

IADT Research Policy

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Document Version History

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Version 2.0 2025	<ul style="list-style-type: none"> • Updating the format and structure of the document and the addition of Document Version History • Renamed from <i>IADT Staff Research Policy</i> to <i>IADT Research Policy</i> • Policy context and content reviewed with sections revised and new sections/sub-sections included as follows: <ol style="list-style-type: none"> 1. Introduction and Policy Framework (revised): 1.1 Alignment with IADT Policy Frameworks (new); 1.2 Alignment with Broader Frameworks (new) 2. Scope of Policy (new) 3. Defining Research at IADT (new) 4. Research Principles and Codes is revised: <ol style="list-style-type: none"> 3.1 Best Practice in Research (revised); 4.2 Research Integrity (revised); 4.3 Research Governance and Security (new); 4.4 Open Access to Research (revised); 4.5 Research Capacity-building and Development (new); 4.6 Equality, Diversity and Inclusion in Research (new); 4.7 Sustainability in Research (new); 4.8 Researcher Wellbeing (new); 4.9 Recognising Achievements in Research (new) 5. Summary (new) 6. Appendix 1: References (new) 7. Appendix 2: Benchmarking (new) 8. Appendix 3: Checklist for Open Access Compliance at IADT (new) 9. Appendix 4: Guidelines for Integrating EDI in Research Practice (new) 	

Note: All links included in the document are correct at time of publishing. For most up to date information, refer to the IADT website

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1. Introduction and Policy Framework

This policy outlines the guiding principles, expectations, and obligations associated with research at Institute of Art, Design and Technology, Dún Laoghaire (IADT).

The policy affirms the Institute's commitment to fostering a dynamic, inclusive, and high-quality research environment that aligns with national and international standards of good practice. The policy is designed to assist all research-active staff to conduct high-quality research that is rigorous, ethical and impactful within a supportive and enabling environment that values disciplinary diversity and individual expertise.

Research is one of six strategic priorities identified in the IADT Strategic Plan 2024-2028, 'Towards a University for the Creative Industries'. The plan states:

We will continuously develop and enhance our research capacity, delivery and overall research performance through impactful applied research, innovation and knowledge transfer, in order to have a positive impact on our economy and society, and contribute to the professional development of our academic and research communities.¹

Aligned with this strategic vision, this policy supports creativity, integrity, and collaboration in research across the Creative Industries. IADT commits to undertaking regular reviews of its research policies to ensure they remain relevant, reflect national and international best practice, and contribute to a vibrant, interdisciplinary and inclusive research culture.²

Research at IADT is rooted in the Institute's core values and its commitment to meaningful societal contribution through knowledge, creativity, and innovation.³ The Institute is committed to the sustainable and structured development of academic and creative research, offering a range of supports to help research-active staff to strengthen and enhance their research activity, outputs, and impact.

Core areas covered in this policy are:

- 1. Best Practice in Research**
Promoting ethical, rigorous, and innovative research.
- 2. Research Integrity and Ethics**
Upholding transparency, honesty, openness, respect, and accountability.
- 3. Research Governance and Security**
Ensuring ethical and legal oversight and compliance, and secure data.
- 4. Open Access to Research**
Supporting research practices aligned with FAIR principles. Open Access publication, and data sharing.
- 5. Research Capacity-Building and Development**
Investing in infrastructure, partnerships, and researcher support.

¹ IADT, 2004, p. 43.

² Ibid.

³ These values are stated in the *IADT Strategic Plan 2024-2028*, as follows: '1. Creative ambition and excellence; 2. Listening to and respecting individual voices; 3. Inclusivity and being outward looking; 4. Experimentation and the unconventional; 5. Building an entrepreneurial mindset; 6. Creating synergies across our creative arts, creative technologies and creative business disciplines; 7. Being passionate about the difference we can make; 8. Experimental creative practice together with rigorous scholarship; 9. The protection and safeguarding of our human, financial and physical resources for the benefit of our staff, students and the future of the organisation and its role in a vibrant and creative society' (IADT, 2004, p. 31). The *IADT Strategic Plan 2024-2028* can be accessed [here](#).

6. Equality, Diversity, and Inclusion in Research

Embedding equality, inclusivity, and diversity in our research culture and across the research lifecycle.

7. Sustainability in Research

Aligning research with environmental, social, and economic sustainability goals.

8. Researcher Wellbeing

Supporting the holistic wellbeing of researchers and a balanced, respectful, and supportive research culture and environment.

9. Recognition of Research Achievements

Valuing, celebrating, and promoting diverse research outputs, activities, and impacts.

