



MIC Departmental Assistantship Information Sheet AY2019/20

INTRODUCTION

The terms and conditions of the MIC Departmental Assistantship (DA) Scheme are approved by the Executive Team (ET). The Scheme is managed by the Research and Graduate School (RGS) on behalf of the ET, including management of appointment contracts, annual renewal and discontinuation of DA Awards. Selection, induction, definition and apportionment of duties, monitoring and evaluation of DAs operates through Academic Departments.

Through the DA Scheme, the College makes provision for the appointment of a number of registered postgraduate research students (PhD and MA by research and thesis only) as DAs. DAs benefit from the financial support afforded to them and gain valuable experience through teaching and working with academic colleagues. DAs in turn make a valuable contribution to the academic activities of Academic Departments, Faculties and the College in general.

1. Overview of the MIC Departmental Assistant Scheme

One DA per annum is available to each Academic Department. This is annually renewable for up to 3 years subject to satisfactory performance as determined by the Head of Department (HoD). This is offered by open and publicly advertised competition. All current and prospective PhD and research MA students may apply for a DA, but the Award can only be taken up by postgraduate research students once they are registered in the College.

Academic Departments can also avail of an opportunity to compete for one additional DA in the same Academic Year under the Floating Departmental Assistantship (FDA) provision within the Scheme (see Appendix A).

A DA Award currently provides for a stipend of €6,900.00 per annum (AY2019/20) along with a full fee waiver in Years 1, 2 & 3 for PhD students. Where a DA Awardee enters a 4th year of studies, a full fee waiver is provided, but no stipend is payable in Year 4 and no duties are required in Year 4. MA students who receive a DA Award are entitled to a stipend of €6,900.00 (AY2019/20) with a full fee waiver for a two year period. Stipend instalments are paid monthly beginning in September and ending in May.

A DA is required to provide up to a maximum of 120 hours of assistance to their home Academic Department across the Academic Year or an average of 5 hours per week per

semester. A DA may not exceed 10 hours Departmental duties in any given week during the semester.

2. Assistantship Roles and Responsibilities

The DA may be required to provide:

- Tutoring on timetabled tutorial sessions
- Preparation for tutoring/seminars/workshops
- Assistance with tutorial/lecture/seminar/workshop activities
- Recording of lecture/seminar/workshop attendance
- Supplementary lecture, seminar and workshop activities
- Field work supervision and assistance with activities
- Attendance at training sessions organised by the Research and Graduate School (RGS) and the Centre for Teaching and Learning (CTL)

Examples of work that a DA may not be required to provide would include:

- Curriculum design and review
- Selection of teaching styles and modes of delivery
- Writing of examination formats and questions
- Creation of unapproved teaching materials
- Covering / substituting for academic and professional staff
- Covering / substituting for academic office hours
- Supervision and/or management of fellow Departmental Assistants

The DA is required to work under the close and monitored supervision of the HoD, and is not expected to have full responsibility for management, administration and / or control of any assigned task.

3. Selection and Recommendations for Departmental Assistants

Each Academic Department shall create as required a Postgraduate Awards Committee (PAC), composed of the HoD and two other members of faculty which will be convened to review applications and make recommendations for the offer of an Award via the RGS to the ET. The receipt of recommendations are normally required by the RGS by the deadline for the last ET meeting of the Academic Year.

4. Call for Applications

The HoD seeks the widest field of applicants through promotion and advertising in the print and electronic media inside and / or outside MIC, in consultation with Corporate Communications and Management (CCM).

5. Application

Applicants make an application in writing directly to the HoD.

6. Offer of an MIC DA Award

Following consideration of the recommendations for a DA Award, ET via the RGS will notify the HoD of the outcome of the competition. HoDs will then notify the successful and unsuccessful applicants.

Before August 31st, the RGS will notify Student Academic Affairs (SAA), ICT (Information and Communication Technology), the Centre for the Teaching and Learning (CTL), and the Finance Office of the list of approved DAs for the next academic year.

7. MIC DA Award Contract

The DA Award Contract includes information regarding the stipend and fee waiver details associated with the Award, the period of the Award, and the Terms and Conditions of the Award. Upon signing the MIC DA Contract, the Awardee must provide bank account and relevant tax certificate details before a payment cycle can be activated by the Finance Office.

Only MIC postgraduate research students who have completed the registration process may benefit from these Awards.

8. Discontinuation of a MIC DA Award Contract

A DA Award Contract is discontinued where any one of the following circumstances arise:

1. The Postgraduate Research Student (PGR) / Awardee decides to withdraw from their programme and completes the PGR Exit Form in consultation with their Research Supervisor.
 - On submission of the PGR Exit Form via the RGSO, the Postgraduate Research Subcommittee (PRSC) notifies the Dean of Faculty, Head of Department (HoD), Student Academic Administration (SAA) and the Finance Office, and payment is ceased. The Awardee's withdrawal is acknowledged in writing
 - The PGR / Awardee remains responsible for repayment of any outstanding fees.
2. The PGR / Awardee completes and graduates from their programme.
3. The HoD via the Dean of Faculty, in consultation with the HGS, requests the discontinuation of the Award.
 - Discontinuation of an Awards Contract must be dealt with in accordance with prevailing MIC Policies and Procedures for Dealing with Staff Disciplinary Issues.

