Data Security

<https://www.maynoothuniversity.ie/information-security/information-security-awareness-program>

## ☐ Equality, Diversity and Inclusion Course

<https://www.maynoothuniversity.ie/edi>

## ☐ Consent Awareness for Staff

[https://youtu.be/gWvQs\\_MRjg8](https://youtu.be/gWvQs_MRjg8)

# MU Orientation

The University Orientation runs every February and October. It is for all new employees to welcome them and provide them with key information on working in the University. Participants will have an opportunity to ask questions, for discussion and to meet other new colleagues.

Topics include:

- ☐ The President's Welcome
- ☐ University Academic Administration
- ☐ Student Services
- ☐ About the University
- ☐ Keeping Maynooth University Secure
- ☐ IT Services
- ☐ Human Resources - People Management Support Services & Policies
- ☐ Equality, Diversity and Inclusion in Maynooth University
- ☐ MU Library: Services and useful resources
- ☐ An Introduction to Campus and Commercial Services
- ☐ Communications and Marketing
- ☐ Finance & Procurement
- ☐ An Ghaeilge in Ollscoil Mhá Nuad: Engaging with the Irish Language on Campus
- ☐ A tour of the Russell Library
- ☐ Light lunch provided
- ☐ Research Development Office for Researchers & Academics

To book your place - Log in to your [Employee Self Service](#) portal

An online repository of orientation presentations is also available [e-learning course](#)

# Networking

Come along to our new employee networking events throughout the year. Dates and location will be sent to new employees and are on the Learning and Development Directory.

These events are aimed at new employees who are 12 months or less in the organisation. The purpose of the 'catch ups' are to meet other new colleagues, build your network, discuss challenges facing new employees and find out information useful to new employees in an informal setting.

## Topics

March - Employee Wellbeing

June - Green Campus

September - Statutory Leave

November - Pensions

A light lunch is followed by a presentation on one of the topics above and time for Q&A.

To book your place - Log in to your Employee Self Service portal

# Blended Working

Interim blended working arrangements are in place in the university. For information on the scope, principles, what blended working looks like and how to apply please view the Human Resources website

<https://www.maynoothuniversity.ie/human-resources/interim-blended-working-arrangements>

# Courses and Resources

View the *Come Work with Us* and *New Employees* sections of the HR website

[www.maynoothuniversity.ie/human-resources](http://www.maynoothuniversity.ie/human-resources)

Read Induction Information and Checklist for New Employees of Maynooth University

<https://www.maynoothuniversity.ie/human-resources/new-employees>

Checklists and Supports for Occasional Staff

<https://www.maynoothuniversity.ie/human-resources/occasional-staff>

Employee Wellbeing <https://www.maynoothuniversity.ie/human-resources/employee-wellbeing>

Employee Wellbeing – Inspire Workplace Services

<https://www.maynoothuniversity.ie/human-resources/employee-wellbeing>



# Courses and Resources

MU Course Directory

<https://www.maynoothuniversity.ie/human-resources/learning-and-development/employee-training-courses>

Learning & Development, HR

<https://www.maynoothuniversity.ie/human-resources/learning-and-development/learning-and-development-services>

Centre for Teaching & Learning

<https://www.maynoothuniversity.ie/centre-teaching-and-learning>

# Useful University Contacts

Campus Contacts	Phone Number	Email
Security	+353(0) 1 708 <b>3929</b> (add this to your mobile phone)	
Emergency Call	+353(0) 1 708 <b>3333</b>	
Campus Services	+353(0) 1 708 3930	<a href="mailto:maintenance@mu.ie">maintenance@mu.ie</a>
Irish Emergency Services	999	
Learning & Development	+353(0) 1 708 4570	<a href="mailto:Learning.development@mu.ie">Learning.development@mu.ie</a>
Recruitment		<a href="mailto:recruitment@mu.ie">recruitment@mu.ie</a>
Payroll	+353(0) 1 708 6141/ 3448/ 6625	<a href="mailto:payroll@mu.ie">payroll@mu.ie</a>
IT Services Helpdesk	+353(0) 1 708 3388	<a href="mailto:servicedesk@mu.ie">servicedesk@mu.ie</a>
Research Development Office	+353(0) 1 708 6682	<a href="mailto:Research.development@mu.ie">Research.development@mu.ie</a>
Centre for Teaching and Learning	+353(0) 1 708 6770	<a href="mailto:teachingandlearning@mu.ie">teachingandlearning@mu.ie</a>
Moodle Support		<a href="mailto:moodlesupport@mu.ie">moodlesupport@mu.ie</a>
Audio Visual Technical Support	+353(0) 1 708 6398	<a href="mailto:Andrew.Moloney@mu.ie">Andrew.Moloney@mu.ie</a>

# Campus Facilities

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## Restaurants

### Urban Square (Phoenix Building)

Urban Café  
Urban Restaurant

### Pickle (John Hume Building)

Crafted sandwiches

### Students' Union Bar

The only bar on campus offer food and drinks to Maynooth University students, staff and guests.

