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Date: 12.06.2025

External Evaluation Report (Departmental)

- Higher Education Institution:
UNIC Athens (Campus of the University of Nicosia)
- Town: Athens
- School/Faculty: School of Life and Health
SciencesSchool/Faculty
- Department: Health Sciences
- Department's Status: Private University Choose status
- Programme(s) of study under evaluation
Name (Duration, ECTS, Cycle):
Pharmacy (5 years, 300 ECTS, Integrated Master)
Programme 1
In Greek:
Φαρμακευτική
In English:
School of Pharmacy
Programme 2
In Greek:
Programme Name
In English:
Programme Name
Programme 3
In Greek:
Programme Name
In English:
Programme Name

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].

Department's programmes (to be filled by the CYQAA officer and verified by the EEC):

DEPARTMENT	PROGRAMMES OF STUDY

A. Introduction

This part includes basic information regarding the onsite visit.

The External Evaluation Committee (EEC) visited the premises of the University of Nicosia (UNIC) in Athens, on June 5th, 2025, to evaluate jointly the pharmacy integrated master programme and its host department, concerning the extension of the UNIC Cyprus in Athens.

The EEC members had their first meeting with the Head of the institution and the Internal Evaluation Committee (IEC) namely: Prof. Kyriakos Felekkis, Dean of the School of Life and Health Sciences, Prof. Christos Papanephytous Associate Dean of the School of Life and Health Sciences, Prof. Christos Petrou, Head of the Department of Health Sciences, Prof. Panagiotis Skandalakis, President of UNIC Athens, Mr Nikolaos Gkonis, Campus and UNIC Health Director, Mr Nicolas Ioannides, Director of Academic Affairs and Mr Lakis Agathokleous, Officer of the Office of the Vice Rector for Academic Affairs.

The Head of UNIC, Prof. Philippos Pouyioutas gave a short, informative presentation about the institution. There was a discussion and then Prof. Felekkis gave a short presentation regarding the School's / Department's structure. His presentation covered subjects including the mission and strategic planning, including SWOT analysis, the development processes as well as the action plan of the Department. Furthermore, Prof. Petrou made a presentation concerning the curriculum of the programme and described the compulsory and elective courses.

Following that, there was a Q&A session and after a short break there was a meeting with the Head of the relevant department and the Coordination Committee of the programme, also including Faculty members, namely Dr Aliko Peletidi and Dr Ioannis Sarigiannis, to discuss the effective management of the study programme and its design, the process of teaching, learning, student-centred teaching methodology, practical trainings and student assessment. In addition, there was an observation on the material of the programme as well as a discussion about the student admission processes and criteria, progression, recognition and certification.

Next, a meeting with only the Faculty members was conducted, who presented themselves and contributed a discussion focused on the design, structure and content of each course, the learning outcomes, the content and the assessment of each course, along with their compliance with the level of the programme according to the EQ.

After a lunch break, there was both an online and onsite meeting with the External Stakeholders (ESs), consisting of Mr Andreas Vasiliou, Member of the BoD, Drug and Safety Manager, Remedica LTD (online), Dr Christakis Sergides, Innovation Director of Medochemie LTD (online), Mr Diamantakis Klimentidis, Clinical Pharmacist, Advanced Pharma Education & Services (online), Mr Elias Demetrellos, Legal Advisor of the Panhellenic Pharmacists Association, Dr Konstantinos Liaras, Delegate to the Pharmaceutical Group of the European Union (PGEU) (online), Mr Vasilis Birlirakis, President of the Federation of Pharmacists' Cooperatives of Greece (online) and Mr Marios Kouloumas, Federation of the Cyprus Patients Associations (online), to gain their input on the development of the institution's quality assurance policies and the design, development and on-going monitoring and review of the programme of study. Moreover, the ESs informed the EEC about their involvement with UNIC in the periodic assessments to ensure continuous alignment with market needs and their contribution in ensuring the programme's compliance with the European Qualifications Framework and in assessing the effectiveness of its delivery. Additionally, their sought-out input was given to review and update public information for accuracy purposes, as well as to provide industry trend analysis, data exchanges via professional networks and employer insights concerning career readiness of graduates.

