



RCSI

UNIVERSITY
OF MEDICINE
AND HEALTH
SCIENCES

INSTITUTIONAL PROFILE

March 2023

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RCSI LEADING THE WORLD TO BETTER HEALTH

RCSI UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

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RCSI'S VISION IS 'TO BE AN INTERNATIONAL LEADER IN SUPPORTING HEALTHCARE PROFESSIONALS, THROUGH HIGH QUALITY EDUCATION, RESEARCH AND SERVICE, TO ENABLE PEOPLE TO LIVE LONG AND HEALTHY LIVES.'

1. Introduction to RCSI

RCSI is a university and professional training body focused on medicine and health sciences. It was founded by Royal Charter in 1784 to set and support professional standards for surgical training and practice in Ireland. RCSI is a Recognised College of the National University of Ireland (NUI). It gained independent degree awarding powers in 2010 and became a Designated Awarding Body in 2012. In 2019, RCSI was authorised to use the title “university” in Ireland, having been authorised to do so overseas since 2015.

Today, RCSI is an innovative, leading international health sciences institution with undergraduate and postgraduate schools and faculties across the health sciences spectrum, with campuses in Dublin, Bahrain and Malaysia. RCSI has dual functions as a Professional Training Body and University of Medicine and Health Sciences. It is home to several healthcare institutes and leading research centres, driving pioneering breakthroughs in human health. RCSI is committed to service, academic freedom, diversity, and to addressing humanitarian concerns.



In summary, RCSI:

- is a statutory, not-for-profit, independent, degree awarding body with an exclusive focus on medicine and health sciences;
- provides a range of widely accredited degrees up to level 10 of the National Framework of Qualifications (NFQ);
- is a Designated Awarding Body as well as being a recognised college of the National University of Ireland;
- supports an active and competitive research funded environment whose output metrics are at the top of the Irish university sector and ranks second in Ireland in the 2023 Times Higher University rankings;
- is a recognised postgraduate surgery and healthcare training institution, delivering accredited national training programmes, including in all surgical specialties, emergency medicine and radiology;
- provides positive impacts on communities at a local, national and international level;
- delivers on Ireland's ambitions to be a centre for international higher education through its decades-long education of Irish and international students; and,
- reinvests all surplus income in education, research and service.





28,000 Alumni
98 Countries

WORLD TOP 50 FOR INTERNATIONAL
OUTLOOK - THE 2022



**€37.5m External
research funding (2021)**



**1,265
STAFF**

2022
EDUCATION
AWARDS
**BEST
GREEN
CAMPUS
AWARD**



**GOOD
UNIVERSITY
GUIDE 2022**

**THE TIMES
THE SUNDAY TIMES**

**UNIVERSITY
OF THE YEAR
FOR STUDENT
ENGAGEMENT**

**TOP
250**

**TIMES HIGHER
EDUCATION 2022
WORLD UNIVERSITY
RANKINGS**



**3 International
Operations**

Dublin, Bahrain and Malaysia

National
Surgical & Clinical
Skills Centre

**WORLD
TOP 50**
for **GOOD
HEALTH** and **WELL-BEING**

THE IMPACT
RANKINGS 2022



2. Significant Events at RCSI since 2015



2015-16

- Commenced **RCSI's Strategic Academic Recruitment Programme**
- Established **Health Outcomes Research Centre (HORC)**
- Launched **MScs in Physician Associate Studies** and in **Human Factors in Patient Safety**
- Launched the new **fully integrated MPharm programme**

2016-17

- Opened **No. 26 York Street**, a state-of-the-art education building
- Established **National Surgical and Clinical Skills Centre**
- Rose to the **201-250 category in the Times Higher Education World University Rankings**
- Launched the **Centre for Vascular Biology**
- Established the **Centre of Mastery: Personal, Professional and Academic Success (CoMPPAS)**
- Achieved significant success in competitive funding including a SFI Centre application in **'FutureNeuro'**
- Established an **Equality, Diversity and Inclusion Unit**

2017-18

- Published **RCSI Strategic Plan 2018 -2022: Transforming Healthcare Education, Research and Service**
- Launched **Women on Walls**, in partnership with Accenture
- Refurbished **Mercer Building**
- Launched **Skin Wounds and Trauma Research Centre**

2018-19

- Extended the **RCSI Smurfit Building at Beaumont Hospital**
- Awarded the **Athena Swan Bronze Institutional Award**
- **Penang Medical College** is awarded **Foreign University Branch Campus** and becomes **RUMC**





2019-20

- Played a key role in supporting the **national COVID-19 pandemic response**
- Authorised to use the **title of ‘university’**
- Ranked **world number one for ‘Good Health and Well-being’** in the Times Higher Education University Impact Rankings 2020
- Awarded the **Green Flag by An Taisce’s** Green Campus programme
- Joined **Age-Friendly Universities Network**
- Awarded the **Ibec KeepWell Mark**
- Created the **School of Pharmacy and Biomolecular Sciences** by merging the School of Pharmacy with the Department of Molecular and Cellular Therapeutics
- Launched **RCSI Engage, a Strategy to Support Health and Education in our Local and National Communities, 2019-2023**



2020-21

- Played a key role in supporting the **national COVID-19 pandemic response**
- Established the **Centre for Positive Psychology and Health**
- Established the **Centre for Professionalism in Medicine and Health Sciences**
- Joined the **Health Research Board (HRB) funded Patient and Public Involvement (PPI) Ignite Network**
- Launched the **RCSI Student Engagement and Partnership (StEP) Programme**
- Became a full member of the **European University Association (EUA)**
- Joined the **Higher Education Authority (HEA) Programme for Access to Higher Education (PATH) Network**
- Established an **Academic Integrity Working Group** as part of its governance structures
- Received a **HEA Human Capital Initiative award of €7.8 million** to expand the School of Pharmacy & Biomolecular Sciences’ focus on emerging and future pharma technologies

• Launched the **Institute of Global Surgery**

2021-22

- Established the **Centre for Simulation Education and Research**
- Named **Sunday Times University of the Year for Student Engagement**
- Launched **Race Equality Action Plan** – the first university in Ireland to do so
- Piloted a **Student Leadership Development Programme**
- Awarded an **ASPIRE to Excellence Award** for excellence in student engagement
- Launched **Project Connect** - transformational development at 118 St Stephen’s Green
- Commenced **€22 million Education and Research Centre** at Connolly Hospital
- Launch the School of Pharmacy & Biomolecular Sciences’ new **Masters in Technology Analytics in Precision Medicine**, funded through the HEA-HCI initiative



2022-23

- Introduced **New Medicine Curriculum**
- Launched the **School of Population Health**

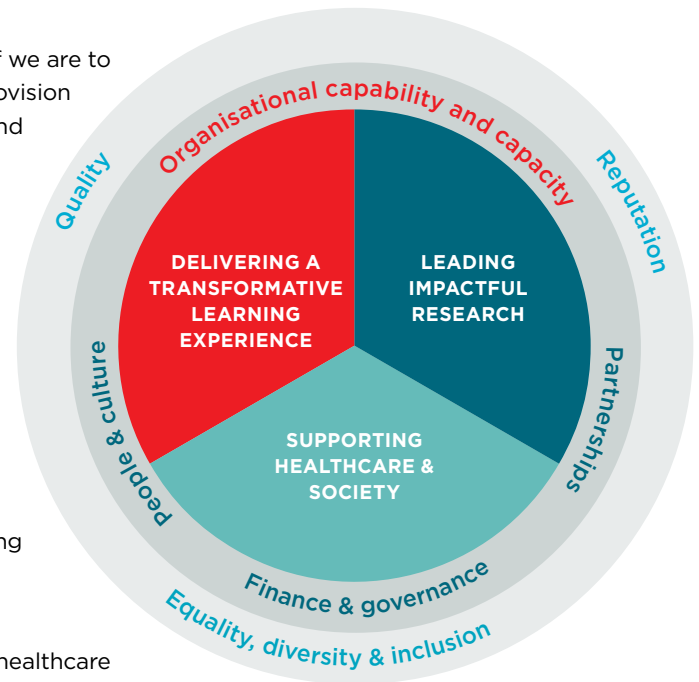
3. RCSI Strategy

Transforming Healthcare Education, Research and Service RCSI Strategic Plan 2018-2022

RCSI's vision is 'to be an international leader in supporting healthcare professionals, through high quality education, research and service, to enable people to live long and healthy lives.

Healthcare is facing many challenges. We need a transformation if we are to address these while managing the growing costs of healthcare provision to individuals and society. More people than ever are living long and healthy lives. However, healthcare systems are increasingly challenged to meet patient needs and to support wider health and well-being. As populations are ageing, there is a growing number of people with multiple and complex health needs who must be supported across fragmented healthcare systems. Patients are better informed and rightly have higher expectations regarding the quality of their care while healthcare professionals must also manage their own well-being. Technology offers huge potential but requires investment.

RCSI is purposefully committed to working to solve the greatest challenges of modern healthcare. To provide efficient, safe, and advanced high-quality healthcare, which enables people to live long and healthy lives, RCSI commits to actions across three pillars:



1. Delivering a transformative learning experience

RCSI has a unique opportunity to educate the next generation of healthcare professionals. By ensuring that they have the requisite knowledge, skills, experiences and attitudes, RCSI will equip students, both fulltime students and lifelong learners, with the tools to thrive as individuals and to make a meaningful contribution to healthcare in their community, in Ireland and around the world.

2. Leading impactful research

RCSI's research agenda will drive scientific breakthroughs, innovations and insights that will allow RCSI to understand and respond to changing health needs and contribute to the medicines, devices, techniques and system changes that enhance patient treatment and care.

3. Supporting healthcare and societal well-being in Ireland and internationally

RCSI empowers its graduates to enhance human health and well-being in Ireland and internationally. As educators and researchers, it is RCSI's duty to use its expertise, knowledge and discoveries to inform and influence healthcare providers and policy makers and to foster improvements in health across societies, around the world.

To meet the commitments outlined in these pillars, RCSI is:

- Deepening organisational capabilities
- Increasing the quality and breadth of partnerships
- Supporting RCSI's people and culture
- Maintaining financial performance and governance standards

Since 2018, this strategic plan has been a significant focus of both the Senior Management Team and the wider organisation. Progress against the forty-one actions has been monitored and supported to ensure achievement of RCSI's strategic objectives.

11 April 2018

RCSI Strategic Plan 2018-2022 Launch

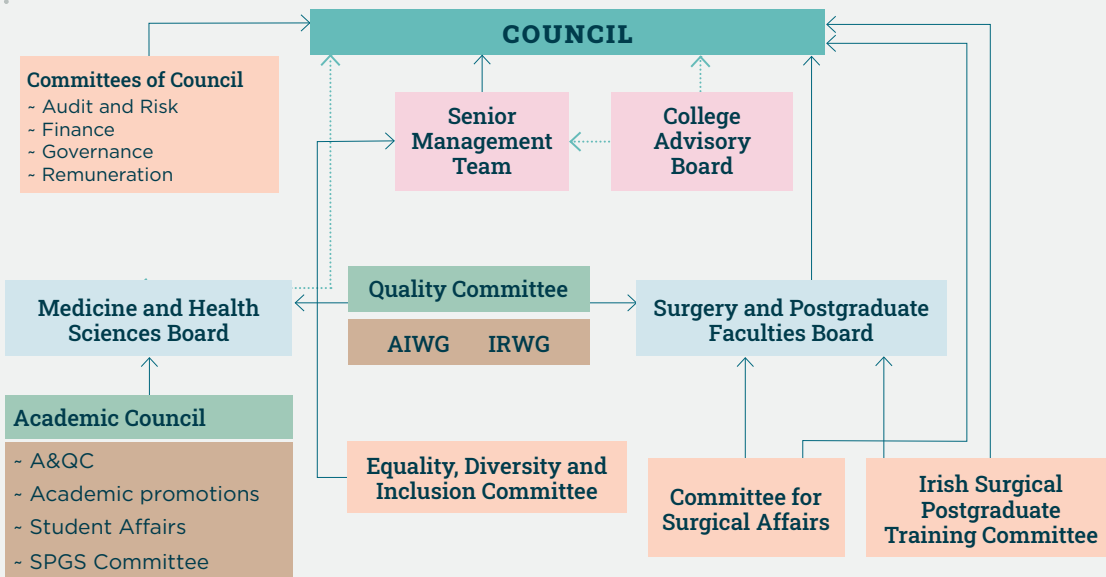
Pictured at the launch of RCSI Strategic Plan 2018 – 2022 was then President Professor John Hyland; then Minister of State for Higher Education, Mary Mitchell O'Connor TD and Professor Cathal Kelly, Vice Chancellor & CEO/Registrar, RCSI



The development of a new strategy, for implementation from 2023, is well progressed. This strategy will be both informed by research and extensive consultations which have been undertaken with both internal (SMT leaders, senior leaders group, staff, College Advisory Board) and external stakeholders. Priorities for the new strategy have been agreed, and the strategy will be finalised and published in 2023.

4. Governance Structure

Figure 1 - Governance Structure at RCSI



4.1 Institutional Governance

RCSI is an independent, not-for-profit statutory body, designated as a university under the Qualifications and Quality Assurance (Education and Training) Amendment Act 2019. RCSI has dual functions as a Professional Training Body and a University of Medicine and Health Sciences.

Council

Under the terms of the Royal College of Surgeons in Ireland (Charters Amendment) Act 2003 and earlier statutory enactments, the primary governing body of the RCSI is the Council (Governing Authority). The Council has twenty-one members, comprising surgeons who are Fellows of the College and elected by Fellows and Members, and two external or lay representatives. The overarching role of the Council is to provide governance to ensure that the College adheres to its Noble Purpose: *“Building on our heritage in surgery, we will enhance human health, through endeavour, innovation and collaboration in education, research and service.”* Council powers include approval of strategy, monitoring performance, managing risk, approval of the annual budget and appointment of the CEO.

Standing Committees of Council

There are 4 standing committees in the College’s governance structure, Audit and Risk Committee, Finance Committee, Remuneration Committee and the Governance and Nominations Committee. These Committees report to the Council and have external members who bring a range of accounting, financial, consulting and business skills and experience. Of note, the Governance and Nominations Committee advises the Council on governance matters and makes recommendations on the appointment of external members to RCSI Committees and Boards.

