

Higher Education Institution's Response

Date: 31/5/2021

- Higher Education Institution: **PHILIPS UNIVERSITY**

- Town: **NICOSIA**

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

**PhD in Business and Management (4 years,
240 ECTS, Doctorate)**

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

- Programme's status: **New**

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 2019” [N. 136 (I)/2015 to N. 35(I)/2019].

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) must justify whether actions have been taken in improving the quality of the programme of study in each assessment area.*
- *In particular, under each assessment area, the HEI must respond on, without changing the format of the report:*
 - *the findings, strengths, areas of improvement and recommendations of the EEC*
 - *the deficiencies noted under the quality indicators (criteria)*
 - *the conclusions and final remarks noted by the EEC*
- *The HEI's response must follow below the EEC's comments, which must be copied from the external evaluation report (Doc. 300.1.1).*
- *In case of annexes, those should be attached and sent on a separate document.*

1. Study programme and study programme's design and development

(ESG 1.1, 1.2, 1.8, 1.9)

(ESG 1.3)

Philips University appreciates and is gratified with the “**Compliant**” rating in **all** items in this section. The University accepts and fully implements all recommendations of the EEC, which aim, as the EEC stated, “to continuously improve the programmes”. More precisely:

EEC:

The School is strongly encouraged to engage and/or become member of organizations such as EIASM, the European Institute for Advanced Studies in Management and to continue to seek and strengthen its connections in academia by extending its collaboration with internationally reputed research institutes and schools. The School is further strongly encouraged to offer stay-abroad opportunities to its PhD students at institutions its collaborates with.

PHILIPS UNIVERSITY:

The University has accepted the recommendation of the EEC and has already taken the necessary steps to achieve membership in EAISM. In addition, it has already made arrangements through ERASMUS+ so that PhD students to be engaged in stay-abroad activities.

2. Teaching Staff

(ESG 1.5)

Philips University is greatly satisfied with the “**Compliant**” rating in **all** items in this section and accepts all recommendations put forth by the EEC, with the aim of constant improvement and progression of the programme throughout the duration of its operation. More precisely:

EEC:

As already mentioned, strengthening and extending the international connections and collaborations (enabling stay-abroad experiences, visiting researchers, conference attendance, ...) and ensuring that the next generation of scholars and researchers at Philips University is of equal quality (international) will be a challenge. The School is strongly encouraged to develop a multi-year strategy and execution in close collaboration and advised by top-notch international researchers.

PHILIPS UNIVERSITY:

The University already implements fully the above recommendation via its comprehensive faculty policies (Internal Regulations, Rules and Policies) and the University Research Policy, as well as with its faculty members' publications in prestigious international journals and involvement in externally funded research and other projects together with top-notch international researchers.

EEC:

The “founding-fathers” of the PhD program are well connected in international academia, have secured research collaborations and are high-profile scholars with extensive international experience... Critical to the School’s and the PhD Programme’s future and reputation, will be the recruitment of a next generation of researchers and scholars, equally reputed in international academia.

PHILIPS UNIVERSITY:

The University not only agrees with this recommendation, but also considers it to be a natural characteristic of a quality and innovative university. The University has detailed approach, policy and procedures in hiring faculty members, which are explicitly presented in its Charter and the Internal Regulations, Rules and policies, which also apply to faculty promotion. In general, the basic criteria for hiring a faculty member are:

- Quality of the candidate’s educational background
- Experience and demonstrated ability to teach at high level
- Research and publication record, and research capabilities
- Communication
- Commitment to students, community and leadership

The University’s practice and plan is to be continuously enriching the current highly qualified and experienced faculty with new and younger academics, with demonstrated prospects for excellence in teaching, research, and service to the community, following so and implementing its strategic plan.

EEC:

The EEC strongly encourages the School to further work on the research quality and research impact (expected) outcomes.

PHILIPS UNIVERSITY:

In compliance with the above recommendation, Philips University has developed a comprehensive and detailed Research Policy. It is a code of conduct for research by faculty members that focuses on both fundamental and applied research and, wherever possible, on the commercial application or exploitation of the research results.

It includes:

- The scope of the Research Policy
- Ethical principles
- Fundamental principles of the Research Policy
- Basic obligations of:
 - Researchers
 - University administration
 - Research teams and principal investigator
 - Students engaged in research projects

This policy also provides the Faculty members substantial incentives and support to produce academic research, such as teaching load reduction, conference travel and publication costs, provision of sufficiently ring-fenced research time, research assistance and adequate library resources/databases.

