ΔΙΠΑΕ CYQAA

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

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Doc. 300.1.2

Date: Date.

Higher Education Institution's Response

- **Higher Education Institution:**
  National and Kapodistrian University of Athens (Cyprus Branch-Nicosia)

- **Town: Nicosia**

- **Programme of study**
  Nursing (4 Academic Years, 240 ECTS, A Cycle Bachelor)

  In Greek: Νοσηλευτική

  In English: Nursing

- **Language(s) of instruction: Ελληνικά**

- **Programme's status:** New

- **Concentrations (if any):**

  In Greek: Concentrations
  In English: Concentrations

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
There will be a need for <u>local representatives</u> to assure that nearby <u>hospitals</u> and other stakeholders. This will ensure that local service needs are considered when assessing the quality of the programme.	Local representatives: we will immediately hire liaison academic personnel to guide and monitor the implementation of clinical practice as soon as this is mandatory (possibly during 2026) in order to ensure that all standards of clinical practice are adequately met.	Choose level of compliance:
It could be beneficial to <u>update</u> the programme to emphasise advances in nursing sciences and policy changes, such as the recent redefinition of nursing from the International Council	We are currently in transition as we are ready to update the program since its original accreditation that took place 5 years ago. Actually, we have this year accreditation of our current program which was updated in 2021 just after the previous accreditation (2019 – 2020) considering accreditation committee suggestions and comments. However, according to the current law in Greece and Cyprus we are obliged to apply in our Cyprus branch with an already accredited program that is the previous one.	Choose level of compliance:
Current factors that impact nursing and healthcare such as AI, sustainability and workforce retention need to be considered.	In this updated program we will incorporate recent (last month) redefinition of nursing from the International Nurses Council and all issues related to AI, modern technologies including digital health, sustainability and workforce retention.	Choose level of compliance:
There is a need to clarify that this application is only for the <u>Greek</u> language version of the programme. However, the application suggests Greek and English were covered.	We clarify that this application is only for the <u>Greek</u> language version of the programme since we do not have any accredited or even available English program.	Choose level of compliance:
Click or tap here to enter text.	Click or tap here to enter text.	Choose level of compliance:

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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
There was a lack of clarity regarding <u>ECTS calculations</u>. These should be confirmed- and in future versions of the curriculum <u>practical training should also attract ECTS</u>.	There is a specific calculation of ECTS for each lesson: ECTS_course = CP_course * (60 * years_of_degree)/(total_credits_of_degree) https://www.germangradecalculator.com/ects-calculator/ Practical training has ECTS in our program and especially in our program under accreditation having 16 ECTS. This accreditation is planned for autumn 2025 according to the Greek national authority for higher education.	*Choose level of compliance:*
There is a need for <u>competency-based assessment such as OSCE</u> and these should be introduced at an earlier stage in the programme.	We apply OSCE in most of the modules provided in our syllabus including basic nursing, first aid, surgical nursing and all clinical modules and especially in the revised program which is under accreditation. For your information the accreditation program file is under evaluation by the national authority for higher education.	*Choose level of compliance:*
Practical placements should address <u>EU regulations</u>, including a wider range of clinical experiences such as home care nursing.	In our current active program, we have 52% of learning hours (2320/4600 hrs.) in practical placement according to EU regulations (directives 36, 2005 and directive 55, 2013). Home nursing care is also included in our curriculum having a central role in our curriculum.	
A significant issue was the <u>clinical support and mentoring</u> offered in the placement hospitals. Only a small number of private hospitals were mentioned and by expanding the hospitals it would be possible to gain broader clinical experience.	We have obtained official correspondence from the Ministry of Health and the relevant hospital services ensuring access to adequate public hospitals, including facilities for paediatrics, midwifery, psychiatry, and primary care, as well as community nursing. Furthermore, we have expanded our hospital network catalogue, particularly by incorporating additional public hospitals, in close collaboration with the Ministry of Health of Cyprus.	*Choose level of compliance:*
The committee felt that the need for <u>qualified clinical mentors</u> would be essential to ensure competency-based learning outcomes	We have experienced and dedicated clinical educators in collaborating hospitals for clinical support and mentoring of the students as part of MoUs with hospitals. The role of Clinical educators and mentors will be guiding and supporting nursing students in order to follow the content of the logbook and learn to translate theoretical knowledge into evidence-	*Choose level of compliance:*

