

DEPARTMENT OF PAINTINGQUALITY IMPROVEMENT PLANSEPTEMBER 2008**1. Department Philosophy and approach to Teaching and Learning**

<b>Recommendation in Peer Review Group Report</b>	<b>Department Action to recommendation</b>	<b>Faculty Action to recommendation</b>	<b>Responsibility</b>	<b>Time-frame / Status (From - to)</b>	<b>Issues for Decision by An Bord (if applicable) / Management Response</b>
1.1. The Department could explore different ways of teaching – group, one-to-one, peer learning etc.	The amount of group tutorials and seminars has been increased in all years. Seminar based professional practice workshops encourage students to share knowledge.	A regular series of 4 <sup>th</sup> year cross departmental student presentations have been implemented since last year.	Head Faculty/ Head of Department.	Implemented	.
1.2. The PRG encourages the inclusion of Visual Culture into the group tutorial system.	Visual Culture (VC) tutors are invited to the larger seminars.	Joan Fowler joined the Faculty last year. Faculty supports the involvement of other VC staff on case by case basis.	Year co-ordinators	ongoing	
1.3. The PRG recommends a more visible, structured and systematic timetable of tutorials to differentiate between the formal and informal tutorials/discussions.	Timetabled tutorials are the norm. Staff also arrange tutorials with students via email. Students understand the difference between these and informal discussions.	Faculty agrees to implement.	Head of Department, Year co-ordinator and personal tutors	Faculty Board 1, 2008	
1.4. Group critiques are an essential element in all years and are to be commended – the PRG recommends the follow-up by email as happens in the MA to provide a record of the critiques, to facilitate a response from students and to help in the presentation and articulation of ideas.	See 1.1 above. Feedback is delivered at seminars. Correspondence and follow-up via email is being developed. A tutorial report system is in operation where students complete 8 forms annually – which in turn are endorsed by tutors. Increased numbers of seminars helps students with presentation and articulation of ideas.	Paperwork exists, email material should be organised in addition - not duplication.	Individual staff members	Faculty Board 1, 2008	

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1.5. While the department's aims and objectives are commendable, there needs to be a clear link between the aims and objectives, the learning outcomes of the courses and the measurement of the outcomes. There is a need to constructively align aims/ objectives/ learning outcomes/ assessment.	Work is in process on streamlining these in the context of a requirement to update course documents across the faculty and in line with the recently issued modularisation guidelines 2008/09.	Course document rewritten for Oct. 08	Head of Department/ Head of Faculty	31 <sup>st</sup> October 2008	
1.6. The PRG recommends that the department revise curricula to make sure they include learning outcomes. As currently written, the curriculum for 2 <sup>nd</sup> year is vague and very input-based, while in the 4 <sup>th</sup> year curriculum, the learning outcomes of the professional practice module are not specified and should be included.	Updating of 2 <sup>nd</sup> year curricula and outlining learning outcomes for 4 <sup>th</sup> year professional practice has been re-written and will be included in general course update. (As in 1.5 above).	See above 1.5	Head of Department/ 2 <sup>nd</sup> Year Co-ordinator	31 <sup>st</sup> October 2008	
1.7. The BA course needs to include more of the technological aspects of painting; health and safety should be included (mediums, solvents, pigments, canvas priming etc.) There should be more tuition about the language and discipline of painting - is not clear within the report that it is included within the curriculum.	While it may not have been clear in the SAR, this area is covered. It has now been extended via thorough projects in 2 <sup>nd</sup> year and follow-up workshops in 3 <sup>rd</sup> year. Printed information on hazardous materials and health and safety is distributed to incoming students.	Faculty conducts risk management survey every September.	Head of Department /Year co-ordinators/ Department staff/ Technician	ongoing	
1.8. Balance should be found in what the student is looking for and what the discipline demands (specific skills development). A better balance should be sought between the <i>language and discipline</i> of painting and the <i>content or concept</i> .	The Department asserts that there is a good balance between skills, language and discipline of painting and conceptual approach. The department encourages good making skills alongside good development of ideas.	Faculty supports the balance achieved across the 3 years – from high technical level year 2 to self-directed in year 4.	All departmental staff	N/A	

