

**Cyprus Agency of Quality Assurance and Accreditation in
Higher Education**

Republic of Cyprus

**External Evaluation Report
Program of Study**

Institution: University of Nicosia

**Program of Study: Doctor of Philosophy in Theology
(Ph.D.)**

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INSTRUCTIONS:

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 2016” [N. 136 (I)/2015].

The document is duly completed by the External Evaluation Committee for each program of study. The ANNEX (Doc. Number 300.1) constitutes an integral part of the external evaluation report for the external evaluation accreditation of a program of study.

EXTERNAL EVALUATION COMMITTEE:

NAME	TITLE	UNIVERSITY / INSTITUTION
Marios Bezgos	Professor	National and Kapodistrian University of Athens
Daniel A. Ayuch	Professor	St John of Damascus Institute of Theology University of Balamand
Sotirios Despotis	Professor	National and Kapodistrian University of Athens
Ioanna Toka	Student	University of Cyprus

INTRODUCTION:

I. The External Evaluation procedure

- Short description of the documents that have been studied, of the onsite visit meetings, and of the onsite visit to the infrastructures.

The committee studied beforehand the application for evaluation and accreditation of the program of study Doctor of philosophy in theology (Ph.D) submitted by University of Nicosia. On Tuesday 27/06/2017 the committee visited the facilities of the university of Nicosia, where we met the president of the university, the members of Academic Staff and two candidates. The committee also visited the labs, classrooms, the lecture hall and the cafeteria, and had an overall view of the institution. Most of members of the staff we are present and they were eager to share the information needed and requested.

II. The Internal Evaluation procedure

- Comments concerning the quality and the completeness of the application submitted by the institution of higher education (Doc. Number 200.1), as well as concerning the overall acceptance of and participation in the quality assurance procedures, by the institution in general and by the program of study under evaluation in particular.

The document was well elaborated. Most of the questions were answered, although some of them needed to be cleared out. The document shows that the university has an active department for program quality assurance.

FINDINGS:

1. EFFECTIVENESS OF TEACHING WORK – AVAILABLE RESOURCES

Organization of Teaching Work

Regarding organization of teaching work, admission policy is not as clear as needed, for example, anyone without theological qualifications may follow postgraduate theological studies. The information was not available in the application.

There was no clear schedule of meetings between students and professors, and this is particularly difficult because many professors live abroad.

Regarding the enhancement of students' participation in the procedures for the improvement of their educational process, the evaluation committee wishes for a feedback form and procedure that is specific and anonymous.

The library for the program is not located in the central campus. Students' accessibility to printed books is questionable.

Teaching

PhD Students should be able to present their own investigations in seminars and public presentations. The evaluation committee recommends the implementation of common colloquia, where students may present the development of their work and discuss with their professors and colleagues.

Teaching personnel

From 11 professors mentioned on p. 35 of the application report, only 3 are residents in Cyprus. 4 are in Thessalonica and other 4 in Athens. Only the three residents in Nicosia are fully engaged with the program in Cyprus. The committee is worried about the effectiveness of the support they can deliver because of distances and their condition as emeriti professors.

The evaluation committee recommends the recruitment of the teaching staff with young scholars from different international backgrounds, particularly from Middle East, Eastern Europe and Diaspora, for improving communication with students and for the use of updated technology. It has been observed the absence of women among faculty members.

2. PROGRAM OF STUDY AND HIGHER EDUCATION QUALIFICATIONS

Purpose and Objectives and learning outcomes of the Program of Study

The evaluation committee recommends the reformulation of objectives and Learning outcomes taking into consideration the skills and competences acquired after the fulfillment of the program.

Structure and Content of the Program of studies

The correspondence between credits and workload is not clear enough in the submitted documentation.

For an adequate learning of a PhD program in Theology previous theological studies should be a requisite. It can be considered to rename the program into a PhD in Orthodox studies, which does not necessarily imply a deep knowledge of theological specialized fields.

