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# External Evaluation Report (Departmental)

- **Higher Education Institution:**  
UNIC Athens (Campus of the University of Nicosia)
- **Town:** Athens
- **School/Faculty:** School of Law
- **Department:** Law
- **Department's Status:** New

- **Programme(s) of study under evaluation:**  
**Name (Duration, ECTS, Cycle)**

## Programme 1

### **In Greek:**

Νομική (4 ακαδημαϊκά έτη, 240 ECTS, LLB)

### **In English:**

Law (4 academic years, 240 ECTS, LLB)

## 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
Law	Law (4 academic years, 240 ECTS, LLB)

## A. Introduction

In June 2025, the External Evaluation Committee (henceforth also referred to as EEC or Committee) visited Athens in the context of the evaluation of the new Department of Law UNIC Athens (Campus of the University of Nicosia), as well as the LLB programme in law that is going to be offered at the new branch campus. The EEC received detailed and well-elaborated evaluation reports prior to its visit. The Department are programme which are the object of this evaluation are an existing and running programme at the Nicosia campus of the University of Nicosia, which is now also to be delivered at the new Athens campus of the same university.

During the visit, the EEC spoke with a number of members of the university board and management, faculty board and management, teaching and administrative staff, external stakeholders and students. To name a few: the President of the University, the Rector, the Vice Rector of Academic Affairs, the presidents of three Cyprus Bar Associations and the Director of the School at UNIC Athens Campus, as well as the Director of the Department at UNIC Athens Campus. In addition, the EEC had meetings with teaching staff and students separately from university and department management. Also, the external stakeholders provided us with their thoughts on the project and existing collaboration with the institution. It can be stated without hesitation that these meetings were insightful. The EEC was delighted with the information provided, communication, good preparation and transparency of the discussions. The presentations and discussions provided the EEC with key information in relation to the in-depth preparation of the documents which were sent in advance. They were helpful in clarifying and emphasising certain elements the Committee gathered from those documents.

The EEC would like to acknowledge that our operations were very well supported by the efficient preparatory work conducted by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education.

## B. External Evaluation Committee (EEC)

<i>Name</i>	<i>Position</i>	<i>University</i>
<b>Wilbert Kolkman (chair)</b>	Full Professor and Dean Faculty of Law	University of Groningen, The Netherlands
<b>Natalia Szablewska</b>	Professor and Chair in Law and Society	The Open University, UK
<b>Vincent Sagaert</b>	Professor and Director of Institute for Property Law	KU Leuven
<b>Victoria Christodoulidou</b>	Member of professional body	Cyprus Bar Association Representative
<b>Vasiliki Panteli</b>	Student	University of Cyprus



## C. Guidelines on content and structure of the report

## 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

Quality indicators/criteria		
<b>1. Department's academic profile and orientation</b>		
<b>1.1 Mission and strategic planning (including SWOT analysis)</b>		<b>1 - 5</b>
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.	5
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.	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		

Based on the information and documentation provided, the Committee is satisfied that the new Department's mission and strategic planning are well-designed to ensure the delivery of the development strategies, as reflected in the scores.

Additionally, provide information on the following:

1. Coherence and compatibility among programmes of study offered by the Department.
2. Coherence and compatibility among Departments within the School/Faculty (to which the Department under evaluation belongs).

At the moment, only one programme (LLB, Greek Law) is going to be offered by the new Law Department at UNIC Athens, which has already been successfully delivered since 2012 in Cyprus.

Provide suggestions for changes in case of incompatibility.

N/A

## 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.	5

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

Based on the information and documentation provided, the Committee is satisfied that the new programme will build upon the strong societal presence and reputation of the University of Nicosia's Law Department located in Cyprus. The Department has demonstrated a sustained commitment to public engagement, legal education, and collaboration with professional and civic institutions. The growing international recognition of UNIC further enhances its capacity to contribute meaningfully to the broader community. With the establishment of the new campus in Greece, this positive societal impact is expected to be further extended, promoting access to quality legal education and fostering stronger ties with Greek society and its legal community.

## 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.	5
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.

Based on the information and documentation provided, the Committee is satisfied that the Law Department at UNIC Athens is well positioned to meet regulatory requirements and uphold the quality assurance standards already established by the University of Nicosia in Cyprus. The systems and processes in place have proven effective in the existing Law Department in Cyprus and are expected to be mirrored or appropriately adapted for the Greek context. This provides a strong foundation for the Department's future growth and academic development. In view of these considerations, the Committee considers the high scores in this area to be well justified.