	based nursing practice. In each clinical instructor a small number of students will be assigned up to five (5). Also, we aim to have qualified clinical mentors after evaluation and training in order to ensure competency-based learning outcomes. A specific procedure we will follow for qualification of clinical mentors (train the trainers program).	
It is not clear what range of clinical experience will be available in the private hospital mentioned	The range of clinical experiences available at the referenced private hospital will be clearly defined and formally documented prior to student placement. This will include confirmation that all clinical areas relevant to the programme's learning outcomes are covered, in alignment with national and EU regulatory requirements. Additionally, we are committed to expanding clinical placement opportunities through collaborations with both public and private healthcare providers, ensuring a comprehensive and diverse clinical learning experience for all students.	Choose level of compliance:
Also, in future versions of the curriculum the number of examinations should be reduced and replaced by alternative assessment approaches such as projects, presentations or assessed groupwork.	We will incorporate and further enhance the use of alternative assessment methods, such as projects, presentations, and assessed group work, in accordance with your recommendations.	

3. Teaching staff
(ESG 1.5)

Areas of improvement and recommendations **by EEC**	Actions Taken by the Institution	For Official Use ONLY
The staff numbers need to be clarified to cover the Cyprus branch. This should include short and longer term planning. Qualifications and experience of permanent staff in Cyprus should be considered as well as career planning and development of faculty (such as in-service education). Recruitment of professors was mentioned but we were unable to clarify the numbers needed in relation to an appropriate staff – student ratio. This should be clarified.	The staff numbers to cover the Cyprus branch clarification. So, an immediate hire of five (5) academic personnel will be applied immediately after accreditation including Anatomy, Physiology, Biology, Basic Nursing and Informatics to cover most needs of the first year. The plan is to get new staff each year of around 5 academic personnel so in 4 years we estimate to have around 20 permanent academic personnel at the Cyprus branch with high qualifications. So, it is estimated that in 4 years we will have 240 students (4 x 60) and 20 academic personnel along with the recruitment of 44 academic personnel from Mother University. All Cyprus branch personnel will be evaluated and hired according to parent NKUA standards, requirements, procedures and values. All current staff of the parent University (38 professors + 7 special teaching personnel) will contribute and fully support the NKUA Cyprus branch.	Choose level of compliance:
Staff from Athens were said to be willing to cover aspects of the teaching but there should be a detailed plan available so that their workload can be rebalanced accordingly.	We will have a detailed plan for staff from Athens so that their workload be rebalanced. We estimate that for the Greek standards the current nursing department in Athens has adequate academic and supportive staff to adequately support the initial operation of Cyprus branch. In addition, our academic personnel are more than enthusiastic to support this endeavor and we think that this is an asset to overcome any possible difficulties.	Choose level of compliance:

Staff development plan for the Cyprus branch:	as stated above the plan is have 5 hires per year so that in four (4) years we estimate to have 20 academic personnel at Cyprus branch along with staff from Athens, visiting professors and other teaching personnel.	Choose level of compliance:
Competency-based education for staff:	Tthis is to be applied but however most of the teaching personnel has already these skills and knowledge. However, train the trainers programs are to be applied as an internal educational process. We would like to emphasize that the newly hired staff will be granted fully support by the experienced academic staff of the parent University. For the first period of development a close monitoring and staff meeting will be performed in order to establish a culture of open communication and close collaboration.	Choose level of compliance:
day-to-day governance and management – manager	As mentioned and presented by the vice-rector, a manager will be immediately hired to manage all issues related with the day-to-day activity of the branch and the department. The manager will work with the **administrative personnel** along with the chair of the department but especially with the **Governing Administration Committee** (Council equivalent, which is top administrative body) and the **Academic Council** (Senate equivalent, highest academic body), and comprising Schools and Departments affiliated with NKUA in Athens, offering degree programs at all academic levels, in Greek and/or English. This structure will ensure day to day normal activity and solving all related issues.	Choose level of compliance:
<u>Strong nursing presence in the leadership of the programme</u>	It is self-evident that predominant leadership guidance and decisions will be based on nursing exchange views of higher academic nursing staff of the department. Already the majority of	

	teaching personnel are Nurses (65%) and for the needs of the Cyprus branch we will hire mostly Nurses.	
The ratio between online and in-person teaching in Nicosia by Athens staff	Actually, for now only in person-teaching will be applied since this is required by the Greek law. Only tutorials will be applied online having a small percentage of teaching (<10%). However, most supportive student interventions are to be implemented by online methods of interactive communications (zoom).	
Allocation of duties (teaching, research and other aspects such as administration)	this needs to be calculated to ensure appropriate and sustainable use of resources: our current academic personnel have an extensive experience thus, we strongly believe that they can organize and harmonize all their duties effectively and timely. It would not be an exaggeration to say that this longstanding experience of academic staff was an important facilitator of the development of the department.	

