

Doc. 300.1.2

## Higher Education Institution's Response

Date: Date.

- **Higher Education Institution:**  
University of Cyprus
- **Town:** Nicosia
- **Programme of study**  
**Name (Duration, ECTS, Cycle)**  
  
**In Greek:**  
Διδακτορικό στη Νομική  
  
**In English:**  
PhD in Law
- **Language(s) of instruction:** Greek and English
- **Programme's status:** Currently Operating
- **Concentrations (if any):**  
  
**In Greek:** Concentrations  
**In English:** Concentrations



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 2<sup>nd</sup> 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)

The PhD in law programme was established in 2018. It provides mostly legal studies of higher level to the legal community of Cyprus, Greece and the nearby region. It is a popular programme with an important cohort of PhD students (51 students in 2025). The PhD in law programme is designed with overall objectives that are in line with the institutional strategy and provide explicit intended learning outcomes. The programme has a quality assurance system put in place through appropriate structures, regulations and processes.

The HEI provides a strong policy for quality assurance for the PhD programme.

- The PhD programme provides clear, accurate, up-to date and readily accessible information.
- The HEI provides a good policy for design, approval, on-going monitoring and review of the PhD programme.
- The HEI has now proposed the abolition of the Greek requirement and will welcome PhD students from all over the world.

Areas of improvement and recommendations <b>by EEC</b>	Actions Taken by the Institution	For Official Use ONLY
The EEC would strongly recommend introducing a minimum-word limit for PhD manuscripts in law. The current limit of 10'000 words at the university level is clearly inadequate for a PhD thesis in law.	The Department commits to introducing a minimum-word limit for PhD manuscripts at least 70,000 words. This will be updated and reflected in the PhD handbook (Annex III) from September 2025.	Choose level of compliance:
The EEC would further recommend exploring the possibility of writing a PhD thesis based on academic articles. For instance, this would mean that a PhD student who published three academic articles and presented another paper in a recognized conference could (with a total of four articles and adding an introduction and a conclusion) proceed to defend their thesis. The advantage of this would be that students get clear-cut milestones, allowing them to finish on time.	The Department discussed this recommendation at its Board Meeting on 18 June and decided not to adopt this recommendation. Writing a PhD thesis based on academic articles is not provided by the University's regulations. It also goes against the philosophy of the Department regarding the doctoral programme, which aims towards the production of monographs and coherent PhD manuscripts. This approach would also risk diminishing the quality of the theses, given that students may publish articles in non-peer reviewed venues. The Department has noted other reasons for the low completion rate in the PhD Programme and will apply other modifications to	Choose level of compliance:

	the programme to address that weakness.	
The EEC is of the view that PhD students should submit early on a standard-format training and development plan which would need to be reviewed annually. This would allow for a better monitoring of progress (and reasons for lack thereof), allowing interventions throughout the PhD trajectory.	The Department intends to adopt this recommendation. It aims to incorporate this, after the completion of the research proposal, when the mandatory stages of the programme for monitoring progress are effectively concluded and this additional step would add a needed checkpoint.	Choose level of compliance:
For non-law students who want to write a PhD in law, it is important that they receive sufficient training not only on methodology but also on substantive legal subjects, depending on the thesis. Making the attendance of certain courses mandatory for such students would be reasonable.	The Department will adopt this recommendation moving forward in relation to non-law students admitted to the programme. The supervisor will identify Law courses at undergraduate or postgraduate level that are relevant to the topic of the PhD thesis and are being offered at the Department and require mandatory attendance (with no accreditation of ECTS).	Choose level of compliance:
The EEC would further recommend the involvement of full professors of law (internal or external) in the supervision of all PhD theses at regular intervals but also in the composition of the PhD Committee at the defense stage. A mentoring mechanism for junior professors is highly important, relevant and timely.	This approach is in principle already followed by the Department. University regulations provide for the involvement of assistant professors or professors in the assessment committees. The Department has a small number of staff and a smaller number of full Professors that can be practically involved in all cases.	Choose level of compliance:
The EEC recommends that all academic staff receive PhD supervisor training before they are eligible for PhD thesis supervision. Regular training is important notably in view of the very important delays recorded over the years.	The Department commits to passing on this recommendation to the University of Cyprus' Centre for Teaching and Learning. There is currently no standard format and compulsory PhD supervision training offered by the Centre. If the Centre develops such training or offers such training on an ad hoc basis, the Department's staff is committed to following this training. The Postgraduate Committee of the Department will also encourage academic staff to follow PhD supervisor training	Choose level of compliance:

	offered online by other institutions.	
There is no compulsory procedure to force a PhD student to discontinue the dissertation when the PhD student has failed the required examinations.	According to the <a href="#">University's Regulations for Postgraduate Studies</a> , "The studies of a doctoral student who has not fully satisfied the requirements of the programme of study which he/she is attending, is terminated ex officio, without the award of a PhD..." in different situations, including two failures at a research or writing stage as well as in the case of a second failure to defend the Doctoral Dissertation (paragraph 11 of the rules).	Choose level of compliance:
Clear procedures could be adopted to evaluate complaints or feedback made by students by involving a student committee to discuss the issue with the HEI.	The University of Cyprus has a central 'Student Complaints Management Policy' in place, which was approved by the Senate on 16 April 2021. For the policy, please see Annex I: Student Complaints. Moreover, especially for issues regarding harassment, bullying, unequal treatment or violation of UCY codes of conduct there is a newly enacted Procedure for Managing Complaints/ Grievances (Annex II). Additionally, the student committee participates regularly in the Department Board meetings and brings forward any systematic complaints or feedback made by students. Finally, the Department encourages PhD students to appoint one representative per intake to coordinate communication, including any complaints or feedback, with the Department.	Choose level of compliance:
The HEI could gather data in a systematic way regarding the performance of PhD students.	Data collection on the following domains is collected or will be collected as of the next academic year (September 2025): 1. Number of students enrolled in each course. 2. Percentage of enrolled students who successfully complete each course. 3. Statistics of the evaluation of students per grade (number and	Choose level of compliance:



	percentage of students evaluated with a specific grade).	
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## 2. Student – centred learning, teaching and assessment (ESG 1.3)

The EEC noted the following strengths for PhD Programme

- Doctoral candidates have a clear path of progress from a preliminary research proposal via the stage of comprehensive examination to submission of a complete research proposal.
- Doctoral candidates have access to adequate resources to support their research, in particular through the library budget and travel support.

Areas of improvement and recommendations <b>by EEC</b>	Actions Taken by the Institution	For Official Use ONLY
More courses should be made available as part of the doctoral school training programme to improve the scientific skill set of doctoral candidates beyond the existing methodological course.	Such courses are periodically offered by the UCY Centre for Teaching and Learning and doctoral students of the Department are encouraged to follow them. Additionally, the PhD Coordinator systematically shares information with PhD candidates regarding such courses/seminars offered by other academic institutions. The Department provides financial support to students for attending such courses.	Choose level of compliance:
Additional training should be made organised to enhance doctoral candidates' preparation to succeed in academia (e.g. courses on preparing grant applications, targeting publications, academic presentation skills).	Such courses are periodically offered by the UCY Centre for Teaching and Learning and doctoral students of the Department are encouraged to follow them. Additionally, the PhD Coordinator systematically shares information with PhD candidates regarding such courses/seminars offered by other academic institutions. The Department provides financial support to students for attending such courses.	Choose level of compliance:
More part- or full-time positions should be made available for doctoral candidates	A relatively high number of positions for teaching assistance are made available to PhD candidates (about 3-4 positions per semester). Once the new LLM programmes are offered (two programmes start in September 2025 and one programme will start in September 2026), additional positions will be made available	Choose level of compliance:



	for PhD candidates to deliver LLM tutorials.	
While doctoral candidates have access to meeting with their supervisors, the system of managing notes from such meeting could be improved to ensure accountability for project progression dates.	The Department has in place a very detailed and transparent template for agenda-setting and note-keeping of supervision meetings presented as the 'Record of a Supervision Meeting' template in the PhD student handbook (Annex III, page 23). Records of supervision meetings must be submitted to the Department's Committee for Postgraduate Studies through the Department Secretary. The Department commits to effectively implementing this existing system.	Choose level of compliance:
The doctoral candidates should be encouraged to teach (within reasonable limits) in the LLB or/and LLM programmes as teaching assistant.	As indicated above, a relatively high number of positions for teaching assistance are made available to PhD candidates (about 3-4 positions per semester). Once the new LLM programmes are offered (two programmes start in September 2025 and one programme will start in September 2026), additional positions will be made available for PhD candidates to deliver LLM tutorials.	Choose level of compliance:

### 3. Teaching staff (ESG 1.5)

The following strengths have been noted by the EEC:

- Criteria for recruitment and promotion are clear and transparent. Annual evaluation processes ensure that they remain in focus throughout the career of resident faculty members.
- The Law Department outlined overall a viable and laudable incentive structure for faculty research and publications that was highly competitive from an international perspective.
- An attractive sabbatical policy.
- Enthusiastic teaching staff and excellent publications even at the assistant professor level.

Areas of improvement and recommendations <b>by EEC</b>	Actions Taken by the Institution	For Official Use ONLY
The Department is understaffed and new hires are necessary.	The Department fully agrees with the EEC finding that additional members of staff are needed and constantly reminds the University authorities of this urgent need and the benefits for the University. The Department grew in numbers from 7 teaching staff members in 2017 to 11 in 2019, plus an Emeritus Professor and 12 in 2022, before losing two colleagues to government positions. Three entry-level positions are currently in the process of being filled and another position having been secured and expected to be advertised in 2025-2026.	Choose level of compliance:
Cumbersome hiring policies which may lead to missing on talent and/or be unable to retain existing talent.	The Department undertakes all reasonable efforts to expedite the hiring procedures, within the current regulatory framework, which is laid down by law and can only be amended by the Parliament.	Choose level of compliance:
Doctrinal work for the most part although the School has departments which would allow interdisciplinary research projects.	The members of the Department have participated and are participating in various interdisciplinary research projects, in cooperation with other Departments of the University of Cyprus or Universities abroad. For	Choose level of compliance:

	<p>example, recently Assistant Professor M. Chatzipanagiotis participated with members of the University College London in an interdisciplinary research project (law and economics) on the implications of tail risk of fintech companies for consumers, SMEs and economic growth, which was funded by the UK Financial Conduct Authority. Assistant Professor Ioanna Hadjiyianni is a member of the University's Ad Hoc Committee on Environmental Issues, consulting the Rector's office, improving communication and dissemination about environmental issues to broader society, and promoting an interdisciplinary research agenda on environmental issues.</p> <p>Ioanna Hadjiyianni has also been involved in inter-disciplinary projects and events, in collaboration with environmental engineers and epidemiologists at the University of Cyprus and is currently in the process of organising an inter-disciplinary conference on the implementation of environmental law in Cyprus.</p> <p>Several undergraduate courses in Law of the department, including EU law and international public law are offered to students from other departments.</p> <p>Aristoteles Constantinides offers his course on Gender and Human Rights to students from the MA in Gender Studies.</p> <p>Several members of the Department have participated in PhD examination committees from other Departments, such as psychology, political sciences,</p>	
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	<p>gender studies and French and European studies.</p> <p>Additionally, the Department will participate in an inter-disciplinary MA in Migration Studies, which has been designed and is to be offered by all departments of the School. The Programme is currently undergoing the accreditation process.</p>	
<p>Thesis supervision should count towards teaching time so that staff get a clearer picture of their actual research time.</p>	<p>This is an issue that has been discussed numerous times at Department, School and University level with a clear position by the Department of Law in favour of recognizing supervision and marking of LLM theses towards teaching workload. Most lately, the School of Social Sciences and Education (under which the Department of Law is included) adopted the following recommendations that have been forwarded to the Vice-Rector of Academic Affairs:</p> <ul style="list-style-type: none"> <li>A. Change in the Teaching Policy to allow co-supervision of undergraduate and postgraduate theses by faculty members and other teaching staff provided they hold a PhD.</li> <li>B. It is also proposed that the supervision of theses and dissertations be considered over a three-year period, so that it can be credited toward the teaching workload.</li> </ul> <p>So far, no response has been received by the Office of Academic Affairs. Unless the policy at University level changes, there is no means for workload recognition for LLM supervision at department level, as the conditions for workload</p>	<p>Choose level of compliance:</p>

