

Doc. 300.3.2

Date: Date

Higher Education Institution's Response

(Departmental)

- **Higher Education Institution:**
University of Nicosia
- **Town:** Nicosia
- **School/Faculty:** Life and Health Sciences
- **Department:** Health Sciences
- **Programme(s) of study under evaluation**
Name (Duration, ECTS, Cycle)

Programme 1

In Greek:

Νοσηλευτική (4 έτη, 240 ECTS, Πτυχίο)

In English:

Nursing (4 years, 240 ECTS, Bachelor of Science)

Programme 2

In Greek:

Σύγχρονη Νοσηλευτική (1,5 έτη / 90 ECTS , Μάστερ)

In English:

Contemporary Nursing(1,5 years / 90 ECTS, Master of Science)

Programme 3

In Greek:

Νοσηλευτική (3 έτη / 180 ECTS, Διδακτορικό)

In English:

Nursing (3 years / 180 ECTS, PhD)

- **Department's Status:** New



The present document has been prepared within the framework of the authority and competencies of the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, according to the provisions of the “Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Laws” of 2015 to 2021 [[L.136\(I\)/2015](#) – [L.132\(I\)/2021](#)].

A. Guidelines on content and structure of the report

- *The Higher Education Institution (HEI) based on the External Evaluation Committee's (EEC's) evaluation report (Doc.300.3.1) must justify whether actions have been taken in improving the quality of the department in each assessment area.*
- *In particular, under each assessment area, the HEI must respond on, without changing the format of the report:*
 - *the findings, strengths, areas of improvement and recommendations of the EEC*
 - *the deficiencies noted under the quality indicators (criteria)*
 - *the conclusions and final remarks noted by the EEC*
- *The HEI's response must follow below the EEC's comments, which must be copied from the external evaluation report (Doc. 300.3.1).*
- *In case of annexes, those should be attached and sent on a separate document.*

Introduction

We would like to thank the members of the External Evaluation Committee (EEC) for their valuable insights and academic approach during the on-site evaluation of the Department of Health Sciences and for producing a detailed evaluation report.

This evaluation adds value to our Department taking into consideration the EEC's members' expertise in the subject and/or related areas and we are very pleased that the EEC has concluded that the department as a whole appears to be managed appropriately and some disciplines are thriving. We highly appreciate the EEC's constructive comments and recommendations for further improvement of our Department and strengthening the academic profile of the Nursing Programs. Additionally, we value the comment by the EEC that the three Nursing programs have "a strong ground and well-established platform for future development". Taking into consideration the EEC's comments for further improvement and strengthening the academic profile of the Nursing Programs, we have decided not to proceed with the accreditation of the MSc programme and thus focus on the other two programmes (BSc and PhD).

Below you will find detailed responses to all recommendations whilst the findings of the EEC have been summarized. Any comments coming directly from the EEC are shown in *italics*.

1. Department's academic profile and orientation

The "Department of Health Sciences has been considered to be partially compliant in all criteria of this section.

Sub-areas

1.1 Mission and strategic planning

Justification of numerical scores:

"Other disciplines seemed to have developed their profile whereas nursing had reducing numbers and less investments over time. There was little evidence of cross disciplinary research or teaching. The mission statement is on the documents provided to us, however the website of the University does not offer this. There was a lack of awareness of the strategic plan of the department among faculty and students of nursing"

Response/Action: We acknowledge the fact that the Nursing programs had less investments over the time. In order to comply with the general recommendation of the EEC towards the strengthening of the academic profile of the Nursing Programs, the University of Nicosia decided to:

- i. take the steps towards the modernization of the labs and acquisition of new equipment, with a budget approved by the Council. All items have already been ordered. (please see Appendix 2 in the corresponding response for the Nursing program re-accreditation)
- ii. open the position for a dedicated laboratory officer has been advertised by the University of Nicosia (see the job description and link in the corresponding response for the Nursing program re-accreditation - Appendix 3), who will be responsible for developing, implementing, and evaluating the quality of lab learning activities across academic programs. The vacancy is open- the link can be found here: <https://www.akadeus.com/announcement,a6861.html>
- iii. open a position for a Director of Nursing Research (see description- Appendix 5 in the corresponding response for the Nursing program re-accreditation). The Director within others will be responsible to coordinate and expand themes of research. More specifically will be responsible for: Providing leadership for research; Mentoring faculty in writing and submitting for publication and grant funding; Providing support to faculty, including pre- and post- grant award support and

regulatory oversight; Gathering and reporting individual faculty and aggregate outcomes for scholarships to ensure compliance with internal and external regulatory and accrediting bodies. The vacancy is open- the link can be found here: <https://www.akadeus.com/announcement,a6862.html>

- iv. The Nursing program also aims to expand its research network and has appointed three international visiting professors who will leverage existing opportunities in research.