1.1 Alignment with IADT Policy Frameworks

A principal task of the Institute is to develop world class researchers. In performing this task and supporting staff to carry out research in a safe and constructive manner, several integrated and standalone policies, procedures, regulations and guidelines have been approved by the Academic Council that impact research at IADT. This document is aligned with these frameworks and is not intended to influence or supersede documents such as the following:

- IADT Academic Integrity Policy;
- IADT Complaints Policy: Student and General;
- IADT Student and General Complaints Procedures;
- IADT Code of Conduct for Staff Members;
- IADT Consultancy and External Activity Policy;
- IADT Data Protection Policy;
- IADT Dignity and Respect Policy and Procedures for Bullying and Harassment;
- IADT Dignity and Respect Policy and Procedures for Sexual Misconduct;
- IADT Equal Opportunities Policy;
- IADT Equality, Diversity and Inclusion Policy;
- IADT Ethics Policy;
- IADT Gender Identity and Gender Expression Policy;
- IADT General Complaints Policy and Procedures;
- IADT Good Practice in Research Guidelines;
- IADT Grievance Procedures;
- IADT Health and Safety Procedures;
- IADT ICT Acceptable Users Policy;
- IADT Intellectual Property Policy;
- IADT Leave Policies (various);
- IADT Postgraduate Research Handbook;
- IADT Procedures and Guidelines for Research Degrees;
- IADT Procurement Policy;
- IADT Quality Assurance of Collaborative Provision Policy and Procedures;
- IADT Records Management, Retention and Destruction Policy;
- IADT Staff Disciplinary Policy;
- IADT Staff Training and Development Policy;
- IADT Travel and Subsistence Policy;
- IADT Virtual Learning Environment Policy.

All IADT Policies and Procedures are available from the IADT website: <https://iadt.ie/about/iadt-policies-procedures/>

1.2 Alignment with Broader Frameworks

This Research Policy is aligned with relevant sectoral, national, and international frameworks that promote research excellence, integrity and best practice. These include statutory, regulatory, legal, and ethical standards, as well as guidelines for responsible and impactful research practices.

Statutory functions for Higher Education Institutions (HEIs) are outlined in the Institutes of Technology Acts, 1992-2020. Under these Acts, there is a requirement to:

... engage in research, consultancy and development work and to provide such services in relation to these matters as the governing body of the college considers appropriate.⁴

This policy upholds the principle of Academic Freedom as defined in the Institutes of Acts, whereby:

A member of the academic staff of a college shall have the freedom, within the law, in his or her teaching, research and any other activities either in or outside the college, to question and test received wisdom, to put forward new ideas and to state controversial or unpopular opinions and shall not be disadvantaged, or subject to less favourable treatment by the college, for the exercise of that freedom.⁵

This policy is benchmarked against relevant and comparable research policies from national and international higher education institutions (HEIs).

A list of the sectoral, national and international frameworks referenced in this document is provided in **Appendix 1**. The research policies from national and international HEIs this policy is benchmarked against are provided in **Appendix 2**.

2. Scope of the Policy

This Research Policy applies to all IADT staff and stakeholders engaged in research. This includes:

- Permanent, part-time, or contract staff employed by IADT;
- Individuals conducting research under the auspices of IADT, regardless of location;
- Students registered at IADT, including their supervisors, when engaged in research activities.

Additional research policies, procedures and/or guidelines will be developed in due course in areas such as:

- Research supervision
- Research funding
- Time for research
- Research themes, clusters and groups
- Research finance

These areas may be covered by standalone policies or in appendices to this document.

⁴ Regional Technical Colleges Act, 1992 (5.—(1)(c).

⁵ Ibid (5A.—(2)). Restated in the Institutes of Technology Act 2006 (5A.—(2)).

3. Defining Research at IADT

IADT's understanding of research is shaped by a range of national and international frameworks that reflect evolving definitions of research in academic, creative and professional contexts. These include, but are not limited to:

- *National Framework for Doctoral Education* (HEA, 2023).⁶
- *Principles of Good Practice in Research within Irish Higher Education Institutions* (HEA, 2022).⁷
- *Ireland's Framework of Good Practice for Research Degree Programmes* (QQI, 2019).⁸
- [Frascati Manual: Proposed Standard Practices for Surveys on Research and Experimental Development](#) (OECD, 2022).⁹
- [Impact 2030: Ireland's Research and Innovation Strategy](#) (GOI, 2022).¹⁰
- [The Vienna Declaration on Artistic Research \(2020\)](#).¹¹

These frameworks guide IADT in recognising a broad range of research practices, methodologies, outputs, and activities, and in aligning its research ecosystem with international priorities and national norms.