Senior Management Team

The Senior Management Team (SMT) is responsible for the management, operation and executive oversight of the institution. The role of the Vice Chancellor & CEO/Registrar parallels that of the Presidents/Rectors of the publicly funded universities in the State. The Deputy Vice Chancellor for Academic Affairs (DVCAA) is the chief academic officer, and RCSI SMT members hold similar functions to vice-president roles in publicly funded universities in the State.

College Advisory Board

The College Advisory Board (CAB) provides Council and the Senior Management Team with external perspectives and advice on critical strategic decisions; it does not have decision-making authority. CAB also monitors progress against the strategic objectives of the college.



4.2 Academic Governance

In 2010, Council devolved power to two Boards to oversee the main educational, training and research activities of RCSI; the Medicine and Health Sciences Board (MHSB) now responsible for university affairs and Surgery and Postgraduate Faculties Board (SPFB) for professional training affairs.

The Medicine and Health Sciences Board

The Medicine and Health Sciences Board is the governing body for all RCSI educational programmes leading to NFQ awards. It exercises its oversight of these activities through the Academic Council. The MHSB goals are aligned to RCSI's strategy and support its implementation.

Academic Council

Academic Council is responsible for the implementation of policy set by the MHSB. It is the senior academic and administrative forum for deliberation on all academic matters. It addresses all matters concerning the administration of RCSI's schools and is the governance body to which the schools report. This includes student

admissions, assessment, progression and welfare in all NFQ programmes; curricula and learning technology; research activities; and academic promotions. With 60+ representatives, including students, from the schools, faculties and academic departments within the College, Academic Council meets monthly throughout the academic year.

Awards & Qualifications Committee

The Awards & Qualifications Committee (A&QC) has authority and operational responsibility, delegated from the MHSB, to evaluate and consider programmes which fall under the NFQ for approval, rejection and accreditation.

Academic Promotions Committee

The Academic Promotions Committee is delegated responsibility by the Medicine & Health Sciences Board to oversee and direct the academic staff promotions process at RCSI.

The School of Postgraduate Studies Committee

The School of Postgraduate Studies (SPGS) Committee provides governance and oversight of fourth level education within the University. It provides strategic direction in all matters relating to the education of postgraduate research scholars and is responsible for the development, delivery and quality of higher degrees by research. The Taught Postgraduate Programme Management Committee, which is responsible for ensuring the effective day-to-day governance and consistency of quality of taught postgraduate programmes and degrees aligned to the NFQ, and the Academic Review Committee, responsible for the consistency of quality of research projects of higher degrees by research, both report to the SPGS Committee.

Student Affairs Committee

The Student Affairs Committee represents students of the University on non-academic matters arising in the RCSI Learning Environment. It facilitates communication between undergraduate and postgraduate students and RCSI's support functions, the identification of matters for action and recommendations for consideration by senior management and/or Academic Council.

The Surgery and Postgraduate Faculties Board

SPFB coordinates the common activities of Surgical Affairs and the Postgraduate Faculties. The Board facilitates knowledge exchange and coordination, as well as contributing to the strategy development, across Surgery and the Postgraduate Faculties. Its responsibilities include developing and sharing learnings, efficiencies and best practice models between the sub-committees and Faculties represented on the Board, and considering matters arising from the external policy, service and regulatory environments, and review implications for the Faculties and RCSI.

Council Committees for Surgery

There are two key Council Committees for Surgery. The Committee for Surgical Affairs is focused on surgical practice and RCSI's engagement with Fellows and Members. The Irish Surgical Postgraduate Training Committee provides governance, structure and standards for postgraduate surgical education, training and assessment.

Quality Committee

The Quality Committee (QC) is responsible for the creation of policy and for the implementation of quality processes and quality assurance/quality improvement activities across RCSI. The committee also plays a significant role in the management of quality assurance and enhancement processes on RCSI's international campuses. The QC reports to both the SPFG and the MHSB and has two standing sub-committees reporting to it, the Academic Integrity Working Group (AIWG) and the Institutional Review Working Group (IRWG).



4.3 Specialist Governance Committees

Student Council

Student Council comprises RCSI's Students' Union Officers (all non-sabbatical), the leadership of the Sports Union and class representatives; it exercises control over all Student Union affairs.

Research

The Research Strategy Committee identifies strategic opportunities to grow RCSI research and innovation activities and improve the University's research performance and impact.

Research Ethics is overseen by the Animal Research Ethics Committee (AREC) and the Human Research Ethics Committee (HREC). These two committees share a common chair and convenor. AREC and HREC evaluate any ethical dimensions of proposed research projects, providing support & feedback where appropriate. Ethical approval (or evidence of an appropriate exemption) is required for the publication of most research results. The Ethics Committees are vital to ensuring that research is conducted ethically and thus provide a level of protection for the researchers, participants, and the institution.

Equality, Diversity & Inclusion

The Equality, Diversity and Inclusion (EDI) Committee is responsible for advising the Senior Management Team on all equality, diversity & inclusion matters in RCSI.

Heads of Schools Committee

The Head of Schools Committee is the senior executive team of the Deputy Vice Chancellor for Academic Affairs, responsible to the DVCAA for dissemination and co-ordination of university business across the RCSI University of Medicine & Health Sciences, its' Schools and Academic Departments.

5. Organisational Structure

RCSI is led by the Vice Chancellor & CEO/Registrar, **Professor Cathal Kelly**.

5.1 Senior Management Team

The Vice Chancellor is supported by ten senior management team members (see full profiles [here](#)).



Professor Cathal Kelly
Vice Chancellor &
CEO/Registrar



Professor Hannah McGee
Deputy Vice Chancellor
for Academic Affairs



Professor Fergal O'Brien
Deputy Vice Chancellor
for Research & Innovation



Ms. Jennifer Cullinane
Director of Finance



Mr. Eunan Friel
Managing Director of
Healthcare Management



Ms. Aine Gibbons
Director of Development,
Alumni Relations, Fellows
and Members



Mr. Barry Holmes
Director of Human
Resources



Ms. Abi Kelly
Director of International
Engagement & External
Relations



Mr. Michael McGrail
Director of Corporate
Strategy



Mr. Justin Ralph
Chief Technology Officer



Mr. Kieran Ryan
Managing Director of
Surgical Affairs

The **Dean of Medical Programmes**
and **Head of the School of
Pharmacy and Biomolecular
Sciences** also attend SMT meetings.

5.2 Schools, Faculties & Departments

RCSI is organised into Schools, Postgraduate Faculties, Academic Departments, University-Wide Academic Support Centres and Professional Services Departments

SCHOOLS

- Graduate School of Healthcare Management
- School of Medicine
- School of Nursing and Midwifery
- School of Pharmacy and Biomolecular Sciences
- School of Population Health
- School of Postgraduate Studies
- School of Physiotherapy

POSTGRADUATE FACULTIES

- Department of Surgical Affairs
- Faculty of Dentistry
- Faculty of Nursing and Midwifery
- Faculty of Radiologists
- Faculty of Sports & Exercise Medicine
- Irish Institute of Pharmacy

UNIVERSITY-WIDE ACADEMIC CENTRES

- Centre for Positive Health Sciences
- Centre for Professionalism in Medicine and Health Sciences
- Health Professions Education Centre
- RCSI Centre for Simulation Education & Research

ACADEMIC DEPARTMENTS

- Anaesthetics & Critical Care
- Anatomy & Regenerative Medicine
- Chemistry
- Clinical Microbiology
- Clinical Neurological Science
- Family Medicine & General Practice
- International Health and Tropical Medicine
- Medicine
- Molecular Medicine
- Obstetrics & Gynaecology
- Ophthalmology
- Orthopaedics
- Otolaryngology/Head & Neck Surgery
- Paediatrics
- Pathology
- Physiology & Medical Physics
- Psychiatry
- Radiology
- Surgery

PROFESSIONAL SERVICES DEPARTMENTS

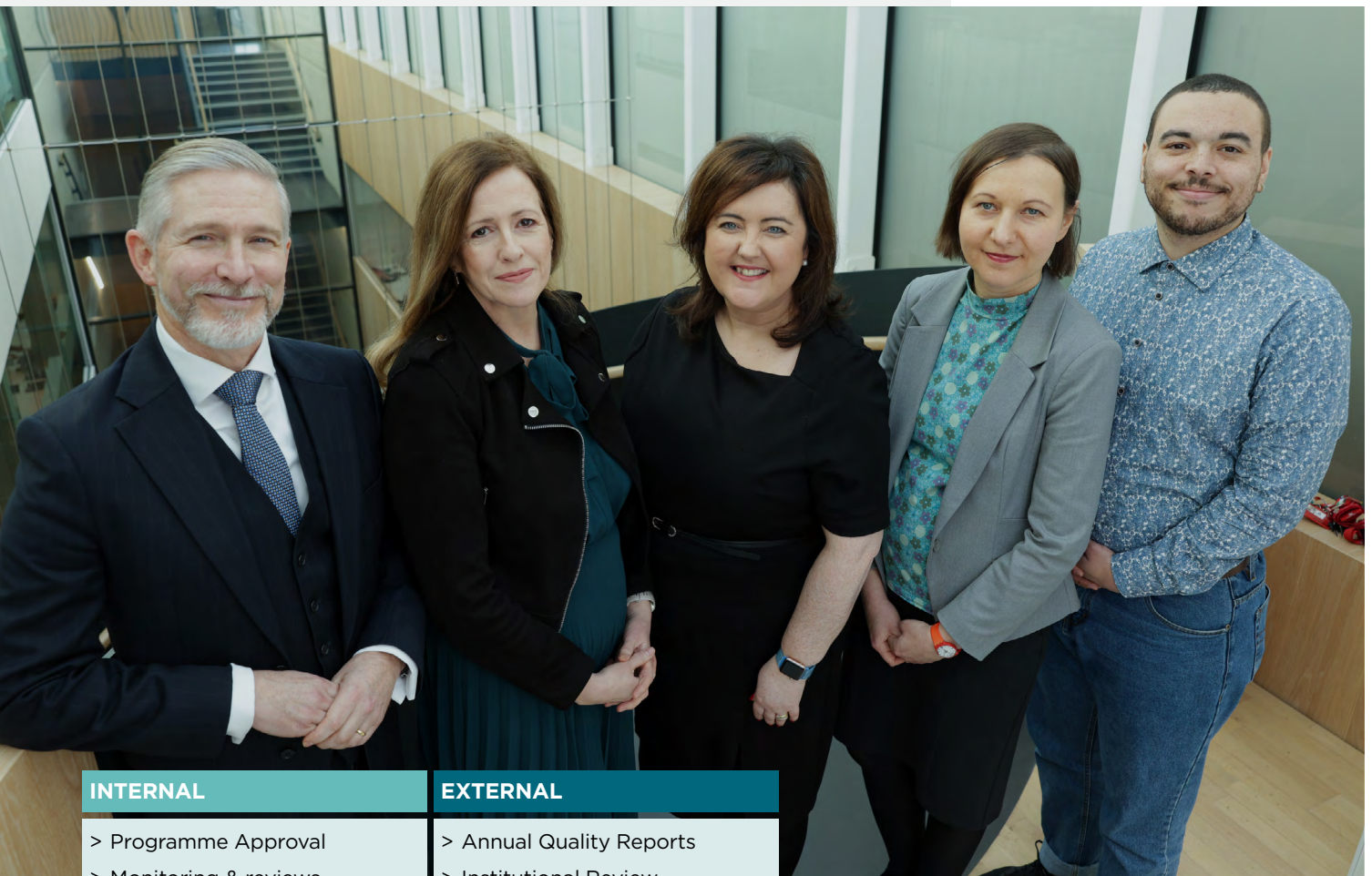
- Communications
- CoMPPAS
- Conference & Events
- Corporate Strategy
- Development, Alumni Relations, Fellows and Members
- Equality, Diversity & Inclusion
- Estate & Support Services
- Finance
- Human Resources
- IT Transformation
- Legal Affairs
- Library (inc Records; Archives)
- Marketing
- Mercer's Medical Centre
- National Office of Clinical Audit
- Insights and Planning Office
- Office of Research and Innovation
- Quality Enhancement Office
- Quality and Process Improvement Centre
- REACH Office
- Student Recruitment & Admissions
- Student Services
- Student, Academic & Regulatory Affairs (SARA)
- RCSI Travel

Schools, academic departments, academic centres, the library and SARA report to the Deputy Vice Chancellor for Academic Affairs whereas research functions report to the Deputy Vice Chancellor for Research & Innovation. All other departments report to the Vice Chancellor & CEO/Registrar or a dedicated member of the SMT.

6. Quality Assurance at RCSI

Quality assurance and enhancement is integrated throughout RCSI and the culture is one of shared responsibility for the quality of student and staff experiences. The Strategic Plan 2018-2022 identifies quality as one of the three foundations for, and measures of, successful delivery of the Plan's provisions.

The RCSI Quality Assurance Framework provides a comprehensive description of governance structures relevant to quality assurance, and the internal and external quality processes which underpin quality at RCSI. It is guided by the overarching Standards & Guidelines for Quality Assurance in the European Higher Education Area (ESG) and by the relevant national legislation & statutory guidelines in Ireland and in the other jurisdictions within which RCSI operates.



RCSI QEO team

INTERNAL	EXTERNAL
> Programme Approval	> Annual Quality Reports
> Monitoring & reviews	> Institutional Review
> Internal Quality Reviews	> International Education Mark
- Schools	> Professional Accreditation
- Faculties	> StudentSurvey.ie
- Professional Service Units	> International QA
- Overseas	> External Examiners
> Thematic Reviews	
> Staff/Student Evaluations	

6.1 Quality Framework & Policy

RCSI's Quality Framework encompasses the array of tools RCSI utilises to assure and enhance the quality of educational and training provision, and to demonstrate this quality to internal and external stakeholders. It is published on the RCSI website in the [area](#) dedicated to quality enhancement which also contains the reports of all Internal Quality Reviews.

6.2 The Quality Enhancement Office (QEO)

RCSI has a dedicated Quality Enhancement Office (QEO) whose role is to support the implementation of quality policy by coordinating activities and collecting the data needed to continually assure and develop the quality of RCSI's provision. The QEO is the executive function of the Quality Committee and of its sub-committees, and reports to the Vice Chancellor & CEO/Registrar of RCSI. The main activities of the QEO include:

- Coordination of engagement with QQI (Quality and Qualifications Ireland) monitoring and review activities
- Management of internal quality reviews
- Collection of data through regular and bespoke surveys
- Engagement with external quality assurance stakeholders and bodies
- Contribution to institutional quality assurance and governance activities and building awareness of regulatory/quality initiatives.