	are determined by the law governing the University of Cyprus academic staff. A similar position applies to workload for PhD theses supervisions.	
The EEC thinks it desirable that the Law Department safeguards the 40% research time ceiling and ensures that the amount of teaching of the resident faculty members does not exceed what is reasonable, given that the Law Department is also expecting them to do significant research, quantitatively as well as qualitatively, and to establish the university as a research institution.	The Department fully agrees and undertakes all efforts to safeguard the 40% research time for its members.	Choose level of compliance:
The development and continuous training on teaching skills is important but currently no comprehensive policy exists in this respect. This is important for permanent but also temporary staff, as teaching is an important component of Department's activities.	The Centre for Lifelong Learning of the UCY and the UCY Library offer various courses on teaching methodology and teaching software. These are in addition to other courses offered, e.g. in the context of the YUFE Alliance of universities, in which UCY participates. As of September 2025, every Department member will have to attend at least one teaching course per semester.	Choose level of compliance:
The EEC strongly recommends the introduction of fast-track procedures allowing for recruitment and promotion. As one full professor is released of her teaching duties due to administrative tasks at the university level and another full professor is close to retirement, it appears that there is scope for at least another 2 fte (in addition to the 3fte that the university has already approved and is in the process of filling).	The Department undertakes all reasonable efforts to expedite the hiring and promotion procedures, within the current regulatory framework, which is laid down by law and can only be amended by the Parliament.	Choose level of compliance:
The EEC recommends that the University adopts a comprehensive and ambitious	The Department fully agrees and has been undertaking intense efforts to this direction before the	Choose level of compliance:

strategy in the period 2025-2030 that would allow the Law Department to become an independent School with sufficient autonomy and resources to demonstrate its potential.	competent organs of the University. The hiring of additional members is essential in this process.	
The EEC would recommend exploring options for making research more visible, including through Open Access agreements with publishers, potentially in collaboration with other academic institutions in Cyprus and Greece; while research funds per member of staff is considerable, Open Access fees may consume such budget, leaving no room for conference participation and other research-enhancing activities.	The University of Cyprus Library participates in the Cyprus Libraries Consortium (KKuB/CLC), has already open access agreements (Transformative Agreements) in place with various international publishers, such as Oxford University Press, Cambridge University Press and de Gruyter. These agreements allow academic members to publish open access in prestigious academic journals with no cost or with substantially reduced fees. There is also the UCY institutional repository GNOSIS < <a href="https://gnosis.library.ucy.ac.cy/">https://gnosis.library.ucy.ac.cy/</a> >, in which open access publications of the Department members can be posted. UCY also has in place a central <a href="#">Open Access Policy</a> (only available in Greek). In addition, there are ongoing efforts to establish a repository for Working Papers of the members of the Department.	Choose level of compliance:
The EEC would recommend the introduction of writing grants for ERC and other prestigious grants at the domestic and European level. More strategic choices could be made at the departmental level which would identify those faculty members who have the highest chance to be competitive.	Members of the Department have already applied for such prestigious grants, including for ERC starting grants and COST Actions. Several members of the Department have obtained research grants both at European and domestic levels. The applicants are supported by University of Cyprus central research support services and by the national research contact points of the Research and Innovation Foundation. An overview of these research	Choose level of compliance:

	<p>programmes is available on this <a href="#">link</a>.</p> <p>The Department of Law is already exploring options on how to further support the preparation of research grant applications. A decision is expected to be taken in September or October.</p>	
The EEC would recommend ensuring that the Law Department can expeditiously use its own resources to replace resident faculty members who undertake significant administrative duties, obtain a research grant or otherwise are unable for some reason to fulfil their teaching duties.	<p>The Department already uses its own resources to hire Special Teaching Assistants to replace faculty members who are unable to fulfil their teaching duties. According to the regulatory framework in place, the Department is not allowed to hire permanent academic staff through its own funding.</p>	Choose level of compliance:
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#### 4. Student admission, progression, recognition and certification