3.1 Nature of Research at IADT

IADT recognises, supports, and values the breadth and diversity of research conducted across its academic and creative disciplines. Research at IADT is characterised by methodological plurality and disciplinary depth, and encompasses a wide range of approaches, including:

Research Types

- Fundamental, applied, and experimental research;
- Scholarly, theoretical, and critical enquiry;
- Creative, artistic, practice-led, practice-based, and practice-informed research.

Research Engagement

- Funded individual or collaborative research at local, national, or international levels;
- Participation in research centres, networks, groups, or thematic clusters;
- Undertaking of Level 9 or Level 10 research degrees;
- Research-informed teaching to ensure curricula remain current and relevant;
- Research training, capacity-building, and professional development.

Research Dissemination

- Presentation of research through conferences, symposia, roundtables, lectures, and related forums;

⁶ The HEA National Framework can be accessed [here](#).

⁷ The HEA Principles state that research 'which creates new knowledge and enables the application of knowledge in innovative ways, is a core part and purpose of the Irish higher education system.1 Research ranges from fundamental to applied research activity and this is undertaken to varying degrees across all institutions and across all disciplines' (HEA,2022, p. 2).The HEA Principles can be accessed [here](#).

⁸ The QQI Framework defines research as 'a process to discover new knowledge, through systematic investigation. Through research, hypotheses are investigated, facts are established, or new interpretations of data or texts suggested. It is a process of gathering and analysing information, designed to develop or contribute to knowledge, increase or revise knowledge' (QQI, 2019, p. 11). The Framework acknowledges that research 'accommodates the range of activities that support original and innovative work in a variety of academic, professional and technological fields, including traditional and performing arts. As such, research can be discipline or practice-based but is understood to involve the integration of rigour, reflection and critique' (QQI, 2019, p. 11). The QQI Framework can be accessed [here](#).

⁹ The OECD Frascati Manual identifies three types of research: Basic Research, Applied Research and Experimental Development (OECD, 2022, p. 30) and defines research and experimental development as 'creative work undertaken on a systemic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock to devise new applications' (OECD, 2022, p. 30). The OECD Frascati Manual can be accessed [here](#).

¹⁰ Impact 2030 can be accessed [here](#).

¹¹ The Vienna Declaration can be accessed [here](#).

- Publication and dissemination of research in diverse formats, including peer-reviewed journals, monographs, catalogue essays and reviews, exhibitions, and digital platforms.

3.2 Faculties and Research

Heads of Faculties and Heads of Departments, with the support of relevant functional areas (e.g. Human Resources) shall ensure support for research in each Department through:

- Encouraging individual and collective research, including through groups within and across departments;
- Ensuring the relevant staffing, administrative, and practical arrangements are in place to support externally funded research projects where the IADT Lead Investigator is within their Faculty or Department;
- Supporting career development, including mentoring and training as appropriate.

3.3 Research Office

The Research Office shall enhance research across all Departments through:

- Supporting the process of developing, reviewing, internally approving and (when appropriate/requested by the funder) submitting proposals for project funding to external funders;
- Providing information and training for all staff in respect of research;
- Managing the research information system, Pure;
- Advising in respect of the conduct of research (including externally funded projects once awarded).

4. Research Principles and Codes

These core policy areas will be addressed below:

1. **Best Practice in Research**
2. **Research Integrity and Ethics**
3. **Research Governance and Security**
4. **Open Access to Research**
5. **Research Capacity-building and Development**
6. **Equality, Diversity and Inclusion in Research**
7. **Sustainability in Research**
8. **Researcher Wellbeing**
9. **Recognition of Research Achievements**

4.1 Best Practice in Research

IADT's approach to best practice in research aligns with the [Principles of Good Practice in Research within Irish Higher Education Institutions \(HEA, 2022\)](#). These principles inform the development, implementation, and ongoing improvement of research processes at IADT. This approach is underpinned by IADT's *Good Research Practice Guidelines 2025-2029*.¹²

The Institute is committed to:

¹² The IADT Good Research Practice Guidelines can be accessed via the IADT website [here](#).

1. Fostering an inclusive, ethical, and intellectually rigorous research environment;
2. Encouraging innovation and experimentation while maintaining accountability and quality assurance;
3. Promoting collegiality, mentorship, and collaboration across disciplines and career stages;
4. Ensuring compliance with institutional, national, and international standards;
5. Embedding research quality, transparency, and openness throughout the research lifecycle;
6. Providing structures that enable effective research planning, review, evaluation, and impact assessment.