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1.9. There is not enough peer group experience for students.	The department believes that the peer group experience is very strong. This is supported by good layout of studio, group teaching, seminars, study trips and social interactions in the studio space and college wide. We encourage students to participate and enhance group dynamic where possible.	See 1.1 above.	All departmental staff and students	Ongoing	
1.10. There could be more Visual Culture interaction in the studio and vice versa – curation of the third year show by Visual Culture would be a start to this interaction.	Visual Culture staff do visit the department and have assisted in the curation of the third year show. The department also feels that the independent planning of the student show by 3 <sup>rd</sup> year students is a vital learning experience.	See 1.2 above	Head of Department	Ongoing	
1.11. The Department should take ownership and responsibility regarding the students' demand for more "skills" teaching. In particular, IT skills need to be taught to the students.	See 1.7 and 1.8 above. Work was done on this last year and specific workshops have been arranged in Photoshop, Final cut pro, and basic documentation to CD, DVD linked to Erasmus preparation, Professional Practice and in the context of individual students' work.	Faculty agrees	Departmental staff	Ongoing	
1.12. The PRG supports the Department's decision to introduce more group seminars in 4 <sup>th</sup> year, and to deliver more formal lectures on specific topics, such as study trips, exhibitions etc. in all years.	A new programme of cross Department seminars begins Oct 15 and continues every fortnight. Follow up seminars were introduced end last year following study trips and exhibitions. This will be continued this year. Professional Practice seminars run within 4 <sup>th</sup> year Painting.	See 1.1 above	Head of Department and relevant staff  Susan MacWilliam	Ongoing	
1.13. The PRG agrees that the Department should support its plurality of approach through part-time staff and visiting lecturer input.	The department is committed to supporting this approach within budgetary constraints.	Thursday Lecture is re-established within timetable.	Head of Department	October 2008	

## 2. Recruitment and selection of students: follow-up of graduates

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2.1. The PRG encourages staff input into Core portfolio review and assessments. This will help identify students who are most suited to painting.	Department staff were involved in assessments of Core final module in May 2008. The impact of this involvement on determining who comes to the department is minimal.	Discussions to take place with Core to find a way to progress this.	Head of Faculty	December 2008	
2.2. It is not wise to reduce BA numbers to make room for the MFA as that may ultimately reduce the applications to MFA.	The department does not plan to reduce BA numbers. MA 2008/09 is slightly increased.	College policy is to increase postgraduate numbers to 20% of the student number. The Department reality is 18%. College reality is 10%.	Head of Department	N/A	
2.3. The challenge for Painting is to grow the MFA within the existing space constraints – the Harry Clarke building may ease some of the space constraints.	Painting currently has 12 MFA students. 18% of total. Space has increased in the Department and we plan to expand Post-grad numbers in coming years in line with the college strategic plan,	Faculty would prefer if both (yrs 1 & 2) MFA painting studio spaces were in the granary building.	Head Department./Head Faculty	2008-2012	Delivery of enlarged space to Department is a management responsibility.
2.4. The establishment of a specialised Painting MFA, which is suggested in the self-assessment report, should be given more thought and research as to the likely future demand. In particular the department and the faculty should consider how it would sit beside the existing MFA and the availability of resources to sustain both strands.	The department is conscious of the potential knock-on effect that this proposal could have, but is still interested in a new pathway.	Faculty support these discussions and timeframe.	Head of Department to meet Head of Research for general discussion on this. Head to visit RCA – where a successful Painting MFA operates.	Development to 2010. Possible implementation by 2012.	

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2.5. The Department has expressed an interest in attracting more direct entry students. The PRG recommends that if Painting wants more external students, perhaps they could concentrate on the postgraduate element and look at ways to attract postgraduate students (as outlined above).	Department has accepted 2 direct entries to 4 <sup>th</sup> yr, 1 to 3 <sup>rd</sup> and 2 to 2 <sup>nd</sup> year BA. The Postgraduate course continues to attract painting students and we have 7 new students in the department this year.	College direct entry policy 10%. Space requirements have a negative impact on carrying out this policy.	Head	Ongoing	Delivery of enlarged space to Department is a management responsibility.
2.6. The SAR was somewhat inward-looking, and it is suggested that the department needs to look outwards at the world of art today and analyse the changing environment where their graduates will find a livelihood	The Department devotes considerable energy to engaging with the 'art world of today'. Staff within the department are exhibiting and working at a very high level within the art world. Their extensive knowledge of a wide range of external contacts connects students directly to an art world outside the college. In-depth Professional Practice within Department supports 'public art' career opportunities as well as gallery and other opportunities.	Faculty lectures brings over 60 working artists to the attention of students over 3 years.	All staff	Ongoing	
2.7. More systematic follow-up on Graduates from the Department would help it to take a more outward-looking view. There are graduate tracking systems that the Department can follow.	The increased usage of email has facilitated much greater contact with graduates. Students are encouraged to give materials to NIVAL and to register their websites on the NCAD graduate network. Past students are invited to deliver lectures.	If this is required in the Faculty new secretarial support will be sought.	Head Department./ Head Faculty	Jan. 09	