The Quality Enhancement Office submits the Annual Quality Report to QQI which details the quality assurance and enhancement activities taking place across RCSI each year.

6.3 Professional Statutory and Regulatory Bodies

As a health sciences university and professional training body, many RCSI educational and training programmes are subject to accreditation by the relevant Professional Statutory and Regulatory Bodies (PSRBs). These are the Irish Medical Council, the Pharmaceutical Society of Ireland, CORU and the Nursing & Midwifery Board of Ireland.

6.4 Stakeholder Engagement in Quality

A wide range of stakeholders are involved in quality assurance within RCSI.

These include:

REPRESENTATIVES ON GOVERNANCE COMMITTEES *including:*

- Public interest representatives
- Students
- Staff

EXTERNAL MEMBERS *of:*

- Peer Review Groups in Internal Quality Assurance Reviews
- Programmatic Review Panels (appointed jointly by RCSI & NUI)
- PSRB Accreditation Panels

EXTERNAL EXAMINERS

EVALUATION SURVEYS OF:

- Staff
- Students
- External Stakeholders



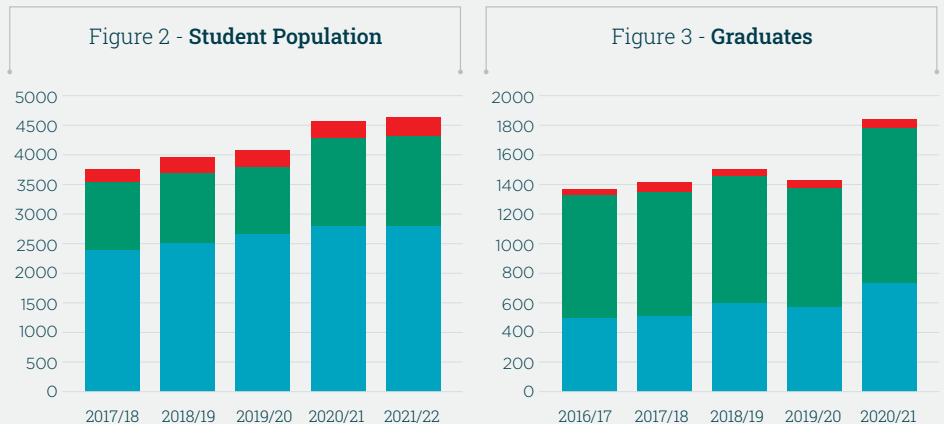
OUR UNIQUE APPROACH TO EDUCATION EQUIPS OUR STUDENTS TO THRIVE IN COMPLEX CLINICAL SETTINGS ACROSS THE WORLD, IN ADDITION TO SUPPORTING OUR ACADEMICS IN DRIVING EDUCATIONAL INNOVATION AND SCHOLARSHIP.

7. Student Profile

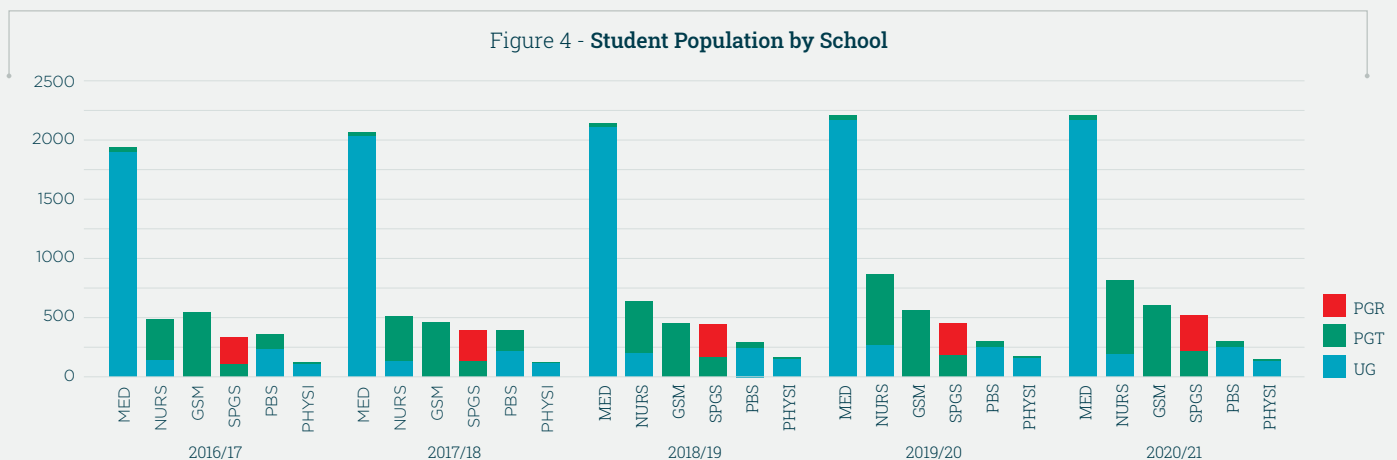
7.1 Student Numbers

RCSI is a health sciences university, with an internationally diverse student body.

The total student population (4647, 2021-22) and annual graduate numbers (1849, 2020-21) have increased steadily over the last five years, as the University has expanded course offerings and places across undergraduate (UG), postgraduate taught (PGT) and postgraduate research (PGR) programmes.

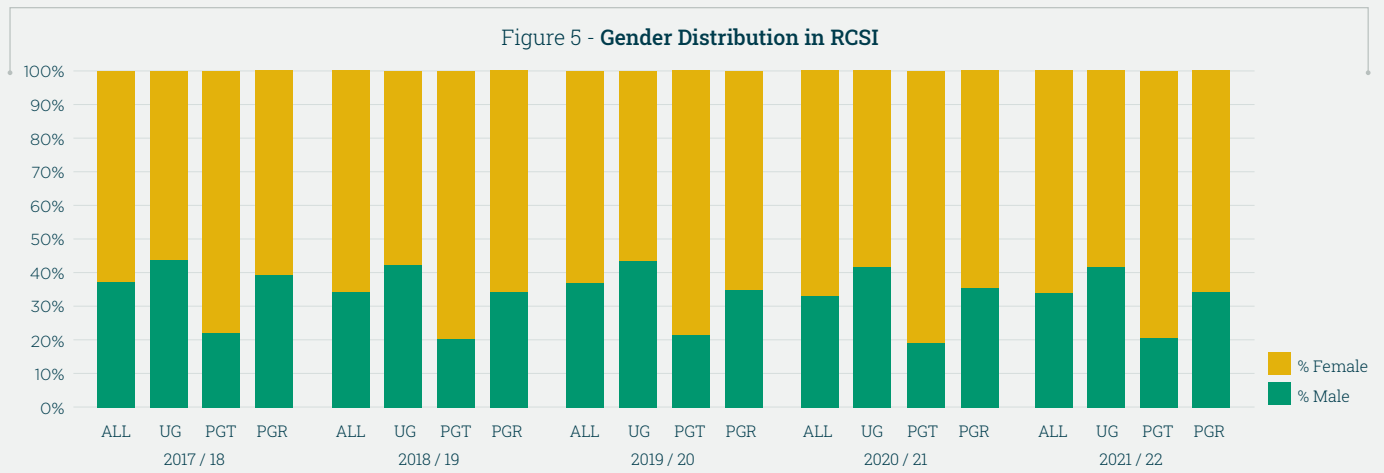


RCSI has students registered to courses in six schools within the University in Dublin- the School of Medicine (MED), the School of Nursing and Midwifery (NURS), the Graduate School of Healthcare Management (GSM), the School of Postgraduate Studies (SPGS), the School of Pharmacy and Biomolecular Sciences (PBS) and the School of Physiotherapy (PHYSI). The School of Population Health was established in 2022 and has yet to register students. The School of Medicine is the largest school in RCSI, offering programmes in Direct and Graduate Entry Medicine, as well as Physician Associate Studies and a Diploma in Emergency Medical Technologies (in conjunction with Dublin Fire Brigade). Annually, the School of Nursing and Midwifery graduates the most students in RCSI and has increased graduate numbers by 78% over the last 5 years.



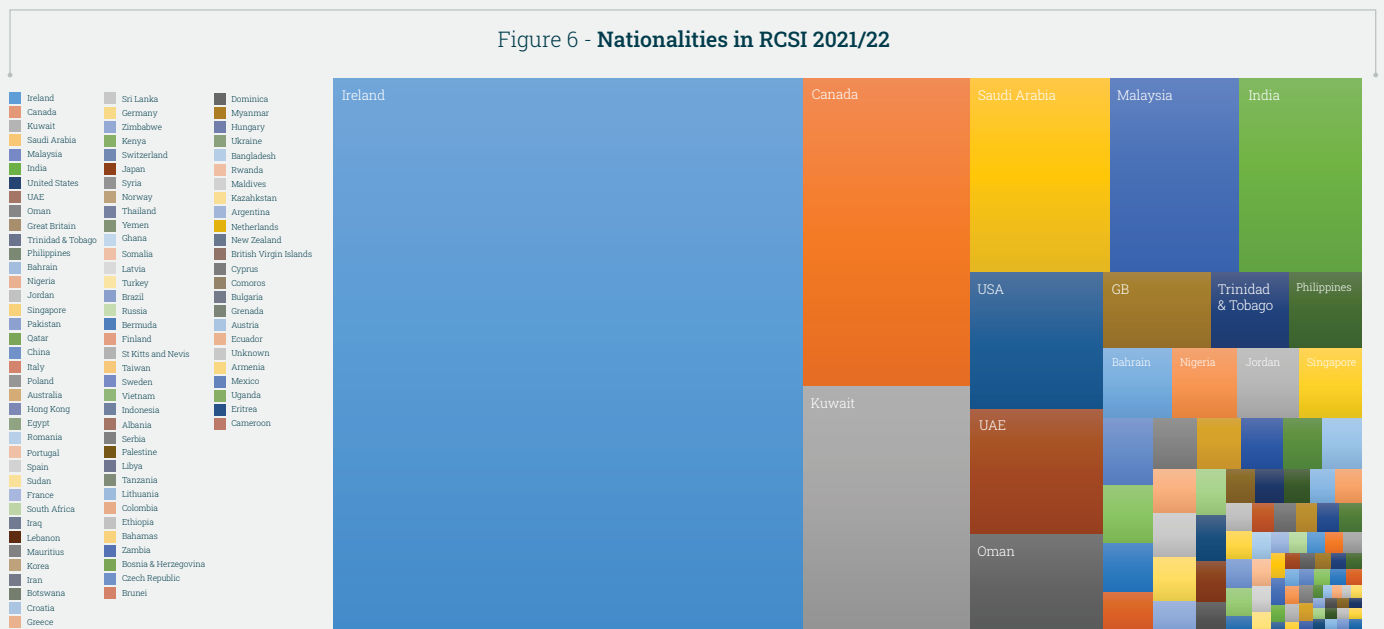
7.2 Student Demographics

Consistently, the majority of RCSI students are female, though this is most visible in the Postgraduate Taught student population. This is driven by the School of Nursing and Midwifery, which has circa 90% female students, while the Graduate School of Healthcare Management has circa 75% female students. This is in line with national trends; in 2021-22 gender distribution within Health and Welfare courses was 77% female and 23% male, rising to 91% female in the Nursing and Midwifery subset¹.

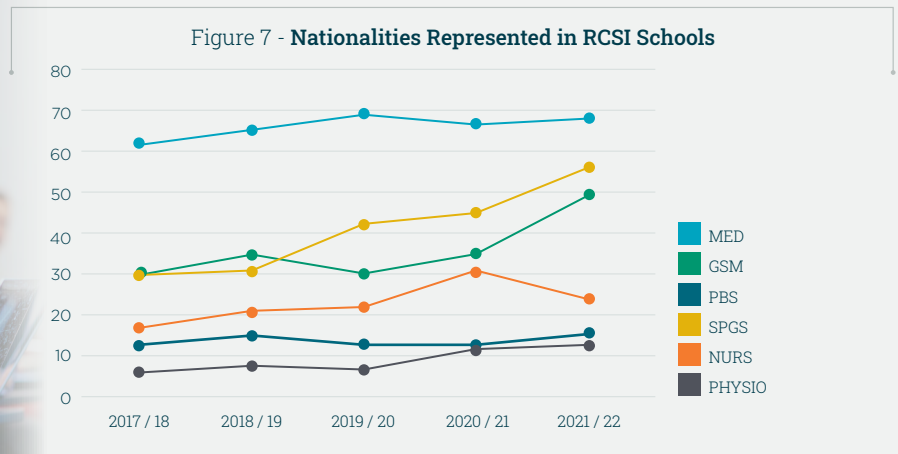


RCSI has a multicultural student body, drawing students from across the world. RCSI has a larger proportion of non-EU students than other HEIs (Higher Education Institutions) in Ireland - 50% of RCSI students are Irish domiciled, compared to 88% nationally and 47% are domiciled outside the EU, compared to 9% nationally².

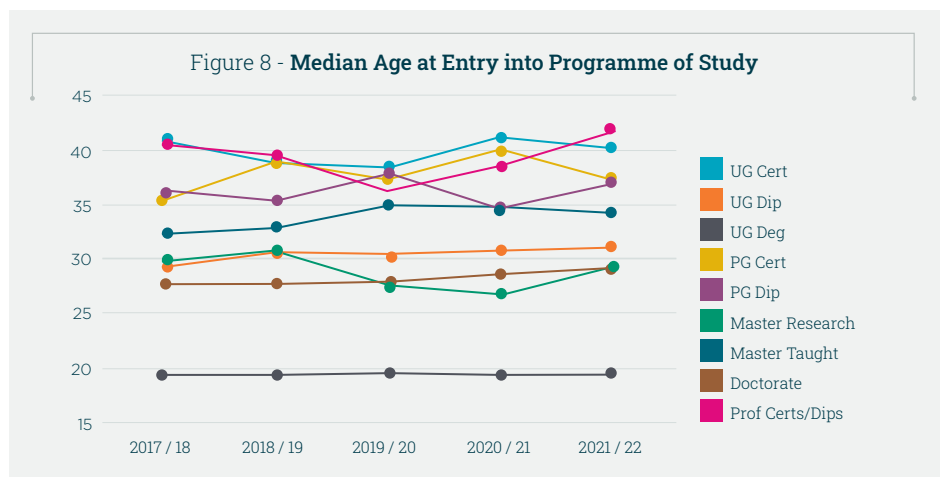
1. Source: HEA website - 2021-22 annual statistics
2. Source: HEA Website - 2021-22 annual statistics



Diversity of nationalities varies between schools. Most of the Pharmacy and Biomolecular Sciences and Physiotherapy students undertake undergraduate programmes, which consist primarily of CAO (Central Applications Office) school-leavers, resulting in a higher proportion of Irish students in these schools.