Then, the EEC met with students, namely: George Demopoulos (online), Theodoros Kakoulidis Varellas (online), Katerina Kalathaki (online), Maria Ntempla (online) and Victoras Skarmoutsos (online) and with graduates, namely: Aggelos Odysseakis (online), Georgia Siligardaki (online), Eleni Afentaki (online), Maria Papavasili, Nectarios Stratidakis (online), Nikos Markopoulos (online) and Maria Kallieri (online), to discuss the students' and graduates' academic and overall experience from the current program in UNIC Cyprus and

the guidance and support they are receiving/have received from their academic advisors and mentors, emphasizing the different opportunities they had during their practice.

Following a short break, a meeting with exclusively the Administrative Staff was held, the members being: Mr Nikolaos Gkonis, Mr Nikolas Ioannides, Mr Christos Theocleous, Director of Academic Advising (online), Ms Mina Charalambous, Director of Library (online), Ms Dia Kytta, Research Liaison Librarian (online) Ms Emilia Theodoulou, Library Officer (online), Ms Paraskevi Lyroni, Senior Admissions Officer, Ms Evgenia Aloizou, Senior Admissions Officer and Mr Lakis Agathokleous, where a Q&A session was conducted, regarding the recruitment, the technology equipment, the library and the collaboration.

Thereafter, a meeting only between the EEC members was carried out, to sum up and discuss any additional clarifications required before the Exit Discussion. When this meeting was complete, the Exit Discussion was held, in presence of the Head of the relevant department, the coordinator(s) of the programme and the Director of Academic Quality and Compliance, namely: Prof. Pouyioutas, Prof. Felekkis, Prof. Papaneophytou, Prof. Petrou, Prof. Skandalakis, Mr Gkonis, Mr Ioannides and Mr Agathokleous, for questions and clarifications.

Upon conclusion of all meetings, the EEC visited the construction site of the UNIC Athens campus, at Ellinikon. The CEO of UNIC, Mr Antonis Polemitis, gave the EEC a comprehensive and insightful tour of the facilities under construction e.g. library, computer labs, research facilities like the laboratories. Thus, the committee was only able to carry out the evaluation under the understanding that the construction will be finalized according to the plans.

The campus of UNIC Athens is an extension of the UNIC Cyprus.

As the Diploma complies with the requirements of Annex II of the Pharmacy and Poisons Law (Cap.254) and it is in line with the Directive 2005/26/EU and satisfies the requirements of the Article 44 of the Directive 2013/55/EU, the programme has already been approved for the UNIC Cyprus on 10/07/2024 by the Pharmacy Board which is the Competent Body for registering the new pharmacists in the Register of Cyprus.

B. External Evaluation Committee (EEC)

<i>Name</i>	<i>Position</i>	<i>University</i>
Raimo K. Tuominen	Professor (emeritus)	University of Helsinki
Lotte Stig Nørgaard	Professor	University of Copenhagen
Rebecca Lever	Professor	University College London
Maria Papaioannou	Registrar of Pharmacy Board	Cyprus Pharmacy Board
Antroula Irini Kemitzi	Student	University of Cyprus
Name	Position	University

C. Guidelines on content and structure of the report

- *The external evaluation report refers to the Department as a whole (programmes offered, teaching staff, administrative staff, infrastructure, resources, etc.).*
- *The external evaluation report follows the structure of assessment areas and sub-areas.*
- *Under each assessment area there are quality indicators (criteria) to be scored by the EEC on a scale from one (1) to five (5), based on the degree of compliance for the above mentioned quality indicators (criteria). The scale used is explained below:*

1 or 2:	Non-compliant
3:	Partially compliant
4 or 5:	Compliant

- *The EEC must justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.*
- *It is pointed out that, in the case of indicators (criteria) that cannot be applied due to the status of the Department, N/A (= Not Applicable) should be noted and a detailed explanation should be provided on the Department's corresponding policy regarding the specific quality indicator.*
- *In addition, for each assessment area, it is important to provide information regarding the compliance with the requirements. In particular, the following must be included:*