### 3. Communication and External Linkages

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3.1. More systematic time and thought should go into planning/dialogue and consistent communication. The department might consider having scheduled staff days through the year dedicated to planning and review.	<p>Planning and review meetings take place at end of each year and implementation of plans at beginning of each academic year. The Department is committed to better communication and planning.</p> <p>An away day is being planned to consider 'big picture' and 'blue sky' ideas, including implications/opportunities of re-structuring.</p>	This to link to Faculty discussions.	Head of Department	<p>June/September each year</p> <p>2008/2009</p>	
3.2. Strengthen the links between the Faculty and national institutions such as IMMA – explore how the resources in IMMA could enrich the students' learning experience.	<p>Department was centrally involved in 2 seminars with Hugh Lane Gallery in April/May 2008. Head and Fergus Feehily on panel, chaired by VC's Declan Long.</p> <p>This co-operation with Education Department in Hugh lane to be developed as well as links with IMMA which have been initiated.</p>	Faculty works actively with IMMA, Hugh Lane Gallery and organises activities.	Head Department. and Faculty	<p>April/May 2008</p> <p>In progress</p>	
3.3. Erasmus programme: the quality of partner institutes should be reviewed and feedback gathered from students returning from exchange. Use Moodle/email to keep in touch with students abroad. The use of CD and DVD to interview returning students appears too time-consuming and may not have a long shelf-life.	<p>We recognise this and will be developing correspondence with students on Erasmus. Guidelines for students to report back will be developed.</p> <p>Oliver Whelan visited Leipzig and Bologna colleges earlier this year. Further visits will be organised this academic year. Department accepts point about CD/DVD.</p>	Faculty supports this.	Head and 3 <sup>rd</sup> year co-ordinator.	2008-2009	
3.4. The PRG supports the Department's recommendation that its staff begin to systematically visit Erasmus partner colleges to gain information and establish the benefits or otherwise of sending students to them.	See 3.3 above.	See 3.3 above.		2008-2009	

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3.5. Explore other possible avenues to develop placements. It is important that there are clear learning outcomes, monitoring of the placement and evaluation of students feedback.	Painting students join public placements organised by Sculpture Department and CREATE. Evaluations occur following these placements.	Faculty works actively to support this.	Head Department and Faculty	2 <sup>nd</sup> term Year 3	
3.6. The student email facility should be used for all college business. Set up the College email accounts to ensure that they are reliable. It should be compulsory for staff and students for all college business.	We have moved definitively in this area. Email is now the norm for communication as well as local postering. Personal tutors use email to keep in touch with tutees, and email contact is to be mandatory every fortnight for students on Erasmus exchange.	Faculty supports this	Year co-ordinators and personal tutors.	In practice	
3.7. The PRG supports the Department's recommendation that it establishes a formal method of eliciting feedback on a regular basis from student representatives in each year group.	Year co-ordinators will elicit formal feedback from year reps mid-way through each term and promote a culture of dialogue with reps and students generally.	Faculty Board has facility for this.	Year co-ordinators and Head.	2008-2009 and each year thereafter.	
3.8. The PRG agrees with the Department that updating and expanding on the content of the website will increase the use of the website, improve the Department's profile and provide efficient and effective communications to the outside world.	The Department profile on the website is in the process of being updated.	Faculty supports this.	Head of Department	End September 2008	
3.9. Build on the existing contacts with the art world.	See above 3.2	Faculty supports this		See above 3.2	
3.10. The new Student Handbook is a good development, which is commended. The handbook could be updated regularly on the intranet and by student email. The Handbook should also contain an academic timetable for the Painting Department to provide structure and consistency across the years.	The draft student handbook produced last year has been updated and circulated on day one of current term. It contains timetables and other essential information across the three years.	College to review print design	Head	Implemented 2007, 2008 and each year thereafter.	