Regarding the public availability of the Departments' profile, based on the legal framework and the regulations of the CYQAA, all the information of the new department including its mission and vision will become publicly available only after the completion of the accreditation process.

One of the strategic aims of the School of Life and Health Sciences is the provision of interactive and/or interprofessional learning and research experiences to the students of the various healthcare disciplines (Medicine, Pharmacy, Nursing, Dietetics, Physiotherapy).

Through the curriculums of the different health related programs, students are introduced to the roles of other members of the multidisciplinary health care team in their courses.

However, we acknowledge that further work is needed to provide a more systematic approach to Interprofessional Education, so in addition to the current practice, the new structure of the Health programs of the University of Nicosia has brought together the Medical School, the School of Life and Health Sciences and the Veterinary School (under accreditation). This has allowed the establishment of a Joint Steering Committee, which coordinate activities between the three schools, and has agreed to collaborate on towards the promotion of intersectional research and education.

In order to achieve this, the Head of Interprofessional Learning for the Medical School, the acting Head of the Department of Health Sciences (Dr Christos Petrou) and Dr Monika Nikitara from the Nursing programme have already begun to work on interprofessional educational activities.

Such priority actions underway are:

- the interprofessional activities in the clinical setting of the UNIC Primary Care Clinic
- common PBL sessions in nursing courses between the medical, nursing and pharmacy students

Provide suggestions for changes in case of incompatibility.

"A clear vision, mission and strategy especially for nursing is needed and both long- and short-term goals for nursing."

Response/Action: In line with the strategic plan, the vision and mission of the Department of Health Sciences and based on the constructive comments of the EEC we have developed the following strategic plan for the Nursing Programs

Vision:

The vision of the nursing program is to become an international innovative centre that will lead the education of nurses' to be caring, skilled, and dedicated to individual and global health through an interprofessional approach.

Mission:

To educate leaders in nursing and health care that provide thoughtful innovation in caring, education, and research.

Strategy:

- To provide interactive and/or interprofessional learning experiences to the students to build effective multidisciplinary teams and ensure quality health care delivery for a diverse population
- To strengthen the BSc and Ph.D. program according to the newest challenges of the society
- To expand the research network through the use of a multidisciplinary thematic approach

Short term goals:

- To employ a dedicated laboratory officer who will take the lead in the modernization of the labs
- To employ a Director of Nursing Research who will be responsible to coordinate and expand the research
- To provide and enhance the crossover teaching between health disciplines

Long term goals

- To become an international innovative training center for nurses
- To establish a multidisciplinary training health care center

1.2 Connecting with society

Justification of numerical scores:

The information needed to answer these questions was not always available. In terms of social benefit, they do educate health professionals but the number of nurses is currently low. The website is not very informative especially for English speakers.

Response/Action

The Department has effective mechanisms to assess the needs of professional bodies, through among others, the participation of faculty in these professional bodies (Pharmacists, Nursing and Physiotherapy Associations).

Also, Faculty members of the Department participate in various organisations, by providing expertise and co-organising educational and informative events and various activities.

Examples of such connections with the society:

- Faculty Members act as Scientific Advisor to the Ministry of Health
- Members in Professional Body Boards
- Scientific Committee of the Cyprus Patients Associations Federation
- Member of the National Vaccination Board
- Education/information/public interventions and appearances on COVID vaccinations
- Training seminars of vaccination for Cypriot pharmacists
- Preparation of a posters & Webinars with guidelines for public health issues (COVID-19, Hypertension)
- Seminar series: “ΑγγίζΩ την Υγεία”

The Department provides ample information to the public about its activities and offered Programmes of Study through various means such as publication on the University website and other social media, printed brochures and the University Guide, open days, career days and visits by prospective students but also through commercial advertisement in Cyprus and abroad.

