

## Quality Enhancement Plan

### School of History

December 2024 and May 2025

FOR COMPLETION BY QEU	
Date of Peer Review visit: 3 <sup>rd</sup> – 5 <sup>th</sup> October 2017	Head of Unit: Dr Hiram Morgan
Link to Panel Report published on QEU website: <a href="https://www.ucc.ie/en/media/support/qualityenhancementunit/reports/cacss/SchoolofHistoryPRGReport201617.pdf">https://www.ucc.ie/en/media/support/qualityenhancementunit/reports/cacss/SchoolofHistoryPRGReport201617.pdf</a>	Date QEP considered by Quality Enhancement Committee: 20 <sup>th</sup> November 2025

Item No	Panel Recommendation	Actions <sup>1</sup>	Responsibility for Action <sup>2</sup>	Impact & Completion Status <sup>3</sup>
1	The Panel recommends that the School articulates a clear and coherent mission and vision which takes account of the different disciplinary interests within the School.	Discussions and initial drafts completed. Finalisation of draft projected in 2019/20.	SEMC in consultation with School meeting	Two drafts have been formulated and are under discussion.
2	The Panel recommends that the School examines its strategic academic and administration management in the light of imminent retirements and succession planning and creates a rolling 5 year staffing	Academic and key administrative appointments have proceeded.  Appointment of a School Manager delayed due to urgent demands for a SEA	HoS (staffing, leave); SEMC; Research Committee; Head of College (staffing);	Staffing has progressed with the appointment a SEA (responsible for History undergraduates) and two lecturers.  <b>Update (May 2025):</b>

<sup>1</sup>Outline the actions taken to implement the panel recommendation

<sup>2</sup>Give the title of those responsible for the implementation of the panel recommendation E.g. Head of School, School Manager, all staff, specific committees etc

<sup>3</sup>If achieved, outline the impact of the implementation of the recommendation. If not yet achieved outline the current completion status.

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	plan to manage retirements, transitions, sabbaticals, leave and succession, and this should include the appointment of a School Manager.	<p>replacement and unfavourable School finances.</p> <p>Sabbatical leave was arranged for 2019/20.</p> <p>New HoS instructed Research Committee in March 2019 to formulate a research leave rota for his consideration.</p> <p>A new HoS was appointed in late January 2019 for a three-year term.</p> <p>European Studies EA applied for continuation in post after the age of 65 years (reviewed on an annual basis) and this was accepted following consultations.</p> <p>Four academic staff and one SEA are scheduled to reach the retirement age threshold in the period from April 2022 to Aug. 2024, with a further academic staff member reaching that threshold in March 2025. The implications of these will need to be assessed.</p>	Research Committee (leave rota)	<p>A Professor in Irish Gender Studies was appointed in 2024.</p> <p>A School Manager was appointed in 2023.</p> <p>European Studies EA retired in June 2024 with no replacement made to date.</p> <p>Two further academic posts are being recruited at present to replace one retirement and one death in service.</p> <p>At least two academic staff due to retire in next few years and one SEA also (2026 onwards)</p>
3	The Panel recommends that the School develops a strong, integrated school structure with an executive team holding frequent meetings (suggest monthly) that reflects the integration of the different interests within the School.	The new HoS is revising the Committee structures, seeking rotation in officerships and memberships, and altering the composition of the SEMC.	HoS; all staff; Committees; History of Art  HoS	A new Chair of the Schools Liaison & Outreach Group has been appointed to commence in Sept. 2019.

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		In 2019/20 HoS will conduct consultations between History and the History of Art to improve integration.		The establishment of a School Commemorations Committee is under discussion.  Update (May 2025):  School Executive Committee and School Assembly schedule of meetings is now in place.
4	The Panel recommends the implementation of a context sensitive workload model that will enable the School to deliver its programmes in a sustainable way.	The School fully participates in the University wide workload model and it is constrained by that.	n/a	Complies with the context sensitive UCC model.
5	The Panel recommends that a supportive mentoring framework for staff is introduced to support their career development.	A first draft of the mentoring framework was drafted in 2018/19 and will be finalised following discussions in 2019/20.	SEMC in consultation with School Meetings	Nearing completion  Update (May 2025):  Informal mentoring provided by senior academic staff
6	The Panel recommends that the School implements a recommendation from the previous periodic review: "To establish a working group on equal opportunities practice and to feed output into the university equality committee." <sup>4</sup>	A working group on Equal Opportunities and Diversity was established in 2018; it has reported to the School thrice and it intends to advance a School application to Athena Swan amongst other initiatives.	WG & SEMC	WG established and one of its members is on the CACSSS Athena Swan Steering Group.  Update (May 2025):  School EDI Committee formed and reports activities to the School Assembly.
7	The Panel recommends that the School reconsiders its offering on the undergraduate programmes with a view to	The undergraduate programme is constantly under review. It is important to	HoS, TLC	Module rationalisation and redistribution will be considered by TLC in 2019/20.