#### 4. Staffing

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4.1. The vacant lecturer post has had an impact on the work of the department, in particular the Head of Department, and this deficit needs to be addressed urgently. The PRG recommends that the College should make two new appointments immediately as indicated by the Director.	One lecturer post filled (Susan MacWilliam). The other assistant lecturer post offered by Director did not get approval from the Union because it was a limited (3 year) contract. The Department wishes to revisit this in the context of strategic planning.	Faculty is pursuing this.	Director/Board		Appointments must be approved by An Bord.
4.2. The Department should maintain flexibility of staffing by not confining the post-holders to work as a tutor for one year of the course only.	A system of year co-ordination on a rotational basis has been initiated. The Department anticipates greater fluidity and freshness by this approach.	Faculty is pursuing this.	Head of Department	Implemented 2008.	
4.3. The PRG notes the gender imbalance in staff.	The appointment of Susan MacWilliam alters this.	Faculty is pursuing this.	Head of Department	Appointed 2008	
4.4. Consider a re-titling of the role of <i>year tutor</i> to <i>year coordinator</i> . Ensure flexibility in the role and rotate staff to allow people take responsibility for coordinating different years of the course.	The title 'year co-ordinator' is now accepted. See above 4.2.	Faculty is pursuing this.	Head of Department	See above 4.2.	
4.5. The Painting Department has agreed to establish a schedule of regular staff meetings. The PRG cautions against holding meetings just for meetings' sake but recommends that there is clear purpose and follow-up to each meeting.	Department accepts this point. Meetings at present are scheduled to be monthly.	Department Heads and Faculty Head meet weekly. Faculty Heads meet weekly	Head timetables meetings and oversees follow-up.	In practice	



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4.6. There is a need for more administrative support as modularisation has, and no doubt in the future will, generate a lot more administration work.	More secretarial help would benefit the operation of Department and Faculty. Only one secretary in Fine Art.	Faculty will conduct audit of secretarial needs of departments	Head Faculty/ Management	January 2009	
4.7. Staff members have a good research track record and the Department is well placed to continue its success and to bring in research funding.	Department has good record for individual research. At present here is no formal structure within the college to capitalise on this. Department staff are keen to be part of ongoing developments with regard to research funding.	Faculty will continue to support practice and research of staff.	Head of Faculty/Head of Department. Head of Research	Department will engage with Head of Research in coming year.	
4.8. There need to be visible rewards for research-active staff at College level, which are clearly communicated to part-time as well as full-time staff.	Department hopes that the college will move to formalise this. An example of which is Susan MacWilliam's participation at Venice biennale.	This needs to be addressed at policy level to include practice – as per Susan MacWilliam, Venice Biennale.	Staff Development	In progress	Department urges Board to bring forward initiative in this area.

## 5. Facilities and Resources

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5.1. There is a need for improved co-ordination of common spaces, technical facilities and support services at college level; this would enhance the facilities available to the department for more group-based work. A college co-ordinator to take responsibility for space and facilities might be a suggestion.	Harry Clarke House lecture theatres alleviates this situation and presents opportunities. Centralised booking of spaces applies and is working well.	Faculty has received good support from Registration on this.	Registrar's area.	Ongoing.	
5.2. While the students seem happy with the space it was noted that spaces are small in 2 <sup>nd</sup> year studios and storage may become an issue later on in the year.	Space is limited in Kiln room, but the return of the Digital World space to Department allows for more generous MA spaces on top floor and the incorporation of some Department wide storage also.	Faculty agrees with Department on this.		Implemented.	
5.3. There is an absence of basic painting equipment in studios; this is not in keeping with the department's aspiration to provide a professional working environment.	Department feels that equipment is adequate to a modern artists' working environment, but agrees that new furniture is needed – as in 5.7 below.	Faculty supports this.	Head of Department.	Oct.08	
5.4. To achieve the professional presentation of the degree show the department should consider external presentation of the show.	Not a viable idea.	Present situation allows for individual shows.			
5.5. Library – the books and resources are excellent but the lack of seats needs to be urgently addressed.	Not a Department issue.	Faculty supports this action	Library		
5.6. The leaks and recurring problems with the roof should be investigated and addressed as a matter of urgency.	Work has been done on roof but there was a new problem during summer in seminar space – now fixed.	Work is done each year as need arises. It is an old building and so requires this attention annually.	Head reports problems to buildings officer.	Completed.	

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<p>5.7. The PRG recommends:</p> <ul style="list-style-type: none"> <li>- replacement of the twenty year old wheeled cabinet/worktop lockers in 3<sup>rd</sup> and 4<sup>th</sup> year studios.</li> <li>- purchasing new chairs for Painting Department Seminar Room.</li> <li>- replacing tables</li> <li>- improved storage for students</li> <li>- providing a chair for each studio space</li> <li>- each student should have a work station locker, easel, palette etc. to provide a professional working environment.</li> </ul>	<p>Department has ordered 2 different prototypes of cabinets for trial.</p> <p>More chairs for seminar space are being ordered.</p> <p>Sample tables are ordered – size and storage concerns to be analysed prior to placing larger order.</p> <p>Department not concerned with provision of easels.</p>	<p>Faculty supports this action.</p>	<p>Head and Department technician</p>	<p>2008-2009.</p>	<p>Department will seek funding under Quality Improvement.</p>