During the visit, the committee did not observe special facilities for students with special needs (for instance ramps and toilets for wheelchair users)

Quality Assurance of the Program of studies

The University of Nicosia has clear policy and an active unit for quality assurance of PhD programs that make an effective follow up of the academic activity.

Management of the Program of Study

The evaluation committee recommends the review of the admission policies according to what was written above in “Structure and Content of the Program of studies”.

Regarding the transfer of credit system, if the HE institution implements seminars, colloquia and workshops for this program, the recognition and transfer of credits may be available.

International Dimension of the Program of Study

The Evaluation committee recommends better cooperation activities with Europe and the MENA region to attract students and visiting faculty from a broader international profile.

Connection with the labor market and the society

Concerning the labor market, A PhD in theology does not necessarily improve employability. However, a PhD in theology can improve the quality of work of the already working graduates.

In society and within the framework of migration streams and the revival of fundamentalism, there is a strong need for a theologically inspired humanistic engagement.

3. RESEARCH WORK AND SYNERGIES WITH TEACHING

Research Teaching Synergies

With the eventual presence of younger researchers, the fundraising for research activities locally and abroad would be more appropriate.

4. ADMINISTRATION SERVICES, STUDENT WELFARE AND SUPPORT OF TEACHING WORK

Administrative Mechanisms

The University of Nicosia offers excellent administrative services for student welfare and support of teaching work.

Infrastructures / Support

Training courses on teaching methods are compulsory for all faculty members at UNIC, something that improves the quality of teaching work.

Financial Resources

Information was not available neither in documents nor in the interviews.

5. DISTANCE LEARNING PROGRAMS

Not applicable for this program.

6. DOCTORAL PROGRAMS OF STUDY

In the meeting, a report on adherence to DIAPE Guidelines for doctoral Degree Programs was submitted to the evaluation committee members.

According to the application, the program is very much concentrated on the Dissertation alone. The program needs modules of colloquia and seminars to improve the learning process.

CONCLUSIONS AND SUGGESTIONS OF THE EXTERNAL EVALUATION COMMITTEE¹

- The present situation of the program, good practices, weaknesses that have been detected during the external evaluation procedure by the external evaluation committee, suggestions for improvement.

The documentation available for the Evaluation committee before and during the site visit give consistent and clear information about the program. Based on the evidence, the interviews and the site visit, the evaluation committee recommends:

- The review of the admission conditions, so that students have theological qualifications to accomplish their doctoral studies successfully.
- The enrichment of the faculty team with female members and with variety of nationalities and languages within the orthodox world. for instance, Arabic from MENA and Russia from Eastern Europe, besides the diaspora languages.
- The improvement of the rate between resident and permanent faculty members. Now the rate is 3 to 8 and it could be improved into 5 to 8.
- The incorporation of younger generations among the distinguished contemporary Orthodox thinkers.
- Including the library facilities within the campus
- A better balance between program objectives and program Learning outcomes taking into consideration the skills and competences acquired after the fulfillment of the program.
- Including modules of seminars and colloquia for the students to present and discuss the development of their work with their professors and colleagues.
- Encouraging Doctor students to publish at least 2 scientific articles in peer-reviewed journals before completion of studies.

¹It is highlighted, at this point, that the External Evaluation Committee is expected to justify its findings and its suggestions on the basis of the Document num.: 300.1. The External Evaluation Committee is not expected to submit a suggestion for the approval or the rejection of the program of study under evaluation. This decision falls under the competencies of the Council of the Agency of Quality Assurance and Accreditation of higher education.

Quality Standards and Indicators

External Evaluation of a Program of Study

Institution: University of Nicosia

Program of Study: Doctor of Philosophy in Theology (Ph.D.)

Duration of the Program of Study: 3-8 years

Evaluation Date: 27th June 2017

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 2016”.

The document describes the quality standards and indicators, which will be applied for the external evaluation of programs of study of institutions of higher education, by the External Evaluation Committee.

DIRECTIONS: Note what is applicable for each quality standard/indicator.

