



Doc. 300.2.1

External Evaluation Report (Institutional)

Date: 9th June 2025

- **Higher Education Institution:**

University of Nicosia

- **Town:** Athens

- **Institution Status:** New



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

A. Introduction

This part includes basic information regarding the onsite visit.

The onsite visit for the institutional evaluation of the proposed University of Nicosia (UNIC) Medical School branch campus in Athens took place on 28th-30 May 2025, recognising that the first cohort of students, subject to all approvals, would start this Autumn with the new academic year. The External Evaluation Committee (EEC), appointed by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA), conducted the evaluation based on the national legal framework [Law 136(I)/2015 – Law 132(I)/2021] and the World Federation for Medical Education (WFME) Global Standards.

The EEC comprised academics and experts in medical education, student affairs, infrastructure, and quality assurance. The committee was chaired by Professor Nicki Cohen (King's College London) and included international academic representatives, a student member, and a CYQAA officer. During our visit, we were delighted to meet with the Rector, Executive Vice-President, Health and Dean of the Medical School at UNIC, the President of UNIC Athens and several Associate Deans. Particularly instructive were the meetings with eight of the putative faculty, excellent administrative team and with enthusiastic clinical educators at the excellent Hygeia and Mitera hospitals, within the Hellenic Healthcare Group (HHG).

This visit occurred immediately after the same team's evaluation of the parent organisation's 6 year MD program and institutional evaluation in Nicosia. The focus for the Athens visit, therefore, allowed for greater appreciation of the opportunities and challenges provided by the branch campus. It was evident how this project is a natural evolution of five years' partnership through clinical placement of Cyprus MD students for the last two years of the MD programme in Athens with the HHG hospitals.

The Medical School of the University of Nicosia (UNIC) was founded in 2011 and hence is the eldest of the three Medical Schools in Cyprus. Given the change in Greek law to allow for the development of private universities in Greece, UNIC, in partnership with Hellenic Healthcare Group (HHG), is uniquely and ideally placed for the development of a high-quality branch campus with global vision, mission and practising alumni. Strategically developed, this project will include a total of six schools and 12 programmes from roll-out in 2025, subject to all necessary accreditations and approvals.

The committee was provided with material before the visit (self-report, application form) in a timely manner. It was supported by further printed and electronic material at the onsite visit (logbooks, exams, etc.) This report draws upon information from the material provided as well as from the onsite visits, both at the HEAL academy, the HHG hospitals close to it, and the building site of the new headquarters for UNIC.

B. External Evaluation Committee (EEC)

Name	Position	University
Professor Nicki Cohen	Dean of Medical Education	King's College London, UK
Prof. J.-Matthias Löhr	Professor of Gastroenterology	Karolinska Institutet, Sweden
Prof. Anne Herrmann-Werner	Professor of Medical Education	University of Tübingen, Germany
Prof. Amalia Hatziyanni	Medical Council Representative	Cyprus
Ms Stella Sergiou	Medical Student Representative	University of Cyprus
Ms Katerina Evangelou	Student Welfare Expert	University of Cyprus
Mr Alexis Valiantis	Civil Engineer, Buildings Expert	Civil Engineer

C. Building Facilities - Student Welfare Services - Infrastructure

- *Under plans and licenses, choose Yes or No depending on the existence of the given documents.*
- *Note whether the statements given under the other facilities, the student welfare services and the infrastructure are considered satisfactory/poor/unsatisfactory for the operation of the Institution.*
- *The EEC must justify the answers provided for the building facilities, the student welfare services and the infrastructure by specifying (if any) the deficiencies.*

1. Building facilities

1.1 Plans and licenses

Choose Yes or No depending on the existence of the following documents.

1. Building facilities			
1.1 Plans and licenses			Yes / No
1.1.1	The following should be copies from the original building permit. On the copies, there should be a visible official stamp of approval from the respective authorities.		
	1.1.1.1	A topographical plan, which displays in a clear manner the extent of the development.	YES
	1.1.1.2	A general site plan, which marks the building facilities, allocated parking spaces (for students, academic and teaching personnel, visitors and disabled individuals), sports premises and outdoor areas.	YES
1.1.2	An operating license issued by the Local Authorities		see note
1.1.3	The following operating license certificates, duly completed:		
	1.1.3.1	Visual Inspection Form E.O.E. 102	see note
	1.1.3.2	Visual Inspection for the Building's Seismic Sufficiency Form E.O.E.Σ.E.K 103	see note
	1.1.3.3	Inspection Certificate Form 104	see note
	1.1.3.4	Fire Safety Certificate, issued by the Fire Department	see note
	1.1.3.5	Certificate for Adequate Electrical and Mechanical Installations, issued by the Electromechanical Department	see note

Justify the answers provided for the building facilities by specifying (if any) the deficiencies.

