

Doc. 300.1.2

Date: 12/06/2025

Higher Education Institution's Response

- **Higher Education Institution:**
University of Cyprus
- **Town:** Nicosia
- **Programme of study**
Name (4 years, 240 ECTS, PhD)

In Greek:

Διδακτορικό στις Μοριακές και Κυτταρικές Επιστήμες
Ζωής

In English:

PhD in Molecular and Cellular Life Sciences

- **Language(s) of instruction:** 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 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
<p>The PhD programme is thoughtfully designed and strategically aligned with institutional goals, integrating quality assurance mechanisms at both structural and procedural levels. The curriculum is up-to-date, research-driven, and enriched by non-compulsory training opportunities that allow students to broaden their expertise beyond their core research focus. The programme fosters academic integrity and inclusivity, and benefits from highly competent and motivated personnel across all levels. Transparent approval processes and openness to external evaluation further reflect a mature and reflective academic environment. International mobility options, including ERASMUS, also extend to PhD candidates, enhancing the programme's international profile.</p>	<p>We are very glad that the EEC acknowledges the quality of our PhD programme in Molecular and Cellular Life Sciences.</p>	<p>Choose level of compliance:</p>
<p>External stakeholder involvement can be improved in relation to defining skills requirements to be achieved in the training component of the PhD programme.</p> <p>Systematic input from employers, alumni, and broader stakeholders in QA processes could be expanded and formalised (e.g., through regular feedback loops).</p> <p>Consider collecting information to allow explicit reference to employer surveys or alumni data as part of programme development and review (it may be too early to meaningfully do so at this early stage of the programme)</p>	<p>We thank the EEC for their recommendations. As discussed in the application and during the site visit, the programme has been updated recently (change of title and content) to be more inclusive to new departmental personnel (e.g., plant molecular biology) taking into serious consideration, the trends in student and market needs.</p> <p>During the year-long departmental discussions that led to this update, the Postgraduate Studies Committee consulted with faculty, students, alumni, and employers (from the public and private sectors) to identify stakeholder needs.</p>	<p>Choose level of compliance:</p>

	<p>To systematize stakeholder involvement in the programme, we will introduce in the seminar series each year starting in the fall semester 2025-26 (1) an alumnus lecture, where the speaker (e.g., researcher in academia, industry or other employment) will discuss their career path after graduating from our programme, or where possible (2) a local employer lecture, where the presenter will discuss their work-flow and skills required from potential employees.</p> <p>In addition, after the programme runs for a few cycles allowing its graduates to enter the job market (and before the next accreditation of the programme by the CYQAA), we will prepare a stakeholder survey to acquire meaningful feedback for its further development.</p>	
<p>Publicly accessible and comprehensive information (e.g., about thesis options and support services) could be improved.</p>	<p>After accreditation, the programme website will be updated to include the new structure and information about thesis options and support services.</p>	<p>Choose level of compliance:</p>
<p>Measures preventing currently overly long durations of PhD studies must be implemented, providing the candidates with reliable expectations of PhD duration and sufficient economic support.</p>	<p>We have implemented significant measures to reduce the overall PhD duration in the updated programme structure:</p> <p>(a) The workload associated with coursework has been reduced from 80 to 65 ECTS.</p> <p>(b) The comprehensive examination will focus specifically on the student's PhD research topic, and students are encouraged to complete it early in their studies (starting from the first semester).</p> <p>(c) We will award 60 ECTS to students who already hold an MSc degree on a relevant subject (Departmental Council decision on 11/12/2024), allowing them to progress more quickly.</p> <p>(d) ECTS are added in mandatory seminars. Conference/workshop</p>	<p>Choose level of compliance:</p>

	<p>attendance by PhD students can be credited with ECTS. This will allow students to fulfil their ECTS and other requirements much earlier in their studies.</p> <p>Regarding funding conditions, we are constantly applying for international and national funding to support our students. We are also actively advocating for the re-establishment of regular PhD studentships by the UCY administration and/or the State. Additionally, we are engaging with the government to increase funding opportunities, particularly those aimed at supporting basic research.</p> <p>Nevertheless, it is also important to note that although the University does not offer a formal part-time PhD track, some students take advantage of the 8-year maximum allowed PhD duration (as per UCY rules) to effectively attend part-time due to employment or family obligations. This factor contributes to the higher-than-average duration of the programme.</p>	
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2. Student – centred learning, teaching and assessment (ESG 1.3)

