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Technological University of the Shannon: Midlands Midwest

Ollscoil Teicneolaíochta na Sionainne: Lár Tíre Iarthar Láir

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**Dámh an Gnó agus Fáilteachais
Faculty of Business and Hospitality**

Department of Business and Management

Report of External Validation Panel

External Validation Visit, 14th June 2023

for the

- Master of Science in Strategic HRM (90 Credits, Level 9);
- Post Graduate Diploma in Science in Strategic HRM (60 Credits, Level 9) – Exit Award;
- Bachelor of Arts in Human Resource Management (60 credit, Level 7); Special Purpose Award and Micro Credentials:
- Certificate in People Management Strategies for Performance (10 credits, SPA, Level 9);
- Certificate in Organisational Design & Development (5 Credit, Micro Credential, Level 9;
- Certificate in Employment Law (5 Credit, Micro Credential, Level 7);
- Certificate in Talent Management and Workforce Planning (5 Credit, Micro Credential, Level 7).

Contents

1.1 INTRODUCTION

This report outlines in summary form, the proceedings and findings of the External Validation Panel visit for the proposed:

- Master of Science in Strategic HRM (90 Credits, Level 9);
- Post Graduate Diploma in Science in Strategic HRM (60 Credits, Level 9) – Exit Award;
- Bachelor of Arts in Human Resource Management (60 credit, Level 7);

Special Purpose Award and Micro Credentials

- Certificate in People Management Strategies for Performance (10 credits, SPA, Level 9);
- Certificate in Organisational Design & Development (5 Credit, Micro Credential, Level 9);
- Certificate in Employment Law (5 Credit, Micro Credential, Level 7;
- Certificate in Talent Management and Workforce Planning (5 Credit, Micro Credential, Level 7),

held on the 14th of June 2023. The external validation visit was undertaken in accordance with TUS Academic Regulations for the development of taught programmes. An external validation panel makes an independent impartial judgement on a programme proposal.

2.1 GENERAL INFORMATION

2.2   Higher Education Provider

Provider	Technological University of the Shannon: Midlands Midwest
Faculty	Faculty of Business and Hospitality
Department	Business and Management
Date of Visit	14th June 2023

2.3   Programmes Evaluated

Programme Title	Bachelor of Arts in Human Resource Management
Award Title	Bachelor of Arts in Human Resource Management
Code	AL_BDPMT_7
NFQ Level	Level 7
ECTS Credits	60 ECTS
Award Class	Ordinary Bachelor Degree Add-on
Delivery Mode	Part Time
Duration	1 year
Proposed Starting Date	September 2023
Contact	Dr. Alison Sheridan/ Ms. Josephine Corkery

Programme Title	Master of Science in Strategic HRM
Award Title	Master of Science in Strategic HRM
Code	AL_BSTRA_R09
NFQ Level	Level 9
ECTS Credits	90 ECTS
Award Class	Masters (Taught)
Delivery Mode	Part time
Duration	2 years
Proposed Starting Date	September 2023
Contact	Dr. Alison Sheridan/ Ms. Josephine Corkery

Programme Title	Post Graduate Diploma in Science in Strategic HRM
Award Title	Post Graduate Diploma in Science in Strategic HRM
Code	AL_BSTRA_G09
NFQ Level	Level 9
ECTS Credits	60 ECTS
Award Class	Embedded Award
Delivery Mode	Part time
Duration	2 years
Proposed Starting Date	September 2023
Contact	Dr. Alison Sheridan/ Ms. Josephine Corkery

Programme Title	Certificate in People Management Strategies for Performance
Award Title	Certificate in People Management Strategies for Performance
Code	AL_BPMSP_9
NFQ Level	Level 9
ECTS Credits	10
Award Class	Special Purpose Award
Delivery Mode	Part time
Duration	1 year
Proposed Starting Date	September 2023
Contact	Dr. Alison Sheridan/ Ms. Josephine Corkery

Programme Title	Certificate in Organisational Design & Development
Award Title	Certificate in Organisational Design & Development
Code	AL_BORDD_9
NFQ Level	Level 9
ECTS Credits	5
Award Class	Micro credential
Delivery Mode	Part time
Duration	1 year
Proposed Starting Date	September 2023
Contact	Dr. Alison Sheridan/ Ms. Josephine Corkery

Programme Title	Certificate in Employment Law
Award Title	Certificate in Employment Law
Code	AL_BEMLA_7
NFQ Level	7
ECTS Credits	5
Award Class	Micro credential
Delivery Mode	Part time
Duration	1 year
Proposed Starting Date	September 2023
Contact	Dr. Alison Sheridan/ Ms. Josephine Corkery

Programme Title	Certificate in Talent Management and Workforce Planning
Award Title	Certificate in Talent Management and Workforce Planning
Code	AL_BTMWP_7
NFQ Level	7
ECTS Credits	5
Award Class	Micro credential
Delivery Mode	Part time
Duration	1 year
Proposed Starting Date	September 2023
Contact	Dr. Alison Sheridan/ Ms. Josephine Corkery