1. Applicable to a minimum degree
2. Applicable to a non-satisfactory degree
3. Applicable to a satisfactory degree
4. Applicable to a very satisfactory degree
5. It applies and it constitutes a good practice

It is pointed out that, in the case of standards and indicators that cannot be applied due to the status of the institution and/or of the program of study, N/A (= Not Applicable) should be noted and a detailed explanation should be provided on the institution’s corresponding policy regarding the specific quality standard or indicator.

Members of the External Evaluation Committee

NAME	TITLE	UNIVERSITY / INSTITUTION
Marios Bezgos	Professor	National and Kapodistrian University of Athens
Daniel A. Ayuch	Professor	St John of Damascus Institute of Theology University of Balamand
Sotirios Despotis	Professor	National and Kapodistrian University of Athens
Ioanna Toka	Student	University of Cyprus

Date and Time of the On-Site Visit: 27th of June 2017 from 10:00 AM to 4:30 PM

Duration of the On-Site Visit: 6 hours and a half

1. EFFECTIVENESS OF TEACHING WORK – AVAILABLE RESOURCES						
1.1	Organization of teaching work	1	2	3	4	5
1.1.1	The student admission requirements to the program of study, are based on specific regulations which are adhered to in a consistent manner.		X			
1.1.2	The number of students in each class allows for constructive teaching and communication, and it compares positively to the current international standards and/or practices.				X	
1.1.3	The organization of the educational process safeguards the quality implementation of the program's purpose and objectives and the achievement of the learning outcomes. Particularly, the following are taken into consideration:			X		
1.1.3.1	The implementation of a specific academic calendar and its timely publication.		X			
1.1.3.2	The disclosure of the program's curricula to the students, and their implementation by the teaching personnel	X				
1.1.3.3	The course web-pages, updated with the relevant supplementary material	X				
1.1.3.4	The procedures for the fulfillment of undergraduate and postgraduate assignments / practical training	NA				
1.1.3.5	The procedures for the conduct and the format of the examinations and for student assessment				X	
1.1.3.6	The effective provision of information to the students and the enhancement of their participation in the procedures for the improvement of the educational process.			X		
1.1.4	Adequate and modern learning resources, are available to the students, including the following:					X
1.1.4.1	facilities				X	
1.1.4.2	library				X	
1.1.4.3	infrastructure					X
1.1.4.4	student welfare					X

	1.1.4.5	academic mentoring						X
1.1.5	A policy for regular and effective communication, between the teaching personnel and the students, is applied.							X
1.1.6	The teaching personnel, for each course, provide timely and effective feedback to the students.					X		
1.1.7	Statutory mechanisms, for the support of students and the communication with the teaching personnel, are effective.							X
1.1.8	Control mechanisms for student performance are effective.				X			
1.1.9	Support mechanisms for students with problematic academic performance are effective.		NA					
1.1.10	Academic mentoring processes are transparent and effective for undergraduate and postgraduate programs and are taken into consideration for the calculation of academic work load.					X		
1.1.11	The program of study applies an effective policy for the prevention and detection of plagiarism.							X
1.1.12	The program of study provides satisfactory mechanisms for complaint management and for dispute resolution.							X

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

1.1.1. Admission policy is not as clear as needed, for example, anyone without theological qualifications may follow postgraduate theological studies.

1.1.2. The information was not available in the application. In the site visit, evidence was handed that each professor may have between 3-5 students.

1.1.3.1. There was no clear schedule of meetings between students and professors, and many professors live abroad.

1.1.3.2 and 1.2.3.3 Evidence was not available.

1.1.3.6 The evaluation committee wishes for a feedback form and a feedback procedure that are specific and anonymous.

1.1.4.2 The library for the program is not located in the central campus. Students' accessibility to printed books is questionable.