The age at entry into programmes of study varies, depending on the programme type that is undertaken. As would be expected, the student population undertaking undergraduate degrees is the youngest cohort with most learners being school leavers. Undergraduate certificates and diplomas cohorts are older; these programmes are Level 7 and Level 8 programmes generally undertaken by learners already established in careers e.g. the BSc in Nursing Management is a bridging programme for nurses/midwives who are educated to certificate/diploma level. It is notable that the students undertaking research postgraduate programmes tend to be younger than those undertaking taught postgraduate programmes.



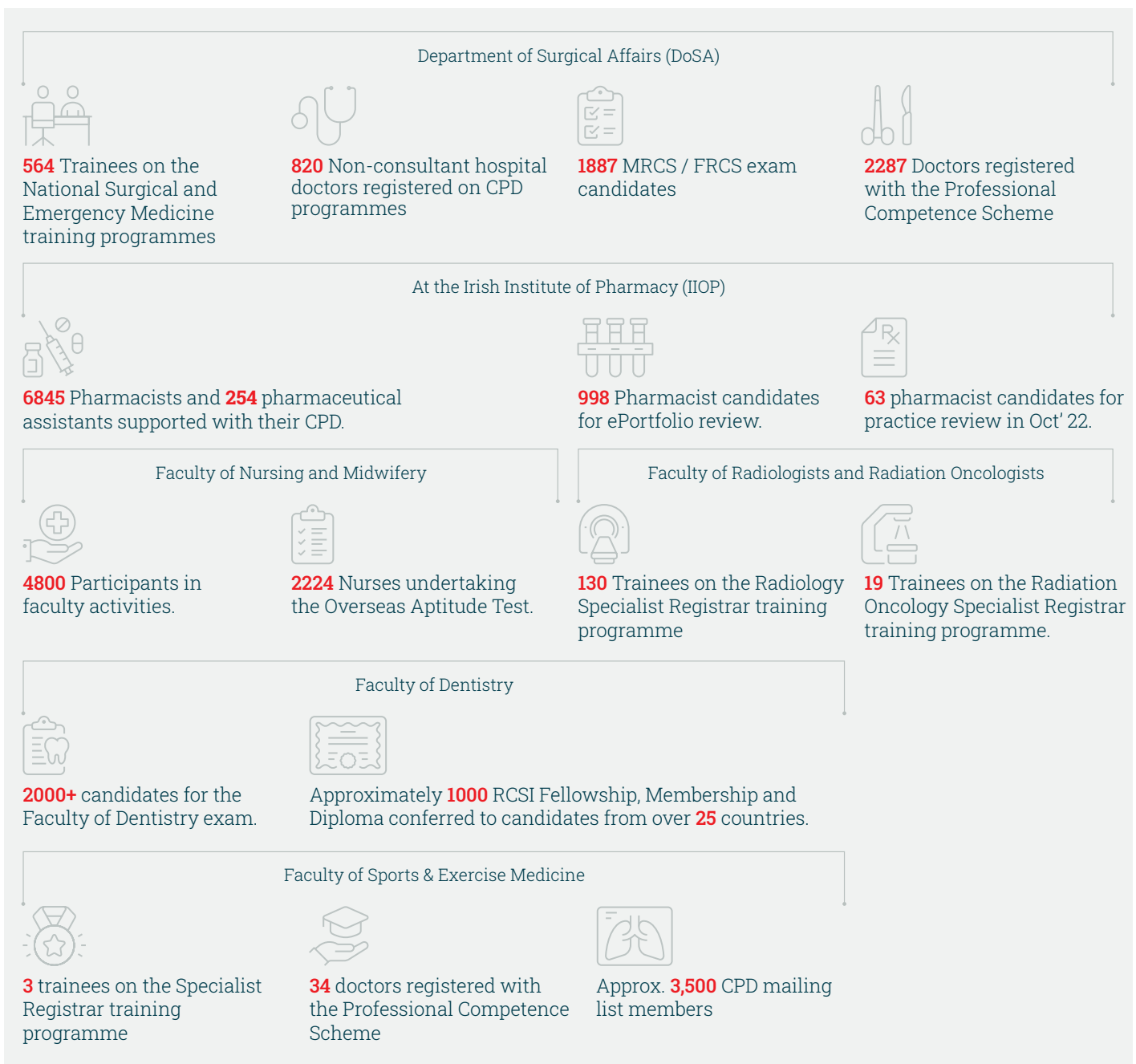
7.3% of full-time undergraduate students have registered a disability (June 2021). This is aligned with national trends; the AHEAD report “Students with Disabilities Engaged with Support Services in Higher Education in Ireland 2020/21” found 7.8% of institute of technology and university undergraduate students had registered a disability.

7.3 International Provision

In the academic year 2021-22, there were approx. 1500 students, of 49 nationalities, undertaking undergraduate programmes at RCSI Bahrain. Students are drawn from Bahrain, the other GCC countries and beyond. During the same period, over 300 students were attending RUMC. As the provision of the undergraduate medicine programme in Perdana University comes to an end, student numbers are reducing and in the academic year 2021-22, stood at 127.

7.4 Postgraduate Faculties

Professional training is also a key aspect of RCSI’s provision. In 21-22, learners included:



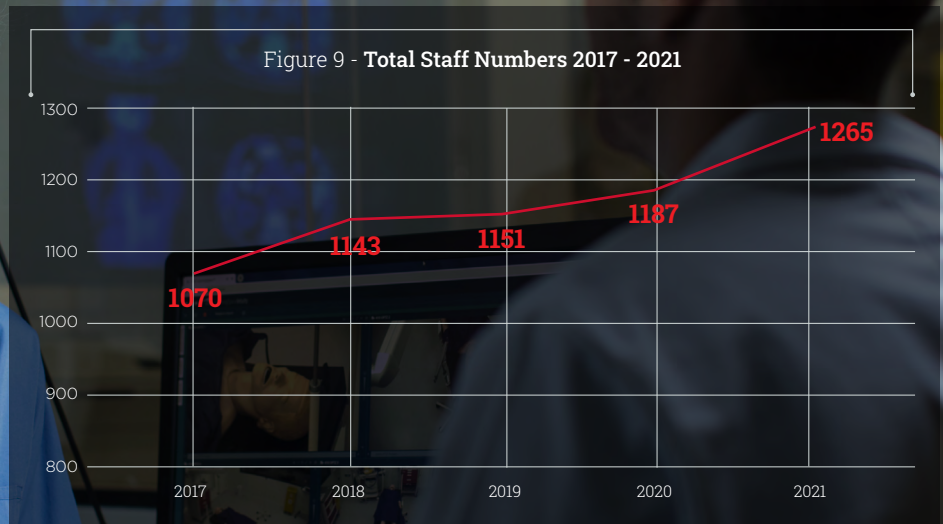
8. Staff Profile

8.1 Staff Numbers

RCSI comprises a community of academic, research and professional staff working collaboratively to lead the world to better health. People are RCSI’s greatest asset and success is attributed to the remarkable academic, research and professional employees that keep RCSI at the forefront of healthcare education. As of 31st December 2021, RCSI employed 1265 staff in Ireland.

Senior Management Team		11
Medicine & Health Sciences	Academic	194
	Research	146
	Professional & Support	568
	Clinical	199
Surgical & Postgraduate Faculties	Surgical Affairs & NOCA	89
	Faculties of Dentistry, Nursing and Midwifery, Radiologists, Sports & Exercise Medicine, IIOP.	29
Other	Mercer’s Medical & RCSI Travel	29

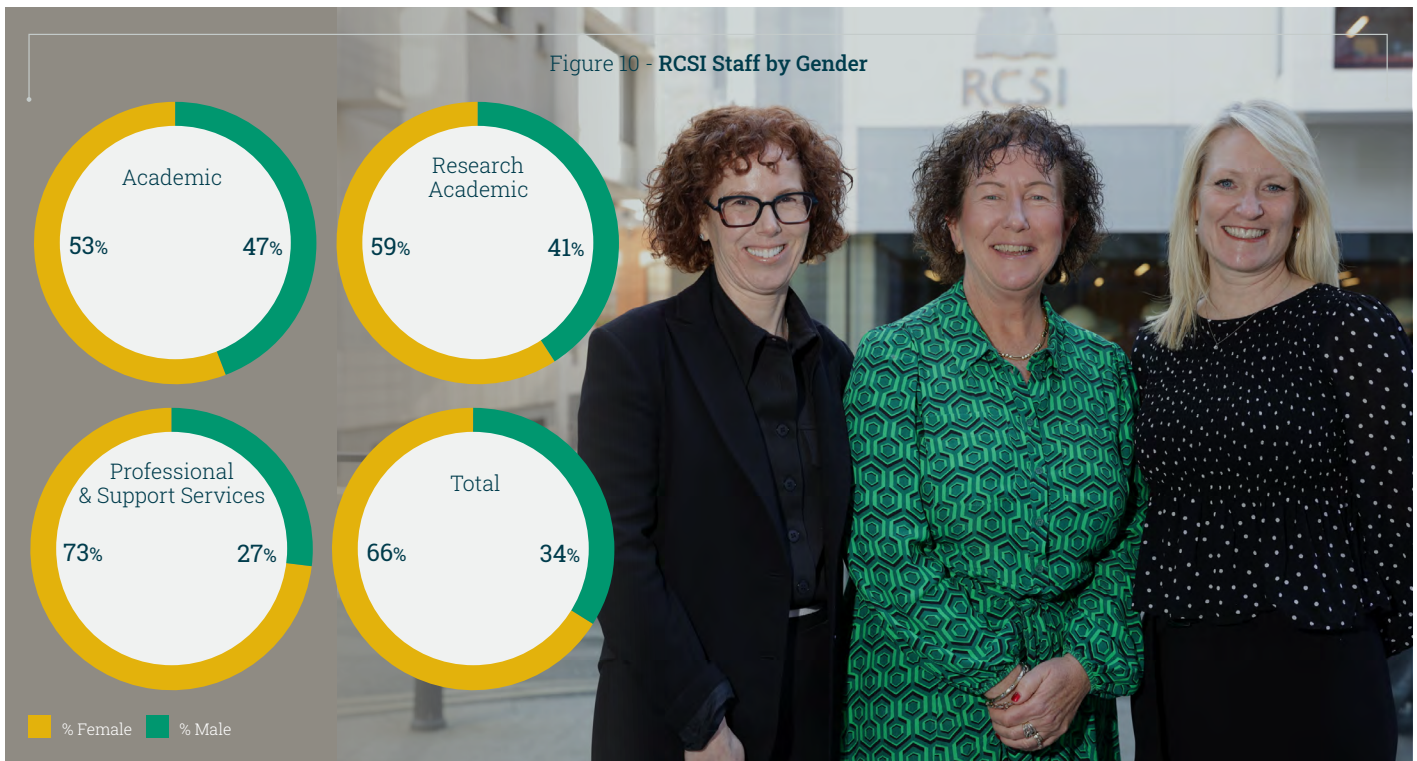
Staff numbers have grown by 18% in the past five years to support growth in student numbers and investment in research activities.



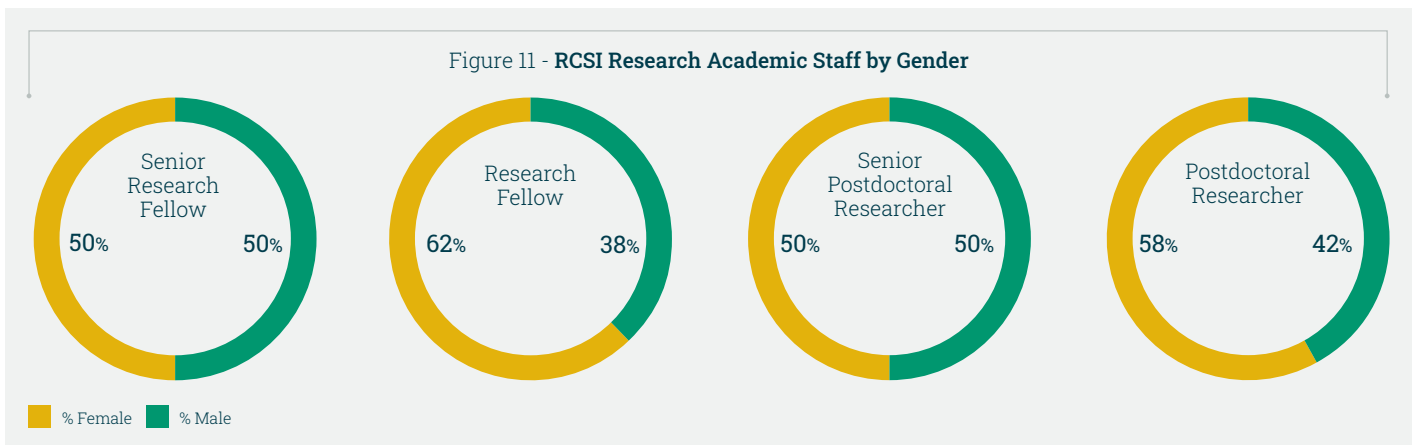
In addition, RCSI Bahrain employs circa. 200 full time academic and professional services staff. With a further circa. 160 contracted clinicians and 200 sessional Nursing staff to support the clinical aspect of curricula delivery in Bahrain.

