



Ollscoil Teicneolaíochta an Atlantaigh
Atlantic Technological University

PROGRAMME VALIDATION PANEL REPORT FORM

Date of Evaluation	26 th Jan 2023
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Proposed Programmes Title(s)	Master of Science in Strategic People Management Postgraduate Diploma in Business in Strategic People Management* Postgraduate Certificate in Strategic People Management
Proposed Award Title(s):	Master of Science in Strategic People Management Postgraduate Diploma in Business in Strategic People Management* Postgraduate Certificate in Strategic People Management
Programme Code(s)	SG_BSTRA_M09 SG_BSTRA_O09 SG_BSTRA_S09
NFQ Level	9
ECTS credits	90 / 60 / 30

- See **condition** below

Evaluation Panel Member:

Name & title	Job title & place of work	Role on panel
Mr David Denieffe	Vice-President, Academic Affairs, South East Technological University	Chairperson
Dr Maddy Stevens	Snr Lecturer in HRM, Research Methods and OB, Liverpool Business School,	Academic Rep.
Professor. Colette Henry	Head Of Department, Department of Business Studies, Dundalk Institute of Technology (DkIT)	Academic Rep.
Mr Richard Kilfeather	Senior Human Resource Manager, Loftus Works	Industry Rep.
Dr Aodhmar Cadogan	Assistant Registrar, ATU Sligo	Recording Secretary

Declaration Regarding Any Conflicts of Interest: The members of the Panel signed a form confirming that they did not have any conflict of interest.

Meeting groups

Institute Management: Dr Breda McTaggart, Tomas O Faherty, Marie Moran, Valerie McTaggart

Programme development team: Mary Gilmartin

Persons met by validation panel

Name & title	Role in Institute	Rationale for presence at validation.
Dr Breda McTaggart	Head of Faculty of Business and Social Sciences	Head of Faculty
Dr Tomás O Faherty	Head of Department of Marketing Tourism and Sport	Head of Department
Marie Moran	Head of Department of Business	Head of Department
Dr Valerie McTaggart	Head of Department of Social Sciences	Head of Department
Mary Gilmartin	Lecturer	Program Development Team Lead
Colette Armstrong	Lecturer	Programme team member
Jimmy Treacy	Lecturer	Programme team member
Ruth Walsh	Lecturer	Programme team member
Tamsin Cavaliero	Lecturer	Programme team member
Bryan Coyne	Lecturer	Programme team member

Note: In the context of this report, a condition indicates an action or amendment which in the view of the validation panel must be undertaken prior to the commencement of the new (or revised) programme. Conditions are mandatory for Approval of the Programme(s). A recommendation indicates an action or amendment which in the view of the panel should be given serious consideration by the programme development team for implementation.

Validation criteria	Sufficient evidence / Insufficient evidence
<p>Rationale for the programme</p> <ul style="list-style-type: none"> • Philosophy underpinning the programme e.g. market for programme in the region and its relevance to the region • Graduate profile and employment opportunities for graduates • Rationale for the programme e.g. School's/Institute's strengths/opportunities • Programme Aims and Objectives • Expected intellectual development and Programme learning outcomes • Related existing programmes. 	<p>Sufficient evidence provided , there is a clear need for the programmes</p> <p>See condition 1 in regard to the programme learning outcomes</p>
<p>Programme structure</p> <ul style="list-style-type: none"> • Delivery type (semesterised or stage-based) • Proposed mode of delivery (i.e., in-class, on-line, blended, full time and/or part time) • Planned intake numbers (over the full duration of the programme) • Role of placement – no placement 	<p>Sufficient evidence</p> <p>The programme is online, see recommendation 6</p>
<p>Resources (over the full duration of the programme)</p> <ul style="list-style-type: none"> • Facilities and human and material resources available to mount the programme • Clarification of any staffing requirements • Location of the delivery • Specific requirements: lecture rooms, laboratories, library, Information technology and other student supports • Confirmation regarding any new facilities and staffing requirements • Special requirements (e.g. remote access for distance learners) 	<p>Sufficient evidence</p> <p>There were no issues raised in relation to resources.</p>

<p>Access, Transfer and Progression Criteria</p> <ul style="list-style-type: none"> • Student admission requirements • Progression criteria from one stage to the next and to higher levels on the NFQ • Non-standard entry (e.g. mature candidates and candidates with experiential learning) • Transfer policy into the programme and onto other programmes 	<p>Sufficient evidence</p> <p>The entry requirements for students and their background experience discussed at length. See recommendation 7</p>
<p>Curriculum</p> <ul style="list-style-type: none"> • A matrix exhibiting the academic pathway and the relationship between modules • The consistency between the programme content, teaching methods and the programme learning outcomes • Balance between the depth and breadth of the programme • Rigour of the academic standard in the final stage of the programme • Student workload • Practice: the role and management of placement or work-based projects. 	<p>Sufficient evidence</p> <p>The award of Master of Business or Master of Science was discussed at length and the consequent impact on the PG diploma or certificate. See condition 1</p>
<p>Assessment</p> <ul style="list-style-type: none"> • The appropriateness of the modes of assessment to be used • The balance between the marks awarded for different assessment modes (e.g. continuous assessment, projects, reports, sit-down examination) • Confirmation that all of the programme learning outcomes are appropriately and adequately assessed within the set of module assessments. 	<p>Sufficient evidence</p> <p>The panel welcomes the structure of several larger 10 credit modules for a programme at his level. Four recommendations were made in relation to assessment , see 1-4 below.</p>