Provider	TUS: Midlands Midwest
Faculty	Faculty of Business and Hospitality
Department	Department of Department of Business and Management
Date of Visit	14th June 2023

2.4 External Validation Panel of Expert Assessors

Name	Affiliation
Mr. Danny Brennan	Former Registrar LYIT (Chairperson)
Mr. Michael Barrett	ATU
Ms. Sharon Doyle	Bord Na Mona
Mr. TJ Byrne	Healthy Place to Work International Ltd
Ms. Emma McCaffrey	DKIT
Mr. John Trehy	SETU

Secretary to Panel: Dr. Patrick Donohue.

2.5   TU STAFF

Name	Affiliation
Dr. Terry Twomey	VP Academic Affairs and Registrar
Ms. Michelle McKeown-Bennett	Dean of Faculty of Business and Hospitality
Dr. Alison Sheridan	Head of Department of Business and Management
Ms. Josephine Corkery	Programme Coordinator
Programme Team: Claire Callagy; Jospehine Corkery; Donna Crampsie; Stephanie Duffy; Alison Hough; Joan Mahon; Aoife McDermott; Lisamarie Mulvihill; Teresa O'Hara; Jason Palframan; Nicola Ryan; Claire Shaw; Alison Sheridan; Caroline Ward; Emmet Wrafter.	

3.1 FINDINGS AND RECOMMENDATIONS OF EXTERNAL VALIDATION PANEL

3.2 Main Findings

The External Validation Panel of Assessors recommends approval of the proposed programmes and associated embedded awards:

Master of Science in Strategic HRM (90 Credits, Level 9);
Post Graduate Diploma in Science in Strategic HRM (60 Credits, Level 9) – Exit Award;

Bachelor of Arts in Human Resource Management (60 credit, Level 7);

Special Purpose Award and Micro Credentials
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- Certificate in Talent Management and Workforce Planning (5 Credit, Micro Credential, Level 7).

3.3 Conditions
No conditions apply.

3.4 Recommendations

1) Clarify whether the Postgraduate Diploma is an exit award, embedded award, or both.

2) Make the entry requirements more explicit to include an '*ambition for employment'* in a HRM role.

3) Review the student effort time aligned to the 10 credit modules.

4) Re-visit the programme and module learning outcomes for the BA/MSc, using appropriate verbs to ensure they meet the appropriate programme level.

5) Be more explicit about where *Learning, Training and Development* is included in the programmes.

6) Explore opportunities to use tools/diagnostics, such a psychometric testing to enhance the programme content.

7) Explore ways to provide increased formative feedback to students.

8) Review the documentation to eliminate typographical errors.

Bachelor of Arts in HRM Modules:

- Review the sequence of module offerings, for example, consider placing the module *Organisational Performance and Culture in Practice* at the beginning of the programme.
- Reconsider the title of the *Evidence Based Practice* module to capture the breadth and scope of the content. Look at incorporating content on People Analytics.
- Distinguish between HR outcomes and Organisation performance outcomes in the *Evidence Based Practice* module.
- Consider altering the title of *Work-based Project* to *Capstone Project*.
- Consider producing a Student Guide to the requirements of the work-based project.
- Have regard to academic integrity as it applies to assessments generally and, particularly as it applies to the work-based project.
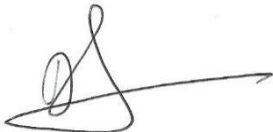
Master of Science in Strategic HRM:

- Review the sequence of module offerings, for example, consider placing the module *People Management and Development Strategies for Performance* to appear at the beginning of the programme.
- Consider programme titles in the context of marketing the programmes.
- Consider the module titles, for example, *Business Research in People Practice* could be changed to People Analytics and an alternative title to '*Work and working lives in a changing business environment'* module, could perhaps change to Contemporary Issues.
- Look at where content on sustainability can be increased/incorporated through the programme.
- Consider role play opportunities/interactive elements to enhance the learning experience.

- Consider re-ordering the module *Organisational Design and Development* to follow *People Management and Development for Performance.*
- Make more explicit in the module *Organisational Design and Development* content on HR structure, outsourcing, the HR value-add, change management.
- Consider broadening the content in *Advanced Employment Law in Practice* to encompass a more global view.
- Fully describe the assessment process for the dissertation including the requirement for a Viva. Consider a poster presentation.

3.5   Commendations and Observations

1) The panel would like to commend the team for their active and enthusiastic engagement with the panel.
2) The panel appreciated the detailed discussions and clarifications provided by the programme team.
3) The panel commends the programme team for their engagement with stakeholders, specifically CIPD in preparation of the programme documentation.

Signature of Chairperson

Date: 04/07/2023