Praxis 1131683 (23/07/2024) and Renewal Praxis 1358128 (27/02/2025) were submitted during the meeting.

According to the regulations of the Greek Authorities, once the construction is completed, the permitting authority will conduct a building inspection using the assistance of contracted third party inspectors who will check the completed building and verify its compliance with the

permitted drawings. The team of inspectors will confirm this compliance and the permitting authority will issue the Certificate of Compliance of the Building called the ΠΕΚ(Πιστοποιητικό Ελέγχου Κατασκευής). The next step will be the issuing of the Operation License from the authorities. This procedure is scheduled to take place in July to August 2025.

1.1.3.1

The visual inspection Form E.O.E. 102 is specifically tailored for existing buildings and therefore cannot be used for the current situation. The building to be used for the operation of the Medical School, is a building initially constructed in 1980 and is currently undergoing a complete restoration and rehabilitation including seismic strengthening. The construction works have been promptly permitted by Building Permits Praxis 1131683 (23/07/2024) and Renewal Praxis 1358128 (27/02/2025). These permits were submitted during the site meeting held on 29/05/2025 between the following persons:

- George Aletraris (CYQAA Officer)
- Alexis Valiantis (Civil Engineer Evaluation Committee)
- Antonis Polemitis (UNIC CEO)
- Voula Makrides (UNIC Director of Facilities)
- Stephan Buerger (UNIC Architect)
- Chad Schou (UNIC Director of Laboratories)
- Nicos Gkonis (UNIC Campus and UNIC Health Director)
- Elena Kontemeniotis (UNIC Director of CEO's Office)

According to the discussion, as per the regulations of the Greek Authorities, once the construction is completed, the permitting authority will conduct a building inspection using the assistance of contracted third party inspectors who will check the completed building and verify its compliance with the permits. The team of inspectors will confirm this compliance and the permitting authority will issue the Certificate of Compliance of the Building called the ΠΕΚ (Πιστοποιητικό Ελέγχου Κατασκευής). The next step will be the issuing of the Operation License from the authorities. This procedure is scheduled to take place from July to August 2025.

It is the opinion of the Committee's Buildings Expert that the above procedure is equal and covers the requirement of the E.O.E. 102.

1.1.3.2

The above notes are relevant. As stated above the building is currently undergoing a complete seismic strengthening using proper materials. The design has been done by licenced civil / structural engineers. The design has been permitted through the above permits and the construction is implemented by a licenced Contractor. Currently the University representatives have submitted to the committee the Structural Design and Structural Drawings included in the above Permits.

The next step will be the issuing of the Certificate of Compliance of the Building ΠΕΚ (Πιστοποιητικό Ελέγχου Κατασκευής).

It is the opinion of the Committee's Buildings Expert that, based on the special nature of the current evaluation, the above procedure is equal and covers the requirements of the E.O.E. 103.

1.1.3.3

The above notes are relevant. It is the opinion of the Committee's Buildings Expert that, based on the special nature of the current evaluation, the above procedure is equal and covers the requirements of the E.O.E. 104. Once the construction is completed the authorities will issue the proper certificates of final approval (Certificate of Compliance of the Building) titled the ΠΕΚ (Πιστοποιητικό Ελέγχου Κατασκευής). It is the opinion of the Committee's Buildings Expert that, based on the special nature of the current evaluation, the above procedure is equal and covers the requirements of the E.O.E. 104.

1.1.3.4 – Fire Safety

The Fire Safety Study for passive and active safety has been submitted at the respective authorities through the above mentioned permit process. The Fire Experts are Samaras & Partners SA. Upon completion of the construction works through the process of the issuance of the ΠΕΚ the above works and measures will be verified. It is the opinion of the Committee's Buildings Expert that, based on the special nature of the current evaluation, the above procedure is equal and covers the requirements of the Fire Inspection Certificate.