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<p>The PhD programme in Cellular and Molecular Life Science at the University of Cyprus reflects a strong commitment to student-centred learning, offering a well-structured and in-depth curriculum supported by a variety of engaging teaching approaches. The programme actively encourages student development beyond academic instruction, including optional placements in industry and hospital settings. Transferable skills training has been thoughtfully redesigned, drawing on the combined expertise of faculty and local professionals. The alignment between faculty research strengths and the academic content further enhances the educational experience. Teaching is conducted in English, and students benefit from international mobility opportunities through programmes such as ERASMUS.</p>	<p>We are glad that the EEC recognizes the quality of the programme’s teaching.</p>	<p>Choose level of compliance:</p>
<p>Consider introducing a student survey to assess if any transferable skill dimensions are not yet covered.</p>	<p>Soft skills (e.g., health and safety training, literature searching, etc.) were embedded in the old programme. As discussed in the application and during the site visit, the updated programme encompasses a distinct course on Soft Skills that includes training in lab safety, literature search and citation management, plagiarism, ethics in research conduct, effective communication, presentation and poster design, etc. This course will be offered for the first time in the fall semester 2025-26, after the accreditation of the programme. At the end of the course, the students will have the opportunity to submit an evaluation form in which they</p>	<p>Choose level of compliance:</p>

	can express preferences for additional transferable skills/subjects to be covered.	
<p>Communicate more clearly to students that course evaluation is crucial for feedback to improve course content.</p> <p>Introduce means to ensure that student evaluation responses will have impact on course content and delivery style (e.g. through critical reflection of sub-par evaluation results between respective lecturers and the dean, or by peer support)</p>	<p>Each instructor communicates to their audience the importance of feedback in the evaluation form. We will ensure that this continues. We will also discuss during the induction seminar at the beginning of the programme the significance of course evaluation and how it is used for course improvement.</p> <p>As per UCY rules, student evaluation responses are used for self-improvement and are seen by the instructor and the department chair only. If the average evaluation score for a particular course in two consecutive teaching semesters is <3 out of 5, the department chair will intervene to discuss the questionnaire outcome and student comments with the instructor and propose ways to rectify the raised concerns.</p>	Choose level of compliance:
<p>Improve communication from the department - make it earlier, more transparent, consistently also in English not only Greek.</p>	<p>During the transition of the programme to the English language there has been a delay in establishing communication in English. However, in recent years, the communication towards postgraduate students has been established in English. We will ensure that communication in English with graduate students continues and is the standard for the department.</p>	Choose level of compliance:
<p>Provide clearer student information (e.g. welcome booklet, better highlighting the support services or at least repeating information of theses offers to students).</p>	<p>After the accreditations are final, we will update the department's website of the postgraduate programmes, highlighting the aims, course structure, student access to support services, mobility information, placement options and alumni testimonials.</p> <p>In addition, we will update the programme's information in the UCY Postgraduate Programmes</p>	Choose level of compliance:



	<p>Study Guide that is also readily available to students as an online document through the Graduate School website.</p> <p>The above resources will be brought to the attention of the students during the induction seminar offered at the beginning of the semester to new entrants.</p>	
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3. Teaching staff (ESG 1.5)