##### (ESG 1.4)

The PhD students number varies, allowing the registration of 30% of the applicants. The candidates for the PhD Programme in Law must be holders of an undergraduate and a postgraduate degree in Law by a recognised University. Exceptionally, candidates can also be holders of either an undergraduate or a postgraduate degree in Law as long as the non-legal degree is relevant to the topic of the PhD thesis. Excellent knowledge of the English language is a mandatory admission requirement. Very good knowledge of a second or third European language may be taken into account. Although the PhD thesis can be written in either Greek or English, excellent knowledge of the Greek language is a mandatory admission requirement only for those candidates who declare their intention to write the PhD thesis in Greek. The Committee noted that the high-quality of education among graduates is valued by the legal market.

Areas of improvement and recommendations <b>by EEC</b>	Actions Taken by the Institution	For Official Use ONLY
The EEC recommends that a face-to-face interview is held before the registration of PhD candidates.	The Department already applies on an ad hoc basis. It will adopt this recommendation and implement this as a requirement for the next call for applications for students starting in the PhD programme in September 2026.	Choose level of compliance:
PhDs need office space, ideally sharing rooms to enhance collegiality and interaction.	The Department will make available an office space on a "hot-desk" policy basis that is already being used by some doctoral students and visiting teaching staff.	Choose level of compliance:
Introduce minimum requirements for non-law graduates who want to do a PhD in law.	The Department requires at least either the LLB or the Masters degree that the students have completed before joining the PhD programme to be in Law. It also adopts the Committee's recommendation (above) for mandatory attendance of LLB or LLM classes in the relevant fields.	Choose level of compliance:
Involve PhD students in education activities and events as a commitment device which would incentivize them to finish their PhD on time.	The Department already involves PhD students in such activities and will continue to do so more actively. PhD students are involved in the organization of conferences/seminars. They are also involved in teaching activities and often provide assistance to research projects coordinated by academic staff. Finally, PhD students act as coaches to undergraduate students taking part in	Choose level of compliance:





	international competitions in law, such as the Telders International Law Moot competition, the Jessup International Law Moot Competition.	
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## 5. Learning resources and student support (ESG 1.6)

- Student support: Students are assigned advisers and appreciate the staff's accessibility for academic support. The administrative team assists with practical matters, while university welfare services provide additional support, ensuring a well-rounded student experience.
- Students' representatives unanimously express their satisfaction about the cooperation with their professors and no negative aspects were reported. Professors provide the appropriate guidance in terms of studying material, access to them through email and/or personal communication, organization of training seminars and opportunities for hands-on experience (i.e. as teaching assistance, participation in research programs), helping the students to expand their knowledge.
- Library: The University's prestigious Learning Resource Centre Library provides students with access to books, electronic resources, study areas, and training. It caters to various needs with group and silent spaces, 24/7 work areas, and an automated system. A bilingual app helps locate materials, benefiting working students in the programme.
- Skills development and employability: The Law Department has achieved high employment rates for its graduates, integrating specialist knowledge with current legal developments. Bachelor, Master European Business Law and PhD and Erasmus students and alumni confirm the practical relevance of their studies, highlighting the comparative perspective of the syllabus with a focus on case law and legal methodology.
- In addition, opportunities are offered to the students such as internships for BA and Master students, and teaching responsibilities (delivering lectures and correcting exams) to the PhD students. External stakeholders confirmed the high standards of UCY graduates and their high rates of admission to the Bar Association.
- Language: No linguistic barriers were reported as students claimed to be equally competent (both in reading and in academic writing) in Greek and English language.
- Additionally, available financial support for PhD candidates to travel to attend international seminars and conferences is a notable strength.