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

- *The EEC should state the compliance for each sub-area (Non-compliant, Partially compliant, Compliant), **which must be in agreement with everything stated in the report.***
- *The report may also address other issues which the EEC finds relevant.*

1. Department's academic profile and orientation

(ESG 1.1, 1.2, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9)

Sub-areas

1.1 Mission and strategic planning (including SWOT analysis)

1.2 Connecting with society

1.3 Development processes

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: *Non-compliant*

3: *Partially compliant*

4 or 5: *Compliant*

Quality indicators/criteria		
1. Department's academic profile and orientation		
1.1 Mission and strategic planning (including SWOT analysis)		1 - 5
1.1.1	The Department has formally adopted a mission statement, which is available to the public and easily accessible.	5
1.1.2	The Department has developed its strategic planning aiming at fulfilling its mission.	5
1.1.3	The Department's strategic planning includes short, medium-term and long-term goals and objectives, which are periodically revised and adapted.	5
1.1.4	The programmes of study offered by the Department reflect its academic profile and are aligned with the European and international practice.	5
1.1.5	The academic community is involved in shaping and monitoring the implementation of the Department's development strategies.	5
1.1.6	Stakeholders such as academics, students, graduates and other professional and scientific associations participate in the Department's development strategy.	4
1.1.7	The mechanism for collecting and analysing data and indicators needed to effectively design the Department's academic development is adequate and effective.	4
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		
Click to enter text.		

Additionally, provide information on the following:

1. Coherence and compatibility among programmes of study offered by the Department.
At the time of the evaluation no other programmes were introduced.
2. Coherence and compatibility among Departments within the School/Faculty (to which the Department under evaluation belongs).
At the time of the evaluation no other Departments were introduced.

Provide suggestions for changes in case of incompatibility.

[Click to enter text.](#)

1. Department's academic profile and orientation

1.2 Connecting with society

1 - 5

1.2.1	The Department has effective mechanisms to assess the needs and demands of society and takes them into account in its various activities.	5
1.2.2	The Department provides sufficient information to the public about its activities and offered programmes of study.	5
1.2.3	The Department ensures that its operation and activities have a positive impact on society.	5
1.2.4	The Department has an effective communication mechanism with its graduates.	N/A

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

[Click to enter text.](#)

1. Department's academic profile and orientation

1.3 Development processes

1 - 5

1.3.1	Effective procedures and measures are in place to attract and select teaching staff to ensure that they possess the formal and substantive skills to teach, carry out research and effectively carry out their work.	5
1.3.2	Planning teaching staff recruitment and their professional development is in line with the Department's academic development plan.	5
1.3.3	The Department applies an effective strategy of attracting high-level students from Cyprus and abroad.	N/A
1.3.4	The funding processes for the operation of the Department and the continuous improvement of the quality of its programmes of study are adequate and transparent.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

[Click to enter text.](#)

Additionally, write:

- Expected number of Cypriot and international students
- Countries of origin of international students and number from each country

The expected number of students in the department maps directly to the number of expected students on the Pharmacy programme (100 per annum), as the only programme currently offered by the department.

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

The Department enjoys strong working relationships with relevant stakeholder groups, who are universally supportive of the University's aims to offer the UNIC Pharmacy programme in Athens. These groups will be well placed to support the ongoing development of the Department and its future programmes, in terms of the needs of society, the profession and the industry. The positioning of the new Department within the wider University and the alignment of its operations with those of the parent institution are coherent and well planned.

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

The SWOT analysis is objective, critical, and constructive. Threats (1-6) are presented in broad sense, but their relevance cannot be questioned. The SWOT analysis has been adequately addressed in "Strategic Implication".