Additionally, write:

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

As the new Department will be based in Greece and will initially offer the Greek Law stream in the Greek language, it is expected that the majority of students will be Greek nationals. However, there is also potential for greater mobility, particularly among students from Cyprus and beyond. Given the accessibility and appeal of studying Greek Law within Greece, it is likely that the annual intake of students will surpass the current figures for the Greek Law programme delivered in Nicosia.

### Findings

The University of Nicosia School of Law comprises two academic departments: the Department of Law, and the Department of Politics and Governance. Currently (2025), approximately 70% of enrolled students are registered in the Department of Law, while the remaining 30% are enrolled in the Department of Politics and Governance.

The Department of Law offers three distinct LLB streams: Cypriot Law, English Law, and Greek Law. The Greek Law stream has been delivered in the Greek language since 2012 and is the



programme proposed for delivery at the newly established UNIC Athens. This is also going to be the first academic programme to be offered at the UNIC Athens campus.

The Law Department at UNIC Athens is an extension of the Department of Law at the University of Nicosia, which has been fully accredited by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (DIPAE) and in operation since 2007. The new Department at UNIC Athens will be developed on the basis of the existing structures, policies and quality assurance standards established at the University of Nicosia, ensuring academic continuity and institutional coherence.

While UNIC Athens is constituted as a separate legal entity under Greek law, it remains under the full academic and administrative control of the University of Nicosia (UNIC). UNIC is the 'parent institution' and it will be the 100% shareholder. The only anticipated divergence in governance relates to the appointment of the Director of the Law Department, who will be selected independently for the Athens campus.

Based on enrolment trends in the Greek Law stream at the Nicosia campus, where on average 50 students are admitted annually, it is projected that the LLB programme at UNIC Athens will attract between 120 and 160 students in total. This forecast reflects both the growing demand for legal education in Greece and the anticipated strategic role of the Athens campus in expanding the University's academic presence within Greece.

### Strengths

The Committee notes that the Department of Law at the University of Nicosia is a well-established academic unit with a strong track record of delivering high-quality legal education. The new Department at UNIC Athens is expected to mirror or adapt these existing structures and practices, ensuring consistency and alignment with the standards already in place in Nicosia.

Based on the evidence provided and the discussions held during the site visit, the Committee identified several notable strengths that support the successful establishment and operation of the Law Department at UNIC Athens:

- The programme is underpinned by a well-articulated mission and a set of strategic objectives, supported by mechanisms for ongoing monitoring and evaluation of progress toward institutional and academic goals.
- The curriculum is well-conceived and pedagogically sound, reflecting both academic rigor and practical relevance, and benefiting from the Department's prior experience in delivering the Greek Law stream.
- The core faculty comprises established members who have successfully delivered the Greek Law stream at the University of Nicosia. Further academic appointments are anticipated to support the expansion and ensure adequate teaching capacity at the Athens campus.
- The Department has a history of collaboration with a range of external stakeholders, including professional bodies and regulatory authorities. This collaborative approach is expected to continue and adapt effectively within the Greek higher education and legal context.

- The Department employs appropriate systems for data collection, monitoring and internal evaluation, which support compliance with regulatory standards and inform ongoing academic development.
- The Greek Law stream has consistently attracted student interest, and the establishment of a physical presence in Greece is expected to enhance visibility and accessibility, thereby increasing enrolment and responding to the growing demand for legal education in the Greek language.

These strengths provide a solid foundation for the successful implementation and growth of the LLB programme (Greek Law) offered by the Law Department at UNIC Athens.

### Areas of improvement and recommendations

As the Law Department at UNIC Athens has not yet commenced operations, the following recommendations do not reflect deficiencies identified by the Committee. Rather, they are forward-looking suggestions intended to support the successful establishment, development, and long-term sustainability of the new Department. These recommendations aim to ensure that the strong foundations laid by the University of Nicosia are effectively translated into the Greek context and that the Department is well-positioned to meet both academic and professional expectations.

While UNIC Athens will follow the standards and central oversight of the University of Nicosia, the Committee recommends a gradual development of local academic governance structures tailored to the Greek legal and educational context. This will ensure responsiveness to local needs and regulatory expectations.

Given the forecasted student intake, careful planning is needed to ensure timely recruitment of qualified academic staff with expertise in Greek law. The Committee recommends that UNIC Athens develop a phased staffing strategy aligned with student growth projections and curriculum delivery needs, alongside a plan for staff induction, mentorship and academic development.