The Department ensures that its operation and activities have a positive impact on the society at large, but also other groups and people that are less privileged or in need of help.

In addition, the faculty and research centres organize public events, seminars and workshops to share knowledge and research results. They also organize seminars and lectures that are geared towards a wider lay audience.

In a collaboration between the Departments of Academic Affairs and Student Affairs the Department has setup an effective communication mechanism to stay in contact with the alumni.

Regarding the website, all the information of the new department will become publicly available only after the completion of the accreditation process, in both Greek and English language.

1.3 Development processes

Justification of numerical scores:

"It was not clear how professional development was addressed including career development and especially research profile. There is a plan in the documents, however it was not evident in discussions. The marketing planning does not involve nurses and the website is only partly accessible to non- Greek-speaking people. More information is needed on future plans and priorities and where nursing fits in this."

Response/Action

The University has in place effective procedures and measures to attract, select and retain the appropriate academic staff and to ensure that they possess the formal and substantive skills to teach, research and effectively carry out their work. In addition, newly hired faculty (along with the older faculty) have to go through additional training in pedagogy and online learning and an induction process. They also have access to funds to attend professional conferences in an effort to develop their own research agenda.

Publishing scientific research and contributing to global knowledge is a core objective for all faculty members at the University of Nicosia. The Research Recognition Policy (RRP) aims to encourage and recognize the efforts and success of UNIC faculty in publishing in Scopus-indexed peer-reviewed scholarly journals with significant reach and impact, which is consistent with UNIC's strategy for excellence in international research reputation and rankings.

The University (Office of the Vice Rector of Research and Faculty) supports all types of research by:

- Actively encouraging faculty to seek funding from a range of sources
- Providing Research Time Release & Using Sabbatical Leave and Leave Without Pay
- Providing funding for attending and presenting papers in seminars and conferences
- Maintaining effective and efficient procedures for the management of research projects and for monitoring the progress of research students;
- Developing systems for the support of new researchers
- Ensuring that students conducting research benefit from an appropriate programme of research training in addition to the pursuit of their individual research projects;
- Encouraging faculty and student researchers to publish their research results in peer-reviewed, books, electronic media, conferences
- Encouraging research links with the various relevant research funding organizations, government bodies, the community, industry, commerce, voluntary organisations and with the professions, regionally, nationally and internationally;
- Establishing the Research Recognition Policy award.
- Establishing the University of Nicosia Seed Grant

The University of Nicosia through the Pedagogical Support Unit, the e-Learning Pedagogical Support Unit, the Department of Education, the Technology Enhanced Learning Centre, and the Library offers 36-hours professional development seminars that lead to a certificate, in the areas of contemporary teaching methods, new technologies in learning and online education. 90% of the faculty of the Department of Health Sciences have successfully completed these seminars

The content of these professional development seminars is briefly indicated below:

- Developing Learners' 21st-century skills
- Cognitive and neuroscience research: Implications for education and learning
- Project and Problem Based Learning
- Developing a course with a critical and creative focus
- Measuring learning outcomes using Authentic Assessment, assignments, quizzes, tests and rubrics in online and face-to-face courses
- Developing effective learning environments
- Including students with diverse needs in a university classroom
- Online Learning and Adult Education
- Using video and multimedia in an online course
- Using interactive and collaborative tools in online learning
- e-Learning Authoring Software and the use of Moodle
- Library Resources & Open Educational Resources (OER)

The Department applies an effective strategy of attracting students / high-level students from Cyprus and abroad. Highly qualified students, both local and from abroad alike, are offered incentives such as scholarships, fee discounts in an effort to attract them to the University.

Future plans of the Department are listed in the strategic planning. One of the short-term goals is, according to the recommendations of the EEC to strengthen the academic profile of the Nursing Programs, as it is described on page 3.

"14 000 students, from 70 countries in the whole University. Internationalisation is clearly a priority. The projected student numbers were provided in the documentation, but no projected increase in faculty or resources were addressed. The planned numbers for nursing were not provided to the committee in the presentations, only on documents."

Response/Action

Increase in faculty number is directly related to a steady increase in the number of students enrolled. The University follows a multistep process for hiring new faculty that strongly depends on academic needs and financial sustainability. Based on the current ratio the number of faculty in the Department is considered satisfactory.