4.2 Research Integrity and Ethics

IADT is dedicated to nurturing a culture of research integrity in line with national and international standards. The Institute's approach to research integrity is drawn from the following frameworks:

- [The Concordat to Support Research Integrity \(UKCORI, 2025\)](#).¹³
- National Research Integrity Forum, Policy Statement on Ensuring Research Integrity in Ireland (NRIF, 2024).¹⁴
- *European Code of Conduct for Research Integrity* (ALLEA, 2023).¹⁵
- *Principles of Good Research Practice within Higher Education Institutions* (HEA, 2022).¹⁶
- *Framework to Enhance Research Integrity in Research Collaborations* (NRIF, 2022).¹⁷
- *National Action Plan for Open Research 2022-2030* (NORF, 2022).¹⁸

The Institute adopts the four commitments of the National Research Integrity Forum *National Policy Statement on Ensuring Research Integrity in Ireland* (2024) by:

1. Ensuring the highest standards of rigour and integrity in all aspects of research in Ireland, founded on internationally recognised principles and good research practices to be observed by members of the Irish research community. This includes conducting research in accordance with appropriate ethical, legal, regulatory and professional frameworks, obligations and standards.
2. Supporting a national culture that embraces a positive, proactive approach to promoting research integrity. This will include developing our research community through education, promoting good research practices, and allocating resources and necessary infrastructure to support research integrity.
3. Working together to reinforce and safeguard the integrity of the Irish research ecosystem and to review progress regularly and openly.
4. Using transparent, robust, fair, and timely processes to deal with allegations of research misconduct when they arise.

IADT aligns with the National Research Integrity Forum National Policy Statement (2024) endorsement of the principles of the European Code of Conduct for Research Integrity (2023), and seeks to adhere to the following:

1. Reliability

In ensuring the quality of research, reflected in the design, methodology, analysis, and use of resources.

¹³ The Concordat can be accessed [here](#).

¹⁴ The Policy Statement can be accessed [here](#).

¹⁵ The ALLEA Code can be accessed [here](#).

¹⁶ The HEA Principles can be accessed [here](#).

¹⁷ The Framework can be accessed [here](#).

¹⁸ The National Action Plan can be accessed [here](#).

2. Honesty

In developing, undertaking, reviewing, reporting, and communicating research in a transparent, fair, full, and unbiased way.

3. Respect

For colleagues, research participants, research subjects, society, ecosystems, cultural heritage, and the environment.

4. Accountability

For the research from idea to publication, for its management and organisation, for training, supervision, and mentoring, and for its wider societal impacts.

IADT promotes the responsible use of artificial intelligence (AI) in research. Following the European Code of Conduct for Research Integrity (ALLEA, 2023), it is the responsibility of all researchers to disclose the use of AI and automated tools during research activities.

The Institute Research Ethics Committee (IREC) provides oversight of research ethics at IADT. Research ethics ensures that research is conducted appropriately under guiding ethical principles.

The IADT Ethics Policy is relevant to everyone carrying out research in the Institute, whether their place of research is within or outside IADT. Staff and students carrying out research must consult the IADT Ethics Policy when embarking on research and must comply with this policy in the undertaking of research.

4.3 Research Governance and Security

The Institute recognises the growing importance of research governance and security, seeking to ensure that collaborations are conducted transparently, ethically, and in compliance with national security and data protection legislation. Research governance and security at IADT follow frameworks and guidelines issued by the Department of Further and Higher Education, Research, Innovation and Science, as well as other relevant governmental bodies and agencies.

As digital platforms and cloud-based infrastructures become essential in research, IADT acknowledges the importance of protecting research from cybersecurity threats, foreign interference, and misuse. Researchers are encouraged to follow [Trusted Research](#) guidance (e.g., from the UK National Cyber Security Centre) to safeguard research integrity and national security during international collaborations.

IADT endorses the [National Open Research Forum's Action Plan for Open Research \(2022-2030\)](#), emphasising the need for responsible data management, security, and ethical openness.

All researchers are required to:

- Engage in due diligence to ensure ethical soundness through ethical reviews where appropriate and align with IADT Ethics Policy.¹⁹
- Comply with institutional policies (e.g., GDPR, Intellectual Property Policy, IADT ICT usage).²⁰
- Maintain transparency in authorship, publication standards, and address misconduct concerns.
- Ensure quality assurance through internal and external reviews, monitoring, data storage, sharing and security).