1.1.3.5 – E&M Installations

The above required certificates are mandatory requirement for the issuing of the ΠΕΚ and are expected to be issued in July – August 2025. It is the opinion of the Committee's Buildings Expert that, based on the special nature of the current evaluation, the above procedure is equal and covers the requirements of the E&M Installations Certificate.

1.2 Other Facilities

Choose Satisfactory or Poor or Unsatisfactory depending on the level of compliance of each statement.

1. Building Facilities		
1.2 Other Facilities		Satisfactory - Poor - Unsatisfactory
1.2.1	Number of teaching rooms and their respective areas, capacity and the percentage of daily occupancy for all units	satisfactory

1.2.2	Number of offices for teaching staff and their respective areas and capacity	satisfactory
1.2.3	Number of laboratories and their respective areas and capacity	satisfactory
1.2.4	Number of rooms/offices for directors/administrators and their respective areas and capacity	satisfactory
1.2.5	Number of rooms/offices for administrative services and their respective areas and capacity	satisfactory
1.2.6	Number of parking spaces designated for students	satisfactory
1.2.7	Number of parking spaces designated for teaching staff	satisfactory
1.2.8	Number of parking spaces designated for people with disabilities	satisfactory

Justify the answers provided for the building facilities by specifying (if any) the deficiencies.

Regarding parking spaces, the building will have 52 parking spaces:

- out of which 5 are for disabled
- 10 for EV
- 11 at ground floor and 41 in basement
- 4 for motorcycles, 60 bicycle stands and 3 service bays

The building is well served by public transportation (Vouliagmeni Metro Station, Buses and Tram).

The above parking spaces are according to the requirements of the Greek legislation and the total number of these spaces has been approved by permits Praxis 1131683 (23/07/2024) and Renewal Praxis 1358128 (27/02/2025)

CONCLUSION

The writing of the current report did not follow the standard procedure for the following reasons:

- 1) The building is located in Greece and not Cyprus, where different codes and building regulations and permitting procedures apply.
- 2) The building is not complete yet, as it is currently under construction (renovation of existing building) and the works are expected to be completed in July – August 2025.

Therefore:

The undersigned Buildings Expert evaluator went through the existing conditions and through the documentation submitted by UNIC's representatives and has the opinion that, provided that the building is completed on time and acquires the Final Approval by the Greek

Authorities (scheduled for August 2025), then the procedures followed can be considered as equal and acceptable and successfully cover the CYQAA requirements.

Student Welfare Services

Choose Satisfactory or Poor or Unsatisfactory depending on the level of compliance of each statement.

2. Student Welfare Services		Satisfactory - Poor - Unsatisfactory
2.1	Special access for students with disabilities (PWD)	satisfactory
2.2	Recreation areas	satisfactory
2.3	Policy and statutes for academic student support	satisfactory
2.4	Policy and statutes for financial student support	satisfactory
2.5	Counselling services	satisfactory
2.6	Career office	satisfactory
2.7	Service linking the institution with business	satisfactory
2.8	Mobility office	satisfactory
2.9	Student clubs/organisations/associations	satisfactory
2.10	Other services	satisfactory

Justify the answers provided for the student welfare services by specifying (if any) the deficiencies.

Grading of facilities is based on the completion of the new building (where applicable).

Grading of student welfare issues:

At the present time the administration staff that supports the student welfare services appears to be adequate, as the University of Nicosia Athens Branch is under establishment. The Student Welfare Service is currently staffed by two Officers based in Athens, that have been trained by expert staff from the University of Nicosia (parent institution).

The following statements are made on the basis of our discussions with the UNIC administrative staff and the written documentation. As stated, the services have been planned, but have not

yet been implemented and tested at the Athens branch. The administrative structure of the UNIC Medical Athens branch will be operational when is accredited.

The Head of UNIC Student Welfare Service and the Associate Dean for UNIC Medical students presented us with the administrative organization chart, which is considered satisfactory. The institution will employ more University qualified and experienced Officers to give the best possible student support, before they accept the first student cohort. As stated, they have already completed the interview process for the relevant positions and gave pending offers of employment to the selected candidates.