### Pugin Hall

Self-service canteen for staff and students of Maynooth University situated in St. Patrick's House on the historic Campus South.

### Starbucks (John Paul II Library)

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## Other facilities

### Maynooth University Crèche

Our crèche is available to staff and students at the university. We cater for children aged from 1 year up to school going age.

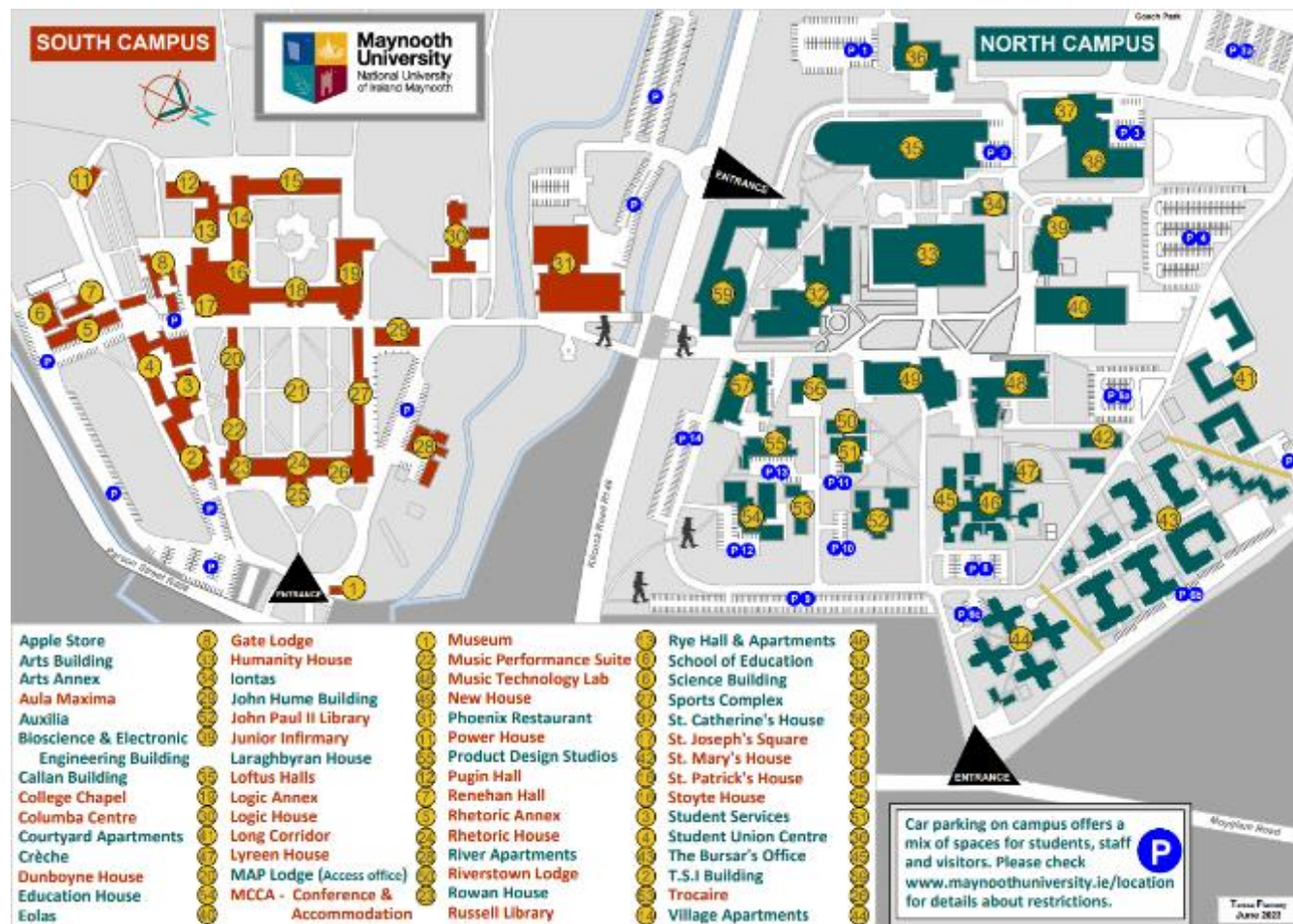
### Parking

We offer Staff Parking Permit for €40 per year.

<https://www.maynoothuniversity.ie/location/parking-traffic-management/apply-permit>

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# Campus Maps



Campus Map | Maynooth University

# Frequently Asked Questions

<https://www.maynoothuniversity.ie/sites/default/files/assets/document//New%20Employees%20FAQ%27s.pdf>



# Maynooth University

National University  
of Ireland Maynooth

## Your New Place to Work