Strengthening and actively cultivating external partnerships within Greece and beyond with legal institutions, bar associations, courts and professional bodies is another area that the Committee finds critical to enhancing UNIC Athens academic credibility and market position. These relationships could support student placements, guest lectures, research collaboration, and improved graduate employability.

As the programme expands, there is an opportunity to develop targeted career support services at UNIC Athens. The Committee recommends the introduction of tailored employability initiatives such as internship schemes, career guidance, alumni networks, and soft skills training aligned with the expectations of the Greek legal profession.

While the curriculum benefits from existing models, the Committee encourages continued efforts to contextualise course content, case studies and teaching methodologies to reflect the evolving legal landscape in Greece. This includes integrating emerging areas of Greek legal practice, EU law developments, and comparative perspectives where relevant.

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

Sub-area	<i>Non-compliant / Partially Compliant / Compliant</i>
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

Quality indicators/criteria		
<b>2. Quality Assurance</b>		
<b>2.1 System and quality assurance strategy</b>		<b>1 - 5</b>
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.		
Based on the information and documentation provided, the Committee is satisfied that the Law Department at UNIC Athens has a quality assurance system in place that		

effectively encompasses all areas and functions within the Department's operations. The Department has a publicly available quality assurance policy, which is integrated into the Institution's overall strategic management framework. This policy actively promotes an environment free from intolerance and discrimination, ensuring equal treatment for both students and staff.

## 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.	5
2.2.9	The Department has a clear and consistent policy on the admission criteria for students in the various programmes of studies offered.	5
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.	5
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	5
2.2.12.2	Library	5
2.2.12.3	Rooms for theoretical, practical and laboratory lessons	5
2.2.12.4	Technological infrastructure	5
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.	5
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.	5
2.2.16	Mentoring of each student is provided and the number of students per each permanent teaching member is adequate.	5
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.	5

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

**Based on the information and documentation provided, the Committee is satisfied that the Law Department at UNIC Athens has a quality assurance system in place that effectively encompasses all areas and functions within the Department's operations. It adequately and sufficiently assures the quality of the law programme offered.**

### Findings

Based on the information and documentation provided, the EEC finds that the Law Department at UNIC Athens makes use of the processes and standards which are already in place for more than

a decade in the Nicosia campus. Campus Internal Quality Assurance Committee (CIQAC) at UNIC Athens complements the work of the University of Nicosia’s internal quality assurance committees.

The EEC relies on the transposition of the quality of the standards which are operational and satisfactory according to the provided information.

**Strengths**

The EEC finds that the quality assurance standards are what would be expected for the type of programme in Cyprus and internationally. An important role is played by the Annual Programme Evaluation Process (APEP), which is a holistic exercise (KPIs, self-evaluations, feedback from students, teaching observations). Several levels of internal monitoring mechanisms for the quality of the programme and the department are included (Programme Evaluation Committee, Department Internal Quality Assurance Committee (DIQAC), School Internal Quality Assurance Committee (SIQAC)).

**Areas of improvement and recommendations**

The Committee considers that it is important to reflect upon the implication of externalizing on a sufficient level the evaluation of the department and the programme. It appreciates that external data are used as a benchmarking instrument, but it can be useful to have an external view on the department or programme by involving members who are external to the department and to the University. Therefore, it is important to maintain the External Team of Reviewers in a continuous monitoring and quality assurance programme.

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

Sub-area	<i><b>Non-compliant / Partially Compliant / Compliant</b></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

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.	4
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.

Based on the information and documentation provided, the Committee is satisfied that the administrative structure of the Law Department at UNIC Athens is in good order. Since UNIC Athens is still in its early stages, it is difficult to assess how effectively teaching and administrative staff, as well as students, will be able to actively engage in or contribute to the management in Athens in line with established procedures.

### Findings

The EEC concludes that the administrative structure aligns with both the relevant legislation and the Department's mission. To a certain extent, it will be a 'copy' of the parent institution. For this reason, the findings of the EEC are brief on this subject matter.

### Strengths

The administrative team provides strong support for the smooth operation of the Department. The EEC was impressed by the way the administrative staff is organised. During the discussion with only the administration staff members, their apt capabilities clearly came to light.

### Areas of improvement and recommendations

As UNIC Athens is still in the early phase, it is hard to judge at this point in time how teaching and administrative staff, as well as students, will be able to actively participate in or contribute to the management in Athens to a satisfactory manner, following established procedures. The EEC recommends this will be watched closely, in order not to create a gap in this respect between the parent institution and Athens.