As stated, the existing UNIC staff will continue to provide student welfare support and services at the Athens Medical branch until the appropriate personnel are appointed to permanently staff the service. This can be done either online or through staff visits to the Athens branch in order to oversee operations and provide training to the new staff.

1. Special access for students with disabilities:

The admission process will be accessible to students with disabilities provided that they are capable of carrying out and completing the programme.

The procedures will be thoroughly communicated to students from the beginning of their studies, ensuring equal access to academic studies.

2. Recreation areas:

The premises of the Medical Athens branch provide a small cafeteria for students, a reception/lobby area, a break zone area with flexible seating, a small retail space, terrace like spaces suitable for students to gather informally.

3. Policy and statutes for academic student support:

There will be a strong network of academic counselling providing guidance and support to the students. Each student will be assigned an Academic Advisor from the first day of their studies who will assist them with academic planning, course selection and addressing any problems or concerns.

4. Policy and statutes for financial student support:

UNIC Medical Athens Branch will offer scholarships to medical students based on excellence or socio-economic criteria.

Moreover, the administrative staff stated that if students have difficulties in paying off their tuitions, the Institution will offer them more flexible payment methods.

5. Counseling services:

A number of advisory services will be available for students. Personal Tutors will provide pastoral and academic support and monitor the students' academic progress. The Student Affair Officer will refer students where necessary to more specialised recourses either on campus or externally.

6. Career office:

The Career Advisor will support students in their career development and job placement.

7. Service linking the institution with business

The Institution will use the UNIC Medical School services and partnerships linking with employment market.

8. Mobility office:

All students and full-time staff will be participating in all schemes of the Erasmus+ program.

9. Student clubs/organisations/associations:

UNIC Athens Medical branch will offer a variety of clubs that cater to diverse interests.

There will be also a Student Union and International Associations.

10. Other services:

Student Identity Card

The Student Identity Card will be issued for all UNIC students offering several benefits.

Visa for international students

The International office will guide the prospective international students in relation with all necessary documents that need to be filled out and the procedures to be followed through the government authorities.

Medical Student Induction/Orientation Program

All new Medical students will be introduced to the Medical School curriculum, policy and activities during the Medical Student Orientation Program which will take place the week before classes start.

Housing Office

Currently, there is no housing offered at Athens campus by UNIC. In line with the broader development plans of the Ellinikon, student accommodation will be available next to the main medical school building.

2. Infrastructure

Choose Satisfactory or Poor or Unsatisfactory depending on the level of compliance of each statement.

3. Infrastructure		Satisfactory - Poor - Unsatisfactory
3.1	Library	satisfactory
3.2	Computers available for use by the students	satisfactory
3.3	Technological support	satisfactory
3.4	Technical support	satisfactory
Justify the answers provided for the infrastructure services by specifying (if any) the deficiencies.		
Grading is based on the completion of the new building (where applicable)		

D. Guidelines on content and structure of the report

- The external evaluation report follows the structure of assessment areas and sub-areas.*
- For 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, 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 Institution based on evidence from the Institution'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 report may also address other issues which the EEC finds relevant.

1. Institution'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

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. Institution's academic profile and orientation		
1.1 Mission and strategic planning		1 - 5
1.1.1	The Institution has formally adopted a mission statement, which is available to the public and easily accessible.	5
1.1.2	The Institution has developed its strategic planning aiming at fulfilling its mission.	5
1.1.3	The Institution's strategic planning includes short, medium-term and long-term goals and objectives, which are periodically revised and adapted.	5
1.1.4	The offered programmes of study align with the aims and objectives of the Institution's development.	5
1.1.5	The academic community is involved in shaping and monitoring the implementation of the Institution's development strategies.	5
1.1.6	In the Institution's development strategy, interested parties such as academics, students, graduates and other professional and scientific associations participate in the Institution's development strategy.	5