1.1.6. The evaluation committee asked for evidence on Moodle communication and it wasn't provided.

1.1.8 Control mechanisms for student performance in the attended courses and lectures are not available.

Note, additionally:

- α) the expected number of Cypriot and International Students in the program of study: **a maximum of 20 students per year.**
- β) the countries of origin of the majority of students: **Cyprus**
- γ) the maximum planned number of students per class-section: **20, which is a good number.**

1.2	Teaching	1	2	3	4	5
1.2.1	The methodology utilized in each course is suitable for achieving the course's purpose and objectives and those of the individual modules.	NA				
1.2.2	The methodology of each course is suitable for adults.	NA				
1.2.3	Continuous-formative assessment and feedback are provided to the students regularly.	NA				
1.2.4	The assessment system and criteria regarding student course performance, are clear, adequate, and known to the students.	NA				
1.2.5	Educational activities which encourage students' active participation in the learning process are implemented.			X		
1.2.6	Teaching incorporates the use of modern educational technologies that are consistent with international standards, including a platform for the electronic support of learning.				X	
1.2.7	Teaching materials (books, manuals, journals, databases, and teaching notes) meet the requirements set by the methodology of the program's individual courses, and are updated regularly.					X

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

1.2.5 PhD Students should be able to present their own investigations in seminars and public presentations. The evaluation committee recommends the implementation of colloquia with all PhD students to present the development of their work and discuss with their professors and colleagues.

		1	2	3	4	5
1.3	Teaching Personnel					
1.3.1	The number of full-time academic personnel, occupied exclusively at the institution, and their fields of expertise, adequately support the program of study.			X		
1.3.2	The members of teaching personnel for each course have the relevant formal and fundamental qualifications for teaching the course, as described by the legislation, including the following:					X
1.3.2.1	Subject specialization, preferably with a doctorate, in the discipline.					X
1.3.2.2	Publications within the discipline.					X
1.3.3	The specializations of Visiting Professors adequately support the program of study.					X
1.3.4	Special Teaching Personnel and Special Scientists have the necessary qualifications, adequate work experience and specialization to teach a limited number of courses in the program of study.	NA				
1.3.5	In every program of study, the Special Teaching Personnel does not exceed 30% of the Teaching Research Personnel.	NA				
1.3.6	The teaching personnel of each private institution of tertiary education, to a percentage of at least 70%, has recognized academic qualification, by one level higher than that of the program of study in which he/she teaches.					X
1.3.7	In the program of study, the ratio of the number of courses taught by full-time personnel, occupied exclusively at the institution, to the number of courses taught by part-time personnel, ensures the quality of the program of study.				X	
1.3.8	The ratio of the number of students to the total number of teaching personnel is adequate for the support and safeguarding of the program's quality.					X
1.3.9	The academic personnel's teaching load does not limit the conduct of research, writing, and contribution to the society.					X
1.3.10	Future redundancies / retirements, expected recruitment and promotions of academic personnel safeguard the			X		

	unimpeded implementation of the program of study within a five-year span.					
1.3.11	The program's Coordinator has the qualifications and experience to efficiently coordinate the program of study.					X

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

1.3.1 From 11 professors mentioned on p. 35 of the application report, only 3 are residents in Cyprus, 4 are in Thessalonica and other 4 in Athens. Only the three residents in Nicosia are fully engaged with the program in Cyprus. The committee is worried about the effectiveness of the support they can deliver because of distances and their condition as emeriti professors.

1.3.4. This program does not have a need for special teaching personnel.

1.3.10 The evaluation committee recommends the recruitment of young scholars from international backgrounds, particularly from the MENA region, Eastern Europe and the Diaspora, for improving communication with students and for the use of updated technology. It has been observed the absence of women among faculty members.