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

[Click to enter text.](#)

Please select what is appropriate for each of the following sub-areas:

Sub-area	Non-compliant / Partially Compliant / Compliant
1.1 Mission and strategic planning	Compliant
1.2 Connecting with society	Compliant
1.3 Development processes	Compliant

2. Quality Assurance

(ESG 1.1, 1.2, 1.3, 1.4, 1.6, 1.7, 1.8)

Sub-areas

2.1 System and quality assurance strategy

2.2 Quality assurance for the programmes of study

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: Non-compliant

3: Partially compliant

4 or 5: Compliant

Quality indicators/criteria		
2. Quality Assurance		
2.1 System and quality assurance strategy		1 - 5
2.1.1	The Department has a policy for quality assurance that is made public and forms part of the Institution's strategic management.	5
2.1.2	Internal stakeholders develop and implement a policy for quality assurance through appropriate structures and processes, while involving external stakeholders.	5
2.1.3	The Department's policy for quality assurance supports guarding against intolerance of any kind or discrimination against students or staff.	5
2.1.4	The quality assurance system adequately covers all the functions and sectors of the Department's activities:	
2.1.4.1	Teaching and learning	5
2.1.4.2	Research	5
2.1.4.3	The connection with society	5
2.1.4.4	Management and support services	5
2.1.5	The quality assurance system promotes a culture of quality.	5
2.1.6	Students' evaluation and feedback	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		

Click to enter text.

2. Quality Assurance

2.2 Quality assurance for the programmes of study

1 - 5

2.2.1	The responsibility for decision-making and monitoring the implementation of the programmes of study offered by the Department lies with the teaching staff.	5
2.2.2	The system and criteria for assessing students' performance in the subjects of the programmes of studies offered by the Department are clear, sufficient and known to the students.	5
2.2.3	The quality control system refers to specific indicators and is effective, which have been presented and discussed.	5
2.2.4	The results from student assessments are used to improve the programmes of study.	5
2.2.5	The policy dealing with plagiarism committed by students as well as mechanisms for identifying and preventing it are effective.	5
2.2.6	The established procedures for examining students' objections/ disagreements on issues of student evaluation or academic ethics are effective.	5
2.2.7	The Department publishes information related to the programmes of study, credit units, learning outcomes, methodology, student admission criteria, completion of studies, facilities, number of teaching staff and the expertise of teaching staff.	5
2.2.8	Names and position of the teaching staff of each programme are published and easily accessible.	4
2.2.9	The Department has a clear and consistent policy on the admission criteria for students in the various programmes of studies offered.	4
2.2.10	The Department flexibly uses a variety of teaching methods.	5
2.2.11	The Department systematically collects data in relation to the academic performance of students, implements procedures for evaluating such data and has a relevant policy in place.	5
2.2.12	The Department analyses and publishes graduate employment information.	N/A
2.2.13	The Department ensures adequate and appropriate learning resources in line with European and international standards and/or international practices, particularly:	
2.2.12.1	Building facilities	4

2.2.12.2	Library	5
2.2.12.3	Rooms for theoretical, practical and laboratory lessons	4
2.2.12.4	Technological infrastructure	4
2.2.12.5	Academic support	5
2.2.14	There is a student welfare service that supports students in regard to academic, personal problems and difficulties.	4
2.2.15	The Department's mechanisms, processes and infrastructure consider the needs of a diverse student population such as mature, part-time, employed and international students as well as students with disabilities.	4
2.2.16	Mentoring of each student is provided and the number of students per each permanent teaching member is adequate.	4
2.2.17	The provision of quality doctoral studies is ensured through doctoral studies regulations, which are publicly available.	N/A
2.2.18	The number of doctoral students, under the supervision of a member of the teaching staff, enables continuous and effective feedback to the students and it complies with the European and international standards.	N/A
2.2.19	The Department has mechanisms and funds to support writing and attending conferences of doctoral candidates.	N/A
2.2.20	There is a clear policy on authorship and intellectual property.	4
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		
Click to enter text.		

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

Quality assurance is multilevel and partially overlapping. It covers departmental and faculty structures (System and quality assurance strategy) and functions for masters level studies (programme of study).