1.1.7	The mechanism for collecting and analysing data and indicators needed to effectively design the Institution's academic development is adequate and effective.	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies. N/a		
1.2 Connecting with society		1 - 5
1.2.1	The Institution has effective mechanisms to assess the needs and demands of society and takes them into account in its various activities.	3
1.2.2	The Institution provides sufficient information to the public about its activities and offered programmes of study.	3
1.2.3	The Institution ensures that its operation and activities have a positive impact on society.	5
1.2.4	The Institution 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. Evidence of societal engagement and involvement and communication is, for now (in Athens) based upon Nicosia clinical student descriptions of patient engagement at HHG hospitals, supported by our observations of HHG staff in the same context.		
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 research and effectively carry out their work.	5
1.3.2	The Institution has a two-year growth budget that is consistent with its strategic planning.	5
1.3.3	Planning academic staff recruitment and their professional development is in line with the Institution's academic development plan.	5
1.3.4	The Institution applies an effective strategy of attracting students/ high-level students from Cyprus.	5
1.3.5	The Institution applies an effective strategy to attract high-level students from abroad.	5

1.3.6	The funding processes for the operation of the Institution and the continuous improvement of the quality of its programmes of study are adequate and transparent.	5
<p>Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.</p> <p>n/a</p> <p>Additionally, write:</p> <ul style="list-style-type: none"> - Expected number of Cypriot and international students - Countries of origin of international students and number from each country <p>Majority of the students expected to be enrolled in UNIC Athens branch are envisioned to be coming from Greece, then Cyprus, and then international.</p>		

Findings

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

The Athens branch of UNIC has the same mission, values and strategic orientation as the Nicosia Campus - as it is the same University to provide the best English-speaking education at a private university both to Greek/Cypriot but even more so international students.

After years of evaluation and planning, the decision was made to start a branch in Athens comprising six schools, amongst them a Medical School being the first and foremost of all schools to start. The leadership of UNIC, UNIC Health, and the Medical School took great care in explaining the organisation of the branch in Athens, underscoring the fact that by default of the organisational structure, UNIC (Cyprus) will be in full control of the operations in Athens. This is supported by the fact that the leadership/management, both academic and administrative running UNIC in Cyprus is intimately involved in the start in Athens. Site directors and managers are partly already in place - taking advantage of the fact that year 5 and year 6 students are placed in Athens at HHG hospitals for several years now - requiring an administrative infrastructure.

Strengths

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

The staff running UNIC, UNIC Health and the Medical school took the strategic decision to extend their operations and start a branch in Athens several years ago and have planned accordingly. Joining forces with HHG, already a partner for the year 5/6 clinical placement of the Nicosia campus students, appears to be an excellent approach. HHG is running postgraduate training including continuous professional development through their "HEAL academy". Transplanting a well-functioning operation together with guidance of the very same academic and administrative staff is an excellent prerequisite ensuring the success of this operation. The new building for UNIC will support this.

Areas of improvement and recommendations

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

A clear ongoing review of processes will be important within UNIC (Athens) once it is fully operational, and we would see this working along the lines of their Programme Evaluation Report, in Quality Assurance terms.

UNIC as a whole has benefitted from a number of partnerships with other universities both within and without Greece for joint and double degrees including some distance teaching programmes. Within time it will be important to explore how the branch campus can both benefit and contribute to this. Similarly, research collaborations, for example through the Neolaia alliance have clearly been beneficial to the standing and research capacity of the Nicosia campus. Athens academics should be encouraged both to contribute and to benefit from this with time.

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 Ensuring quality 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

2. Quality Assurance

2.1 System and Quality Assurance Strategy

1 - 5

2.1.1	The Institution has a policy for quality assurance that is made public and forms part of its 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 Institution'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 Institution's activities:	
2.1.4.1	The teaching and learning	5
2.1.4.2	Research	5
2.1.4.3	The connection with society	3
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	The Institution consistently applies pre-defined and published regulations covering all phases of student 'life cycle', e.g. student admission, progression, recognition and certification.	5
2.1.7	Institutional practice for recognition being in line with the principles of the Lisbon Recognition Convention, cooperation with other institutions and quality assurance agencies and the national ENIC/NARIC centre.	5
2.1.8	Graduates receive documentation explaining the qualification gained.	5

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

Since new/not operational, connectivity with society can only be assumed from UNIC Cyprus experience.