Findings

This was very pleasant environment with good resources and scientific atmosphere for some disciplines. Positive faculty and students were encountered by the committee however some improvements for nursing are necessary.

Strengths

Good atmosphere for students, pleasant environment and management with a willingness to listen to suggestions of improvements.

Areas of improvement and recommendations

Investment in nursing in a same way as in other disciplines. Nursing could benefit from a clear research leadership, strategy and integration of theory and practice with future orientation

Response/Action: We acknowledge the fact that the Nursing programs had less investments over the time. In order to comply with the general recommendation of the EEC towards the strengthening of the academic profile of the Nursing Programs, the University of Nicosia decided to:

- i. take the steps towards the modernization of the labs and acquisition of new equipment, with a budget approved by the Council. All items have already been ordered. (please see Appendix 2 in the corresponding response for the Nursing program re-accreditation)
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- iii. open a position for a Director of Nursing Research (see description- Appendix 5 in the corresponding response for the Nursing program re-accreditation). The Director within others will be responsible to coordinate and expand themes of research. More specifically will be responsible for: Providing leadership for research; Mentoring faculty in writing and submitting for publication and grant funding; Providing support to faculty, including pre- and post- grant award support and regulatory oversight; Gathering and reporting individual faculty and aggregate outcomes for scholarships to ensure compliance with internal and external regulatory and accrediting bodies. The vacancy is open- the link can be found here: <https://www.akadeus.com/announcement,a6862.html>
- iv. The Nursing program also aims to expand its research network and has appointed three international visiting professors who will leverage existing opportunities in research.

2. Quality Assurance

The “Department of Health Sciences has been considered to be fully compliant in all criteria of this section.

Sub-areas

2.1 System and quality assurance strategy

Justification of numerical scores:

We felt the anonymous student evaluation could be enhanced. More evidence of external stakeholders’ role in quality assurance could be enhanced.

Response/Action

The Office of the Vice Rector of Faculty and Research coordinates the procedure of student evaluation. For every course offered, a formal structured student feedback questionnaire is administered centrally by the University administration. The questionnaire includes evaluations of both the faculty member (instructor) as well as the course.

As of Spring 2021 student evaluations were reactivated and are accessible through the UNIC Portal. Student evaluations are performed at the end of every semester. They are activated once 75% of the teaching period is completed, deactivated one day before the beginning of the examination period and the results are released 21 days after the end of the examination period.

Regarding the of external stakeholders’ role in quality assurance, the University has in place a multi-level system to ensure that quality assurance becomes an integral part of, and permeates, the culture of the Department and its core stakeholders, faculty, students and administrators.

The development of a genuine culture of continuous quality improvement has always been considered of paramount importance at the University of Nicosia. External quality assurance is provided through various bodies and standards/ regulations/ laws to which the University adheres to and is regulated by, such as The Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Law of 2015, the European Guidelines and Standards for Quality Assurance, the European Approach for Quality Assurance of Joint Programmes, the Private Universities (Establishment, Operation and Control) Law 109(1) of 2005 and the KYSATS – Cyprus National Academic Recognition Information Centre - NARIC Law.

2.2 Quality assurance for the programmes of study

Findings

Facilities for nursing skills development require modernization.

Strengths

Processes for quality assurance are clear and were made available sufficiently. There is strong administrative support for the processes and departments.

Areas of improvement and recommendations

Nursing skills facilities are a weakness

Response/Action

As it is mentioned above, we take seriously the comments of the EEC regarding the modernization and improvement of the nursing labs. Towards is goal the Department has:

- i. Ordered new equipment. (please see Appendix 2 in the corresponding response for the Nursing program re-accreditation)
- ii. Opened a position for a dedicated laboratory officer which has been advertised by the University of Nicosia Council (see the job description and link in the corresponding response for the Nursing program re-accreditation - Appendix 3), who will be responsible for developing, implementing, and evaluating the quality of lab learning activities across nursing academic programs. The vacancy is open- the link can be found here: <https://www.akadeus.com/announcement,a6861.html>

3. Administration

The “Department of Health Sciences” has been considered to be fully compliant in all criteria of this section.

Justification of numerical scores:

Erasmus exchange program for nurses was limited compared to other sectors. We were not able to locate how minutes of meetings are kept. We presume from other information that this is done.

Findings

Quality assurance of the department seemed appropriate.

Strengths

Quality assurance appeared well organized.