Areas of improvement and recommendations by EEC	Actions Taken by the Institution	For Official Use ONLY
<p>Teaching within the PhD programme benefits from a highly skilled and dedicated academic team, whose broad expertise ensures comprehensive subject coverage. The faculty's strong commitment to teaching is complemented by the excellence and reliability of the technical and administrative personnel. A collaborative spirit prevails, with evident motivation, open interdepartmental cooperation, and a supportive institutional environment, also from the Dean of the School of Pure and Applied Sciences.</p>	<p>We are proud of our teaching staff, and we are lucky to be supported by exceptional administrative and technical professionals.</p>	<p>Choose level of compliance:</p>
<p>Address lack of lower-career stage lecturers (consequence of post-crisis hiring freeze). More junior faculty would have easier contact with PhD students.</p>	<p>We agree with the EEC comments. In fact, this is an issue that the UCY would like to address overall and therefore all departmental new faculty position openings are announced at the level of "Lecturer" or "Assistant Professor". For example, currently we have an open call for a position at the rank of Lecturer/Assistant Professor in the field of "Plant Biodiversity".</p>	<p>Choose level of compliance:</p>
<p>Explore joint initiatives with medical school (e.g. joint courses, research programs, PhDs co-supervision)</p>	<p>Some members of the faculty are already collaborating with colleagues at the Medical School through co-submitting research grant applications, and co-supervising undergraduate thesis students, as well as postgraduate students. At the level of joint courses, we have recently included an undergraduate course offered by the Medical School on quantitative data analysis (MED107) in our BSc curriculum. We expect that similar collaborations will be strengthened after the two departments move to</p>	<p>Choose level of compliance:</p>

	their new neighboring buildings in 2026.	
Tackle infrastructure/staffing limitations: more maintenance staff would be desirable (e.g. mouse facility, core equipment operations)	As a department that relies heavily on laboratory research, we need assistance from staff responsible for core facilities (e.g., mouse facility, imaging core). These positions are allocated centrally by the UCY administration. For example, we have already requested 2 positions for the new shared mouse facility, which will be established in our new building ensuring its smooth operation.	Choose level of compliance:
Increase the number of core lab technicians to match growing departmental teaching needs, considering that the existing staff has responsibilities also in the MSc and the BSc program.	These positions are allocated by the UCY administration. We will request one additional technician for the teaching laboratories when we move to the new building in 2026.	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
<p>The PhD programme demonstrates commitment to academic excellence through its admission and matching process. This has resulted in highly motivated and capable PhDs. The programme is responsive to student interests, offering non-compulsory courses based on demand, which further supports individual academic development.</p>	<p>We agree with the EEC and we strive for academic excellence, training the new generation of highly skilled researchers.</p>	<p>Choose level of compliance:</p>
<p>Formalise consultation with stakeholders regarding definition of skill requirements in the programme for future careers.</p>	<p>The updated programme will start running soon after its accreditation. Once the programme runs for 2-3 years, we will prepare a stakeholder survey to acquire meaningful feedback for its further development.</p>	<p>Choose level of compliance:</p>
<p>Explore ways to improve international advertising and even more importantly the recruitment of foreign students to the programme.</p>	<p>For international advertising we rely on the UCY international relations/promotion office, which is becoming increasingly active in recruiting new students upon yearly consultation with all departments running English-taught programmes of study.</p> <p>Specifically, our programmes are advertised internationally in the Greek eduguide.gr, the Keystone Academic Solutions, and the Study Portals. In addition, a large social media (Facebook, Instagram and X) advertising campaign is underway by the UCY international relations office.</p> <p>To be more attractive in recruiting international students, especially at the doctoral level, we need to ensure funding. Our department has consistently advocated for the reinstatement of the UCY Evagoras scholarships, and the national PhD studentships (previously funded by the Cyprus Research Promotion</p>	<p>Choose level of compliance:</p>

	<p>Foundation) as they are crucial for both the recruitment of high-quality students and the ability of PhD candidates to focus fully on their research without the added burden of seeking external financial support. We will continue exercising pressure to the UCY administration and to the government through official correspondence and public statements, urging them to reinstate these studentships.</p>	
<p>Investigate options for including more in-depth bioinformatics/data science training (as a stakeholder suggested).</p>	<p>It may have been missed during the onsite visit discussion and by the stakeholders who haven't yet seen the updated curriculum, but our revamped programme in Molecular and Cellular Life Sciences includes two courses on data analysis and bioinformatics/systems biology. Specifically, BIO 616 Biological Data analysis and BIO 621 Computational and Systems Biology will be offered as compulsory courses to students undertaking research-based MSc and PhD degrees. In addition, BIO 650 Special Topics in Bioinformatics will be offered as an elective course. Please find the descriptions of these courses in Appendix 1.</p>	<p>Choose level of compliance:</p>