Areas of improvement and recommendations <b>by EEC</b>	Actions Taken by the Institution	For Official Use ONLY
The PhD at the UCY is not sponsored and the students have to pay. In theory PhD students are considered to be full-time students, however, in practice all are working elsewhere so are not fully committed in their research, as they cannot sustain themselves only by doing research. PhD students unanimously stated that in case their PhD was sponsored, they would be willing to quit their current job and dedicate themselves full-time to PhD research.	<p>The Department intends, and has already started implementing, a policy of full time scholarships (with a proviso for no other significant employment) to encourage commitment and full time presence of PhD candidates at the department.</p> <p>The Department applies the strict postgraduate rules applied at University level (termination of studies after two failures at a research or writing stage).</p> <p>The department will require a face-to-face interview for new PhD applicants.</p>	Choose level of compliance:

The EEC understands the financial restraints, however, a stricter policy on dropping out of the UCY should be applied and a face-to-face interview with the PhD candidates before the registration would be a good practice that could also help addressing the limitation of available resources per PhD student.		
As the EEC suggests to increase the number of full-time PhD positions, it notes that such move should go hand in hand with an improvement of infrastructural resources, in particular with respect to available office space in close proximity to professors' offices and the library.	The Department will immediately make an office available in the same building as the professors' offices and in close proximity to the library. Available study places in the library are also open to PhD students.	Choose level of compliance:
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## 6. Additional for doctoral programmes

(ALL ESG)

- The PhD programme's size is a strength insofar as it creates the opportunity for the creation of a vibrant academic community.
- The organisation of an annual PhD colloquium where 6-semester PhD students present their work is an excellent practice.
- The availability of financial resources for PhD candidates to participate in international seminars and conferences is important for students whose work has an international outlook.
- There is evidence that PhD candidates are highly valued by society, in particular in the public sector, even prior to finishing the degree.
- The inclusion of external examiners in the final assessment of the doctoral work is an excellent practice.

Areas of improvement and recommendations <b>by EEC</b>	Actions Taken by the Institution	For Official Use ONLY
The number of PhD students tutored by the members of the staff is too high.	The Department has already applied a practice of reducing the number of new PhD candidates it admits to the programme. This process will also be supplemented by the introduction of a face-to-face interview. There is a limit provided in the student handbook for PhD students per academic staff and the department will implement this moving forward.	Choose level of compliance:
There is no compulsory procedure to force a PhD student to discontinue the dissertation when the PhD student has failed the required examinations.	According to the University's Regulations for Postgraduate Studies, "The studies of a doctoral student who has not fully satisfied the requirements of the programme of study which he/she is attending, is terminated ex officio, without the award of a PhD..." in different situations, including two failures at a research or writing stage as well as in the case of a second failure to defend the Doctoral Dissertation (paragraph 11 of the <a href="#">rules</a> ).	Choose level of compliance:
The number of PhD students tutored by a member of the staff could be reduced and the department could adopt a compulsory policy to terminate a PhD position when the required	Please see the response in the previous comment above.  Additionally, the Department, following the Committee's recommendations has already started applying a stricter practice of failing students who	Choose level of compliance:

examinations are failed by the PhD student. This will help to reduce the cohort of the PhD students and thus render the management of the programme more effective.	<p>have not made any progress during a single semester, without an explanation provided by the student as to lack of progress or communication.</p> <p>It should be noted that since the visit of the Committee, 2 PhD students have been removed from the Programme due to a second failure at a research stage, at least 4 students failed a research stage in the current semester and the Department has accepted only 3 students for the new intake to start in September 2025. Overall, these steps aim to reduce the number of PhD students and apply a stricter policy for terminating positions when students are not committed and fail the relevant stages.</p>	
Considering the high number of PhD candidates and rather high acceptance rates combined with – so far – low success rates, the EEC would recommend the Department to consider applying more stringent selection criteria to enter the PhD programme.	The Department has high selection criteria for PhD students. It has already started more effectively implementing these in the ongoing call for applications for students starting in September 2025 and intends to continue more effectively implementing these to reduce the number of new students.	Choose level of compliance:
The EEC recommends adding an interview stage to the selection process	This will be added from the next call of applications for students starting in September 2026.	Choose level of compliance:
More courses should be made available as part of the doctoral school training programme to improve the scientific skillset of doctoral candidates beyond the existing methodological course.	This will be recommended to the Centre for Teaching and Learning imminently and if such courses are offered, they will be recommended to students.	Choose level of compliance:
The EEC is of the view that PhD students should submit early on a standard-format training and development plan which would need to be reviewed annually. This would allow for a better monitoring of progress (and reasons for lack thereof), allowing interventions throughout the PhD trajectory.	The Department intends to adopt this recommendation from the intake of September 2026. It aims to incorporate this, after the completion by the student of the research proposal when the mandatory stages of the programme for monitoring progress are effectively concluded. This matter was	Choose level of compliance:

	discussed at the last meeting of the Internal Quality Committee and is being forwarded to the Graduate School with a recommendation to institutionalize the annual evaluation of doctoral students who are in the writing and research stages	
For non-law students who want to write a PhD in law, it is important that they receive sufficient training not only on methodology but also on substantive legal subjects, depending on the thesis. Making the attendance of certain courses mandatory for such students would be reasonable.	The Department will adopt this recommendation moving forward in relation to non-law students admitted to the programme. The supervisor will identify on an ad-hoc basis the courses at undergraduate or postgraduate level being offered at the Department that are relevant to the topic of the PhD thesis, and require mandatory attendance (with no accreditation of ECTS).	Choose level of compliance:
The EEC would further recommend the involvement of full professors of law (internal or external) in the supervision of all PhD theses at regular intervals but also in the composition of the PhD Committee at the defense stage. A mentoring mechanism for junior professors is highly important, relevant and timely.	This approach is in principle already followed by the Department. University regulations provide for the involvement of assistant professors or professors in the assessment committees. The Department has a small number of staff and a smaller number of full Professors that can be practically involved in all cases.	Choose level of compliance:
The EEC recommends that all academic staff receive PhD supervisor training before they are eligible for PhD thesis supervision. Regular training is important notably in view of the very important delays recorded over the years.	The Department commits to passing on this recommendation to the University of Cyprus' Centre for Teaching and Learning. There is currently no standard format and compulsory PhD supervision training offered by the Centre. If the Centre develops such training or offers such training on an ad hoc basis, the Department's staff is committed to following this training. The Postgraduate Committee of the Department will also encourage academic staff to follow PhD supervisor training offered online by other institutions.	Choose level of compliance:

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## 7. Eligibility (Joint programme) (ALL ESG)

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

The institution seeking accreditation had prepared an exciting and thoughtful case for accreditation. We have found the programmes under review to be well-thought, with good quality assurance mechanisms and delivered by enthusiastic academic colleagues. At the same time, several areas of improvement identified in this report will have to be addressed, ranging from staffing and hires of academics to increasing resources for students and staff to ensuring a continuous balance between research and teaching time throughout the academic year.

On the whole, the EEC recommends that the programmes under review be accredited. We hope that the institution will find this committee report an essential component of its growth strategy and its ambition to become an independent school that competes with its European counterpart as well as a source of reflection in its efforts to run exciting, sustainable and rewarding academic programmes for Greek-speaking students.

Conclusions and final remarks by EEC	Actions Taken by the Institution	For Official Use ONLY
Increasing resources for students and staff	A “hot-desk” office will be made available to PhD students	Choose level of compliance:
Continuous balance between research and teaching throughout the academic year.	The continuous involvement of PhD students as teaching assistants will contribute to ensuring this balance. Additionally, the Department will strictly implement the policy for a maximum number of PhD students per academic staff to create the conditions for maintaining such balance.	Choose level of compliance:
Click or tap here to enter text.	Click or tap here to enter text.	Choose level of compliance:
Click or tap here to enter text.	Click or tap here to enter text.	Choose level of compliance:
Click or tap here to enter text.	Click or tap here to enter text.	Choose level of compliance:

C.

#### D. Higher Education Institution academic representatives

<i>Name</i>	<i>Position</i>	<i>Signature</i>
<b>Ioanna Hadjiyianni</b>	Coordinator of the PhD Programme	
Click to enter Name	Click to enter Position	
Click to enter Name	Click to enter Position	
Click to enter Name	Click to enter Position	
Click to enter Name	Click to enter Position	
Click to enter Name	Click to enter Position	

**Date:** 25 June 2025