2. Quality assurance

2.2 Ensuring quality 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 Institution 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 Institution are clear, sufficient and known to the students.	5
2.2.3	The quality control system refers to specific indicators and is effective.	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 institutionalised procedures for examining students' objections/ disagreements on issues of student evaluation or academic ethics are effective.	5
2.2.7	The Institution provides information about its activities, including the programmes of study it offers and the selection criteria for them, the intended learning outcomes of these programmes, the qualifications awarded, the teaching, learning and assessment procedures used, the pass rates and the learning opportunities available to the students as well as graduate employment information.	5
2.2.8	The Institution ensures that effective methodology is applied in the learning process.	5
2.2.9	The Institution 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
2.2.10	The Institution ensures adequate and appropriate learning resources in line with European and international standards and / or international practices, particularly:	
2.2.10.1	Building facilities	3
2.2.10.2	Library	3
2.2.10.3	Rooms for theoretical, practical and laboratory lessons	3
2.2.10.4	Technological infrastructure	5
2.2.10.5	Support structures for students with special needs and learning difficulties	5
2.2.10.6	Academic Support	5
2.2.10.7	Student Welfare Services	5

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

While the hospital(s) have study rooms and libraries, the new building, which will be complete for the enrolment of the first students, is still under construction.

Findings

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

Since the university is the same as in Cyprus, systems for quality assurance etc. are the same.

Strengths

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

The best practice system or yearly feedback and Programme Evaluation Report (PER) is a highlight of UNIC's operations and will serve them well for the Athens branch. The new building will be a tremendous asset once it is complete, which we understand will be in time for enrolment of the first cohort.

Areas of improvement and recommendations

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

These are better considered when programmes are all active.

Please select 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 Ensuring quality for the programmes of study	compliant

3. Administration (ESG 1.1)

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 in force and the Institution's declared 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 based on specified procedures, in the management of the Institution.	5
3.3	Adequate allocation of competences and responsibilities is ensured so that in academic matters, decisions are made by academics and the Institution's Council competently exercises legal control over such decisions.	5
3.4	The Institution applies effective procedures to ensure transparency in the decision-making process.	5
3.5	The Boards of Departments and Schools, as well as the institutionalised committees of the Institution, operate systematically and exercise fully the responsibilities provided by legislation and / or the constitution and / or the internal regulations of the Institution.	5
3.6	The Council, the Senate as well as the administrative and academic committees, operate systematically and autonomously and exercise the full powers provided for by the statute and / or the constitution of the Institution without the intervention or involvement of a body or person outside the law provisions.	5
3.6	The manner in which the Council, the Senate and/or and the administrative and academic committees operate and the procedures for disseminating and implementing their decisions are clearly formulated and implemented precisely and effectively.	5
3.7	The Institution applies procedures for the prevention and disciplinary control of academic misconduct of students, academic and administrative staff, including plagiarism.	5

3.8 The administrative structure is in line with the legislation in force and the Institution's declared mission.

5

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

n/a

Findings

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

After visiting UNIC Cyprus, the Athens branch was explained to us. The leadership of UNIC, UNIC Health, and the Medical School took great care in explaining the organisation of the branch in Athens, underscoring the fact that by default of the organisational structure, UNIC (Cyprus) will be in full control of the operations in Athens. UNIC Health Athens, aligned to UNIC Health, will remain relatively autonomous from the rest of UNIC, akin to the model in Nicosia.

Strengths

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

The leadership/management, both academic and administrative running UNIC in Cyprus is intimately involved in the start of operations in Athens.

Areas of improvement and recommendations

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

We recommend these are formally evaluated once the school is running, but have no major concerns based on our knowledge and experience of the Nicosia campus.

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 Institution provides an effective system for designing, approving, monitoring and periodically reviewing 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	The programmes of study are in compliance with the ESG and the existing legislation and meet the professional qualifications requirements in the professional courses, where applicable.	5
4.1.4	The Institution ensures that its programmes of study integrate effectively theory and practice.	5
4.1.5	The assessment and evaluation procedures and content are in compliance with the level of the programme of study (in reference to EQF).	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies. n/a		
4.2 Organisation of teaching		1 - 5
4.2.1	The Institution 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.	4
4.2.4	The teaching staff of the Institution have regular and effective communication with their students.	4
4.2.5	The teaching staff of the Institution provides timely and effective feedback to their students.	4

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

Running the same programs in Athens as in Cyprus, these issues shall be the same. We anticipate that the teaching staff will provide excellent communication and timely and effective feedback, given the experiences at Nicosia and the extensive induction they will receive - but this is not yet, understandably, in place.

Findings

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

Since the university is the same as in Cyprus, planning for the teaching and organisation are the same.