Areas of improvement and recommendations

International exchange for nursing students should be a realistic option.

Response/Action

The University of Nicosia participates in the Erasmus program and maintains numerous exchange agreements with other partner Universities.

Specifically the Nursing programs have the following current Erasmus agreement with:

- Belgium - Haute École De La Province De Liège;
- Bulgaria - Trakia University;
- Greece – University of Thessaly;
- Greece - University of the Peloponnese;
- Italy - Università degli Studi di Foggia;
- Hungary - Pécsi Tudományegyetem - University of Pecs;
- Norway - University of Stavanger;
- Portugal - Instituto Politecnico Da Guarda;
- Spain - Universidad De Jaen;
- United Kingdom - The University of Nottingham;
- United Kingdom - Kingston University.

The reason for the low mobility of our students through Erasmus is that students are from third countries and there are restrictions on the mobility of non-EU citizens.

We have already contacted the Erasmus Office at our University and discussed ways to promote the mobility of our students in European Institutions. As an outcome, the Erasmus Office will provide extra Orientation days as well as Erasmus Info days to nursing students. Five BSc students have already arranged for Erasmus mobility (for clinical practice for two months) at the University of Stavanger in Norway in summer 2022.

Courses and clinical practice done under the Erasmus+ umbrella is fully recognized and count towards the students' credits.

4. Learning and Teaching

The “Department of Health Sciences” has been considered to be fully compliant in all criteria of this section.

Sub-areas

4.1 Planning the programmes of study

Justification of numerical scores:

Students and other stakeholders could be more actively involved in the programme’s review and development.

Response/Action

University of Nicosia provides an effective system for designing, approving, monitoring and revising Programmes of Study. The Policies for Programs of Study can be found in the Internal Regulations and clearly describe the procedure for for the Introduction of New Programs and their monitoring through the Internal Program Evaluation Process (IPEP). Both faculty, administration and students participate in the process

New programs of study are assessed by various committees, both internally and externally, at the department and school levels with the input from academic, professional and industrial partners, submitted to the Curriculum Affairs Committee of the Senate, to the highest academic body of the University, the Senate, and finally submitted to the Council of the University as there is a financial implication with the design and establishment of a new programme of study, before they are submitted for evaluation to DIPAE.

Additionally, in the Department Council, there are elected students’ representatives who are involved in the development of the programs and updating of the curriculum.

Furthermore, the programme committees which is composed by all full-time faculty will be expanded to include elected students’ representative from each year of study for every program of study. These students will participate in regular program meetings and they will have the opportunity to provide their feedback.

4.2 Organisation of teaching

Findings

N/A

Strengths

This aspect of the department functions well.

Areas of improvement and recommendations

N/A

5. Teaching Staff

The Department of Health Sciences has been assessed as fully compliant the following assessment criteria:

- Teaching staff number, adequacy and suitability
- Teaching staff recruitment and development

And partially compliant to the:

- Synergies of teaching and research

Justification of numerical scores:

There were slightly more fulltime faculty members 33 as visiting teachers 30 and one visiting professor.

Response/Action

The ratio of Special Teaching Faculty (STF) to Research Teaching Faculty (RTF) is satisfactory. The same applies to the ratio of the number of subjects of study taught by academic staff working fulltime and exclusively to the number of subjects taught by part-time academic staff, which ensures the quality of the Programmes of Study.

Findings

No findings

Strengths

Faculty are engaged to the programme and willing to develop it further.

Areas of improvement and recommendations

Visiting professors could bring new ideas and help to develop the future potential of the department. This could include the use of digital visits and annual face to face meetings.

Response/Action

We value this recommendation of the EEC. The Department is expanding network and has appointed three international visiting professors and 3 research associates who will leverage existing opportunities in teaching and research.

6. Research

The Department of Health Sciences has been assessed as fully compliant to the following assessment criteria:

- Research mechanisms and regulations

Partially compliant to the:

- Publications
- Motives for research

Non Compliant to the External and internal funding

Findings

The research activities of the nursing faculty are currently low. There is no evidence of funded research and little evidence of personal research used in teaching. Also, publication numbers and quality could be much stronger. There is not enough investment in nursing research compared to other disciplines.

Response/Action: please see below

Strengths

There is interest in research in the faculty

Areas of improvement and recommendations

The research leadership is needed and building research strategy linked with research themes and education are needed. Investment in this is crucial to the department.