4.4 Open Access to Research

Aligned with European and international movements towards Open Science, IADT supports Open

¹⁹ The IADT Ethics Policy can be accessed [here](#).

²⁰ The IADT Data Protection Notice can be accessed [here](#). The IADT Intellectual Property Policy can be accessed [here](#). Ireland's National IP Protocol 2019 can be accessed [here](#). All relevant policies and procedures are available on the IADT website and can be accessed [here](#).

Access to publicly funded research.

IADT's approach to Open Access to research is informed by:

- *The National Action Plan for Open Research 2022-2030* (NORF, 2022).
- The cOAlition S, [Plan S](#).²¹

The Institute is committed to:

- Providing infrastructure, training, and support for Open Access publishing, data management, and FAIR-aligned practices.
- Encouraging Open Research practices, including Open Access journals and repositories.
- Supporting compliance with Plan S through the use of compliant repositories, open licensing (e.g. Creative Commons), and transparent publication platforms.
- Promoting cybersecurity awareness, including responsible digital practices and protecting digital research infrastructure from misuse and security threats.

Researchers in receipt of public funding (e.g., from Research Ireland or Horizon Europe) must comply with Open Access mandates of these funders, including depositing publications in Open Access repositories, and providing a Data Management Plan).

IADT encourages researchers to:

- Publish their profile on Pure, IADT's Research Portal.²²
- Deposit research outputs in the Open Access repositories, such as the [Digital Repository of Ireland](#) or IADT's institutional repository, Illustro, respecting publisher embargoes;²³
- Publish in Open Access journals including the Diamond Open Access²⁴ [IADT Journal of Research + Creativity](#) (IJRC);²⁵
- Share data through open repositories, ensuring compliance with FAIR principles, GDPR, and IADT's Data Protection and Ethics Policies.²⁶

Researchers are responsible for ensuring compliance with the Open Access requirements of funders and managing their research data ethically and responsibly.

A checklist for Open Access compliance at IADT is provided in **Appendix 3** of this document.

4.5 Research Capacity-building and Development

Building research capacity is a strategic priority for higher education institutions in Ireland. It involves strengthening the structural capabilities and resources required to conduct high-quality, impactful research that contributes to cultural, social, technological and economic advancement. In the Irish context, research capacity building is shaped by national policy frameworks, funding landscapes, and a commitment to fostering an inclusive, innovative and sustainable research ecosystem.

Research capacity building is a key priority in the [IADT Strategic Plan 2024-2028](#).

²¹ Plan S can be accessed [here](#).

²² Pure, the IADT Research Portal, can be accessed [here](#).

²³ Illustro can be accessed [here](#). Further information on Open Access publishing is provided by the IADT Library and available [here](#).

²⁴ Information on the various types of Open Access (Green, Gold and Diamond) are available on the Open Access Network and can be accessed [here](#).

²⁵ The IADT Journal of Research and Creativity (IJRC) can be accessed [here](#).

²⁶ The FAIR principles can be accessed [here](#). The IADT Data Protection Policy can be accessed [here](#). The IADT Ethics Policy can be accessed via [here](#).

Within this strategy, IADT commits to:

- Identifying research domains the Institute will target for Creative Industries research;²⁷
- Investing in research infrastructure to build and sustain research communities, enabling staff to develop and explore established and emerging forms of research practice;
- Developing research partnerships and collaborations at local, national, and international levels to enhance IADT's reputation for research excellence in the Creative Industries;
- Expanding IADT's postgraduate offering, including the development of provision at PhD level (NFQ Level 10).

To strengthen research capacity and development, IADT will:

- Support researchers at all career stages through appropriate training;
- Promote researcher mobility, exchange and collaboration;
- Develop and maintain high-quality research infrastructure (labs, technical workshops, studio facilities, and the IADT Library and its services);
- Build strategic partnerships with HEIs, industry, cultural institutions and communities, both nationally and internationally;
- Promote a values-based, inclusive and creative research culture;
- Encourage collaborative and interdisciplinary projects that reflect IADT's unique strengths in art, design, film, media technology, psychology and the humanities.

4.6 Equality, Diversity and Inclusion in Research

IADT proudly holds an Athena Swan Bronze Institution Award and aligns with the [Athena Swan Charter](#), which promotes gender equality and broader inclusion in higher education and research.²⁸

The Institute is also working to implement sectoral EDI objectives, including the *Second HEA National Review of Gender Equality in Irish HEIs (2022)*²⁹ and the *Anti-Racism Principles for Irish HEIs (2023)*³⁰.