8.2 Staff Demographics

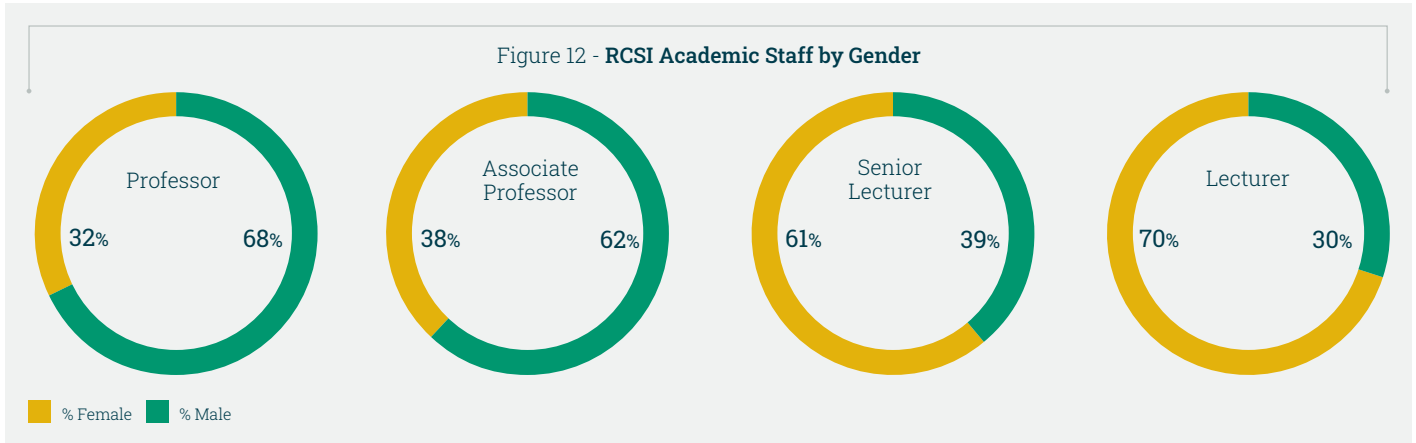
RCSI is committed to embedding equality, diversity and inclusion across all activities. This ensures staff and students can all work and learn in an environment defined by dignity and respect. RCSI has a long tradition of celebrating cultural diversity and is currently ranked in the top 50 in the world for 'International Outlook' by Times Higher Education. RCSI's workforce is currently predominantly female, with 66% of staff overall identifying as female.



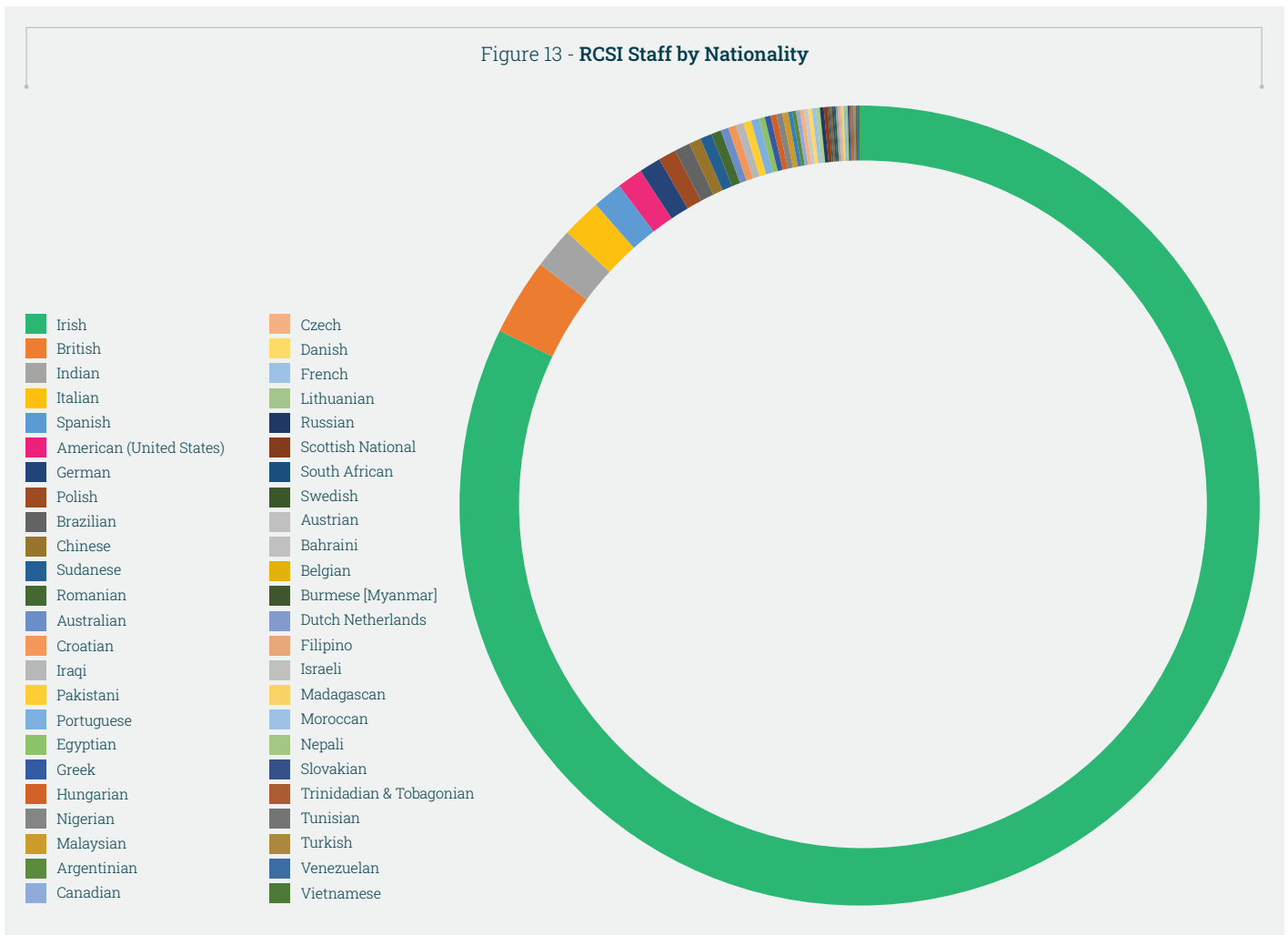
The proportion of staff identifying as female is largest in the professional and support services. However most research academic staff (59%) and academic staff (53%) are also female.



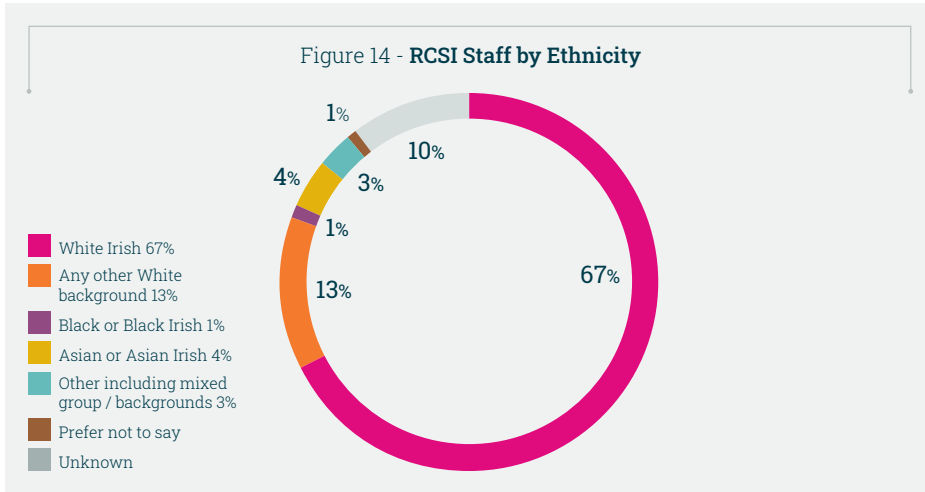
Although most academic staff at professor level are male, 50% of the Heads of School are female.



RCSI employs a diverse workforce, with 48 nationalities currently represented.

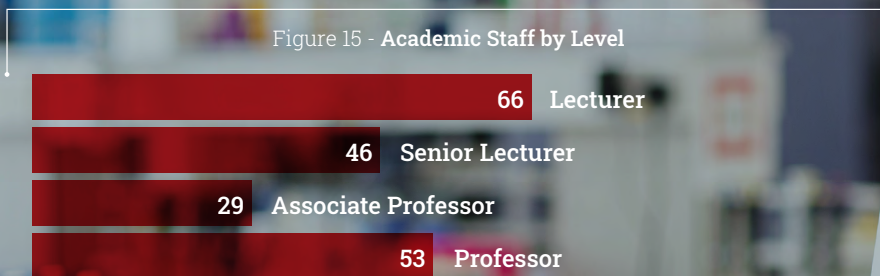


In recent years, RCSI has requested that staff also disclose their ethnicity through the staff portal, below is the current ethnic breakdown based on the responses received to date.



8.3 Career Development

RCSI provides an exciting and challenging environment for committed and talented people to pursue their career in a leading centre of health and medical education. The annual Academic Promotions process are a fundamental way of recognising the contribution and excellence of academic staff. The breakdown of academic staff as at 31st December 2021 is below. 62 academic staff members were promoted between October 2018 and October 2020.



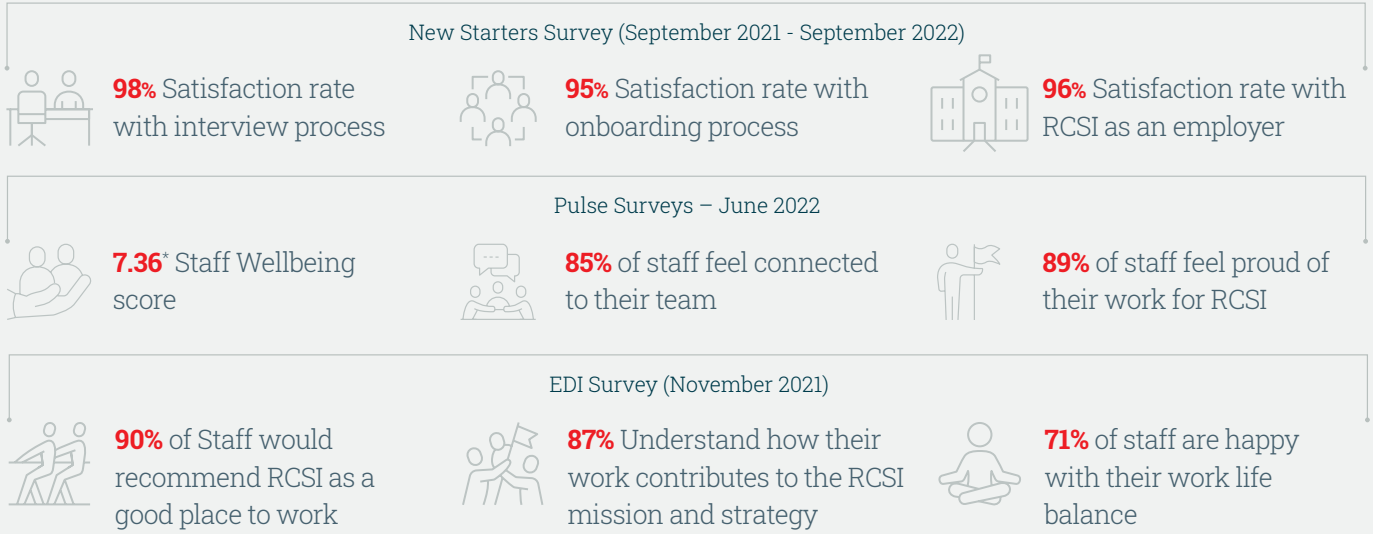
In the same period, nineteen researchers were promoted through the Research Career Framework and, on average, 25 professional & support staff progress to a higher level through RCSI each year.

100% of research academic staff and 91% of academic staff have a doctoral degree (NFQ Level 10 qualification).



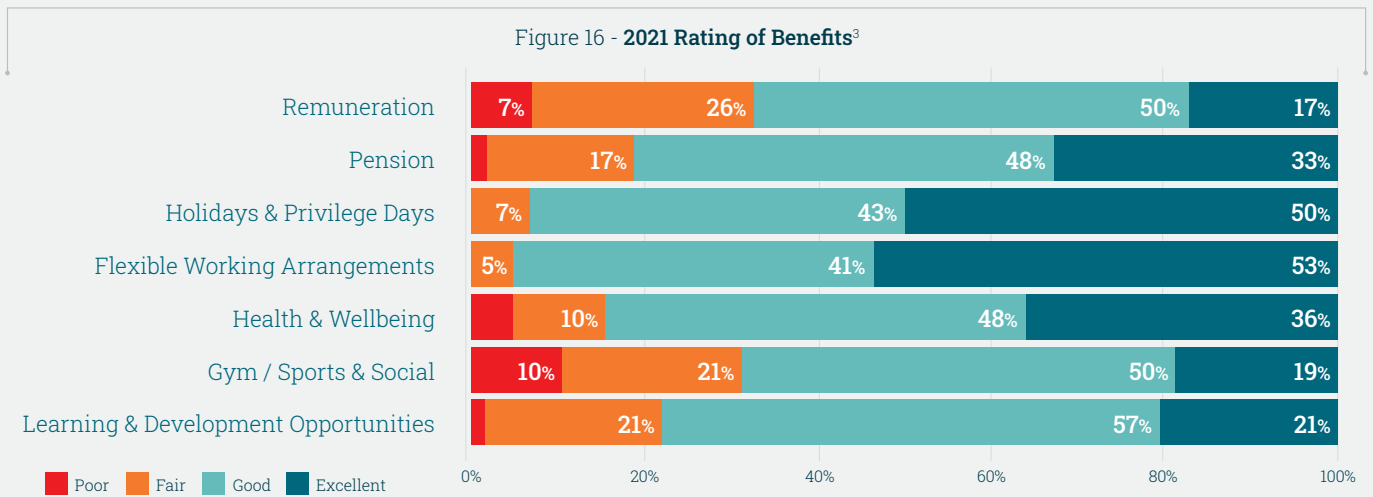
8.4 Staff Feedback

Detailed staff feedback is sought in many formats and points along the employment journey. This includes feedback on interview and on-boarding processes, regular staff pulse surveys, EDI surveys and leaver surveys. Some recent feedback is outlined below.



8.5 Leavers

Staff turnover is closely monitored and robust feedback sought from all leavers to ensure that RCSI remains an employer of choice. Voluntary turnover is currently low at 7.5% (December 2021). Feedback from leavers is incredibly positive, with 95% ranking RCSI as a good or excellent place to work.



*Staff are asked in a quarterly Staff Pulse survey to rate their current level of wellbeing on a scale 1-10, where 10 being the most positive.
³ The less positive feedback on the Gym and Sports & Social in 2021 is most likely as a result of COVID-19 curtailing activities; feedback on these area in other years has been very positive.

OUR MISSION IS TO 'EDUCATE, NURTURE AND DISCOVER FOR THE BENEFIT OF HUMAN HEALTH'. OUR ULTIMATE PURPOSE IS TO WORK IN SERVICE OF PATIENTS; A DEEP PROFESSIONAL RESPONSIBILITY TO ENHANCE HUMAN HEALTH THROUGH ENDEAVOUR, INNOVATION AND COLLABORATION IN EDUCATION, RESEARCH AND SERVICE INFORMS ALL THAT WE DO.