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
<p>The PhD programme benefits from being situated on a large, modern campus with ongoing infrastructure development that enhances both the learning environment and opportunities for interdisciplinary interaction. The emerging vision for centralised, shared core equipment across faculties supports resource efficiency and accessibility. Students are well supported by a motivated and well-organised administrative team, which can also benefit from relevant training opportunities (e.g. training or ERASMUS+ for mobility). The impressive new facilities underscore the university's commitment to long-term growth and academic excellence.</p>	<p>We agree with the comments of the EEC and we are looking forward to moving to our new premises.</p>	<p>Choose level of compliance:</p>
<p>Address low number of core laboratory technicians to support laboratory training courses.</p>	<p>As mentioned in Section 3 of this document, these positions are allocated centrally by the UCY administration. We will request one technician to support laboratory training courses, when we move to the new building.</p>	<p>Choose level of compliance:</p>
<p>Inform about access to support services by more proactive communication in english.</p>	<p>As discussed in Section 2 of this document, we routinely organize an induction seminar in English for the new postgraduate entrants at the beginning of the academic year. During this seminar we present the programme structure, courses, research, placement and mobility opportunities to the students. We will ensure that the support services will also be discussed during the seminar. The same information will be included in updated department website after the accreditation of the new programmes. We ensure the EEC that all the departmental communication with and about the</p>	<p>Choose level of compliance:</p>

	postgraduate student cohort takes place in English.	
Allow or support cross-listing of graduate-level courses between departments.	Although graduate level course cross-listing is not embedded in our programmes and is not common practice at the UCY, we recognize the importance of interdisciplinary learning. We agree that providing graduate students with greater access to relevant courses in other fields, such as chemistry or computer science, can significantly enhance their skills. We will ensure that students are informed about the possibility of registering in specific courses of interest from other departments and the BioYUFE initiative during the information sessions organised at the beginning of each academic year. We will also encourage supervisors to discuss such opportunities with students during their regular meetings, ensuring that they are aware of how such courses can complement their research.	Choose level of compliance:
Design career advancement pathways for talented administrative staff to retain them and further improve their motivation.	We would be thrilled if we could do this for our talented administrative staff and in fact all acting Department Chairs have made previously such requests to the UCY when discussing career development of administrative staff. Unfortunately, promotion of administrative staff follows UCY/ public sector rules. We will keep advocating to change this and will communicate the EEC comments on this issue to the UCY administration.	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
<p>The PhD programme benefits from a streamlined structure, particularly for students who have completed the MSc programme, which reduces the PhD course load. The recently revamped curriculum is well-tailored, and students receive strong training in transferable skills relevant to their research careers. Annual progress reports, evaluated by a three-member committee, ensure ongoing academic oversight. Optional placements in industry or hospitals further enhance practical experience, and there is evidence of successful co-supervision and joint grant activities. Around 20% of MSc students continue into the PhD track, underscoring continuity and internal progression. The committee was impressed by the students' competence, motivation, and achievements. Many produced significant research findings during their doctoral studies, resulting in first-author publications in high-impact international journals. The students demonstrated strong engagement and focus during their interviews.</p>	<p>We thank the EEC for the accurate description of the strengths of our PhD programme. We agree with their findings.</p>	<p>Choose level of compliance:</p>
<p>Current PhD fee structure is problematic - consider fee waivers or stipends.</p>	<p>The impact of tuition fees on PhD students is a major concern of our department, particularly in relation to their need to work part-time to cover living expenses. We agree that this additional financial burden may contribute to delayed graduation for our PhD students. To address this issue, our department has repeatedly requested the UCY to consider waiving tuition fees for PhD students, especially those who face financial hardship. We are committed to continuing these</p>	<p>Choose level of compliance:</p>