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

Quality indicators/criteria		
<b>4. Learning and Teaching</b>		
<b>4.1 Planning the programmes of study</b>		<b>1 - 5</b>
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
<p>Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.</p> <p>Based on the information and documentation provided, the Committee is satisfied that the Law Department at UNIC Athens has an effective system for monitoring the effectiveness of the programmes of study in compliance with the professional qualification requirements, where applicable. The mirroring of the teaching and learning regulations in the Parent Institution in a reliable manner to implement these at UNIC Athens.</p>		
<b>4. Learning and Teaching</b>		
<b>4.2 Organisation of teaching</b>		<b>1 - 5</b>

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.	5
4.2.8	The assessment allows students to demonstrate the extent to which the intended learning outcomes have been achieved.	5

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

**Based on the information and documentation provided, the Committee is satisfied with the organisation of the teaching and learning, based on the existing procedures and strategies of the Parent institution. Both the teaching motivation, communication, assessment and strategies have been evaluated and the finding of the EEC is very positive on the point.**

### Findings

The learning and teaching environment of UNIC Athens benefits from the well-established learning and teaching environment of the Parent Institution. Both on a formal level (processes for revision and introduction of (new) programmes, insurance quality frameworks) and on a substantive level (student support, teaching load of the faculty, members, communication processes, monitoring student performance and support, Erasmus-agreements, Open Source Learning Management System, etc), UNIC can rely on the established frameworks and regulations which is operational for more than a decade in Cyprus and which are aligned with the European Higher Education Area.

### Strengths

It is clear that teaching is a priority task amongst the UNIC Athens academic staff and is also treated like that. The teaching burden is quite quantitatively and substantively (sometimes a wide range of expertises) demanding, but gives great satisfaction to the student population, at least the representatives that the EEC could speak with. The (relatively) small number of students per class group is important in this regard. The EEC learned that there is a maximum of 40 students in a classroom in the LLB programme. This allows continuous assessment of student's progress, the organisation of midterm exams, etc. The faculty members are committed to the student cohort. There is a good framework for further support of the students on a financial level (with a number of scholarships and subsidies available), psychological level and the level of extra-curricular events, which also enrich an academic educational programme. It should be an ambition to, *mutatis mutandis*, create the same vibrant environment at UNIC Athens.

The Parent Institution demonstrates to be in touch with innovation on societal, technological and educational levels. Apart from the technical support mechanisms (Turnitin, etc.), the University of Nicosia also integrates new and emerging technologies in its operations. Distance learning is well in place and reaches an important portion of the students. Online databases are an important investment of the Parent Institution and it is important to operationalise this also on the Athens campus.

The Department takes a forward-looking stance on disruptive but inevitable technologies, such as genAI, in the educational environment. Meanwhile, the University has reflected upon the development of soft skills. There have been fierce reflections and re-actualised guidelines on the use of AI as an instrument for papers. All this can be transposed and will be beneficial to UNIC Athens.

Thus, UNIC Athens benefits from the advantages of being small and big (at least the Parent institution) at the same time. The small scale of the Department also underlies the vulnerability of the learning and teaching programme.

The programme of UNIC Athens is very well reflected and established, given it's already been running in Nicosia for a number of years. There is a good balance between mandatory courses (162 ECTS) and elective courses, and the Committee was impressed by the number of elective courses, but it understands that the choice is somewhat *de facto* limited to the students who want to safeguard access to the Greek Bar Association. Also, certain electives are not offered every year, which the EEC notes to make logistical sense.

### Areas of improvement and recommendations

The Committee appreciates that during transition stage the number of electives will be more limited at UNIC Athens, but that the ambition is to rotate them in the same way as it is done with elective courses offered at the Nicosia campus. However, it is important that the students are provided with

relevant information in due time. The EEC notes that the students confirm there is proper support in place for them to choose their electives.

The Parent Institution must make sure that unavailability of one or more of staff members does not disrupt the teaching and learning. This is particularly critical during the transition period, with only 4 members of teaching staff in the first year and 8 in the second year; this should be closely monitored.

The EEC notes that there is no final paperwork, such as a thesis, which is written as ‘crystallisation’ of the academic education programme. The UNIC Athens may consider the opportunity for students that writing skills could be bundled into a larger paper, as is the case in most legal programmes in the European Higher Education Area. The Committee understands the fact that these writing skills are integrated in the Advanced modules in the last year of the curriculum.

