



Doc. 300.1.2

Date: 27/01/2026

Higher Education Institution's Response

- **Higher Education Institution:**
Atlantis College

- **Town:** Liopetri

- **Programme of study**
Name (Duration, ECTS, Cycle)

In Greek:

Διοίκηση Επιχειρήσεων (2 έτη, Δίπλωμα, 120 ECTS)

In English:

Business Administration(2 year Diploma, 120 ECTS)

- **Language(s) of instruction:** English
- **Programme's status:** Currently Operating
- **Concentrations (if any):**

In Greek: Concentrations

In English: Concentrations



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



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



A. Guidelines on content and structure of the report

- *The Higher Education Institution (HEI) based on the External Evaluation Committee's (EEC's) evaluation report (Doc.300.1.1 or 300.1.1/1 or 300.1.1/2 or 300.1.1/3 or 300.1.1/4) must justify whether actions have been taken in improving the quality of the programme of study in each assessment area. The answers' documentation should be brief and accurate and supported by the relevant documentation. Referral to annexes should be made only when necessary.*
- *In particular, under each assessment area and by using the 2nd column of each table, the HEI must respond on the following:*
 - *the areas of improvement and recommendations of the EEC*
 - *the conclusions and final remarks noted by the EEC*
- *The institution should respond to the EEC comments, in the designated area next each comment. The comments of the EEC should be copied from the EEC report **without any interference** in the content.*
- *In case of annexes, those should be attached and sent on separate document(s). Each document should be in *.pdf format and named as annex1, annex2, etc.*



1. Study programme and study programme's design and development (ESG 1.1, 1.2, 1.7, 1.8, 1.9)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
Establish a Programme Advisory Board including employers, alumni, and external academics. This would also support the further embedding of the College in the region.	Programme Advisory Board established see appendix 1	Choose level of compliance:
Incorporate employer surveys and alumni feedback more systematically into programme review.	Employer survey and alumni feedback survey added and will feed into programme review at PRC meetings which are already held twice per year See Appendix 2 & 3 for surveys	Choose level of compliance:
Enhance external benchmarking with comparable European business diplomas.	External benchmarking report see appendix 4	Choose level of compliance:



2. Student – centred learning, teaching and assessment (ESG 1.3)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
Expand experiential, practice-oriented components such as simulations, guest lectures, and business projects.	Atlantis College has taken measurable steps to enhance experiential learning through the implementation of a formal Guest Lecture Policy (Appendix 5), facilitating regular industry engagement. The introduction of business simulations and applied business projects has been identified as a priority and is currently under development as part of the institution's continuous improvement plan. Business simulations will be incorporated into key modules including Management, Marketing, and Finance	Choose level of compliance:
Formalise student feedback analysis to close the loop on curriculum enhancement.	Atlantis College has formalised its student feedback mechanisms by incorporating structured input from multiple sources, including lecturer course reports, (Appendix 6) end-of-semester course evaluations (Appendix 7) completed by students, and additional surveys conducted with current students and alumni as mentioned earlier. This feedback is systematically reviewed by academic management and used to inform curriculum updates, teaching strategies, and ongoing programme improvement, thereby ensuring a continuous feedback loop for curriculum enhancement	Choose level of compliance:
Integrate digital tools and blended learning approaches to further engage learners	Atlantis College has begun integrating digital tools and blended learning approaches by using Microsoft Teams to support classroom instruction, distribute learning materials, collect assignments, and facilitate online discussions. Lecturers now use digital presentation tools, online resources, and interactive platforms to enhance student engagement.	Choose level of compliance:
Ensure that guidelines on whether, when and how GenAI can (not) be used by students and how that should be reported are well-known to students. Note that the College does have guidelines on the use of GenAI.	Guidelines on Gen AI added to course outline so that all students are aware see appendix 8	Choose level of compliance:

3. Teaching staff (ESG 1.5)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
Develop and fund applied research and case-study projects relevant to Cypriot and regional business practice. But we acknowledge that some such funding is already available—this would strengthen the diploma programme and other areas of the College.	Moving forward, Atlantis College will expand its efforts to seek additional funding opportunities and formal partnerships with local businesses and organisations to further strengthen the integration of applied research within the Business Diploma curriculum	Choose level of compliance:
Establish a formal advisory board to connect employers, alumni, and faculty	Advisory board established see appendix 1	Choose level of compliance:
Implement a guest lecture policy to ensure regular practitioner engagement	Guest lecture policy added see appendix 5	Choose level of compliance:
Communicate the College’s GenAI and academic integrity policy in course outlines and student orientation.	Guidelines on Gen AI added to course outline so that all students are aware also added to Orientation agenda for the next intake see appendix 8	Choose level of compliance:
Increase incentives for faculty attending conferences or publishing research—not taken advantage of—or so it appears.	Atlantis College recognizes the importance of incentivizing faculty participation in conferences and research publication to enhance academic quality and visibility. While existing policies provide some support for these activities such as research time release from teaching and subsidization, (Appendix 9) the College acknowledges that they have not been fully utilized. Moving forward, the institution will continue to encourage and strengthen its incentive structures, including funding, recognition, and workload allocation, to encourage greater faculty engagement in scholarly activities and research dissemination.	Choose level of compliance:



4. Student admission, progression, recognition and certification

(ESG 1.4)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
Collect detailed data on graduate employment and use it for continuous improvement.	Already collected through survey see appendix 2&3	Choose level of compliance:
Provide periodic progression statistics to the Programme Committee for QA tracking.	Atlantis College has established procedures to provide periodic progression statistics to the Programme Committee as part of ongoing quality assurance monitoring. These reports include student enrolment, retention, progression, and achievement data, which are systematically reviewed to identify trends, inform programme improvements, and ensure that academic standards are maintained. The College remains committed to maintaining timely and accurate reporting to support evidence-based decision-making and continuous programme enhancement.	Choose level of compliance:

5. Learning resources and student support

(ESG 1.6)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
Further strengthen career-placement links through employer partnerships.	Atlantis College recognises the value of strong employer partnerships in enhancing graduate employability. The College has initiated collaborations with local and regional businesses to provide career placement opportunities, internships, and industry engagement activities. Moving forward, these efforts will be further strengthened by expanding partnerships with multinational companies, developing structured internship programmes, and actively engaging employers in curriculum development to ensure alignment with workforce needs.	Choose level of compliance:
Introduce formal workshops on study skills and employability.	Atlantis College has implemented formal workshops focused on study skills and employability. These workshops are delivered regularly throughout the academic year and cover topics such as academic writing, time management, presentation skills, CV preparation, interview techniques, for example see Appendix 10 & 11 and professional networking.	Choose level of compliance:



6. Additional for doctoral programmes

(ALL ESG)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
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7. Eligibility (Joint programme) (ALL ESG)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
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B. Conclusions and final remarks

Conclusions and final remarks by EEC	Actions Taken by the Institution	For Official Use ONLY
<p>Overall, the Atlantic College demonstrates a credible and well-structured Diploma programme delivered by qualified and committed faculty, supported by highly engaged management, appropriate facilities and a strong institutional ethos of student care. Teaching quality is sound, learning outcomes are broadly aligned with programme aims, and student satisfaction appears high.</p>	<p>Click or tap here to enter text.</p>	<p>Choose level of compliance:</p>
<p>However, several areas merit continued attention. Research productivity and scholarly engagement remain modest, limiting synergies between teaching and research. While staff qualifications meet external standards, formal preparation for online and blended delivery is limited, and systematic professional development in digital pedagogy should be strengthened.</p>	<p>Atlantis College recognizes the critical importance of digital pedagogy for effective teaching and learner engagement. In response, the College has initiated multiple measures to systematically strengthen professional development in this area:</p> <ul style="list-style-type: none">• Integration of Digital Tools in Teaching: <p>Microsoft Teams is now routinely used for classroom instruction, distribution of learning materials, assignment collection, and online discussions.</p> <p>Lecturers are encouraged to employ digital presentation tools, interactive platforms, and online resources to enhance student engagement and blended learning experiences.</p> <ul style="list-style-type: none">• Professional Development Workshops and Training: <p>Regular workshops and seminars on digital pedagogy and innovative teaching practices are being organized for faculty.</p> <p>Training includes the use of learning management systems, digital assessment tools, and interactive teaching platforms to support blended</p>	<p>Choose level of compliance:</p>



	<ul style="list-style-type: none">• Formalization of Best Practices: The College has begun documenting and sharing best practices in digital pedagogy across departments, creating a knowledge base for ongoing professional development. Peer-to-peer mentoring and faculty learning circles are being encouraged to facilitate collaborative upskilling in digital teaching methods.• Incentives for Digital Pedagogy Adoption: Faculty participation in digital pedagogy training is recognized in performance appraisals and linked to incentives, including workload considerations and potential funding support for conference participation or research dissemination that incorporates innovative teaching methods.	
<p>The programme would benefit from more structured approaches to staff development, especially in online pedagogy and assessment. Mechanisms for linking teaching practice with applied research and industry engagement remain underdeveloped. Strengthening these areas would further enhance quality and compliance with EQF standards.</p>	<p>Atlantis College acknowledges the EEC's observations regarding staff development, online pedagogy, and the integration of teaching with research and industry engagement. The College is committed to continuous professional development and recognises the need for more structured approaches in these areas. To address these recommendations, Atlantis College has established a formal advisory board comprising industry professionals and academics. The board provides guidance on curriculum design, ensures learning outcomes align with current industry needs, and will help integrate applied research into teaching. The programme now formally includes guest lectures from industry experts projects. Students will gain practical insights and mentorship, ensuring that</p>	<p>Choose level of compliance:</p>



	their learning is grounded in real-world applications	
Finally, we recommend establishing a Programme Advisory Board including employers, alumni, and external academics, especially from the local and regional community. This would support the further embedding of the College in the region.	Programme Advisory Board has been established see Appendix 1	Choose level of compliance:
Overall, the Diploma programme is compliant, with many strengths being evidenced.		Choose level of compliance:

C.



D. Higher Education Institution academic representatives

<i>Name</i>	<i>Position</i>	<i>Signature</i>
Dr. Kyrillos Nicolaou	Programme Coordinator	
Dr. Marios Alaeddine	Faculty	
Ms. Sharon Michael	Academic Director	
Mr. Panayotis Panayi	Faculty	
Dr. Aris Mousoulides	Internal QA Committee	
Click to enter Name	Click to enter Position	

Date: 27/01/26