2. PROGRAM OF STUDY AND HIGHER EDUCATION QUALIFICATIONS						
2.1	Purpose and Objectives and learning outcomes of the Program of Study	1	2	3	4	5
2.1.1	The purpose and objectives of the program of study are formulated in terms of expected learning outcomes and are consistent with the mission and the strategy of the institution.			X		
2.1.2	The purpose and objectives of the program and the learning outcomes are utilized as a guide for the design of the program of study.				X	
2.1.3	The higher education qualification and the program of study, conform to the provisions of their corresponding Professional and Vocational Bodies for the purpose of registration to these bodies.				X	
2.1.4	The program's content, the methods of assessment, the teaching materials and the equipment, lead to the achievement of the program's purpose and objectives and ensure the expected learning outcomes.			X		
2.1.5	The expected learning outcomes of the program are known to the students and to the members of the academic and teaching personnel.				X	
2.1.6	The learning process is properly designed to achieve the expected learning outcomes.			X		
2.1.7	The higher education qualification awarded to the students, corresponds to the purpose and objectives and the learning outcomes of the program.					
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>2.1.1. The evaluation committee recommends the reformulation of objectives and Learning outcomes taking into consideration the skills and competences acquired after the fulfillment of the program.</p> <p>2.1.4. Please refer to remarks in 2.1.1 and 1.2.5.</p> <p>2.1.5 Please see remark 2.1.1. However, the actual version of the Learning Outcomes, are available online.</p> <p>2.1.6. Please see remark 1.2.5. It is recommended to have colloquia, seminars for doctorate students and conferences where they can participate actively. Doctor students should be expected to publish at least 2 scientific articles in peer-reviewed journals before completion of studies.</p> <p>2.1.7 Please refer to 2.1.1.</p>						

2.2	Structure and Content of the Program of Study	1	2	3	4	5
2.2.1	The course curricula clearly define the expected learning outcomes, the content, the teaching and learning approaches and the method of assessing student performance.	NA				
2.2.2	The European Credit Transfer System (ECTS) is applied and there is true correspondence between credits and workload per course and per semester for the student either he / she studies in a specific program or he/she is registered and studies simultaneously in additional programs of studies according to the European practice in higher education institutions.			X		
2.2.3	The program of study is structured in a consistent manner and in sequence, so that concepts operating as preconditions precede the teaching of other, more complex and cognitively more demanding, concepts.	NA				
2.2.4	The higher education qualification awarded, the learning outcomes and the content of the program are consistent.				X	
2.2.5	The program, in addition to the courses focusing on the specific discipline, includes an adequate number of general education courses.				X	
2.2.6	The content of courses and modules, and the corresponding educational activities are suitable for achieving the desired learning outcomes with regards to the knowledge, skills, and abilities which should be acquired by students.				X	
2.2.7	The number and the content of the program's courses are sufficient for the achievement of learning outcomes.	NA				
2.2.8	The content of the program's courses reflects the latest achievements / developments in science, arts, research and technology.	NA				
2.2.9	Flexible options / adaptable to the personal needs or to the needs of students with special needs, are provided.				X	

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

2.2.2. The correspondence between credits and workload is not clear enough.

2.2.4 For an adequate learning of a PhD program in Theology previous theological studies should be a requisite. It can be considered to rename the program into a PhD in Orthodox studies, which does not necessarily imply a

deep knowledge of theological specialized fields.

2.2.9. During the visit, the committee did not observe special facilities for students with special needs (for instance ramps and toilets for wheelchair users)

Note the expected number of students who will be studying simultaneously at another academic institution, based on your experience so far, regarding students who study simultaneously in the programs of your institution: **Information is not Available.**

2.3	Quality Assurance of the Program of Study	1	2	3	4	5
2.3.1	The arrangements regarding the program's quality assurance define clear competencies and procedures.					X
2.3.2	Participation in the processes of the system of quality assurance of the program, is ensured for					
	2.3.2.1 the members of the academic personnel					X
	2.3.2.2 the members of the administrative personnel					X
	2.3.2.3 the students.				X	
2.3.3	The guide and / or the regulations for quality assurance, provide detailed information and data for the support and management of the program of study.					X
2.3.4	The quality assurance process constitutes an academic process and it is not restricted by non-academic factors.					X

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

The University of Nicosia has clear policy and an active unit for quality assurance of PhD programs that make an effective follow up of the academic activity.