In addition, following Philips University's goal to encourage participation of Faculty in Research and establish a culture of research, the Department has adopted a system of Management by Objectives (MBO). In an annually revolving process, the Chair supervises an elaborated process of Faculty Self-Assessment supported by all relevant documents and with the target of first assessing performance of the previous year and agreeing with each individual member his/her objectives in Teaching, Research and Contribution to the University and Society for the coming year, providing the necessary resources to achieve the objectives. Consequently, Faculty members become committed as their individual goals align with Department's and University's goals, in a transparent

and measurable way. The system is an integral part of the individual development, promotion and rewards system for Faculty.

In addition, the University supports Faculty research by undertaking the expenses for conference participation, subscription fees of membership for academic/professional bodies/associations, journal publications, and rewards Faculty with teaching load reduction for research and bonuses.

Synergies between faculty research and teaching

The synergy between teaching and research is not an independent item but rather a mutual enhancement in quality, effectiveness, profoundness and even from a financial point of view. For this reason, when analyzing the synergy, this should be done both from a teaching point of view and research.

As part of its learning and teaching strategy, Philips University aims to ensure that research within the program team actively informs teaching and curriculum development. This Program of Study responds to the key features of the University's Student as Producer initiative in the following ways: Discovery, Technology, Research and Evaluation, Student Voice, support for research-based teaching and learning through expert engagement with information resources.

3. Students

(ESG 1.4, 1.6, 1.7)

Philips University is most appreciative of the “**Compliant**” rating in **all** items in this section and subsequently agrees and implements all recommendations of the EEC, which aim “to continuously improve the programmes”. More precisely:

EEC:

Critical to the School's and the PhD Programme's future and reputation, will be the recruitment of a next generation of researchers and scholars, equally reputed in international academia.

PHILIPS UNIVERSITY:

The University not only agrees with this recommendation (which was also included in the previous section), but also considers it to be a natural characteristic of a quality and innovative university.

The University has detailed approach, policy and procedures in hiring faculty members, which are explicitly presented in its Charter and the Internal Regulations, Rules and policies, which also apply to faculty promotion. In general, the basic criteria for hiring a faculty member are:

- Quality of the candidate’s educational background
- Experience and demonstrated ability to teach at high level
- Research and publication record, and research capabilities
- Communication
- Commitment to students, community and leadership

The University’s practice and plan is to be continuously enriching the current highly qualified and experienced faculty with new and younger academics, with demonstrated prospects for excellence in teaching, research, and service to the community, following so and implementing its strategic plan.

4. Resources (ESG 1.6)

Philips University is highly pleased with the “**Compliant**” rating in **all** items in this section.

5. Additional for doctoral programmes (ALL ESG)

Philips University happily accepts the “**Compliant**” rating in **all** items in this section.

B. Conclusions and final remarks

Philips University congratulates the Chair and the members of the EEC for their professional, punctual and distinctive conduct of the external evaluation, and appreciates that the EEC confirmed **full compliance** with all required standards of CYQAA and consequently with the ESG.

In addition, the University has accepted and has implemented all recommendations of the EEC, which aim, as the EEC stated, “to continuously improve the programmes”, and which are summarised as follows:

- The University has accepted the recommendation of the EEC and has already taken the necessary steps for membership in EAISM. In addition, it has already made arrangements through ERASMUS+ so that PhD students to be engaged in stay-abroad activities.

- The University already implements fully the above recommendation via its comprehensive faculty policies (Internal Regulations, Rules and Policies) and the University Research Policy, as well as with its faculty members' publications in prestigious international journals and involvement in externally funded research and other projects together with top-notch international researchers.
- The University has in place a practice and a plan to be continuously enriching the current highly qualified and experienced faculty with new and younger academics, with demonstrated prospects for excellence in teaching, research, and service to the community, following so and implementing its strategic plan.
- Philips University has developed a comprehensive and detailed Research Policy. It is a code of conduct for research by faculty members that focuses on both fundamental and applied research and, wherever possible, on the commercial application or exploitation of the research results.

C. Higher Education Institution academic representatives

<i>D. Name</i>	<i>Position</i>	<i>Signature</i>
Prof. Demetrios Natsopoulos	Rector	
Prof. Constantina Shiakallis	Vice-Rector for Academic Affairs	
Prof. Andreas Hadjis	Dean of School	
Prof. John Yfantopoulos	Chairperson of Department	
Prof. Panayiotis Alexakis	Program Coordinator	

Date: 7 June, 2021