The Committee wants to emphasise the importance of not ‘locking up’ the programme into exclusively Greek law, without having an open perspective. Therefore, it recommends bringing in English terminology for students who are studying Greek law in Athens, paying attention to comparative approaches. An elective course on comparative law or the involvement of foreign guest professors is beneficial for broadening students’ perspectives. The background of numerous faculty members, who often have an international profile, should be utilised in order to guarantee this open perspective. This is even more significant for UNIC Athens than in the Nicosia campus, as Greek students will be studying in Greece. It will also facilitate and encourage those students being able to engage in the Erasmus exchange programme.

**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

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.	5
5.5	The ratio of special teaching staff to the total number of teaching staff is satisfactory.	5
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.	5
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.

The number of faculty members will develop during the process of the programme. At the beginning of the first semester there will be four faculty members, which will be sufficiently compliant with the needs of the 1st semester. We have been informed that there will be a policy for a replacement if needed, but see also the EEC recommendation regarding workload.

The teaching staff are all Greek. They are fully qualified to teach Greek law courses that are on offer. They have already been teaching these courses at the parent institution. There are no visiting professors yet, hence n/a was filled out.

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

Not all of these numbers are known yet, but the EEC is satisfied with the information provided and explanations given regarding student/staff ratio etc.

### Findings

There was no actual site visit (see above; it's a newly built campus), so no lesson observation could take place. However, during our meetings with staff and students, it became clear to the EEC that the teaching staff – who have all been teaching on the programme offered at the parent institution – is a valuable asset of the Department.

### Strengths

The EEC particularly notes the dedication and the quality of the teaching staff. The teaching staff are specialists in their area of law.

The teaching staff support students who are in need of assistance, provide additional help where it is feasible.

### Areas of improvement and recommendations

The EEC highlights the potential risks associated with the Department's small size in its early stages, advising the University to closely monitor this during the initial year(s). Additionally, the EEC emphasises the need for the University to carefully track the workload of both teaching and administrative staff to maintain a sustainable balance between the various work commitments.

Please ✓ what is appropriate for the following assessment area:

Assessment area	<i>Non-compliant / Partially Compliant / Compliant</i>
Teaching staff number, adequacy and suitability	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

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.

The Committee considers the numerical scores awarded in the area of Research to be justified based on the documentation provided and discussions held during the evaluation process. The Department of Law demonstrates a well-developed and



structured approach to research governance, with clearly articulated mechanisms and internal regulations. These systems are designed to support academic staff in pursuing research excellence and are expected to be extended to the new Department at UNIC Athens.

### Findings

The Committee notes that the Department of Law at the University of Nicosia has developed a clear research orientation, supported by structured internal mechanisms, regulatory frameworks, and incentives to promote scholarly activity. These research structures will be extended to the new Department at UNIC Athens, ensuring continuity in academic standards and research culture.

### Strengths

The Committee notes the following strengths:

The Department operates under a coherent set of research regulations and procedures that provide clarity on expectations, ethical standards and output evaluation. The same frameworks will be applied to staff at UNIC Athens.

A combination of internal funding schemes and access to competitive external grants (including EU-funded research) supports faculty research. The University of Nicosia has a strong track record in securing external funding, which is expected to include and create additional opportunities for staff based at the Athens campus in due course.

There is a demonstrable commitment to fostering a research-active environment. Faculty are encouraged to engage in research through institutional incentives, such as research time allocations and financial incentives for SCOPUS-indexed outputs, and participation in collaborative projects.

Academic staff have produced a consistent stream of peer-reviewed publications across a range of legal fields. Many are published in respected national and international journals, and staff members also contribute to edited volumes, conference proceedings, and applied legal research with societal impact.

### Areas of improvement and recommendations

As the UNIC Athens campus develops, the Committee recommends the articulation of a site-specific research strategy that complements the broader institutional framework while reflecting national priorities and opportunities in Greece.

The Department is encouraged to continue expanding its international research collaborations and networks, particularly with Greek academic institutions and professional bodies, to enhance visibility and impact.

As the faculty at UNIC Athens grows, the Committee recommends dedicated support for early-career researchers, including mentoring programmes, grant-writing workshops, and clearer pathways for integrating research into teaching and career progression.

Overall, the Committee considers the Department to have a strong foundation for research excellence and a clear capacity to expand its scholarly contributions through the new Athens campus.