9. Annual Leave

Requests for annual leave must be dealt with in accordance with prevailing MIC Policies and Procedures for Annual Leave. Annual leave requests must be approved by their Research Supervisor in consultation with the HoD.

10. Leave of Absence

Requests for Leave of Absence (LoA) must be dealt with in accordance with prevailing MIC Policies and Procedures for Leave of Absence. LOA requests must be supported by the Supervisor and HoD and require approval from Student Status.

11. Publishing and Dissemination of Research

It is required all publications or disseminations of research on the thesis topic must acknowledge the financial support of Mary Immaculate College.

12. Support Services for Departmental Assistants

DAs are required to participate in the “Teaching in Higher Education Seminar/Workshop” provided by the RGS in consultation with the CTL before the commencement of each semester.

In accordance with the RGS’s commitment to the professional development of DAs, the following support mechanisms are made available:

- The RGS includes a focus on early career professional development frameworks in its training needs analysis, teaching portfolio design, and best pedagogical practices in “Teaching in Higher Education Seminar/Workshop”. This includes formative discussions on generic and transferrable skills training courses, available via the RGS, in consultation with the CTL.
- The relevant Academic Department provides induction on how to perform and develop as a DA within their home department
- The HoD provides written details of the tasks to be undertaken before work commences and ensures that DAs fully and comprehensively understand their role and responsibilities. This must include a reasonable estimate of the number of hours expected of the DA on each task, and the distribution of hours across each semester and the academic year.
- The HoD keeps a record of the DA’s performance in relation to the duties performed.
- Both the HoD and the DA are required to monitor and record total hours worked, along with any annual leave availed of, and ensure that agreed time commitments relating to the DA’s duties are not exceeded.

13. Departmental Assistants Annual Review

- The Head of Department (HoD) records the outcome of the Annual Review as satisfactory or not satisfactory.
- The outcome of the Annual Review should be sent in simple email message to the HGS, normally by the deadline for the last ET meeting of the Academic Year.
- Only DAs with a satisfactory review outcome will be offered a contract in the forthcoming year.

APPENDIX A

MIC FLOATING DEPARTMENTAL ASSISTANTSHIPS (FDA) COMPETITION AY2019/20

1. Outline of Competition

A set of 4 Floating Departmental Assistantships (FDAs) will be provided on a competitive basis in the Academic Year 2019/20. 2 FDAs will be reserved for Departments allocated an FDA in the AY2018/19 (Category 1) and 2 will be reserved for Departments that were not allocated an FDA in the AY2017/18 *and/or* 2016/17 (Category 2).

2. Deadline

The deadline for receipt of applications is no later than 2.00 pm on Friday, 3rd May, 2019. Applications should be sent directly to the RGSO HEO at: Mary.Collins@mic.ul.ie

3. Applicant

The Applicant for the purposes of this competition is the Head of Department.

4. Eligibility

The competition is organised into two categories and the Applicant must apply under the appropriate category.

Category 1 is for Departments who were allocated an FDA in the AY2018/19.

Category 2 is for Departments who were not allocated an FDA in the AY2017/18 *and/or* the AY2016/17.

5. Proposal

Category 1: Departments allocated an FDA in the AY2018/19

- The Head will show how Departmental Assistants (DAs and FDAs) have been deployed in the Department over the last three years (to end of May, 2019), using a tabular format and statement of up to 750 words.
- The Head will make a case for why the Department should be granted one FDA in the AY2019/20, including details of how the full complement of DAs and FDAs will be deployed in the AY2019/20 (to end of May, 2020), using a tabular format and a statement of up to 750 words.

Category 2: Departments not allocated an FDA in the AY2017/18 and/or the AY2016/17.

1. The Head will show how Departmental Assistants (DAs and FDAs) have been deployed in the Department over the last three years (to end of May, 2019), using a tabular format and a statement of up to 750 words.
2. The Head will make a case for why the Department should be granted one FDA in the AY2019/20, including details of how the full complement of DAs and FDAs will be deployed in the AY2019/20 (to end of May, 2020), using a tabular format and a statement of up to 750 words.

A Committee consisting of staff with college-wide roles and responsibilities including the Head of Graduate School who will serve as Chair, the Director of Teaching and Learning and the Associate Vice President Administration will use the above documentation as the basis for determining the allocation of FDAs in AY2019/20.

The outcome of the competition will be communicated via email following the June 2019 meeting of ET to the Associate Vice President Research, Faculty Deans and HoDs.