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

Various committees and Boards follow the processes and take action when needed. Programmes of study QA is solid and define the rights and responsibilities of the students in detail. Also student assessment criteria are well defined.

During the site visit, the panel was introduced to the new UNIC Athens Campus building which is in its final stages of construction. The panel was amazed by the size and quality of the building, and was also impressed by what appeared to be a very well-thought-out use of the building. It will host both the UNIC Athens Medical School and the School of Pharmacy. This ensures social and professional interactions and fosters interprofessional developments of these two professions in the healthcare system. The space devoted to lecture halls and small group teaching and learning as well as laboratory work and practical training in pharmacy is excellent. The cafeterias and other facilities will increase the quality of everyday life of the students.

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

Click to enter text.

Please ✓ what is appropriate for each of the following sub-areas:

Sub-area	<i>Non-compliant / Partially Compliant / Compliant</i>
2.1 System and quality assurance strategy	Compliant
2.2 Quality assurance for the programmes of study	Compliant

3. Administration (ESG 1.1, 1.3, 1.6)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: *Non-compliant*
3: *Partially compliant*
4 or 5: *Compliant*

Quality indicators/criteria		
3. Administration		1 - 5
3.1	The administrative structure is in line with the legislation and the Department's mission.	5
3.2	The members of the teaching and administrative staff and the students participate, at a satisfactory degree and on the basis of specified procedures, in the management of the Department.	5
3.3	The administrative staff adequately supports the operation of the Department.	5
3.4	Adequate allocation of competences and responsibilities is ensured so that in academic matters, decisions are made by academics and the Department's council competently exercises legal control over such decisions.	5
3.5	The Department applies effective procedures to ensure transparency in the decision-making process.	5
3.6	Statutory sessions of the Department are held and minutes are kept.	5
3.7	The Department's council operates systematically and autonomously and exercise the full powers provided for by the law and / or the constitution of the Department without the intervention or involvement of a body or person outside the law provisions.	5
3.8	The manner in which the Department's council operates and the procedures for disseminating and implementing their decisions are clearly formulated and implemented precisely and effectively.	5
3.9	The Department applies procedures for the prevention and disciplinary control of academic misconduct of students, teaching and administrative staff, including plagiarism.	5
3.10	The Department has appropriate procedures for dealing with students' complaints.	5

3.11 Internationalization of the Department and external collaborations.

5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

Click to enter text.

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

All Teaching Research Faculty will be eligible to serve on academic and administrative bodies, including the Department Council, Campus School Council, Academic Council, and other committees, once the Campus becomes operational. The administrative structures relating to the running of the Campus are well defined and appropriate.

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

The central administrative services at UNIC Athens and the University of Nicosia address students' needs, ensuring a smooth academic experience and delivering integrated support for academic, administrative, and student-related issues. UNIC Athens initially estimates employing a total of 21 individuals in administrative and technical positions.

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

Although important and based on the legislation, the panel would like to express its concern not to load individual faculty members with too many duties in the administration. Time devoted to research should not be less than 50% of working time, as indicated in the application.

Please select what is appropriate for the following assessment area:

Assessment area	<i>Non-compliant / Partially Compliant / Compliant</i>
3. Administration	Compliant

4. Learning and Teaching (ESG 1.2, 1.3, 1.4, 1.9)

Sub-areas

- 4.1 Planning the programmes of study
4.2 Organisation of teaching

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

- 1 or 2: *Non-compliant*
3: *Partially compliant*
4 or 5: *Compliant*

Quality indicators/criteria		
4. Learning and Teaching		
4.1 Planning the programmes of study		1 - 5
4.1.1	The Department provides an effective system for designing, approving, monitoring and periodically reviewing the programmes of study.	5
4.1.2	Students and other stakeholders, including employers, are actively involved on the programmes' review and development.	5
4.1.3	Intended learning outcomes, the content of the programmes of study, the assignments and the final exams correspond to the appropriate level as indicated by the European Qualifications Framework (EQF).	5
4.1.4	The programmes of study are in compliance with the existing legislation and meet the professional qualifications requirements in the professional courses, where applicable.	5
4.1.5	The Department ensures that its programmes of study integrate effectively theory and practice.	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies. Click or tap here to enter text.		
4. Learning and Teaching		
4.2 Organisation of teaching		1 - 5
4.2.1	The Department establishes student admission criteria for each programme, which are adhered to consistently.	5