9. Educational Provision

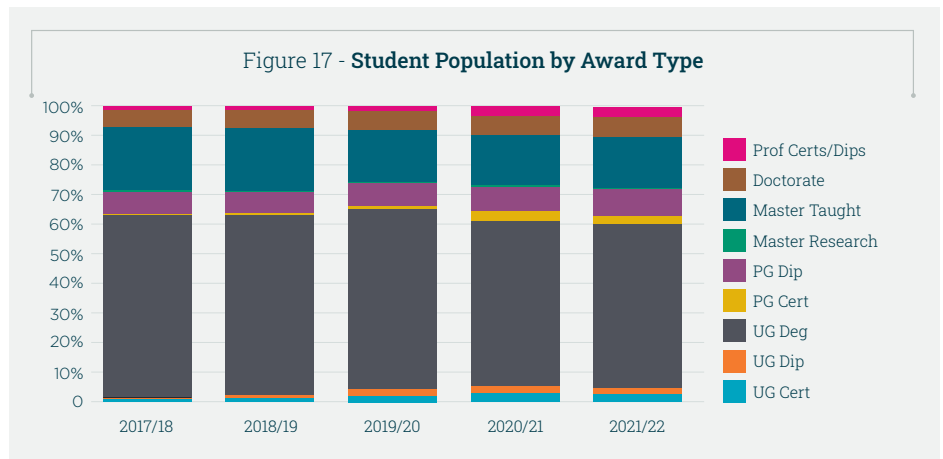
9.1 Programme Types

RCSI is home to the largest medical school in Ireland and awards undergraduate and postgraduate degrees leading to primary healthcare qualifications in Medicine, Pharmacy, Physiotherapy, and Physician Associates in Dublin; Medicine and Nursing in Bahrain; Medicine in Penang (RUMC) and Kuala Lumpur (PURCSI) and Masters (taught & by research) and Doctoral programmes variously in Ireland, Bahrain, China and Malaysia. These span Levels 7 to 10 on the National Framework of Qualifications. A full list of RCSI qualifications can be found on the Irish Register of Qualifications ([IRQ](#)). RCSI ranks 151-200 in the QA World University Rankings in both Medicine and Pharmacy and Pharmacology.



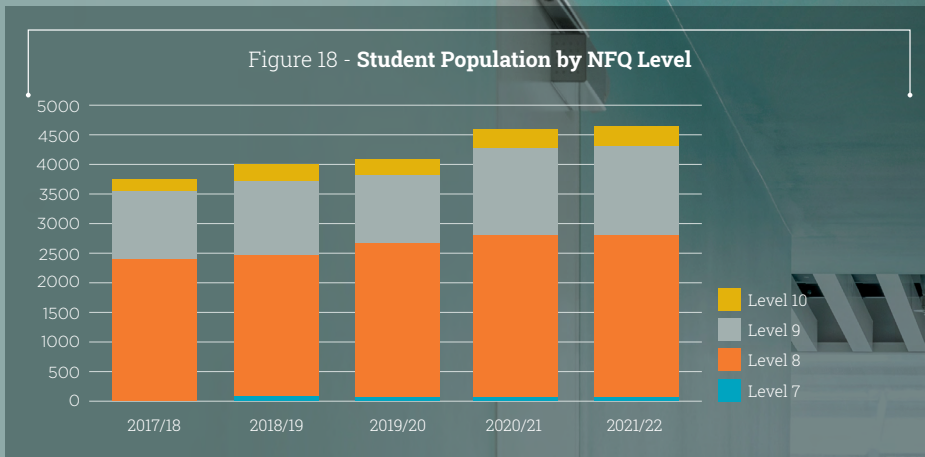
The number of programmes⁴ offered by the University has steadily increased over the past 5 years and is set to increase further in 2022-23 with several new courses planned. These include the recently commenced BSc in Advanced Therapeutic Technologies which is the first new CAO school leavers pathway offered by RCSI since 1999, in addition to being the first undergraduate RCSI degree programme that does not lead to a primary professional healthcare qualification. The award of Professional Doctorates in the disciplines of Nursing, Physiotherapy, Pharmacy and Positive Health will also commence in January 2023.

A wide range of awards are offered at RCSI with most students undertaking undergraduate degree programmes.



4. Postgraduate research courses are set up as separate courses for April and October intakes - this is how courses are returned to the HEA so for consistency both courses are counted in the SPGS numbers, e.g., PHDAPRF and PHDOCTF.

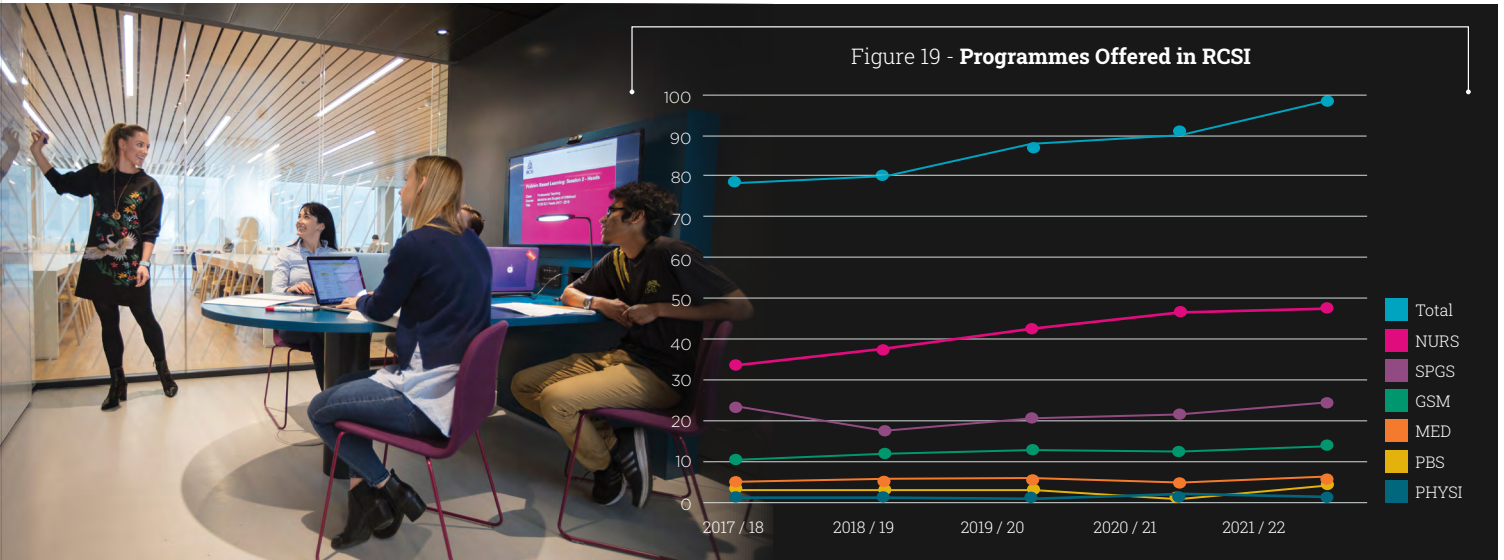
This is reflected in the range of NFQ Awards provided, with Level 8 being the predominant award.



Student numbers have grown across almost all award types over the past five years.

		2017-18	2018-19	2019-20	2020-21	2021-22
Undergraduate	Certificate	51	50	85	138	126
	Diploma	0	48	100	108	93
	Bachelors	2351	2415	2485	2561	2590
	Total	2402	2513	2670	2807	2809
Postgraduate	Certificate	7	29	43	150	112
	Diploma	278	276	311	379	434
	Taught Masters	806	844	717	789	807
	Research Masters	23	22	26	18	9
	Doctorate	212	246	261	281	304
	Professional Certs/Dips	53	50	66	163	172
	Total	1379	1467	1424	1780	1838
Total	3781	3980	4094	4587	4647	

The number of programmes offered at RCSI has also grown, now standing at almost 100.



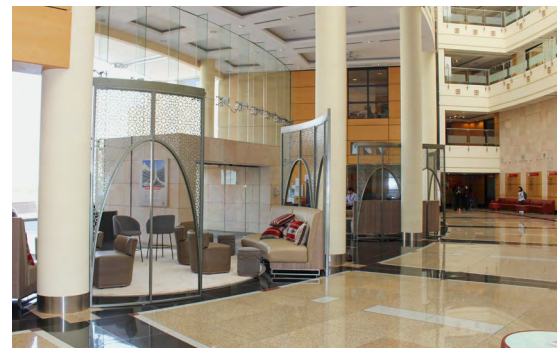
Taught programme lengths vary from 1-6 years in duration. However, due to the nature of the University’s provision, most undergraduate degree students undertake programmes of 4-6 years in length; therefore, undergraduate students study at RCSI for longer than typical students in other Irish universities. Most undergraduate and postgraduate research programmes are taken on a full-time basis, whilst postgraduate taught courses are predominantly part-time. The percentage of postgraduate taught scholars undertaking a part-time, rather than a full-time programme, increased from circa. 85% in 2017-18 and 2018-19 to circa. 93% from 2019-20 onwards. This is primarily due to a statutory change in the training of pharmacy students resulting in the replacement of the National Pharmacy Internship Programme with an integrated BSc and MPharm programme.



On-time progression rates are defined by RCSI as the % of students who have progressed to the next year of their programme of study or progressed to graduation. This excludes students who are on a leave of absence and those repeating the course year. This differs from definitions used by other parties such as the HEA. On-time programme progression for the three largest programmes are found below.

2021/22

MEDICINE	92.5%
PHARMACY	92.9%
PHYSIOTHERAPY	91.5%



RCSI Bahrain comprises three schools; medicine, nursing and midwifery and postgraduate studies & research. Programmes provided include the undergraduate medicine programmes (MB, BCh, BAO), BSc Nursing, and MSc Nursing.

A notable aspect of RCSI's programme provision is that the medicine programmes in Bahrain and Perdana offer the same curriculum as that delivered in Dublin. All are examined using the same clinical and theoretical assessment, all leading to the RCSI/NUI award of Honours Degrees in Medicine, Surgery & Obstetrics (MB BCh BAO). All assessments are generally undertaken simultaneously across different time zones to preserve the integrity of the assessment process. The external examiners are selected using the same criteria as Dublin appointments and all nominations are approved by RCSI and NUI. A separate MB BCh BAO programme is delivered at RUMC. All RUMC graduates receive one parchment which includes the RUMC, UCD, RCSI and NUI crests.

10. Research Profile

10.1 Research Mission and Vision

As an exclusively health sciences-focused educational and research institution with strong links to acute hospitals, RCSI is uniquely placed to develop and enhance translational research for the benefit of patients and improve the health of the community. RCSI's research mission is to drive scientific breakthroughs, innovations and insights to understand and respond to changing health needs and contribute to the development of medicines, devices, technologies and system changes that improve patient treatment and healthcare delivery.

Research is undertaken in population health, health services and surgical science/practice to tackle important healthcare issues, inform policy and clinical practice and enhance the quality of education of healthcare professionals for the benefit of patients and the community. RCSI is committed to delivering excellent and impactful research, research commercialisation and innovation through collaboration with industry and other national and international research performing organisations.

The University's research vision is to be:

- Globally recognised for driving impactful scientific breakthroughs, innovations and insights that address key national and international health challenges.
- A destination-of-choice for talented PIs (Principal investigators), researchers, clinicians and students; and
- An indispensable research partner to its affiliated hospitals, industry partners and spin-out companies.

RCSI's Strategic objectives are to:

- Attract, develop and retain excellent researchers in areas of existing and emerging excellence;
- Develop and invest in an excellent clinical and translational research infrastructure and efficient support systems;
- Promote economical and societal impact through Innovations and
- Create and nurture strategic partnerships that maximise the impact, capability and performance of RCSI's research.

10.2 Research Activities

RCSI's Research Strategy focuses on areas that have been identified of strategic importance, where RCSI has critical mass and is internationally competitive. Prioritised areas include biomaterials and regenerative medicine, cancer, neuroscience, respiratory medicine and vascular biology.

As an indicator of the scale of RCSI research activities, in 2021, RCSI was awarded €37.5M in external research funding from national and international funders. RCSI annual income for 2020-21 was €211M of which €25M (12%) relates to externally funded research (7% from industry sources). This is predicted to grow 10% over the next 4 years. In the area of innovation, €3.4M of industry funding for research was awarded in the year 2022. That year also saw the launch of two new RCSI spin-out companies and the execution of 37 industry collaborative agreements and five commercialisation agreements. 14 invention disclosures were submitted and 4 patents filed on new innovations developed by RCSI researchers.



Prioritised areas include **biomaterials** and **regenerative medicine, cancer, neuroscience, respiratory medicine** and **vascular biology**.

During the period 2017-21⁵, RCSI researchers have produced over 5,900 publications (61% open access) in collaboration with over 3,700 institutions globally. The University’s researchers are prolific and influential in their fields; over 19% of RCSI publications are in the top decile of most-cited publications, with an average citation per publication of 16.4 (world average = 8.4; Ireland average =13.9), 34% of RCSI publications appear in the top decile and 61% in top quartile of journals (CiteScore) including some of the most prestigious international journals in the health sciences (e.g., The Lancet, Nature, and JAMA). RCSI’s field-weighted and normalised outputs compare favourably with other Irish and international universities (see table) and ranks joint second in Ireland in the Times Higher World University Ranking 2023, over 70% of which relates to research impact and performance.

Table 2 - RCSI Bibliometric Performane 2017 - 2021

University/Region	Publications	Industry Collab. (%)	Citation Count	Cited Pub (%)	Citations per Pub	Pub in Q1 Journal Quartile Cite Score (%)	Pub in Top 10% Journal Percentiles CiteScore Percentile (%)	Field-Weighted Citation Impact	% Int. Collab	Output in Top 10% Citation Percentiles (%)
RCSI University of Medicine & Health Sciences	5,954	5.2	97,928	82.6	16.4	61.1	33.5	1.76	56.3	19.1
University College Dublin	20,628	5.5	316,297	83	15.3	66.4	39.9	1.72	61.1	18.9
University College Cork	11,970	6.7	202,351	81.4	16.9	65.1	36.5	1.83	56.4	17.9
University of Galway	10,296	5	144,443	82.3	14	61.7	34.6	1.6	59.5	17.7
Trinity College Dublin	17760	5.1	284,954	83.1	16	65.6	37.5	1.7	58.9	19.7
University of Limerick	7,318	2.5	88,706	81.7	12.1	64.6	34.2	1.44	55.9	16
World	17,399,308	2.7	145,753,569	71.7	8.4	46.6	24.8	1	20.9	10.6
Ireland	88,771	5.9	1,232,010	80.4	13.9	62.4	35.2	1.61	60.2	17.1

During the same period, RCSI research generated over **200,000⁶ mentions** across social media, news and policy platforms including



RCSI’s research has informed and influenced healthcare policy makers including the World Health Organisation, United Nations, European Commission and US Centre for Disease Control and Prevention, across cancer, population health, infectious diseases, health system change, and more.

