

Professor Mary Koutselini
President
Cyprus Agency of Quality Assurance
and Accreditation in Higher Education
Ministry of Education & Culture
1434 Nicosia

10th February 2023

Dear Professor Koutselini,

Subject: Educational Leadership (1 academic year, 90 ECTS, Master, Conventional delivery)

We are writing with reference to the CYQAA Council's Final Report, dated 12th January 2023, where it is announced that during the Council's 88th Summit on December 19th 2022, it was decided that our MA Educational Leadership (1 academic year, 90 ECTS, Master, Conventional delivery) programme is re-accredited for the periods beginning in Spring semester of the academic year 2022-2023 and ending in Fall semester of the academic year 2027-2028. We are thankful to the Council for this decision. Hereby, we submit the following information to the CYQAA Council, as requested.

1. A list with all faculty teaching in the programme indicating their current research and recent publications.

The following academics are teaching in the MA Educational Leadership programme:

- Dr Marilena Antoniadou, Visiting Associate Professor in Educational Leadership
- Dr Maria Karamanidou, Visiting Assistant Professor in Primary Educational Leadership
- Dr Maria Zeniou, Assistant Professor in Educational Innovation & Research
- Dr Ioanna Stylianou, Assistant Professor in Statistics & Economics
- Dr Constantinos Michael, Associate Lecturer in Instructional Leadership & Curriculum Development
- Dr Maria Nicolaidou, Associate Lecturer in Educational Leadership

Please refer to the Appendix I for the academic profiles of the programme's team including a list of the faculty's current research and recent publications. The Faculty's academic profiles are also available in our University website [here](#).

2. A list of your faculty teaching in the programme with a specialization in the field of Educational Leadership

The following academics teaching in the MA Educational Leadership programme have a specialization in the field of Educational Leadership:

- Dr Marilena Antoniadou, Visiting Associate Professor in Educational Leadership
- Dr Maria Karamanidou, Visiting Assistant Professor in Primary Educational Leadership
- Dr Maria Nicolaidou, Associate Lecturer in Educational Leadership

3. a list of the academic staff, indicating who is hired on a permanent basis. According to the articles of the Law, 70 % of the academic staff needs to be hired on a permanent basis

The following academics teaching in the MA Educational Leadership programme are teaching research staff (66%) and comply with the Law's definition of teaching research staff:

- Dr Marilena Antoniadou, Visiting Associate Professor in Educational Leadership
- Dr Maria Karamanidou, Visiting Assistant Professor in Primary Educational Leadership
- Dr Maria Zeniou, Assistant Professor in Educational Innovation & Research
- Dr Ioanna Stylianou, Assistant Professor in Statistics & Economics

The University appreciates that the EEC and the Council of CYQAA require more permanent academic staff to be in place so as to enhance the provision of the programme. At the same time, we acknowledge the CYQAA's requirement that the programme must be delivered by at least 70% permanent/full time teaching and research staff as per the announcement of 6th of November 2020 (<https://www.dipae.ac.cy/index.php/el/nea-ekdiloseis/anakoinoseis-el/555-06-11-2020-monimo-kai-plirous-apascholis-akadimaiko-prosopiko>) and in full alignment with the article 32 and article 33 of The Private Universities (Establishment, Operation and Control) Law, 2005. It was towards this end and in alignment with the EEC's feedback that the University took active steps to enhance the composition of its teaching research staff. In efforts to address this issue decisively and effectively, we would like to reiterate that we issued an announcement for the recruitment of permanent academic staff with expertise in Educational Leadership on 22/02/2022. Unfortunately, this call, to our surprise, did not generate any applications reminiscent to the required expertise. As a result, and as an alternative approach (see article 33 paragraph 2 of the above-mentioned Law), we re-advertised the call for academic recruitment along with a call for Visiting Professors on 17/07/2022, with the intention to attract applications from established academics working overseas. It is worth noting that aligned with the EEC's recommendation, the call was specifically targeting academic expertise in the areas of *Instructional Leadership*, *Contemporary Issues in Educational Leadership and Leadership for School Improvement*. As a result of the second call for academic recruitment, we were able to proceed with the appointment of two Visiting academics at senior ranks. These appointments allowed us to enhance the expertise of our programme's academic team and ensure that the programme is delivered by a large majority of teaching research staff (66%). At the same

time, we recognise that although it is a very important and valuable step, the appointment of Visiting Professors is not a permanent solution for the programme, but rather an intermediate solution, until the University is able to recruit permanent members of academic staff with the relevant expertise. To this effect, the University is actively continuing its efforts to recruit further permanent academic staff for the programme (Please see in Appendix I further [relevant call](#)).

Following the provision above of the information requested from the Council, we would like to extend our appreciation for its decision to re-accredit the Programme for conventional delivery in English, while we hope that we have addressed the Council's requirement for the provision of additional information.

Yours Sincerely,



Prof. Loukas Glyptis
Head of School of Business and Management
Chair of the Academic Standards and
Quality Assurance School Committee



Dr. Maria Zeniou
Course Leader for
MA Educational Leadership