Strengths

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

Since the university is the same as in Cyprus, systems for quality assurance etc. are the same.

Areas of improvement and recommendations

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

Cannot be evaluated pending the start of any of the schools.

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.	5
5.2	The teaching staff of the Institution have 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 Institution's programmes of study.	5
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	The number of teaching staff - full-time and exclusive work - and the subject area of the staff sufficiently support the programmes of study.	5
5.9	The visiting Professors' subject areas adequately support the Institution's programmes of study.	5

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

The number of special teaching staff, and visiting professors is satisfactory for the first year of the programme, recognising that this will evolve with time.

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 0
- Number of visiting Professors 0
- Number of special scientists on lease services 0

22 full time faculty for the first year and 46 clinical faculty, with plans to increase for further years.

Findings

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

The single department within the medical school at UNIC Athens is currently planning to start with two MD programmes and a PhD in Medical Sciences only. The future faculty was presented. The EEC talked to the clinical teachers taking care of the year 5/6 students currently coming from the UNIC Cyprus MD program.

Strengths

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

While the faculty at UNIC Cyprus will be busy attending the students there, part of the teaching faculty will assist, at least during the initial phase, in the start of teaching. For the Medical school and the PhD program, 16 academic staff expanding to 22 are identified and will follow the UNIC standard processes for appointment. This will grow in future years. The future faculty members we met (in Athens) with are highly motivated and well educated. In addition, they were already visiting UNIC Cyprus. Upon appointment, they will undergo the same academic and administrative onboarding as the teaching staff at UNIC Cyprus.

Areas of improvement and recommendations

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

Cannot be evaluated pending the start of any of the schools/programs.

Please select what is appropriate for the following assessment area:

Assessment Area	<i>Non-Compliant/ Partially Compliant/Compliant</i>
5. Teaching staff	compliant

6. Research

(ESG 1.1, 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 Institution has a research policy formulated in line with its mission.	5
6.2	The Institution 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 Institution provides adequate facilities and equipment to cover the staff and students' research activities.	5
6.4	Through its policy and practices, the Institution encourages research collaboration within and outside the Institution, as well as participation in collaborative research funding programmes.	5
6.5	The Institution uses a policy for the protection and exploitation of intellectual property, which is applied consistently.	5
6.6	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 Institution also uses an open access policy for publications, which is consistent with the corresponding national and European policy.	5
6.7	The Institution 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
6.8	The Institution provides mechanisms which ensure compliance with international rules of research ethics, both in relation to research activity and the rights of researchers.	5
6.9	The external, non-governmental, funding of research activities of academic staff is similar to other Institutions in Cyprus and abroad.	5
6.10	The policy, indirect or direct of internal funding of the research activities of the academic staff is satisfactory, based on European and international practices.	5

6.11	The programmes of study implement the Institution's recorded research policy.	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies. n/a		

Findings

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

The framework for research at UNIC is identical, being the very same university. Since it was explained and laid out in detail during the visit preceding the visit to the Athens branch, it was only explained briefly.

Strengths

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

We have heard how the greater Athens area is more conducive to growing a rich research environment than may be the case in Nicosia - and this will benefit both campuses. Beside the MD programs, the start of a PhD program is planned. We have heard how the Athens branch already had been successful in drawing scientists into faculty positions not only from (the University of) Athens but elsewhere, including providing opportunities for Greek research-intensive faculty working overseas to return and establish themselves in Athens. Aside from its reputation, the ability to draw excellent scientists to UNIC is due to the research environment, the access to clinical material through the largest hospital group in Greece (HHG), and, finally, a brand-new building providing inspirational research labs and infrastructure.

Researchers will be provided with support central from UNIC, UNIC Health, and the medical school based on their varying needs depending on their discipline and on the respective research area/topic.

Areas of improvement and recommendations

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

Cannot be evaluated pending start of any of the schools, but no concerns as yet.