<sup>4</sup> Periodic Review of the School of History (2010)

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	<p>rationalising undergraduate module offerings in History and History of Art; for example, exploring alternative credit weightings for modules; <u>integrating study-abroad students into existing modules</u> (rather than delivering separate modules).</p>	<p>maintain/ enhance student choice and emphasise research led teaching. New staff have extended curriculum to replace modules lost by retirement and broaden the curriculum to provide new options on Women's History, Britain, imperialism etc.</p> <p>Consideration will be devoted to rationalisation of modules but changes will depend on changes at the University level. Reductions in modules could have a detrimental impact (teaching expectations, workloads, promotional prospects, and student choice); and would not fit with prevailing University practices. If the implementation of UCC's <i>Academic Strategy</i> and the <i>Connected Curriculum</i> permit rationalisation and alternative credit weightings then the School will utilise them.</p> <p>The School recognises that some areas are under pressure of large numbers. In these areas, teaching assistance has been implemented in some cases and offered to others.</p> <p>The one special introductory module targeted at US study-abroad students (originating from other Colleges) recruits c. 150 largely fee paying non-History</p>		<p>There is a limit to what is possible owing to prevailing University policy and practice, although there are some signs of change in this regard.</p> <p><b>Update (May 2025):</b></p> <p>The module restructuring planning took place during 22.23 and were put in place in 23.24 (i.e. introduction of SGT module HI1015 and 3<sup>rd</sup> year 10 credit options, etc)</p>

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		<p>students. It is important as a revenue stream. All other study-abroad students (based in CACSSS) are integrated into existing modules.</p> <p>Some pruning and redistribution of third year modules is an objective.</p>		
8	The Panel recommends that the School implements the plan for a specialised denominated undergraduate History programme.	<p>The denominated degree is still under discussion; a viable programme has not been advanced and a standalone denominated History degree is not likely to be a successful recruitment vehicle at the current time in view of the state of History at secondary level.</p> <p>New programmes are paused at University Level for the foreseeable future.</p>	HoS, SEMC	Under consideration but dependent upon lifting of the University's pause on new programmes.
9	The Panel recommends that the School rationalises the suite of postgraduate programmes in History with a view to developing a flagship, marketable programme.	<p>The Graduate Studies Committee will consider within context of 'scenario planning' conducted by the College Financial Analyst and reordering the balance between UG / PG ratios.</p> <p>The School will conduct a review in the next year. It looks forward to the appointment of a Professor of Irish History who could revitalise that field at MA level to renew its high national and international profile.</p>	GSC	<p>An innovative MA Global Gallery Studies. It possesses considerable marketable potential particularly in the Middle East and Asia.</p> <p><b>Update (May 2025):</b></p> <p>MA Global Gallery Studies is going through a restructuring process at present and it is hoped will be offered again in 2026/27.</p>

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		<b>Revitalise MA in International Relations. Consider synergies with Strategic Studies. in the context of the Centre for International Relations.</b>		
10	The Panel recommends that the School produces a strong business plan for the two MAs in Art History, with particular focus on the resourcing of the proposed MA in Global Gallery Studies, in order to ensure sustainable staffing and resources.	The MA programmes in History of Art are advancing; the business plan was completed earlier. The School of History has assisted in funding the staffing and resourcing of the MA in Global Gallery Studies with the objective that it will become self-financing in the medium-term.	Head of History of Art & HoS.	The MA Global Gallery Studies has just launched.  <b>Update (May 2025):</b>  <b>MA Global Gallery Studies is going through a restructuring process at present and it is hoped will be offered again in 2026/27.</b>
11	The Panel recommends more integration between the disciplines to enable cohesive, proactive and strategic development, such as:  - Interdisciplinary programmes - Joint posts - Shared modules  Interdisciplinary engagement	Recommendation 11 remains in the early stage of discussion. This is largely a midterm issue and changes cannot be made immediately given the staff numbers and loading in HoA.	Teaching and Learning Committee (TLC) in conjunction with HoS and Head of HoA.	Discussions on synergies and complementarities between the Head of HoA and HoS have commenced.  Preliminary mapping of a suite of modules that could be shared between HoA and History has commenced at the BA and MA levels.
12	The Panel recommends that the School devises a support system and clear information/advice for students on the selection of modules.	A History mentoring system is already being devised.	Jason Harris; Teaching and Learning Committee.	Initial draft mentoring system devised but requires further discussion and revision.

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13	The Panel recommends the creation of a working group to look at employability and placements at UG and PG level involving stakeholders at local, national and international level. It was clear from discussions with stakeholders that many would be open to stronger and deeper relationships with the School in order to facilitate collaboration over student learning, placements, research, public engagement etc.	The issue / working group on Employability has been initiated and the Executive awaits its response.	Working Group; SEMC	<p>Working Group will begin to work in Sept. 2019.</p> <p><b>Update (May 2025):</b></p> <p>The School provides the opportunity for work placements in the MA in History programme.</p> <p>Resourcing difficulties inhibit its expansion to UG programmes. This may change with the current review of the BA programme at College level</p>
14	The Panel recommends that the School implements current UCC best-practice for facilitating learning for DSS students.	<p>The School complies with best-practice for facilitating learning for DSS students.</p> <p>Difficult to deal with infrastructural issues regarding our old buildings and access.</p>	HoS	Completed.
15	The Panel suggests that the School needs to become more strategically effective at external engagement vis-à-vis College, city, region, nationally, internationally.	<p>The School queries this suggestion as the School is exceptionally busy with external engagement. This is reflected in the activities, the reflection of them on the web, Facebook and Twitter (third largest History following internationally).</p> <p>We accept that we need to report on these issues to College more effectively. The challenge lies in the ineffective reporting of these external engagements to College and University authorities.</p>	Staff (reporting) & HoS	Ongoing

For completion by Unit		
Head of School/Unit: <b>Dr Hiram Morgan</b>	Signature: 	Date: 9 <sup>th</sup> May 2025

Head of College/Functional Area: <b>Professor Cathal O'Connell (Interim Head)</b>	Signature: 	Date: <b>20<sup>th</sup> May 2025</b>
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