IADT also works to fulfil its obligations to the *Irish Human Rights and Equality Commission Act (2024)*, the *Public Sector Equality and Human Rights Duty* and other relevant national policies on equality, diversity and inclusion.³¹

IADT is dedicated to fostering a research culture that is inclusive, equitable, and diverse, where all researchers – regardless of gender, race, ethnicity (including membership of the Traveller community), disability, sexual orientation, socio-economic background, civil status, religion, age or other identity makers – are supported and can thrive.

In line with intersectional approaches to Equality, Diversity and Inclusion (EDI), IADT recognises that individuals may experience overlapping forms of discrimination and marginalisation. We are committed to identifying and addressing systemic barriers that hinder access, participation, and progression in research. We value diversity as a source of strength that enhances the quality, creativity and societal relevance of research

²⁷ Creative Ireland's [Digital Creative Industries Roadmap](#) (2024) defines the creative industries as those 'industries which utilise creativity as a means to deliver commercial success and employment'. The [Culture 2025](#) report refers to 'creativity as a means to deliver commercial success, export growth and resilient employment'. The European Commission understands the creative industries as 'all sectors whose activities are based on cultural values or artistic and other individual or collective creative expressions' including 'the development, the creation, the production, the dissemination and the preservation of goods and services which embody cultural, artistic or other creative expressions, as well as related functions such as education or management'.

²⁸ The Athena Swan Charter can be accessed [here](#).

²⁹ The *Second HEA National Review of Gender Equality in Irish HEIs* can be accessed [here](#).

³⁰ The *Anti-Racism Principles for Irish HEIs* can be accessed [here](#).

³¹ The Irish Human Rights and Equality Commission Act can be accessed [here](#). The Public Sector and Human Rights Duty can be accessed [here](#).

IADT commits to:

- Providing EDI training for researchers at all career stages to promote awareness, allyship and inclusive practice;³²
- Promoting inclusive, respectful, and representative research environments where individuals of all backgrounds and identities are welcomed, supported and heard;
- Integrating EDI in the design and implementation of research projects and programmes, including the gender and equality dimensions of research content and impact;
- Valuing diverse forms of knowledge production and dissemination, including research grounded in lived experience, community engagement, artistic and practice-based methods, and indigenous knowledge schemes;
- Encouraging inclusive, participatory, and co-creative research methodologies that respond to societal challenges and engage diverse communities and publics;
- Supporting equitable access to career progression through mentoring, leadership development, research funding and training.

IADT affirms that a diverse and inclusive research culture is essential to realising the full potential of research and scholarship. It enhances innovation, reflects the richness of society, and strengthens the social relevance and impact of research. These commitments ensure that EDI is embedded into the research culture and environment at IADT.

IADT researchers play a vital role in fostering an inclusive, equitable, and diverse research environment. IADT researchers are encouraged to:

- Embed EDI principles into all stages of research, considering intersectionality and addressing systemic barriers to participation;
- Contribute to a respectful, inclusive and collaborative research environment, and participate in EDI training and initiatives;
- Recognise and value diverse forms of knowledge production, including practice-based, community-led, participatory and co-created research approaches.

Guidelines to support researchers in embedding EDI principles across all stages of the research lifecycle are provided in **Appendix 4** of this document.

4.7 Sustainability and Research

IADT is committed to embedding environmental, social, cultural, and economic sustainability into its research culture. As a creative and interdisciplinary institution, IADT recognises the critical role research plays in addressing the global challenges articulated in the [UN Sustainable Development Goals](#) (SDGs).³³

The Institute's sustainability agenda is informed by national strategies, including [Ireland's Climate Action Plan 2024](#) and IADT's commitments in the [Institute Climate Action Roadmap \(2023\)](#).³⁴ Since 2019, IADT is a signatory of the OPW's [Optimising Power @ Work](#) campaign.³⁵

Research at IADT is guided by the principles of:

³² The Cambridge Dictionary (Online) defines allyship as: 'the quality or practice of helping or supporting other people who are part of a group that is treated badly or unfairly, although you are not yourself a member of this group'. See: https://dictionary.cambridge.org/dictionary/english/allyship#google_vignette. Accessed: 20/06/2025.

³³ The UN Sustainable Goals can be accessed [here](#).

³⁴ The Climate Action Plan can be accessed [here](#). The Institute Climate Action Roadmap can be accessed [here](#). The Institute Climate Action Roadmap will be updated annually. An Institute Climate Action Policy is in development.