Please select what is appropriate for the following assessment area:

Assessment Area	<i>Non-Compliant/ Partially Compliant/Compliant</i>
6. Research	compliant

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 institution has sufficient financial resources to support its functions, managed by the Council/Senate.	5
7.2	The Institution follows sound and efficient management of the available financial resources in order to develop academically and research wise.	5
7.3	The Institution's profits and donations are used for its development and for the benefit of the university community.	5
7.4	The Institution's budget is appropriate for its mission and adequate for the implementation of strategic planning.	5
7.5	The Institution 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 Institution'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. n/a		

Findings

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

The general financial relations were discussed including the financial arrangements between HHG and UNIC. The EEC was provided with a budget for the next five years, pertaining to UNIC Athens starting the MD and PhD programs - including the new building.

Strengths

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

The financial planning is sound. It is usual for an arrangement of this size and scope to realise profit several years into the project - and the careful risk management around this appears to be appropriate.

Areas of improvement and recommendations

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

Cannot be evaluated pending start of any of the schools. Also dependent on the number of MD and PhD students and the faculty joining UNIC Athens.

Please select what is appropriate for the following assessment area:

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

E. Conclusions and Final Remarks

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

We would firstly like to congratulate the UNIC team and their long-term partners within Hellenic Healthcare Group in this excellent development to increase the depth and breadth of clinical academia and practise in Greece. Building on the success of years 5 and 6 of the MD programs, which started in 2018, creates a natural partnership and is to be celebrated.

The ambitious project to launch a strategic educational partnership involving six schools but focussed around the medical school has tremendous merit and has been well planned by all partners over the last year. Particular congratulations are due to Professor Charalambous for his inclusive leadership of this project; noting how he has inspired, with Prof. Ioannides, the excellent academic team at the Nicosia branch to develop a forward looking 6-year MD programme which will be implemented at both campuses alongside the 5-year programme and PhD in Medical Sciences.

UNIC took extra care to explain the transplantation of their well-functioning operations in Cyprus. Given the expertise demonstrated, we are confident that this translation of processes into the lived experience at Athens will be successful. The governance structure will ensure that UNIC Cyprus is in full control of the operations in Athens.

We have a number of commendations:

1. The transplantation of all administrative and academic services including the excellent student support and quality assurance processes to the branch.

2. The palpable enthusiasm within the clinical community is invaluable.
3. The commitment to a high-specification new medical building, integrated into the existing healthcare ecosystem will create a flagship model for the future.
4. The commitment that both UNIC and HHG have shown each other in their future commercial and governance structure.
5. We commend the university for early roll-out of a PhD programme to support the ambition of HHG clinicians and UNIC academics.

We also have a number of recommendations:

1. That the medical school gears itself for success. We would strongly suggest that the medical school starts with a maximum of about 100 MD students, rather than up to 180, which we feel would be an unnecessary risk for a new institution, despite their excellent preparation, academic and administrative staff and previous expertise at HHG. This is also to marshal the expansion in the clinical areas to support the experience of pre-existing Nicosia students and to prevent sudden changes in the employment market for medical graduates in the Greek/Cypriot ecosystem.
2. It is likely that the project could be further de-risked by all 100 MD students being on the 6-year MD, with the 5-year programme being rolled out later, potentially when the campus is complete in 2028, and the 5-year model has benefitted from more of the new 6-year programme innovation. An expansion of numbers up to approximately 180 as currently stated, could be staged effectively over the next few years, accordingly.
3. That a more complete consideration of the opportunities and threats of the branch campus development is undertaken, so that the risks can be appropriately marshalled and mitigated by the newly formed academic and administrative teams. This should include planning for contingency arrangements.
4. We are very supportive of this initiative progressing across MD and PhD programmes. It may be wise for an early formal review of the facilities once the medical school building has been completed, which we would be delighted to contribute to, if appropriate.
5. The branch campus creates rich opportunities across six schools and programmes, with excellent new faculty, to maximise on interprofessional and transdisciplinary education and research – this is often easier to do “by design” than through retrospective timetable arrangements.
6. Lastly, recognising the unique capabilities and position of HHG, alongside UNIC, we would encourage HEAL and the partnership to continue to proactively and strategically engage with the government and thought leaders to develop junior medical training opportunities (residency programme) within the private healthcare system, for the benefit of healthcare in Greece.

F. Signatures of the EEC

Name	Signature
Prof. Nicki Cohen	
Prof. J.-Matthias Löhr	
Prof. Anne Herrmann-Werner	
Ms Stella Sergiou	
Ms Katerina Evangelou	
Mr Alexis Valiantis	

Date: 9th June 2025

