



Ref. number: 7.14.049.003

(Doc. 400.2.1)

FINAL REPORT OF THE CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION

EVALUATION - ACCREDITATION OF THE PROGRAM OF STUDY

IN GREEK: Διοίκηση Ανθρώπινου Δυναμικού (13 μήνες ή 2 έτη / 90 ECTS, Μεταπτυχιακό)
IN ENGLISH: Human Resource Management and Organizational Behaviour (13 months or 2 years/90 ECTS, Master)

OF THE HIGHER EDUCATION INSTITUTION

Cyprus International Institute of Management (CIIM) - Nicosia

This Final Report was prepared on the basis of Article (20) (2)(f) (i) of the "Quality Assurance and Accreditation in Higher Education and the Establishment and Operation of an Agency on Related Matters Laws" of 2015 and 2016 [N. 136 (I) / 2015 and N.47 (I) / 2016].

THE PROCEDURE:

On 1st of July 2019, the legal representative of the Higher Education Institution **Cyprus International Institute of Management (CIIM) – Nicosia** submitted an application (Doc. 200.1), based on Article (17) of the "Quality Assurance and Accreditation in Higher Education and the Establishment and Operation of an Agency on Related Matters Laws" of 2015 and 2016, for the evaluation-accreditation of the program of study:

IN GREEK: Διοίκηση Ανθρώπινου Δυναμικού (13 μήνες ή 2 έτη / 90 ECTS, Μεταπτυχιακό)

IN ENGLISH: Human Resource Management and Organizational Behaviour (13 months or 2 years/90 ECTS, Master)

This application is registered in the file with the reference number: 7.14.049.003

In the framework of competences conferred on it by the relevant legislation, the Council of the Agency has constituted an External Evaluation Committee (EEC) which, after initially examining the institution's application for program evaluation and accreditation, performed a remote visit at the institution on 29th October 2020.

The EEC remotely met with the head of the institution, the head of the relevant department, the program's coordinator, members of the academic staff, and members of the administrative staff, students and / or their representatives and the Internal Quality Assurance Committee.

Additionally, the EEC remotely examined the institution's facilities (library, computer labs, research infrastructures, etc.), various documents presented and/or requested by the EEC, the School's/ Faculty's structure and the program's position in it, the CVs of the teaching staff and their relationship to the institution as teachers in regard to any other duties and teaching in other programs of study.

The EEC has documented its findings and recommendations and drew up the External Evaluation Report in the Doc. 300.1.1.

CYQAA Council's Decision

The Council of the Cyprus Agency of Quality Assurance and Accreditation of Higher Education, during its 63rd Summit on the 22nd and 23rd of February 2021, on the basis of Article 20 (2)(f)(i) of the "Quality Assurance and Accreditation in Higher Education and the Establishment and Operation of an Agency on Related Matters Laws" of 2015 and 2016 [N. 136 (I) / 2015 and N.47 (I) / 2016], and on the basis of the suggestions of the External Evaluation Committee, the comments of the institution on the report **decided that the program is accredited to be delivered in English.**

According to the recommendations of the EEC and the decision of the Agency, the Institution is required, within six months and no later than 5 September 2021, to provide evidence and data confirming compliance with the following:

1. Recruit tenured qualified research staff after previously sending to the Agency the list of instructors per course. A large percentage of faculty members are visitors, which does not allow for the continuous improvement of the quality of the program.
2. Increase the assigned ECTS for the dissertation. The EEC suggests that from 7 ECTS must increase to 25-30 or remove it completely
3. Annual student satisfaction survey to be given to students anonymously to be completed.
4. The program should include an internship and/or workplace placement.

The current accreditation begins in the **Fall** semester of the academic year **2021 – 2022** and ceases to be in effect at the end of the **Spring** semester of the academic year **2025 – 2026.**

On the basis of Article (4) of the relevant Legislation, it is noted that "the above accreditation is valid for the period provided by the provisions of the Law and is repeated every five (5) years and that the procedure starts at the request of the institution which must, and shall be submitted at least sixteen (16) months before the expiry of the previous accreditation".

Additionally, on the basis of Article (17) (3) (f) during the period of validity of the Accreditation, the Agency acting of its own motion, may examine whether the criteria continue to be met and if they are not met, then the Agency shall revoke the Accreditation, and immediately inform the institution concerned.

(Professor Mary Ioannidou-Koutselini)
President of the Board of the
Cyprus Agency of Quality Assurance and Accreditation in Higher
Education

Date: 5 March 2021