³⁵ The Optimising Power @ Work campaign can be accessed [here](#).

- Environmental responsibility: low-carbon practices, sustainable materials use, and digital sustainability;
- Ethical innovation: values-led research that serves the public good and contributes meaningfully to a sustainable future;
- Interdisciplinary collaboration: cross-sector participation that enables diverse and cross-sectoral response to complex environmental and societal challenges.

IADT actively supports research that engages with sustainability priorities and themes across the arts, design, film, media, technology, psychology, and the humanities.

Researchers at IADT are encouraged to:

- Identify and articulate SDG alignment in research funding applications, project proposals, research ethics applications, impact plans, assessments, and evaluation reports.
- Integrate sustainability considerations into the planning, dissemination and impact of their research
- Develop and participate in research that contributes to climate action, social equity, cultural sustainability, and responsible technological development.

Through these commitments, IADT seeks to foster a research culture that is future-focused, critically engaged, and responsive to global and planetary needs.

4.8 Researcher Wellbeing

IADT is committed to fostering a research environment that prioritises the wellbeing, dignity, and professional fulfillment of all researchers. Researcher wellbeing is essential to sustaining a vibrant, ethical and high-performing research culture. It underpins creativity, innovation, collaboration, and resilience across all career stages and disciplines.

Wellbeing in research encompasses physical, mental, emotional and social health, as well as the conditions that enable individuals to thrive, professionally and personally. These conditions include access to support networks, opportunities for development, and inclusive organisational practices.

The Institute affirms the principles of the [European Charter for Researchers](#) and, in support of enhancing researcher wellbeing, is seeking to implement the Charter through the [Human Resources Strategy for Researchers \(HRS4R\)](#) tool.³⁶

IADT commits to:

- Respecting researchers and recognising them as valued members of the IADT community;
- Ensuring fair and sustainable workloads with time provided for recognised research activities, access to appropriate resources, and infrastructure for research;
- Providing research environments that are inclusive, respectful, and free from harassment, bullying, discrimination and sexual misconduct in alignment with IADT's policies on Dignity and Respect and Equality, Diversity and Inclusion;³⁷
- Supporting researchers in the development of their careers through structured training, mentoring, and access to development opportunities in alignment with HEA policies and frameworks;
- Promoting a culture of trust, transparency, and mutual dignity and respect among research supervisors and leaders.

³⁶ The European Charter for Researchers can be accessed [here](#). The Human Resources Strategy for Researchers tool can be accessed [here](#).

³⁷ The IADT Dignity and Respect Policy and Procedures for Bullying and Harassment can be found [here](#). IADT's Dignity and Respect Policy and Procedures for Sexual Misconduct can be found [here](#). IADT's Equality, Diversity and Inclusion Policy can be found [here](#).

IADT encourages researchers to:

- Prioritise their wellbeing and seek support when needed;
- Contribute to a positive, respectful and inclusive research culture;
- Participate in training to build awareness of relevant policies, procedures, and available supports;
- Engage in mentoring and peer-support networks;
- Support others in their research communities by modelling care, collegiality, and constructive communication.

4.9 Recognising Achievements in Research

IADT recognises and values the diverse range of research achievements that contribute to cultural, societal, and technological advancement in Ireland and beyond. The Institute is committed to fostering a culture that celebrates the breadth and depth of research activity across disciplines and practices.

Research achievement at IADT is broadly understood to include:

- Success in securing funding from public, private or philanthropic bodies;
- Scholarly excellence demonstrated through peer-reviewed journals, book chapters, and critical essays;
- Creative and practice-based research outputs such as exhibitions, performances, digital or physical artefacts, curatorial projects, and other such activities;
- Research impact and public engagement, including community-based, educational, or industry-focused research that demonstrates real-world impact and contributes to public discourse, policy, or cultural life;
- Research leadership and collaboration, including through awards, funding, and national or international showcases.

IADT is committed to:

- Recognising and rewarding research achievements;
- Promoting research success via institutional communications, social media, and public events;
- Supporting external recognition through nominations for national and international awards, fellowships and honours;
- Ensuring parity of esteem between traditional academic research and artistic research activities, outputs, and forms.

By embedding recognition into its research culture, IADT affirms its commitment to supporting a distinctive, inclusive, and impactful research environment that reflects the dynamic nature of the Creative Industries and contributes to Ireland's knowledge economy and global creative networks.

5. Summary

The IADT Research Policy sets out the Institute's commitment to fostering a dynamic, inclusive, and high-quality research environment that reflects national and international best practice. Aligning with the IADT Strategic Plan 2024-2025, this policy supports creativity, integrity, and collaboration in research in the Creative Industries.