4.2.2	Recognition of prior studies and credit transfer is regulated by procedures and regulations that are in line with European standards and/or international practices.	5
4.2.3	The number of students in the teaching rooms is suitable for theoretical, practical and laboratory lessons.	5
4.2.4	The teaching staff of the Department has regular and effective communication with their students, promoting mutual respect within the learner-teacher relationship.	5
4.2.5	Student-centred learning and teaching plays an important role in stimulating students' motivation, self-reflection and engagement in the learning process.	5
4.2.6	The teaching staff of the Department provides timely and effective feedback to their students.	5
4.2.7	The criteria and the method of assessment as well as the criteria for marking are published in advance.	N/A
4.2.8	The assessment allows students to demonstrate the extent to which the intended learning outcomes have been achieved.	N/A
<p>Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.</p> <p>Assessment criteria for the department are sufficiently described at programme level, as the department currently offers a single programme.</p>		

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

The Department applies quality control and assurance procedures to all aspects of teaching. These cover input (e.g. programmes, syllabi), output (e.g. quality guidelines), processes (e.g. teaching methods, assessment), content (e.g. structure and organisation), esteem (e.g. staff expertise, research-teaching links), and added value (e.g. student involvement in research and course development) [Click to enter text.](#)

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

The department indicates commitment to follow the Bologna Process Declaration. Guidelines for the design and development of programmes of study are clear and comprehensive.

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

[Click to enter text.](#)

Please select what is appropriate for each of the following sub-areas:

Sub-area	<i>Non-compliant / Partially Compliant / Compliant</i>
4.1 Planning the programmes of study	Compliant
4.2 Organisation of teaching	Compliant

5. Teaching Staff (ESG 1.5)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: *Non-compliant*
3: *Partially compliant*
4 or 5: *Compliant*

Quality indicators/criteria		
5. Teaching Staff		1 - 5
5.1	The number of teaching staff - full-time and exclusive work - and the subject area of the staff sufficiently support the programmes of study.	4
5.2	The teaching staff of the Department has the relevant formal and substantive qualifications for teaching the individual subjects as described in the relevant legislation.	5
5.3	The visiting Professors' subject areas adequately support the Department's programmes of study.	N/A
5.4	The special teaching staff and special scientists have the required qualifications, sufficient professional experience and expertise to teach a limited number of programmes of study.	N/A
5.5	The ratio of special teaching staff to the total number of teaching staff is satisfactory.	N/A
5.6	The ratio of the number of subjects of the programme of study taught by teaching staff working fulltime and exclusively to the number of subjects taught by part-time teaching staff ensures the quality of the programme of study.	5
5.7	The ratio of the number of students to the total number of teaching staff is sufficient to support and ensure the quality of the programme of study.	4
5.8	Feedback processes for teaching staff in regard to the evaluation of their teaching work, by the students, are satisfactory.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

[Click to enter text.](#)

Also, write the following:

- Number of teaching staff working full-time and having exclusive work
- Number of special teaching staff working full-time and having exclusive work
- Number of visiting Professors
- Number of special scientists on lease services

[Click to enter text.](#)

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

At the present time UNIC Athens Department Life and Health Sciences has introduced only one programme, the integrated master programme in Pharmacy. The programme starts in fall 2025 and the teaching staff will be hired on a rolling basis when the studies progress. Three full-time faculty members have been recruited to date. They represent areas being taught during semesters A and B (i.e. first year).

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

The current faculty members are highly qualified, and they presented clear and innovative ideas of new teaching methods (e.g. AI in pharmaceutical chemistry) and courses taking into consideration needs by the pharma industry and courses directed towards clinical pharmacy and stronger participation of pharmacists in the health care system.