5. Source: SciVal – October 2022
6. Source: Altmetrics Explorer – October 2022

10.3 Researchers

The University's research base comprises translational biomedical researchers and research active clinicians, with over 200 research active PIs across the city centre campus and clinical research sites. During the period 2016-21, RCSI invested over €25m in its Strategic Academic Recruitment (StAR) Programme to attract top post-doctoral talent and recruit a strong network of research students. RCSI PIs supervise over 280 PhD/MD doctoral students. The University is committed to continually investing in attracting the highest quality, innovative PIs, committed to performing excellent research, commercialising intellectual property arising from its research programmes, and driving collaboration with industry and is planning an ambitious growth strategy for the period 2023-27.



10.4 Infrastructure

RCSI's capital infrastructure has grown exponentially with €134m investment in the 10 years to 2021/22 including €10m (8%) related to research capital investment. RCSI Institute of Research is a multi-site biomedical research infrastructure encompassing all the research activities of RCSI at the St Stephen's Green campus and the Education and Research Centre (ERC) at Beaumont Hospital. The ERC also houses the RCSI Clinical Research Centre (CRC), the first clinical research facility in Ireland. To deliver on its translational strategy and promote collaborative research interaction between clinicians and scientists, the Institute of Research has established strong links with the Rotunda, Beaumont, and Connolly Hospitals (host to a new €22M RCSI funded ERC to be completed in 2024).

10.5 Research Centres & Training Programmes



RCSI leads the **SFI FutureNeuro Centre** futureneurocentre.ie, which aims to improve diagnosis, monitoring and treatment of chronic and rare neurological diseases. FutureNeuro is co-funded by SFI, industry and RCSI.



RCSI is a founding partner in the **SFI AMBER Centre** ambercentre.ie and leads the Materials for Health remit in the Advanced Materials & BioEngineering Research Centre headquartered in TCD.



RCSI is a Partner of the **Cúram SFI Centre** led by NUIG for development of 'smart' medical devices and implants that benefit patients with chronic diseases.

BEAUMONT RCSI CANCER CENTRE

Beaumont RCSI Cancer Centre has been accredited for the quality and standards of cancer care and research by the Organisation of European Cancer Institutes (OECI), a European organisation that sets comprehensive standards for cancer centres and networks.



The **Irish Centre for Vascular Biology** (ICVB) comprises an integrated network of research groups across Irish hospitals and universities (in both Northern Ireland and Ireland) that are actively engaged in the field of vascular research.



RCSI leads the **HRB Centre for Primary Care** hrbcentreprimarycare.ie. In the current phase II of the Centre Programme, the Centre aims to enhance patient safety in terms of prescribing, diagnostic and therapeutic approaches to the care of patient's utilizing information and communication technology.



RCSI is a partner in the **SFI Centre for Pharmaceuticals** sspc.ie led by the University of Limerick. The aim of the Centre is to develop innovative technologies to address key challenges facing the pharmaceutical and biopharmaceutical industry



RCSI **Centre for Systems Medicine** systemsmedicineireland.ie utilises bioinformatics, systems biology and machine learning approaches to develop new prognostic tools for cancer, neurological and metabolic disorders and to develop more targeted therapies for patients.



RCSI **Tissue Engineering Research Group** (TERG) is a large multidisciplinary research group focused on the development of cell and advanced biomaterial-based strategies for the repair and regeneration of bone, cartilage, skin, cardiovascular, ocular, respiratory, neural and other tissues. It is part of two SFI Centres and its RCSI-based PIs alone have won 4 prestigious European Research Council awards (out of 9 ERC awards in total to TERG PIs).



Funded by the HRB, the **Sphere** Programme sphereprogramme.ie is a national PhD training programme for population health and health service research.



NeuroInsight is postdoctoral fellowship programme led by RCSI and funded by the European Union's H2020 Programme under the Marie Skłodowska Curie co-fund Programme.



The **Skin Wounds and Trauma (SWaT)** Research Centre is leading cutting-edge research in the field of wound healing and tissue repair, with a specific emphasis on pressure ulcer prevention and management. It aims to translate evidence into contemporary clinical decision-making, and to provide a platform for outcome-focused healthcare practice.



The **National Surgical Research Support Centre** (NSRSC) was established to improve the collaboration and coordination of surgical research in Ireland. The Centre aims to support those involved in surgical research and trials across the island of Ireland, facilitate integration of clinical trials networks across all hospital groups and foster interest in surgical research among the surgical community in Ireland.



10.6 Research at RCSI Bahrain

RCSI Bahrain places innovative research at the heart of enhancing human health and patient care with a focus on clinical and patient-centred research, addressing key national, regional and global health challenges.

The Mean Impact Factor of RCSI Bahrain's publications has risen from 2.3 (45 publications) in 2018-19 to 7.6 (73 publications) in 2021-22.

11. International RCSI

RCSI is ranked in the Top 50 in the Times Higher world ranking 2023 for 'International Outlook'. As one of the world's truly global education institutions, RCSI internationalises on many levels through branch campuses, international students and faculty, staff and student mobility initiatives, international collaborations, alliances and partnerships.

RCSI has a diverse student body as described in the Student Profile section. This diversity is also reflected in our alumni numbering over 28,000 from 98 countries.

11.1 International Education

The international reach of RCSI's education mission has spanned decades. At a time when Ireland's population was highly homogenous, RCSI was attracting international students to Dublin. One of the earliest waves of international students came from South Africa – students who could not get an education in their home country during the apartheid era. Having nurtured an international outlook since 1784, RCSI's internationalisation is particularly evident in Bahrain and Malaysia where it has campuses.

With a long-standing history of educating Bahraini students, RCSI was invited to set up its own campus on the island and the University officially opened its doors to a cohort of 28 medical students in 2004. The University is now housed at its purpose-built campus – which features a host of teaching spaces, laboratories, offices, a library, a restaurant, a dedicated student support centre and extensive sports and recreational facilities. The role of RCSI Bahrain is to provide healthcare education and training to worldwide standards in Bahrain, evidenced by a range of accreditations and recognition of its programmes, including the MB BCh BAO by the Irish Medical Council (IMC). Further programme quality assurance in Bahrain comes under the auspices of the Kingdom of Bahrain Education & Training Quality Authority and Higher Education Council.

In Malaysia, RCSI and UCD have shared ownership and responsibility for RCSI & UCD Malaysia Campus (RUMC) which received Foreign University Branch Campus status from the Malaysian Ministry of Education in 2018. PU-RCSI School of Medicine is a collaboration between RCSI and Perdana University in which RCSI license and deliver an undergraduate medicine programme. The programme is currently in a teach-out phase with two remaining cohorts to graduate in 2023 and 2024.

The University is currently establishing its first international "University to University" partnership; A Joint Education Initiative (JEI) with Soochow University College of Pharmaceutical Sciences in Suzhou, Jiangsu, China. Once established, the School of Pharmacy and Biomolecular Sciences in RCSI will deliver 50% of the programme content in the JEI to about 1000 students.

RCSI also works with other Irish institutes to attract overseas students to Ireland e.g., jointly delivering the International Medical/Pharmacy Commencement Programmes with Munster Technological University.

RCSI is the accredited Postgraduate Training Body for the delivery of Surgical Training in Ireland. The four Surgical Royal Colleges of Great Britain and Ireland (Edinburgh, England, Glasgow, and Ireland) work together to offer a suite of intercollegiate membership (MRCS) and Fellowship (FRCS) examinations for the surgical community in Ireland, the UK and internationally.



RCSI PhD researcher meets with community household members during a field visit to Bundelkhand, India.

RCSI is committed to advancing education in the developing world. The launch of the Institute of Global Surgery in March 2021 was a powerful demonstration of this. Building on extensive experience in surgical training, education and research partnerships in Africa, the RCSI Institute of Global Surgery works with local partners to develop sustainable surgical care systems in low and middle-income countries.

11.2 International Research

The University's global outlook is underpinned by research partnerships with a broad range of international institutions. RCSI research collaborations span more than 200 institutions in 49 countries. During the period 2016-20, RCSI researchers collaborated with over 3,000 institutions worldwide, generating over 4,700 scholarly articles, reviews, editorials, books, book chapters and conference proceedings. 60% of RCSI research is conducted with international and industry collaborators. Compared with other Irish and EU Member State universities, RCSI has the highest success rate in H2020 to date, with an average success rate of 25% - awarded 44 out of 173 applications to Feb 2020 (ECORDA data).

11.3 International Mobility

RCSI participates in international student and staff mobility initiatives including European Commission funding for network programmes (European Cooperation in Science & Technology (COST) and Marie Skłodowska-Curie Actions (MSCA)), Erasmus+, International Credit Mobility Programme, Fulbright, Clinical Elective Exchange Programmes and the Eisenhower Fellowship. In addition, the University runs several specific RCSI Programmes including a Dublin-Bahrain Medical Student Exchange, North American residency preparation, Staff Sabbatical Leave Scheme, School of Postgraduate Studies Secondment Award, Conference Participation Fund and the Collaborate Initiative. RCSI has 21 Erasmus agreements with separate universities. The University is an active participant in the prestigious Fulbright programme and, since 2019, has offered two four-year full scholarships for US candidates to complete their PhDs per year at the RCSI campus in Dublin, in addition to academic mobilities. RCSI is currently running a joint PhD programme with Soochow University, with scholars sharing their time between the two universities.

12. Community and Public Engagement

RCSI embraces responsibility for using its expertise, knowledge, and discoveries to support health and education in its communities, societies, and globally. This commitment is reflected in the RCSI Strategic Plan, dedicated community engagement strategy "[RCSI Engage, a Strategy to Support Health and Education in our Local and National Communities, 2019-2023](#)," and its status as a signatory to the Campus Engage Charter for Civic and Community Engagement.

The RCSI Engagement Committee is comprised of campus-wide membership and its remit is to drive strategy development and leadership across all categories of RCSI engagement activities: engaged learning, engaged research, access and widening participation, volunteering, public engagement, measuring impact, and a commitment to contributing to achieving the UN Sustainable Development Goals.

The RCSI Engage vision is to enhance human health and education by building reciprocal partnerships between RCSI staff, students, and its communities. It aims to inspire and support learners at local and national level, and to support and promote improved lifelong health and wellbeing.



January 2023

RCSI Annual Teddy Bear Hospital

a free event which aims to alleviate childhood fears about healthcare environments and increase health literacy in school aged children.

12.1 Educational Initiatives

The RCSI REACH (Recreation, Education, and Community Health) Programme is a dedicated local community engagement and access programme which promotes access to education among groups traditionally underrepresented in further and higher education.

A number of initiatives are designed to complement the primary and post-primary curricula, inspiring learners and supporting teachers. These include targeted initiatives promoting access and widening participation among primary and post-primary local students. Science, Technology, Education, Mathematics, Medicine Programmes, including an innovative SFI Discover funded Junior Researcher Programme in which 80 first year students from linked DEIS (Delivering Equality of Opportunity in Schools) schools are mentored by RCSI postgraduate students and postdoctoral researchers in the development of their own research projects.

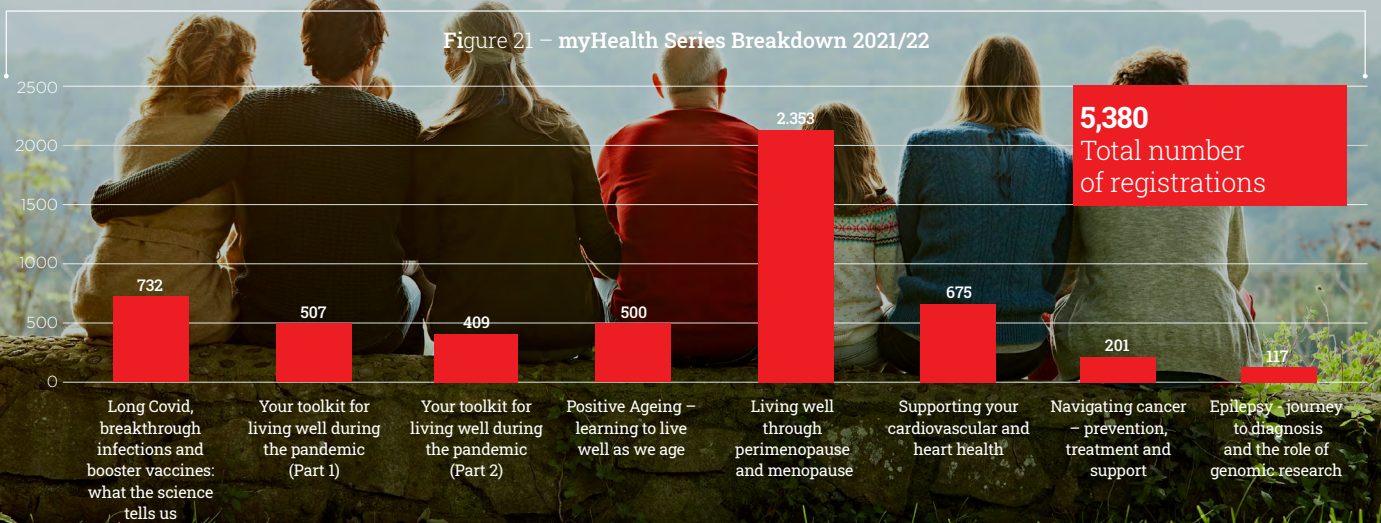
RCSI's suite of Transition Year Programmes (Medicine, Pharmacy, Physiotherapy) offer secondary school students the opportunity to experience what it is like to train and work as a healthcare professional.