APPENDIX 1: References

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Appendix 2: Benchmarking

Aalto University Open Science and Research Policy

Available here: <https://www.aalto.fi/en/open-science-and-research/aalto-university-open-science-and-research-policy>

Aalto University Research Ethics and Integrity Guidelines.

Available here: <https://www.aalto.fi/en/services/research-integrity>

DCU Code of Good Research Practice 2024

Available here: https://www.dcu.ie/system/files/staff/2024-11/144-code_of_research_practice_v2.1.pdf

DCU Research Integrity Policy 2023

Available here: <https://www.dcu.ie/policies/research-integrity-policy>

Maynooth University Policy on Open Access to Research

Available here:

https://www.maynoothuniversity.ie/sites/default/files/assets/document/MU%20Policy%20on%20Open%20Access%20to%20Research_0.pdf

Maynooth University Research Integrity Policy

Available here:

https://www.maynoothuniversity.ie/sites/default/files/assets/document/MU%20Research%20Integrity%20Policy_0.pdf

The Glasgow School of Art Research Integrity Policy (2024)

Available here: <https://gsadocuments.net/wp-content/uploads/2024/10/Research-Integrity-Policy-May-2024-1.pdf>

Trinity Policy on Good Research Practice 2024

Available here: https://www.tcd.ie/media/tcd/about/policies/pdfs/Policy-on-Good-Research-Practice_1.1.pdf

TU Dublin Research Integrity Policy 2024

Available here: <https://www.tudublin.ie/media/website/explore/policies-and-forms/research-and-innovation/TU-Dublin-Research-Integrity-Policy-REP04-Approved.pdf>

TUS Good Research Practice Guidelines 2025-2028

Available here: https://tus.ie/app/uploads/AcademicServices/Quality/Handbook/VOL4/34_TUS-Good-Research-Practice-Guidelines-2025-2028-AC-28.03.2025.pdf

Appendix 3: Checklist for Open Access Compliance at IADT

- Check your funder's Open Access requirements;
- Chose an Open Access route (i.e., depositing in the IADT institutional repository, Illustro);
- Publish your research in Open Access journals and/or platforms;
- Retain the right to archive your work;
- Include an Open Access licence such as [Creative Commons](#) where required by funders;
- Create a Data Management Plan (this is required by most funders);
- Store and manage data securely (see the IADT Data Protection Policy and the IADT Ethics Policy);
- Deposit your research data or metadata in a recognised Open Repository such as Illustro at IADT;
- Apply appropriate licensing and access restrictions, especially if the data involves personal, sensitive, or commercial information;
- Acknowledge your funder/s in all publications and datasets, using the standard wording and grant numbers;
- Ensure all research outputs are linked to your IADT Pure profile and ORCID ID
- Engage with relevant training provided by the IADT Research Office, IADT Enterprise and Innovation Office, the IADT Library, and IADT ICT services on Open Access, Research Data Management, and Cybersecurity;
- Keep records of all deposits and permissions (emails from publishers, licenses, Data Management Plan versions, etc.).

Appendix 4: Guidelines for Integrating EDI in Research Practice

Research Design and Planning

- Integrate **EDI considerations from the outset** of your project planning by asking:
 - Who is included in or excluded from the research focus or sample?
 - How does the project consider **gender, race, disability, socio-economic background**, or other identity markers?
- Where applicable, include a **gender dimension or equality analysis** in your project rationale and methodology, particularly for EU-funded or Horizon Europe projects.

Inclusive Research

- Strive for a diverse research team encompassing various career stages, ages and backgrounds;
- Use inclusive, participatory and co-creative methodologies where appropriate;
- Engage with marginalised or underrepresented groups and communities ethically, respectfully, and with genuine collaboration;
- Apply Universal Design principles in communications and event design.

Ethics and Integrity

- Address EDI in **ethics applications** and seek to understand how power dynamics or potential biases could affect research participants or data interpretation;
- Respect cultural contexts, accessibility needs, and informed consent processes;
- Recognise intersectionality — how overlapping identities may shape people's experiences in and with research.

Outputs, Dissemination, Monitoring and Reflection

- Publish in platforms that support equity of access, including Open Access platforms;
- Acknowledge contributions fairly, valuing diverse outputs, including practice-based, community-engaged, and lived-experience research;
- Reflect on how EDI is embedded in your research and seek feedback from peers, participants and collaborators;
- Engage with training opportunities in EDI, Universal Design, and inclusive methodologies.