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

The EEC finds the low number of faculty staff potentially problematic. During the presentations it was clear though that the number of staff will increase to more appropriate levels in the future. Therefore, the ratio of the number of students to the total number of teaching staff would be considered satisfactory on the basis of the projected recruitment plans.

Please ✓ what is appropriate for the following assessment area:

Assessment area	Non-compliant / Partially Compliant / Compliant
Teaching staff number, adequacy and suitability	Partially Compliant
Teaching staff recruitment and development	Compliant
Synergies of teaching and research	Compliant

6. Research

(ESG 1.1, 1.3, 1.5, 1.6)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: *Non-compliant*

3: *Partially compliant*

4 or 5: *Compliant*

Quality indicators/criteria		
6. Research		1 - 5
6.1	The Department has a research policy formulated in line with its mission.	5
6.2	The Department consistently applies internal regulations and procedures of research activity, which promote the set out research policy and ensure compliance with the regulations of research projects financing programmes.	5
6.3	The Department provides adequate facilities and equipment to cover the staff and students' research activities.	5
6.4	The Department has the appropriate mechanisms for the development of students' research skills.	5
6.5	The results of the teaching staff research activity are published to a satisfactory extent in international journals which work with critics, international conferences, conference proceedings, publications, etc. The Department also uses an open access policy for publications, which is consistent with the corresponding national and European policy.	5
6.6	The Department ensures that research results are integrated into teaching and, to the extent applicable, promotes and implements a policy of transferring know-how to society and the production sector.	5
6.7	The Department provides mechanisms which ensure compliance with international rules of research ethics, both in relation to research activity and the rights of researchers.	5
6.8	The external, non-governmental, funding of research activities of teaching staff is similar to other Departments in Cyprus and abroad.	5
6.9	The policy, indirect or direct of internal funding of the research activities of the teaching staff is satisfactory, based on European and international practices.	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		
Click to enter text.		

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

One of the Department of Health Sciences' (DHS) strategic pillars is Research excellence. Research funding and number of peer-reviewed publications are expected to increase by 40% and 50%, respectively, by 2030. Furthermore, a 50% rise in high-impact journals related to pharmacy, AI in healthcare, and healthy aging is expected in strategic planning.

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

During the site visit, the panel was introduced to the new UNIC Athens Campus building which is in its final stages of construction. The laboratory space devoted to research is excellent. Purchase of new equipment is underway, and in the meeting with external stakeholders one representative of the pharmaceutical industry suggested collaboration with the Department in sharing some equipment. The Department of Health Sciences has a good portfolio of international collaborators.

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

Data from experiments needs to be secured and backed up every day. Access to research laboratories should be controlled and restricted only to authorized persons. Electronic locks and surveillance cameras should be applied.

Please ✓ what is appropriate for the following assessment area:

Assessment area	<i>Non-compliant / Partially Compliant / Compliant</i>
Research mechanisms and regulations	Compliant
External and internal funding	Compliant
Motives for research	Compliant
Publications	Compliant

7. Resources (ESG 1.6)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: *Non-compliant*
3: *Partially compliant*
4 or 5: *Compliant*

Quality indicators/criteria		
7. Resources		1 - 5
7.1	The Department has sufficient financial resources to support its functions, managed by the Institutional and Departmental bodies.	5
7.2	The Department follows sound and efficient management of the available financial resources in order to develop academically and research wise.	5
7.3	The Department's profits and donations are used for its development and for the benefit of the university community.	5
7.4	The Department's budget is appropriate for its mission and adequate for the implementation of strategic planning.	5
7.5	The Department carries out an assessment of the risks and sustainability of the programmes of study and adequately provides feedback on their operation.	5
7.6	The Department's external audit and the transparent management of its finances are ensured.	5
7.7	The fitness-for-purpose of support facilities and services is periodically reviewed.	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		
Click to enter text.		

Findings

A short description of the situation in the Department based on evidence from the Department's application and the site - visit.

During the site visit the Department Head and the other staff members provided assurance that the financing for the start of the Department is secured. Fund raising is well organized and includes grants from private bodies, governmental sources, pharmaceutical industry and international sources such as the EU and ERC.

