QIP implementation summary report

Unit: Faculty of Arts, Humanities & Social Sciences

Head of Unit: Professor Sandra Joyce
(*responsible for QIP implementation*)

1. Date on which QIP received from QSU: **1ˢᵗ March 2021**

2. Date on which unit met to discuss and ratify the QIP: **15th March 2021**

3. Date on which interim self-assessment of progress on level 1 recommendations (sections 5 and 6 in table) was returned to QSU: **January 2022**

4. Date on which QIP progress was presented to the Quality Committee:

5. Date on which implementation review meeting with DQ and Provost & Deputy President was held: **29ᵗʰ November 2023**

Summary status of recommendation implementation:

Rec no. (level)	Recommendation	Closed	Open	Commentary
1	**Work with the university to prioritise the development of a Faculty-wide workload allocation model (WAM).**	✓		The University WAM is scheduled to be rolled out in Academic Year 2024-25
2	**Prioritise the development of leadership and management capacity as part of succession planning**	✓		UL leadership programme is in progress for over a year. Once this is in place, AHSS managers and HODs will be encouraged to take part.
3	**Address the clear perverse incentives associated with externally funded research**		✓	
4	**Provide clear descriptions of the responsibilities of different grades in terms of service to the University, Faculty and academic unit as well as research and teaching**	✓		[Academic Role Profiles - Roles of Responsibility](#) -
5	**Develop clear and transparent key performance indicators (KPIs) for research.**	✓		Available internally at [AHSS Strategic KPI Dashboard 2022-27.](#)
6	**Consider ways of better encouraging a research culture across the Faculty that**	✓		

	is aligned to a vision and set of strategic objectives.			
7	Consider how best to ensure high-quality and engaged PhD supervisors.		✓	Subject to institutional/Doctoral College decisions
8	Develop more systematic efforts to enrol PhD students/postgraduates into an academic culture.		✓	Subject to institutional/Doctoral College decisions
9	Develop a programme for PhD students that engages with their future employability.		✓	Subject to institutional/Doctoral College decisions
10	Ensure that all PhD students complete training in research ethics and integrity as well as research methods.		✓	Subject to institutional/Doctoral College decisions
11	Revise and refresh the Faculty's ambitions with respect to internationalisation and its position in the light of Brexit	✓		
12	Work with the University to create a co-ordinated approach to the recruitment of international students both at undergraduate and postgraduate level to achieve existing goals.	✓		
13	Prioritise issues that are barriers for the Faculty to achieve the Athena SWAN Silver Award.	✓		AS Silver Award application expected in 2024
14	Formalise mechanisms for gathering and reporting EDI output	✓		
15 (2)	Introduce terms of reference for the Faculty Board.		✓	This is being addressed at University level.
16 (2)	Consider the position/role of the Language Centre in relation to the strategic objectives of the Faculty and the University.	✓		
17 (2)	Identify the optimum balance between the number of undergraduate and postgraduate students and ways of achieving this.	✓		
18(2)	Consider how to ensure relevance of Coop placements to academic departments and	✓		

	to the academic studies of students.			
19 (2)	**Work with senior UL management to consider the optimum term of office for Head of Department/School.**	✓		Institutionally agreed [Head of Dept / School Succession and Appointment Procedures](#)
20 (2)	**Consider how better to integrate teaching staff in the Faculty, recognising their particular expertise.**	✓		
21 (2)	**Devise a research leave mechanism across the Faculty.**	✓		Institutional level [Sabbatical and Special Research Leave Policy](#)
22 (2)	**Formalise the 'buddy system' for outgoing Erasmus students.**	✓		AHSS Erasmus/Exchange Ambassador process to commence 2024/5
23(2)	**Ensure Faculty-wide engagement with EDI activities.**	✓		
24(2)	**Increase collaboration between Faculty members to formalise strategies for transnational education (TNE) partnerships.**	✓		
25 (2)	**Work with the University to address the particular challenges of timetabling across a large campus**		✓	Escalated to University level
26(2)	**Work with the University and the trade unions to reconsider the purpose and nature of the PDRS**		✓	Escalated to University level

Director of Quality   Date: 30th November 2023