	<p>discussions with the UCY to advocate for greater financial support for our students. In the meantime, we encourage PhD students to use the available teaching assistantships, or any research assistantships funded by grants, which not only offer financial support but also contribute to their professional development</p>	
<p>Current financial model (no guaranteed PhD fellowships) creates significant hardship impacting on PhD duration because students need to have additional jobs aside. This also causes them considerable stress.</p>	<p>Our department has consistently advocated for the reinstatement of the Evagoras PhD scholarships and the national PhD studentships (abandoned more than a decade), as they are crucial for both the recruitment of high-quality students and the ability of PhD candidates to focus fully on their research without the added burden of seeking external financial support. We will continue exercising pressure to the UCY administration and to the government through official correspondence and public statements, urging them to reinstate these studentships. In addition, we continuously strive to acquire competitive research funding to support our PhD students. Unfortunately, the current national 2-year project grant schemes from the Cyprus Research and Innovation Foundation (RIF) are too short to enable sufficient PhD support.</p>	<p>Choose level of compliance:</p>
<p>Publication requirement for graduation may unintentionally prolong degrees. Introducing some flexibility or alternative criteria could help reduce the programme duration without compromising academic quality.</p>	<p>The high quality of publications authored by our PhD students (also noted by the EEC) indicates the excellent work undertaken by the department and underscores our focus on research excellence and quality assurance. The departmental council discussed the EEC recommendation on relaxing PhD award criteria (on 28/05/2025) and strongly believes that the first-author publication requirement for graduation should be retained as this ensures the</p>	<p>Choose level of compliance:</p>

	<p>delivery of high-quality work and research excellence, especially in a research ecosystem which faces various challenges like lack of funding.</p>	
<p>Consider capping PhD durations more strictly to prevent prolonged lab work</p>	<p>We cannot cap PhD duration as this is determined by UCY law, legislated by the Parliament, and allows 3-8 years for doctoral studies. Any such change would have to be requested by the UCY administration and approved by the national legislative body.</p> <p>Nevertheless, we have taken measures in the revamped programme to reduce the initial delays caused by course attendance requirements (compared to the old version of the programme), but we recognize that due to work- or family-imposed restrictions, some doctoral students choose to prolong their PhD studies.</p>	<p>Choose level of compliance:</p>
<p>Reduce uncertainty around PhD duration by improving mentorship and stricter planning.</p> <p>Consider at an early-stage of the PhD a co-supervisor from another institution even abroad to manage performance concerns constructively. Ensure student co-supervisors/mentors are free from conflicts of interest.</p>	<p>At the induction seminar, the PhD students will be informed about the allowed timeline, the course and other requirements (Comprehensive exam, Research proposal, publications) towards the award of their degree. They will also be informed/reminded that the department has assigned them an Academic Advisor, a member of the faculty who participates in the Molecular and Cellular Life Sciences programme, but is not involved in their project, whom they can contact whenever they wish to discuss their course selection, research progress, interactions with their research supervisor and any other matters of interest.</p> <p>In addition, the Departmental Council decided (on 28/05/2025) that the 3-membered PhD Advisory Committee for each doctoral candidate will be set when they start in the programme (during the 1st semester of studies). The Departmental Council also decided</p>	<p>Choose level of compliance:</p>

	<p>to strongly encourage the participation of an external/ international member in such committees who will have no conflicts of interest, in addition to the inclusion of the Research Supervisor and one internal committee member. The Advisory Committee will oversee the student and assess their progress annually, either through the Research proposal examinations or the required Progress reports. Importantly, after each meeting with the committee, the student will also have the opportunity to meet the 2 committee members in private and in the absence of their research supervisor to discuss their progress and also any concerns they may have.</p> <p>This will ensure timely and more intense mentoring.</p>	
<p>The annual progress reports could certainly be a good opportunity for a one-to-one individual exchange of the committee with student and with the supervisor to pinpoint eventual difficulties aside the scientific progression. This helps to identify any personal, administrative or structural difficulties that may be affecting the student's progress.</p>	<p>The annual progress reports are indeed an excellent setting for the student/supervisor to discuss the project's progress, but also set realistic timelines. It does help to identify any issues.</p> <p>As discussed above, we will use this opportunity to introduce one-on-one meetings of the student with committee members to identify any personal, administrative or structural difficulties that may be affecting their progress.</p>	<p>Choose level of compliance:</p>