<p>Staffing</p> <ul style="list-style-type: none"> • Quality and specialities of staff available to support the programme • Technical and administrative support • Staff development • Industrial/commercial profile of staff • Research and publications 	<p>No issues raised in relation to staffing.</p>
<p>Programme Administration and Quality Assurance</p> <ul style="list-style-type: none"> • Procedure for managing programme • Student support student counselling and tutorial arrangements • Aspects of programme which highlight and foster study skills, independent learning and the inculcation of individual responsibility in students • EU and international aspects if appropriate • Feedback mechanisms e.g. use of surveys, focus groups and follow-up actions. 	<p>Sufficient evidence provided.</p> <p>See recommendation 5 in regard to meeting the accreditation requirements of CIPD and the academic requirements of the university.</p>
<p>Commendation:</p> <ol style="list-style-type: none"> 1. The Panel commended the comprehensive nature of the subjects and topics covered by the programme and the quality of the documents that were submitted. 2. The programme is a timely addition to the available offerings and is much needed in the area of Human Resources and People Management. 3. The panel commended the detail that was provided in relation to teaching and learning strategy for each module individually. 4. Some of the modules would lend themselves to students who wish to take only a smaller piece of learning i.e. single modules or micro credentials, this could be explored in the future. 	

Condition:

1. The panel accept the rationale from the programme team for the award type of Master of Science. This will require a clearer alignment to the level 9 award standards for Science. As the exit awards are inter linked, the postgraduate diploma should also align to the same discipline area i.e. science and hence the title needs to be amended to a Postgraduate diploma in Science in Strategic People Management. The Capstone module and potentially the research methods module will need to be revised to ensure they have the correct focus and language to substantiate the award type. This will also require a review of the programme learning outcomes across the three programmes to ensure they are graduated from the certificate to the masters and the language is appropriate to the content and level of the programmes.

Recommendation:

1. In regard to assessment, the panel recommends that an assessment matrix is developed for students to clearly indicate the shared assessments.
2. The shared assessment discussed in the meeting should be made clearer to the student in the modules where this occurs
3. The panel recommends that the programme review the diversity of assessment and also to consider the value of including specific formative assessment to scaffold a student learning and progression.
4. The panel recommend more clarity on the detail and/or word count for larger assignments and not just the capstone project.
5. The programme needs to make very clear to students that achievement of the pass mark outright, is essential to achieving the CIPD accreditation - should the programme continue to engage with CIPD accreditation for direct entry to associate membership. The panel noted that the student would have the opportunity to repeat modules to obtain the higher qualifier grade, outside of the award classification the University offers.
6. The panel recommend that the nature of the programme delivery as online and part time over two years is made clearer to potential student for example in the programme aim.
7. Clarify the entry requirement for students who may be coming from different backgrounds i.e. business or non business.

Modules: The following minor edits are required to modules

HRM09007 Strategic Human Resource Management : Reformat Book references.

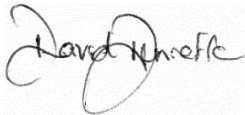
RSCH09051 Capstone Project: The Change the description in the type field from 'Directed Learning' to 'Supervision'

Overall decision of the panel

The panel agreed to recommend to the Academic council the approval of the following programmes:

Master of Science in Strategic People Management
Postgraduate Diploma in Science in Strategic People Management
Postgraduate Certificate in Strategic People Management

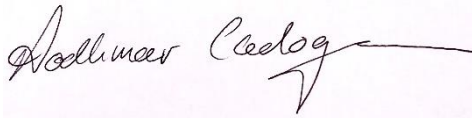
Chairperson:



Date: 3/2/2023

Mr David Denieffe

Secretary:



Date: 3/2/2023

Dr Aodhmar Cadogan

Programme Schedules (table from AMM)

Master of Science in Strategic People Management

SG_BSTRA_M09

Module Code	Module Title	Semester	M/E	OL Hours	Credits	FO %	CA %	EXAM %	PROJ %
HRM09003	The World of Work - Theory and Practice	Semester 1	Mandatory	3	10	0	100	0	0
HRM09006	Resourcing & Talent Management	Semester 1	Mandatory	3	10	0	100	0	0
HRM09007	Strategic Human Resource Management	Semester 2	Mandatory	3	10	0	50	0	50
HRM09005	Personal and Professional Effectiveness	Semester 2	Mandatory	3	10	0	100	0	0
HRM09004	Strategic Employee Relations	Semester 3	Mandatory	3	10	0	100	0	0
HRM09008	Strategic Reward Management	Semester 3	Mandatory	3	10	0	40	0	60
RSCH09052	Research Methods	Semester 3	Mandatory	1.5	5	0	100	0	0
RSCH09051	Capstone Project	Semester 4	Mandatory	0.75	15	0	5	0	95
HRM09011	Advanced Diversity and Inclusion	Semester 4	Elective	3	10	0	0	0	100
LAW09014	Advanced Employment Law	Semester 4	Elective	3	10	0	100	0	0