		1	2	3	4	5
2.4	Management of the Program of Study					
2.4.1	Effective management of the program of study with regard to its design, its approval, its monitoring and its review, is in place.					X
2.4.2	It is ensured that learning outcomes may be achieved within the specified timeframe.				X	
2.4.3	It is ensured that the program's management and development process is an academic process which operates without any non-academic interventions.				X	
2.4.4	The academic hierarchy of the institution, (Rector, Vice-Rectors, Deans, Chairs and Programs' Coordinators, academic personnel) have the sole responsibility for academic excellence and the development of the programs of study.					X
2.4.5	Information relating to the program of study are posted publicly and include:				X	
2.4.5.1	The provisions regarding unit credits				X	
2.4.5.2	The expected learning outcomes				X	
2.4.5.3	The methodology				X	
2.4.5.4	Course descriptions	NA				
2.4.5.5	The program's structure	NA				
2.4.5.6	The admission requirements				X	
2.4.5.7	The format and the procedures for student assessment					X
2.4.6	The award of the higher education qualification is accompanied by the Diploma Supplement which is in line with the European and international standards.	NA				
2.4.7	The effectiveness of the program's evaluation mechanism, by the students, is ensured.				X	
2.4.8	The recognition and transfer of credit units from previous studies is regulated by procedures and regulations which ensure that the majority of credit units is awarded by the institution which awards the higher education qualification.	NA				

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

2.4.2: Please refer to note 2.1.1.

2.4.5.6 The evaluation committee recommends the review of the admission policies. Refer to remark in 2.2.4

2.4.8 Once the implementation of seminars, colloquia and workshops for students is effective, the recognition and transfer of credits may be available.

In the case of practical training, note: **NA**

- The number of credit units for courses and the number of credits for practical training
- In which semester does practical training takes place?
- Note if practical training is taking place in a country other than the homecountry of the institution which awards the higher education qualification

2.5	International Dimension of the Program of Study	1	2	3	4	5
2.5.1	The program's collaborations with other institutions are compared positively with corresponding collaborations of other departments / programs of study in Europe and internationally.			X		
2.5.2	The program attracts Visiting professors of recognized academic standing.				X	
2.5.3	Students participate in exchange programs.			X		
2.5.4	The academic profile of the program of study is compatible with corresponding programs of study in Cyprus and internationally.					X

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

The Evaluation committees recommend better cooperation activities with Europe and MENA region to attract students and visitors from a broader international profile.

Also, comment on the degree the program compares positively with corresponding programs operating in Cyprus and abroad in higher education institutions of the same rank.

Comparing with similar programs in Cyprus and other institutions in Europe, the program lacks modules that include colloquia, seminars and workshops where students and faculty can exchange their research activity.

2.6	Connection with the labor market and the society	1	2	3	4	5
2.6.1	The procedures applied, so that the program conforms to the scientific and professional activities of the graduates, are adequate and effective.					X
2.6.2	According to the feasibility study, indicators for the employability of graduates are satisfactory.			X		
2.6.3	Benefits, for the society, deriving from the program are significant.					X
Justify the answer you have provided and note the additional comments you may have on each standard / indicator. 2.6.2 A PhD in theology does not necessarily improve employability but the quality of work of the already working graduates.						

3. RESEARCH WORK AND SYNERGIES WITH TEACHING						
3.1	Research - Teaching Synergies	1	2	3	4	5
3.1.1	It is ensured that teaching and learning have been adequately enlightened by research.				X	
3.1.2	New research results are embodied in the content of the program of study.				X	
3.1.3	Adequate and sufficient facilities and equipment are provided to support the research component of the program of study, which are available and accessible to the personnel and the students.					X
3.1.4	The results of the academic personnel's research activity are published in international journals with the peer-reviewing system, in international conferences, conference minutes, publications etc.					X
3.1.5	External, non-governmental, funding for the academic personnel's research activities, is compared positively to the funding of other institutions in Cyprus and abroad.	NA				
3.1.6	Internal funding, of the academic personnel's research	NA				

