NATIONAL UNIVERSITY OF IRELAND, MAYNOOTH
MAYNOOTH, CO. KILDARE, IRELAND

DEPARTMENT OF ANTHROPOLOGY
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October 27th, 2017

Action Plan
In response to: Peer Review Group Report. Department of
Anthropology, Academic Year 2016/2017

1. Reviewers have noted limited time given to assess Department, reflect and compile final report (Section 3):
Department shall take note of this observation for its future evaluations.

2. Report indicates strengths of Department in key areas; Diversity, internationalism, good research profile, harmonious staff and staff-student relationship, etc. (Section 5.1):
Department remains committed to maintaining and enhancing identified areas of strengths above. A plan has been drawn for CREOLE including Joint-MA programme. Publicity for MU as an attractive place for international students is also envisaged

3. Reviewers have identified adverse staff-student ratio (1:38.6) as a prime weakness in the Department(Section 5.1):
Department will remain engaged with relevant University authorities to address this deficiency. New appointments in the Department will ease this problem.

4**. Reviewers referred to contradictory information given by staff regarding student numbers (Section 5.2):**
Department will compile up-to-date records of students and make these records available for all staff.

5. Report points to the need to tighten training of tutors (section 6.1):
The Department has been training its tutors every year. However, we will amplify this training.

6. Tutors are over-burdened with work. This makes it difficult for them to attend lectures and allocate enough time for their own research projects (Section 6.1):
This point has been partially addressed and the Department will remain engaged in the future.

7. **Students have requested addition of modules on Ecological anthropology and/ or incorporation of work skills in options like business, engineering and design (Section 6.1):**
With arrival of new members of staff, the Department will be in a better position to widen its range of courses and will address the issue of work skills - partly through apt use of generic skills courses already provided in the University.

8**. Report recommends invitation of ex-anthropology students to highlight employment opportunities for our students and discuss relevance of anthropology in the job market (Section 6.1):**
Decision has been made to address this issue. Staff will highlight practical relevance and employment value of their courses in lectures as well as course outlines.

9. Report recommends review of our one-year MA programme with a view to extending it to a two-year programme and as an entry into Ph.D. programme (Section 6.1):
It is to be noted that one-year programme came as a result of funding policies in the State. If funding allows, Department will revive its two-year MA programme.

10. Availability of staff is highlighted as a problem and the Department is described as "too generous with its time" (Section 6.1):
Problem is noted and a new system of consultation hours has been devised in the Department.

11. Report notes dearth of funding and time for research (Section 6.1 &10):
While funding lies outside the department powers, time for research can be facilitated by imaginative timetabling as well as block-teaching arrangements. Contract staff will be alerted to funding opportunities and application deadlines.

12. Admin staff experience problems regarding promotion due to college two-tier culture. So far, it is difficult for admin staff to get promoted without leaving the Department (Section 6.1):
Department wishes to alert relevant authorities to this pressing issue.
HR Dept. Department is currently working to initiate Job Evaluation review process for Admin Staff. This is intended to cover the issues of promotion for admin. Staff as well.

13. Flow of information to staff is now channelled through HoD and Admin staff. The Report rightly indicates that this system is unsatisfactory for staff and HoD (Section 6.1):
The Department urges relevant authorities to devise a better system for information dissemination. Regular attendance of FSS meetings can also ease this problem.

14. Ph.D. students are not satisfied with study space available in the Department but view computer facilities as sub-standard (6.1):
Department has addressed this problem by provision of six computers. Space remains a problem that has to be addressed.

16. Report calls for provision of tutorials for 3rd Year students (6.1):
Department has already started providing tutorials for 3rd Year classes.