Strengths

A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.

Click to enter text.

Areas of improvement and recommendations

A list of problem areas followed by or linked to the recommendations of how to improve the situation.

The panel encourages the Departments to continue establishing collaborative relationships with international organizations, as was the case with NEOLAiA.

Please ✓ what is appropriate for the following assessment area:

Assessment area	<i>Non-compliant / Partially Compliant / Compliant</i>
7. Resources	Partially Compliant

D. Conclusions and final remarks

Please provide constructive conclusions and final remarks, which may form the basis upon which improvements of the quality of the Department under review may be achieved.

The Department of Health Sciences (DHS) has four strategic pillars; Growth, AI and digital transformation, Research excellence and Education innovations. Development of these pillars are planned in three phases; Foundation (years 2025-2026), Implementation (2027-2028) and Optimization (2029-2030).

With the new branch campus of University Nicosia in Athens, plans for further accredited programs (PhD in Pharmaceutical Sciences, Distance Learning Master in Advanced Clinical Practice), and strategic partnerships (e.g., University of Patras, Neolaia University Alliance), the DHS reinforces its leadership in healthcare education in Cyprus. Moreover, embracing AI, personalized medicine, and longevity science, it equips graduates for the evolving global healthcare landscape. The 2025–2030 strategy focuses on innovation, inclusivity, and empowerment to shape the future of healthcare. The Department advances societal well-being through policy work, education, training, and research. Collaborating with key health stakeholders promotes ethical and inclusive care.

To strengthen business community engagement and external relations, the DHS builds strong partnerships with local and international organizations. These collaborations align academic programs with industry needs and foster research that benefits society. Key partners include pharmaceutical companies, healthcare providers, and research institutes. Students gain from internships and industry exposure, while faculty stays informed on current trends. These efforts keep the Department at the forefront of innovation, relevance, and societal impact.

The DHS strengthens its global role through partnerships, mobility programs, and research collaboration to enrich student experiences and enhance research impact. Through alliances like NEOLAIA, a European University network supported by €14.4 million funding from the European Commission (2024–2028), the Department promotes international mobility, joint projects, and doctoral training, reinforcing its commitment to global healthcare solutions.

Strategic initiatives will strengthen the development of the DHS. Longevity & Healthy Aging Research will develop specialized labs/facilities focusing on geriatric pharmacy, regenerative medicine, and biomarkers for healthy aging. In collaboration with the University of Patras the longevity modules will be integrated into new and existing programs, offering research pathways such as advanced clinical trials on age-related disorders. Frontline research is expected to promote spin-off ventures and clinical translation of findings. A Technology Transfer Office should be established to support intellectual property management and product development.

Research funding and number of peer-reviewed publications are expected to increase by 40% and 50%, respectively, by 2030. Furthermore, a 50% rise in high-impact journals related to pharmacy, AI in healthcare, and healthy aging is expected in strategic planning.

The SWOT analysis is objective, critical, and constructive. Threats (1-6) are presented in broad sense, but their relevance cannot be questioned. The SWOT analysis has been adequately addressed in “Strategic Implication”.

DHS employs a thorough quality assurance Policy and System. Appropriate mechanisms for oversight and cooperation exist between the Department, within the UNIC Athens campus structure, and the appropriate bodies and structures within the UNIC parent institution.

The Department's teaching policy applies quality control and assurance procedures based on specific criteria to ensure excellence across all dimensions: input (programmes, syllabuses, study guides), output (quality guidelines), procedures (teaching plans, tools, assessments), content (selection, structure, presentation), esteem (faculty quality, research-teaching synergy, support conditions), and added value (student involvement in research, projects, assessments, and content enhancement). The Department is committed to the implementation of the Bologna Process.

E. Signatures of the EEC

Name	Signature
Raimo K. Tuominen	
Lotte Stig Nørgaard	
Rebecca Lever	
Maria Papaioannou	
Antroula Irini Kemitzi	
Click to enter Name	

Date: 12.06.2025