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

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
<p>Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.</p> <p>Based on the information and documentation provided and taking into account the dependence of the financial situation of UNIC Athens on that of the parent institution, the Committee is satisfied with its findings regarding resources. More particularly, the commitment of the parent institution to UNIC Athens was clearly expressed and demonstrated.</p>		

### Findings

The EEC did not assess detailed information about the material, human and physical resources made available to UNIC Athens. However, it assesses that:

- the UNIC Athens is 100% under control of the parent institution;
- the parent institution makes a large investment in the new campus building in Athens;

- the human resources will be assured by the parent institution in the sense that four faculty members will move to the UNIC Athens in the first year and four others in the second year. During the discussions, a minimum of 12 faculty members to run the full faculty programme;
- the management of the available financial resources in order to develop academically and research wise is also following the regulations of the parent institution.

### Strengths

The parent institution has already demonstrated its full commitment to the success of UNIC Athens through the physical infrastructure which are in the final stage. According to the video presentation, it will be a modern and attractive center for academic and campus life.

### Areas of improvement and recommendations

The full dependence of UNIC Athens on the parent institution requires a full commitment of the parent institution. While appreciating that the parent institution has demonstrated this full commitment and ambition with regard to UNIC Athens already, it is important to have strict standards for the allocations of material, human and physical resources.

Please ✓ what is appropriate for the following assessment area:

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

## D. Conclusions and final remarks

The main conclusion of the External Evaluation Committee is a clear one: UNIC Athens (University of Nicosia) is **compliant** in all the areas and sub-areas that were evaluated. The EEC does not attach any conditions to its positive assessment. We want to point out a number of strengths and make a few recommendations.

The EEC was impressed by the university's and staff's **dedication**, the **quality** of the staff members, and the overall student engagement. They highlighted the Department's commitment to academic excellence and its alignment with professional standards. The faculty members have an excellent track record, with international experience. The visit affirmed the university's efforts in fostering a forward-thinking academic environment, which the EEC believes will continue to thrive in the future. The EEC recognises the University of Nicosia – as the 'parent institution' – has made substantial investments (in preparations, buildings, people) in order to give UNIC Athens a flying start.

A second strength worth mentioning is the supportive atmosphere created by both staff and students. The EEC was particularly impressed by the palpable **enthusiasm** displayed across the department. Faculty members were noted for their approachability and passion for teaching, while students showcased a strong sense of engagement in their studies. The positive energy within the department was seen as a key factor in fostering an inspiring learning environment, which the EEC commends as a major strength.

A third strength lies within the logic of the well-planned 'move' of the LLB programme (Greek Law) to Athens: it's bringing Greek law from **Cyprus to Greece**. The EEC is convinced of the feasibility of the operation, although it has no crystal ball. Relocating to Athens also comes with a risk, at the time of the writing of this report (beginning of June 2025). The concern is the evolving legislative landscape, particularly recent regulatory changes that could impact the department's position. These external factors, beyond the department's control, pose potential challenges to its sustainability.

As a fourth strength the EEC identifies a robust institutional framework and quality assurance systems inherited from the **parent institution**. Dedicated academic leadership is present and a clear plan for recruiting qualified staff with the necessary expertise is in place. This also creates a research environment with growth potential, backed by existing structures, funding opportunities, and institutional support.

As the Law Department at UNIC Athens has not yet commenced operations, the following *recommendations* do not reflect deficiencies identified by the Committee. Rather, they are forward-looking suggestions intended to support the successful establishment, development, and long-term sustainability of the new Department. These recommendations aim to ensure that the strong foundations laid by the University of Nicosia are effectively translated into the Greek context and that the Department is well-positioned to meet both academic and professional expectations.

The first recommendation the EEC would like to put forward is the following. The EEC points out the risks of the department's **small size** in its early stages, suggesting that the university should keep close eye on this during the initial years.

Secondly, the EEC believes the University will have to monitor closely the **workload** of the teaching and administrative staff to ensure a sustainable balance between research, teaching, and administrative duties. The EEC envisages the use of participatory strategies for this.

As a third recommendation the Committee would like to stress the importance of avoiding a narrow focus solely on Greek law, advocating for a more **open approach**. The EEC recommends incorporating English terminology for students studying Greek law in Athens and encouraging the use of comparative perspectives. Introducing electives on comparative law, inviting foreign guest professors or establishing a strong Erasmus network enhances students' broader understanding and global outlook.

**E. Signatures of the EEC**

<i>Name</i>	<i>Signature</i>
<b>Wilbert Kolkman (chair)</b>	
<b>Natalia Szablewska</b>	
<b>Vincent Sagaert</b>	
<b>Victoria Christodoulidou</b>	
<b>Vasiliki Panteli</b>	

**Date:** June 7, 2025