RCSI participates in Higher Education Access Route (HEAR) and Disability Access Route to Education (DARE), and is a member of the HEA Programme for Access to Higher Education (PATH) Leinster Pillar 1 Cluster, a six-college consortium, working collaboratively with UCD, IADT, MIE, NCAD, and TCD to promote and advance equality of access to higher education for under-represented groups.

12.2 Health Initiatives

The RCSI MyHealth programme is a suite of initiatives that provide a credible and accessible source of health information to the public. This includes free lectures open to those who want to learn more about common illnesses and health-related topics directly from healthcare experts. During 2021-22 5,380 members of the public registered to participate in the series.

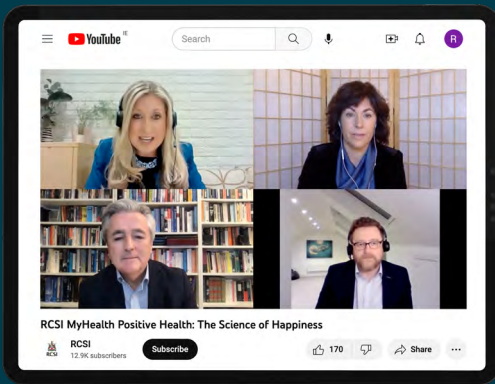
Figure 21 – myHealth Series Breakdown 2021/22



FOR MORE INFORMATION VISIT
[rcsi.com/MyHealth23](https://www.rcsi.com/MyHealth23)



RCSI's Centre for Positive Health Sciences developed a suite of free online course, "The Science of Health and Happiness" (also tailored for aging and young people), which had 38,900 enrolments. Further courses aimed at fostering positive health as we age and for young people are also available online free of charge.



RCSI's educators and researchers enhance human health in Ireland by leveraging their knowledge and expertise to influence healthcare policy and bring trusted health information to the public e.g. During 2020, Professor Sam McConkey's expert commentary on the COVID-19 pandemic featured in 2,321 items of national and regional media coverage in Ireland.

RCSI also plays a critical societal role e.g. quick provision of an e-learning platform to the HSE to support nationwide online training of contact tracers during early 2020.





12.3 Cultural Heritage

RCSI has a rich cultural heritage which is leveraged to support learning at local and national level. This includes participation in annual cultural events such as Heritage Week, Culture Night, Open House and archives workshops for local schools during Explore your Archives week. The RCSI digital heritage exhibitions are freely available on the website. Heritage Council funding in 2022 enabled RCSI to digitise the diaries of Sir Charles Cameron, Chief Medical Officer of Dublin 1879-1921, making the connections between public health practices now and then.

12.4 Community and Public Engagement at RCSI Bahrain

In RCSI Bahrain, Community Engagement is a strategic pillar of the University's strategic plan. As future healthcare professionals, students are encouraged to participate in community engagement initiatives including, health awareness promotion, volunteering at community and charity events, fundraising and helping the environment. Managed by the Community Outreach Office, the initiatives are an opportunity for students to represent RCSI Bahrain and build interpersonal skills whilst interacting with potential patients from different communities, cultures and nationalities, providing students with an opportunity to grow both personally and professionally.

Students who volunteer time to local community engagement activities in Bahrain also can apply for the International Community Engagement programme. Students selected to participate in this programme travel to a developing country, such as India, Vietnam and South Africa, to work with local communities, healthcare institutions and professionals, and witness the health needs of those less fortunate than themselves.

13. Finance

13.1 Overview

The RCSI Council, as the governing body of the institution, has responsibility for financial affairs with certain functions delegated to the Finance and Audit and Risk Committees. The financial statements are prepared in accordance with International Financial Reporting Standards as issued by the International Accounting Standards Board, as adopted by the European Union and are subject to annual external audit. Overall, the organisation's financial objective is to ensure robust financial stewardship, in an increasingly competitive market with significant inflationary risks. RCSI is committed to responsible investment principles and has signed up to the United Nations Principles of Responsible Investing as it progresses its Sustainable Development Goals.

As an independent, not-for-profit, international, health sciences university and research institution, RCSI operates a primarily self-funding model with c14% of revenue derived from public sources. In line with its charitable remit all surpluses earned are reinvested for the furtherance of RCSI's education and research objectives. Annually, there is a strong focus on generating a cash surplus to enable the organisation meet its commitments as they fall due. These are both current and capital in nature, including funding day-to-day operations, working capital needs, debt servicing, and campus infrastructure investment. Significant capital expenditure projects are funded through an appropriate balance of debt and cash reserves. A level of reserves is maintained to provide for continued investment and to enable responsiveness to general market volatility.

As one of Ireland's largest indigenous services exporters, RCSI makes a significant contribution annually to the Irish economy. RCSI employs over 1,200 people in Ireland and estimates that close to 2,000 additional indirect jobs across the Irish economy are supported through the expenditure of RCSI staff and students.

13.2 Revenue

Most revenue is generated from those activities that are core to RCSI's mission: education and training programmes and externally funded research, supplemented by a valuable source of ancillary income from an investment portfolio. Public funding sources, account for c14% of total revenue with almost half of students attending RCSI currently doing so under a sponsorship agreement or other supports.

Table 3 – Consolidated Statement of Income and Expenditure

Consolidated Statement of income and Expenditure	2021 €m	2020 €m
Revenue	211	201
Operating costs	(188)	(166)
Depreciation	(12)	(15)
Interest (net)	(2)	(2)
Operating surplus	9	18
Unrealised non-operating gains	8	3
Net surplus for financial year	17	21



Figure 22 – Sources of Revenue

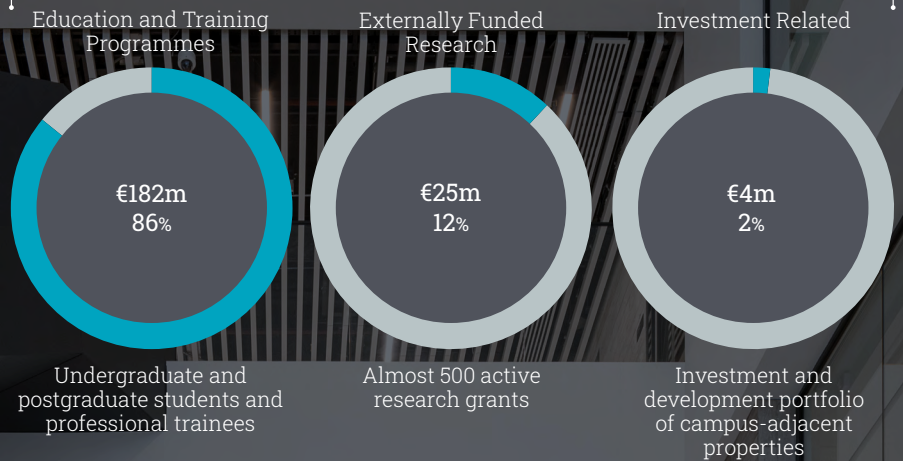
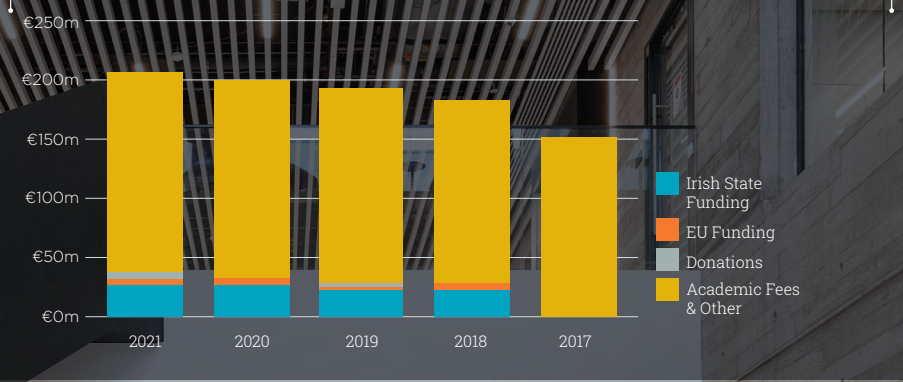
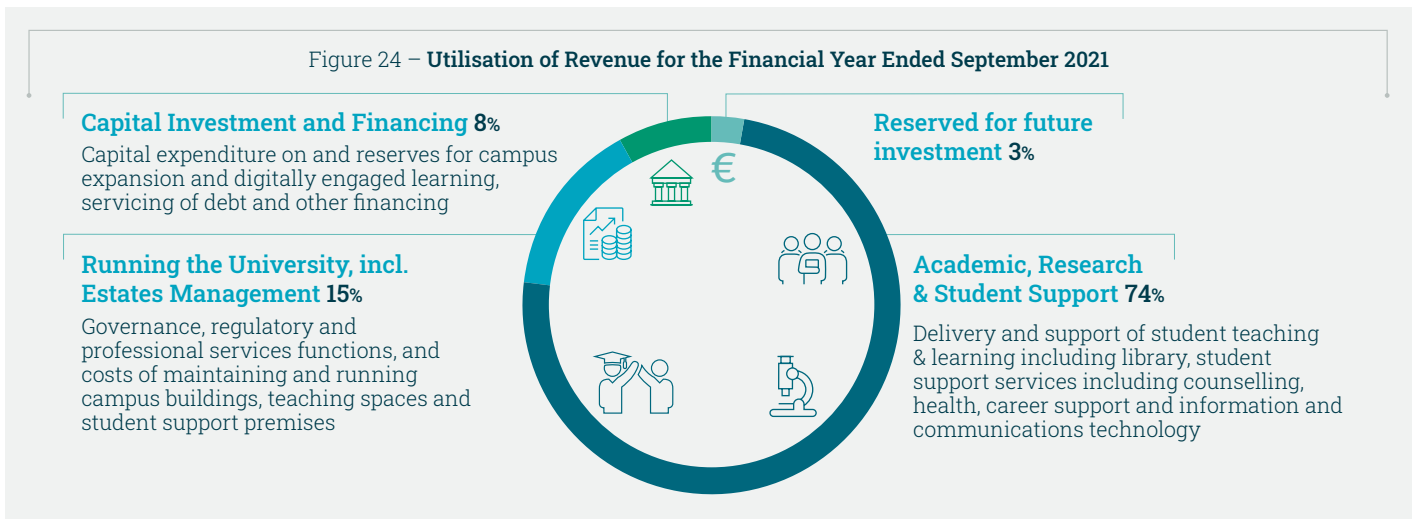


Figure 23 - Revenue by Funding Source



13.3 Expenditure

The majority of expenditure (74%) is accounted for, as expected, by academic and student related costs, and research activities. A further 15% is utilised in running the University including governance, regulatory and professional services functions and the cost of managing and maintaining the RCSI campuses, student teaching spaces and student accommodation.



13.4 Capital Investment: Developing Dublin's Global Medical Quarter

The opening of the 26 York Street building in 2017 marked the beginning of the transformation of RCSI's Medical Quarter in the heart of Dublin city and the continued competitiveness of RCSI on the global stage.

Voted as Ireland's favourite building at the RIAI Irish Architecture Awards in 2018, 26 York Street is fully operational and the €80m complex landmark ten floor building has transformed healthcare education not only in Ireland, but in Europe. Its unique design elements have been recognised by many, receiving numerous awards since opening.

RCSI's Dublin campus has seen other significant investments since the previous Institutional Review. Phase 2 extension to the Smurfit Building at Beaumont Hospital was completed providing radically improved research, teaching and social space for RCSI students and staff. The Mercer building was completely refurbished allowing the transfer of the Graduate Entry Medicine School from Sandyford to Dublin city centre. In addition, the basement of 123 St Stephen's Green was refurbished into a major social space with enhanced recreational facilities and two distinct restaurant offerings.

RCSI successfully secured €90m in loan funding from the European Investment Bank (EIB) to fund the next stage of the development of the city centre medical campus. The €90m redevelopment of Block A of the Ardilaun Centre, which fronts on to St Stephen's Green and is adjacent to RCSI's award-winning development at 26 York Street, will provide enhanced research, teaching, learning, faculty and student facilities.

This redevelopment will further transform the way in which RCSI educates students so they can learn, grow and prepare to take their place as the healthcare leaders of the 21st century. It will also provide a place for RCSI to engage with the public and play a dynamic role in the life of the city and in the nation's health. This investment will also strengthen Ireland's global role as a centre for healthcare learning and research. The new building will provide a welcoming connection to the public, and position RCSI as a trusted source of information to empower people to make decisions about and manage their own health.

August 2022

2025 RCSI Project Connect

This landmark and sustainable development will create a new front door for RCSI and open our campus to the public, who will be welcomed in to learn more about their health and the health of the nation.



Abbreviations

A&QC – Awards & Qualifications Committee

AIWG – Academic Integrity Working Group

AREC – Animal Research Ethics Committee

CAB – College Advisory Board

CAO – Central Applications Office

CoMPPAS – Centre of Mastery: Personal, Professional and Academic Success

DARE – Disability Access Route to Education

DVCAA – Deputy Vice Chancellor for Academic Affairs

EDI – Equality, Diversity and Inclusion

ESG – Standards & Guidelines for Quality Assurance in the European Higher Education Area

EUA – European University Association

GSM – Graduate School of Healthcare Management

HEA – Higher Education Authority

HEI – Higher Education Institution

HEAR – Higher Education Access Route

HORC – Health Outcome Research Centre

HRB – Health Research Board

HREC – Human Research Ethics Committee

H2020 – Horizon 2020 (EU research and innovation funding programme)

IIOP – Irish Institute of Pharmacy

IRWG – Institutional Review Working Group

JEI – Joint Education Initiative

MHSB – Medicine and Health Sciences Board

NOCA – National Office of Clinical Audit

NFQ – National Framework of Qualifications

NUI – National University of Ireland

PATH – Programme for Access to Higher Education

PBS – School of Pharmacy and Biomolecular Sciences

PG – Postgraduate

PGR – Postgraduate Research

PGT – Postgraduate Taught

PI – Principal Investigator

PPI – Patient and Public Involvement

PSRB – Professional Statutory and Regulatory Body

QC – Quality Committee

QEO – Quality Enhancement Office

QQI – Quality and Qualifications Ireland

REACH – Recreation, Education, and Community Health

RUMC – RCSI & UCD Malaysia Campus

SFI – Science Foundation Ireland

SMT – Senior Management Team

SPFB – Surgery and Postgraduate Faculties Board

SPGS – School of Postgraduate Studies

StAR – Strategic Academic Recruitment

STEP – Student Engagement and Partnership

UG – Undergraduate



RCSI

UNIVERSITY
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AND HEALTH
SCIENCES

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