Response/Action

We thank the EEC for this constructive comment. We acknowledge the need to improve the research activity and output of the Nursing program faculty, which not comparable to the other programs of the Department (Pharmacy, Physiotherapy) by investing on that. This will have positive impact on the Department.

It is also a fact that the Nursing funding is not is similar to other Nursing programs in Cyprus and abroad, or even to the other programs of the Department (Pharmacy, Physiotherapy)

The University will invest on the adequate facilities and resources to support the research activities of the nursing faculty and students, in addition to the standard support provided (see page 7) by the University

Towards the improvement of the Nursing research output, which affects the Department of Health overall picture, the following actions will be taken:

- The University has approved a position for a Director of Nursing Research. The director will be responsible to coordinate and expand themes of research. More specifically will be responsible for: Providing leadership for research; Mentoring faculty in writing and submitting for publication and grant funding; Providing support to faculty, including pre- and post- grant award support and regulatory oversight; Gathering and reporting individual faculty and aggregate outcomes for scholarships to ensure compliance with internal and external regulatory and accrediting bodies. The vacancy is open- the link can be found here: <https://www.akadeus.com/announcement.a6862.html>.

This would also help in raising the number of research publications and grants in these thematic areas

- At present, there are certain research interests based on the faculty background. According to these interests and taking into consideration the suggestions by the EEC, the following key themes will be developed, under the supervision of the Director of Research:
 - Cancer care and Oncology
 - Nursing Education, Clinical Communication and Health Psychology
 - Digital care
 - Management of Chronic diseases
 - Public Health Care
 - Infectious diseases & epidemiology
- The Nursing program will also aim to expand its research network and has appointed three international visiting professors who will leverage existing opportunities in research.
- Additional research support is provided by the office of the Vice-Rector for Faculty and Research and together with Research and Innovation Office at the University, offers seminars, webinars and trainings where research funding opportunities and exchange and discussions with senior faculty and experts with research experience and successful grant applications take place.

7. Resources

Justification of numerical scores:

We did not receive financial information in terms of budgets or predicted spends vs. income.

Response/Action

The draft budget of the Department is developed at the level of the Department by the Head of the Department, the Program Coordinators and the faculty and it is approved at the first level by the Dean of the School. The budget is prepared in a transparent way on an annual basis using a bottom-up approach and is ultimately discussed and approved by the Council.

The financial budgets relating to revenues and expenses of the university are managed centrally by the relevant Offices and Bodies.

No suggestions/comments/recommendations from the EEC in this section.

B. Conclusions and final remarks

We wish to thank the EEC for the professionalism they showed during the execution of their duties. The detailed discussion of all issues pertinent to the Department and Programs under evaluation, led to a fruitful discussion between the members of the EEC and the official representatives of the University and faculty members of Department of Health Sciences. The discussion proved to be extremely helpful due to the expertise of the members of the EEC and their willingness to share their suggestions and recommendations for further improving the Department.



We have assessed and reviewed carefully the EEC report and we thank the EEC for their positive and constructive comments. We thank the EEC for concluding that the department as a whole appears to managed appropriately and some disciplines are thriving.

Following the final remark of the EEC, the University of Nicosia has decided to take all the necessary measures, according to the findings/recommendations of the EEC in order to strengthen the academic profile of the Nursing Programs. We value the EEC concluding remark that all three Nursing programs have a strong foundation and well-established platform for future development, so we are moving into improving the Nursing programs on these strong foundations.

Accordingly, the suggestions for further improvement offered by the EEC are taken very seriously into account. We consider the suggestions of the EEC as very helpful and we will try to incorporate them to the widest extent possible.

All answers/actions to the findings and recommendations of the EEC are addressed in the corresponding sections above.

C. Higher Education Institution academic representatives

<i>Name</i>	<i>Position</i>	<i>Signature</i>
Philippos Pouyioutas	Professor, Rector	
Panayiotis Angelides	Professor, Vice Rector for Academic Affairs	
Kyriacos Felekkis	Professor, Acting Dean, School of Life and Health Sciences	
Christos Petrou	Assoc. Professor, Acting Head, Department of Health Sciences	
Zoe Roupa	Professor, Co-ordinator of Nursing Program (BSc & PhD)	

Date: 08/03/2022