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
The exact number must be clarified and related to staff plan mentioned above	The number is 60 and possibly the number 40 is related to human error during writing. All plans referred above regarding staff are based on 60 students.	Choose level of compliance:
Clear student admission criteria and application process	Detailed student admission criteria and application process are enclosed ANNEX I	Choose level of compliance:
Strategy for students with additional needs	We as NKUA already have this strategy and it is attached translated into English ANNEX II	Choose level of compliance:
English language program	We do not have an English language program for now	Choose level of compliance:
Award of the degree and professional registration process for registered nurses to work in Cyprus	Having a degree from NKUA Cyprus branch there is an immediate recognition by the authorities in Cyprus (the Cyprus Nursing and Midwifery Law (N.214/1988). So, graduates are entitled to a) register to the Registry of Nurses of the Cyprus NMC, and b) receive a license to practice nursing in Cyprus	Choose level of compliance:
The necessary attendance of students at courses needs to be highlighted	There is a minimum attendance of around 50% of the amphitheater lectures – theoretical part and 100% of the practical training, tutorials or labs. Under special circumstances there is a possibility of replacement for significant reasons including health reasons.	Choose level of compliance:
Lectures are available are always available online?	Lectures are always available online at any time to all students (e-class). Additional information such as references, online textbooks and other educational material are provided by academic personnel online.	Choose level of compliance:

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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
Although buildings were being refurbished there are currently no resources for laboratory or clinical simulation	On commencing the Cyprus branch, laboratory facilities including simulation will be provided by the university of Cyprus. However, we have plans for a dedicated space within the campus of the branch for laboratory or clinical simulation center in the 4-year strategic plan of the branch. Also, students clinical practice is monitored by the use of a logbook (ANNEX III)	Choose level of compliance:
We recommend that the expectations of students are considered and that transport is made available to use time effectively and reduce environment impact	We reassure that free transfer will be provided to the students for the facilities of the University of Cyprus for the labs. Considering the concern for the student transportation we guarantee that this will be provided by the university as part of the free facilities that our students deserve.	Choose level of compliance:
Spaces for faculty do exist but we were unclear whether they were sufficient as numbers grow	Yes, there are two spaces – offices for faculty members but more will be developed as the buildings under construction will be available the near future.	Choose level of compliance:
Access for people with mobility needs is limited and needs to be considered in the longer term	We have policy and we are working on that which is very important for the values of our university. See ANNEX II	Choose level of compliance:
Internationalization	it is our policy contained in our strategic plan to further develop this aspect. An indicator of internationalization of the parent university is reflected by research collaborations in each academic staff research profile	Choose level of compliance:
Who will be responsible for student support in the branch	Apart from personal tutor that will be allocated to each student, a member of academic staff will be a coordinator for each academic year as a refer person in order to resolve possible issues	Click or tap here to enter text.

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
Recommendations, Actions required **Immediate:**		
Admissions criteria and protocol for student admission developed.	ANNEX I	Choose level of compliance:
Planning workload for new and current staff to meet the needs of the first two years.	According to our plan hiring academic personnel and use current personnel there will be a balance regarding their workload	Choose level of compliance:
Webpages with qualifications and profile of staff and facilities for students available.	It is already under revision and construction To be developed ASAP	Choose level of compliance:
List of collaborating hospitals and assurance that 60 students can be given a variety of experiences and adequate clinical mentoring.	El Greco ETYK Hospital Public Hospitals belonging to Ministry of Health	Choose level of compliance:
Ensure transport is available to move students between buildings at a distance.	Confirmed and included in our budget	Choose level of compliance:
Recommendations, Actions required, **Longer term (2-3 years):**		
Updating the curriculum.	Already this year	Click or tap here to enter text.
Expanding numbers.	5 hires per year for four consecutive years making a staff of 20 in four rears	Click or tap here to enter text.
Staff competency development plan.	Train the trainers program	Click or tap here to enter text.
Invest in buildings for skills and laboratory training.	It is in our strategic plan	Click or tap here to enter text.
Take the opportunity to strengthen research activity whilst reviewing the curriculum.	Already included in our programme	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

C.

D. Higher Education Institution academic representatives

Name	Position	Signature
Pavlos Myrianthefs	Chair, Department of Nursing	
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: 05/08/2025