	activities, is compared positively to the funding of other institutions in Cyprus and abroad.					
3.1.7	The policy for, indirect or direct, internal funding of the academic personnel's research activity is satisfactory.		X			
3.1.8	The participation of students, academic, teaching and administrative personnel of the program in research activities and projects is satisfactory.	NA				
3.1.9	Student training in the research process is sufficient.			X		
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>3.1.7 With the presence of young researchers it would be more feasible to raise appropriate funding for research activities locally and abroad.</p> <p>3.1.9 Please refer to comments on 2.1.5.</p>						
<p>4. ADMINISTRATION SERVICES, STUDENT WELFARE AND SUPPORT OF TEACHING WORK</p>						
4.1	Administrative Mechanisms	1	2	3	4	5
4.1.1	There is a Student Welfare Service that supports students with regards to academic and personal problems and difficulties.					X
4.1.2	Statutory administrative mechanisms for monitoring and supporting students are sufficient.					X
4.1.3	The efficiency of these mechanisms is assessed on the basis of specific criteria.					X
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p>						
4.2	Infrastructure / Support	1	2	3	4	5
4.2.1	There are suitable books and reputable journals supporting the program.				X	
4.2.2	There is a supportive internal communication platform.					X
4.2.3	The facilities are adequate in number and size.					XX
4.2.4	The equipment used in teaching and learning (laboratory and electronic equipment, consumables etc) are					X

	quantitatively and qualitatively adequate.					
4.2.5	Teaching materials (books, manuals, scientific journals, databases) are adequate and accessible to students.				x	
4.2.6	Teaching materials (books, manuals, scientific journals, databases) are updated regularly with the most recent publications.			x		
4.2.7	The teaching personnel are provided with training opportunities in teaching method, in adult education, and in new technologies on the basis of a structured learning framework.					x
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>4.2.1 Please refer to comment in 1.1.4.2</p> <p>4.2.7 The training courses for teaching methods are compulsory for all faculty members at UNIC.</p>						
4.3	Financial Resources	1	2	3	4	5
4.3.1	The management and allocation of the financial resources of the program of study, allow for the development of the program and of the academic / teaching personnel.					x
4.3.2	The allocation of financial resources as regards to academic matters, is the responsibility of the relevant academic departments.					x
4.3.3	The remuneration of academic and other personnel is analogous to the remuneration of academic and other personnel of the respective institutions in Cyprus.	NA				
4.3.4	Student tuition and fees are consistent to the tuition and fees of other respective institutions.	NA				
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>4.3.4. Information was not available neither in documents nor in the interviews.</p>						

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The following criterion applies additionally for distance learning programs of study.

5.	DISTANCE LEARNING PROGRAMS	1	2	3	4	5
5.1	Feedback processes for teaching personnel with regards to the evaluation of their teaching work, by the students, are satisfactory.	NA				
5.2	The process and the conditions for the recruitment of academic / teaching personnel, ensure that candidates have the necessary skills and experience for long distance education.	NA				
5.3	Through established procedures, appropriate training, guidance and support, are provided to teaching personnel, to enable it to efficiently support the educational process.	NA				
5.4	Student performance monitoring mechanisms are satisfactory.	NA				
5.5	Adequate mentoring by the teaching personnel, is provided to students, through established procedures.	NA				
5.6	The unimpeded long distance communication between the teaching personnel and the students, is ensured to a satisfactory degree.	NA				
5.7	Assessment consistency, its equivalent application to all students, and the compliance with predefined procedures, are ensured.	NA				
5.8	Teaching materials (books, manuals, scientific journals, databases) comply with the requirements provided by the long distance education methodology and are updated regularly.	NA				
5.9	The program of study has the appropriate and adequate infrastructure for the support of learning.	NA				
5.10	The supporting infrastructures are easily accessible.	NA				
5.11	Students are informed and trained with regards to the available educational infrastructure.	NA				

5.12	The procedures for systematic control and improvement of the supportive services are regular and effective.	NA				
5.13	Infrastructure for distance education is comparable to university infrastructure in the European Union and internationally.	NA				
5.14	Electronic library services are provided according to international practice in order to support the needs of the students and of the teaching personnel.	NA				
5.15	The students and the teaching personnel have access to the necessary electronic sources of information, relevant to the program, the level, and the method of teaching.	NA				
5.16	The percentage of teaching personnel who holds a doctorate, in a program of study which is offered long distance, is not less than 75%.	NA				

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

This is not a distance learning program.