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>The evaluation committee extends its congratulations to the Faculty for having implemented and run the PhD programme in Cellular and Molecular Life Science in line with the EQF. The programme demonstrates a high level of academic quality and motivation of the participating students. The efforts and energies spent by the Faculty is impressive, especially considering the institutional constraints they are presently subjected to. The committee recognises the programme's strong potential for further development.</p>	<p>We thank the EEC for recognising the quality of our programme and for their suggestions. We are also glad that the EEC found the programme compliant with the CYQAA requirements. The PhD duration seems to be the only key issue raised and we are trying to reduce it without compromising the quality of the programme.</p>	<p>Choose level of compliance:</p>
<p>The committee felt that the international recognition and visibility of this PhD Programme would be strongly improved by changes in the economic treatment of the students and its duration. In most European PhD programmes, students receive three-year fellowships allowing independent subsistence. A fourth year is allowed to complete their programme, an extension more and more utilised given the increased requirements of the international scientific standards. Nonetheless, a four-year maximal duration is recommended, considering that the career prospects in one's academic career are inversely related to anagraphical age. At present, it is hard for the host laboratory to cover the cost of the student's stipend owing to the average grants being not long enough. This problem requires a solution at higher levels.</p>	<p>We absolutely agree with the EEC that the key to shorter PhD duration is the financial relief for the students, through tuition fee waiving and continuous funding for 3-4 consecutive years. We will continue exercising pressure to the UCY administration and to the government through official correspondence and public statements, urging them to reinstate studentships.</p>	<p>Choose level of compliance:</p>
<p>In view of the increasing time necessary to answer the frequent and demanding requests of today's reviewers, the Faculty may also</p>	<p>The departmental council strongly believes that the first-author publication requirement for graduation should be retained</p>	<p>Choose level of compliance:</p>

<p>consider accepting a doctoral thesis even if the main paper is not yet accepted or in an online pre-print that can be cited. Colleagues (including a new PhD student) providing essential contributions would be academically recognised with a joint first co-authorship</p>	<p>because it contributes to quality assurance and it is important for students who wish to continue their research careers. Co-first authorship is accepted for graduation and we often combine the work of two contributors (i.e., 2 PhD students or 1 student and a postdoc) to put together high-quality publications.</p>	
<p>The committee also encouraged the Faculty to assign each first-year student an external supervisor that discusses the scope and strategy of the project. At the end of year one, the candidate should give a public progress report. Private discussion with the external supervisors may identify and help resolving potential scientific and personal problems between the candidate and the direct supervisor.</p>	<p>The departmental council has decided (28/05/2025) to assign a 3-membered Advisory Committee to each doctoral student upon entry to the programme. We will also encourage faculty to include one external/international member in this committee. Private discussion with the student in the absence of the research supervisors will be used to resolve potential problems between the candidate and the supervisor.</p>	<p>Choose level of compliance:</p>
<p>These efforts will improve the PhD programme's sustainability and attractivity. The committee was favourably impressed by the interest and wish to cooperate expressed by stakeholders. If given the suggested institutional support, the PhD programme will further grow and become a model of excellence in higher education.</p>	<p>We thank the EEC for the positive comments. We agree that our PhD programme can become a model of excellence in higher education.</p>	<p>Choose level of compliance:</p>

C.

D. Higher Education Institution academic representatives

<i>Name</i>	<i>Position</i>	<i>Signature</i>
Chrysoula Pitsouli	Associate Professor, Postgraduate Committee Coordinator	
Antonis Kirmizis	Professor, Postgraduate Committee Member	
Anna Papadopoulou	Associate Professor, Postgraduate Committee Member	
Click to enter Name	Click to enter Position	
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Click to enter Name	Click to enter Position	

Date: 12/06/2025