If the following apply, note “√” in the appropriate space next to each statement. In case the following statements do not apply, note what is applicable:

The maximum number of students per class-section, should not exceed 30 students.	
The conduct of written examinations with the physical presence of the students, under the supervision of the institution or under the supervision of reliable agencies which operate in the countries of the students, is compulsory.	
The number of long distance classes taught by the academic personnel does not exceed the number of courses taught by the teaching personnel in conventional programs of study.	

The following criterion applies additionally for doctoral programs of study.

6.	DOCTORAL PROGRAMS OF STUDY	1	2	3	4	5
6.1	The provision of quality doctoral studies is ensured through Doctoral Studies Regulations.					X
6.2	The structure and the content of a doctoral program of study are satisfactory and they ensure the quality provision of doctoral studies.			X		
6.3	The number of academic personnel, which is going to support the doctoral program of study, is adequate.					X
6.4	The doctoral studies' supervisors have the necessary academic qualifications and experience for the supervision of the specific dissertations.					X
6.5	The degree of accessibility of all interested parties to the Doctoral Studies Regulations is satisfactory.					X
6.6	The number of doctoral students, under the supervision of a member of the academic personnel, is apt for the continuous and effective feedback provided to the students and it complies with the European and international standards.				X	
6.7	The research interests of academic advisors and supervisors are satisfactory and they adequately cover the thematic areas of research conducted by the doctoral students of the program.					X

Justify the answer you have provided and note the additional comments you may have on each standard / indicator.

6.1. In the meeting, a report on adherence to DIAPE Guidelines for doctoral Degree Programs was submitted to the evaluation committee members.

6.2. The program according to the application is very much concentrated on the Dissertation alone. The program needs modules of colloquia and seminars to improve the learning process. Refer to comment 1.2.6

6.7 According to evidence handed in the meeting: DIAPE Guidelines for doctoral Degree Programs, p. 32, paragraph 5.

Note the number of doctoral students under the supervision of each member of the academic personnel of the program and the academic rank of the supervisor.

FINAL REMARKS – SUGGESTIONS

Please note your final remarks and suggestions for the program of study and/or regarding particular aspects of the program.

The documentation available for the Evaluation committee before and during the site visit give consistent and clear information about the program. Based on the evidence, the interviews and the site visit, the evaluation committee recommends:

- **The review of the admission conditions, so that students have theological qualifications to accomplish their doctoral studies successfully.**
- **The enrichment of the faculty team with female members and with variety of nationalities and languages within the orthodox world. for instance, Arabic from MENA and Russia from Eastern Europe, besides the diaspora languages.**
- **The improvement of the rate between resident and permanent faculty members. Now the rate is 3 to 8 and it could be improved into 5 to 8.**
- **The incorporation of younger generations among the distinguished contemporary Orthodox thinkers.**
- **Including the library facilities within the campus**
- **A better balance between program objectives and program Learning outcomes taking into consideration the skills and competences acquired after the fulfillment of the program.**
- **Including modules of seminars and colloquia for the students to present and discuss the development of their work with their professors and colleagues.**
- **Encouraging Doctor students to publish at least 2 scientific articles in peer-reviewed journals before completion of studies.**

Names and Signatures of the Chair and the Members of the External Evaluation Committee:

Name:	Signature:
Marios Bezgos	
Daniel A. Ayuch	
Sotirios Despotis	
Ioanna Toka	

Date: