

Doc. 300.3.1

Date: 17 September 2021

# External Evaluation Report (Departmental)

- **Higher Education Institution:**  
Frederick University
- **Town:** Nicosia/Limassol
- **School/Faculty:** Engineering
- **Department:** Department of Electrical Engineering, Computer Engineering and Informatics
- **Department's Status:** Currently Operating
  
- **Programme(s) of study under evaluation:**  
**Name (Duration, ECTS, Cycle)**  
**Programme 1 – [Highr education institution]**  
**In Greek:**  
Διδακτορικό στην Ηλεκτρολογική μηχανική, Μηχανική Ηλεκτρονικών Υπολογιστών και πληροφορική  
**In English:**  
PhD in Electrical Engineering, Computer Engineering and Informatics  
**Programme 2 – [Title 2]**  
**In Greek:**  
MSc στη μηχανική Ηλεκτρολογίας  
**In English:**  
MSc in Electrical Engineering  
**Programme 3 – [Program of stud]**  
**In Greek:**  
BSc στη μηχανική Ηλεκτρολογίας  
**In English:**  
BSc in Electrical Engineering



**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].**



**Department's programmes (to be filled by the CYQAA officer and verified by the EEC):**

DEPARTMENT	PROGRAMMES OF STUDY
Department of Electrical Engineering, Computer Engineering and Informatics	PhD in Electrical Engineering, Computer Engineering and Informatics
	MSc in Electrical Engineering
	BSc in Electrical Engineering

## A. Introduction

An External Evaluation Committee (EEC) was assembled to evaluate the Department of Electrical Engineering, Computer Engineering and Informatics of Frederick University, as well as the BSc, MSc and PhD level study programmes offered by this Department. The evaluation process was performed under the curation and support the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA) and more specifically of Mr Avramis Depsotis. This report documents the results and findings of the EEC regarding the Department.

Because of the Covid-19 pandemic, the evaluation took place in an online manner. In particular, on September 8, 2021, the members of the EEC and Mr Despotis (from CYQAA) held a coordination pre-meeting via Zoom prior to the evaluation. During this pre-meeting, the EEC members discussed the evaluation process, the preparation of the evaluation, and obtained the required documentations as well as information for the evaluation from CYQAA.

The evaluation took place in 2 days, on September 9-10, 2021 remotely via Zoom. The evaluation of the Department and of the BSc programme, took place on the first day, while the evaluation of the MSc and PhD programmes, as well as a virtual tour to the facilities of the Department, followed on the second day.

The Department evaluation started on the first day meeting the Rector and Vice Rector of Frederick University and was provided with a short presentation of the university. Then, the EEC had a constructive discussion with the members of the internal evaluation committee and was provided with a presentation about the internal quality procedures of the Department of Electrical Engineering, Computer Engineering and Informatics. Thereafter, the EEC had a meeting with the Head of the Department under evaluation and was given a short presentation of the School's / Department's structure. At the end of the first day, the EEC had a meeting with the members of the administrative staff, discussing about the support functions and facilities of the university and the Department. Also, relevant to the Department evaluation was the virtual tour in 5 different education- and research-related facilities of the department in the campus of Nicosia, which took place at the end of the second day of the evaluation. At the end of both days, exit discussions were arranged between the EEC and key members of the Department, summarizing the day and discussing the key findings of the EEC.

During the whole evaluation process, the ECC has obtained substantial and insightful information regarding the operation, structure and future plans of the Department of Electrical Engineering, Computer Engineering and Informatics at Frederick University. In particular, the Department has provided comprehensive documentation and support material. Based on the information collected from the submitted documentation and the remote visit, the EEC can conclude that the Department being evaluated has high standards and meet the quality expectations. This evaluation report describes how the standards are met and provides additional suggestions for further improvements.

At last, the EEC would like to take the opportunity and acknowledge the arrangements made by Frederick University which facilitated the evaluation of the Department and the writing of this evaluation report.

## B. External Evaluation Committee (EEC)

<i>Name</i>	<i>Position</i>	<i>University</i>
<b>Lazaros Nalpantidis (chair)</b>	Associate Professor	Technical University of Denmark
<b>Georgios Karagiannidis</b>	Professor	Aristotle University of Thessaloniki, Greece
<b>Zhiguo Ding</b>	Professor	Manchester University, UK
<b>Yiannis Zapitis</b>	Electronics and Computer engineer	ETEK (Professional Association)
<b>Panagiotis Chrysanthou</b>	Student	University of Cyprus
<b>Name</b>	Position	University

## C. Guidelines on content and structure of the report

- *The external evaluation report refers to the Department as a whole (programmes offered, teaching staff, administrative staff, infrastructure, resources, etc.).*
- *The external evaluation report follows the structure of assessment areas and sub-areas.*
- *Under each assessment area there are quality indicators (criteria) to be scored by the EEC on a scale from one (1) to five (5), based on the degree of compliance for the above mentioned quality indicators (criteria). The scale used is explained below:*

1 or 2:	<i>Non-compliant</i>
3:	<i>Partially compliant</i>
4 or 5:	<i>Compliant</i>

- *The EEC must justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.*
- *It is pointed out that, in the case of indicators (criteria) that cannot be applied due to the status of the Department, N/A (= Not Applicable) should be noted and a detailed explanation should be provided on the Department's corresponding policy regarding the specific quality indicator.*
- *In addition, for each assessment area, it is important to provide information regarding the compliance with the requirements. In particular, the following must be included:*

### **Findings**

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

### **Strengths**

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

### **Areas of improvement and recommendations**

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

- *The EEC should state the compliance for each sub-area (Non-compliant, Partially compliant, Compliant), **which must be in agreement with everything stated in the report.***
- **The report may also address other issues which the EEC finds relevant.**

**1. Department's academic profile and orientation**  
(ESG 1.1, 1.2, 1.4, 1.5, 1.6, 1.7, 1.8, 1.9)

**Sub-areas**

- 1.1 Mission and strategic planning (including SWOT analysis)**
- 1.2 Connecting with society**
- 1.3 Development processes**

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

- 1 or 2: Non-compliant*
- 3: Partially compliant*
- 4 or 5: Compliant*

Quality indicators/criteria		
<b>1. Department's academic profile and orientation</b>		
<b>1.1 Mission and strategic planning (including SWOT analysis)</b>		<b>1 - 5</b>
1.1.1	The Department has formally adopted a mission statement, which is available to the public and easily accessible.	5
1.1.2	The Department has developed its strategic planning aiming at fulfilling its mission.	5
1.1.3	The Department's strategic planning includes short, medium-term and long-term goals and objectives, which are periodically revised and adapted.	5
1.1.4	The programmes of study offered by the Department reflect its academic profile and are aligned with the European and international practice.	5
1.1.5	The academic community is involved in shaping and monitoring the implementation of the Department's development strategies.	5
1.1.6	Stakeholders such as academics, students, graduates and other professional and scientific associations participate in the Department's development strategy.	5
1.1.7	The mechanism for collecting and analysing data and indicators needed to effectively design the Department's academic development is adequate and effective.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

The EEC finds that the Department has a very high degree of compliance with the expectations regarding defining, communicating, following, and reflecting upon its mission and strategic plans, taking into consideration input for all major stakeholders.

Additionally, provide information on the following:

1. Coherence and compatibility among programmes of study offered by the Department.
2. Coherence and compatibility among Departments within the School/Faculty (to which the Department under evaluation belongs).

The Department offers study programs that are well aligned with its profile and cover all levels of academic education. The study programmes are coherent among them and are well positioned and defined with respect to the other departments of the School of Engineering of the University.

Provide suggestions for changes in case of incompatibility.

N/A

## 1. Department's academic profile and orientation

### 1.2 Connecting with society

1 - 5

1.2.1	The Department has effective mechanisms to assess the needs and demands of society and takes them into account in its various activities.	4
1.2.2	The Department provides sufficient information to the public about its activities and offered programmes of study.	5
1.2.3	The Department ensures that its operation and activities have a positive impact on society.	5
1.2.4	The Department has an effective communication mechanism with its graduates.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

The Department is well connected with the local society and is involved in activities that inform the public about its research and teaching activities. Furthermore, the Department keeps close ties with its graduates.

## 1. Department's academic profile and orientation

### 1.3 Development processes

1 - 5



1.3.1	Effective procedures and measures are in place to attract and select teaching staff to ensure that they possess the formal and substantive skills to teach, carry out research and effectively carry out their work.	4
1.3.2	Planning teaching staff recruitment and their professional development is in line with the Department's academic development plan.	5
1.3.3	The Department applies an effective strategy of attracting high-level students from Cyprus and abroad.	4
1.3.4	The funding processes for the operation of the Department and the continuous improvement of the quality of its programmes of study are adequate and transparent.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

The Department implements good practices regarding attracting high quality teaching & research personnel, and students.

Additionally, write:

- Expected number of Cypriot and international students
- Countries of origin of international students and number from each country

Currently there are 262 students from Cyprus, 28 students from the EU (mainly from Greece and 24 students from third countries (Russia, Ukraine, Jordan, Nigeria, India and Pakistan). Based on the new enrollments (Fall2021) and the number of interested prospective students, an increase of 25% (compared to the new enrollments of the Fall2020 semester) is expected, resulting in an increase in the total number of students of about 8%.

### Findings

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

The EEC was very pleased with the situation it experienced during the 2 days of the evaluation. Due to Covid-19 the evaluation was held remotely via Zoom, but the representatives of the Department did a very good job enlightening the EEC. The general impression of the EEC is that the Department is well organized, logically structured and positioned, paying a lot of attention to its faculty, students, and the local community.

### Strengths

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

The Department appears to have a very good reputation and strong ties with the local community. The teaching activities of the Department follow a student-centric approach. Significant efforts have been noticed towards strengthening the research profile of the Department.

Areas of improvement and recommendations

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

The student population is relatively low. Efforts towards increasing the number of enrolled students have been noticed by the EEC, which can contribute to the further development of the Department as a whole.

**Please select what is appropriate for each of the following sub-areas:**

Sub-area	<i>Non-compliant / Partially Compliant / Compliant</i>
1.1 Mission and strategic planning	Compliant
1.2 Connecting with society	Compliant
1.3 Development processes	Compliant

## 2. Quality Assurance

(ESG 1.1, 1.2, 1.3, 1.4, 1.6, 1.7, 1.8)

### Sub-areas

- 2.1 System and quality assurance strategy
- 2.2 Quality assurance for the programmes of study

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

- 1 or 2: *Non-compliant*
- 3: *Partially compliant*
- 4 or 5: *Compliant*

Quality indicators/criteria		
<b>2. Quality Assurance</b>		
<b>2.1 System and quality assurance strategy</b>		<b>1 - 5</b>
2.1.1	The Department has a policy for quality assurance that is made public and forms part of the Institution's strategic management.	5
2.1.2	Internal stakeholders develop and implement a policy for quality assurance through appropriate structures and processes, while involving external stakeholders.	5
2.1.3	The Department's policy for quality assurance supports guarding against intolerance of any kind or discrimination against students or staff.	5
2.1.4	The quality assurance system adequately covers all the functions and sectors of the Department's activities:	
2.1.4.1	Teaching and learning	5
2.1.4.2	Research	3
2.1.4.3	The connection with society	4
2.1.4.4	Management and support services	5
2.1.5	The quality assurance system promotes a culture of quality.	5
2.1.6	Students' evaluation and feedback	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

It is not clear how the quality assurance system adequately covers the research and the connection of the university with the society in Cyprus

## 2. Quality Assurance

### 2.2 Quality assurance for the programmes of study

1 - 5

2.2.1	The responsibility for decision-making and monitoring the implementation of the programmes of study offered by the Department lies with the teaching staff.	5
2.2.2	The system and criteria for assessing students' performance in the subjects of the programmes of studies offered by the Department are clear, sufficient and known to the students.	5
2.2.3	The quality control system refers to specific indicators and is effective, which have been presented and discussed.	5
2.2.4	The results from student assessments are used to improve the programmes of study.	4
2.2.5	The policy dealing with plagiarism committed by students as well as mechanisms for identifying and preventing it are effective.	5
2.2.6	The established procedures for examining students' objections/ disagreements on issues of student evaluation or academic ethics are effective.	5
2.2.7	The Department publishes information related to the programmes of study, credit units, learning outcomes, methodology, student admission criteria, completion of studies, facilities, number of teaching staff and the expertise of teaching staff.	5
2.2.8	Names and position of the teaching staff of each programme are published and easily accessible.	5
2.2.9	The Department has a clear and consistent policy on the admission criteria for students in the various programmes of studies offered.	5
2.2.10	The Department flexibly uses a variety of teaching methods.	5
2.2.11	The Department systematically collects data in relation to the academic performance of students, implements procedures for evaluating such data and has a relevant policy in place.	4
2.2.12	The Department analyses and publishes graduate employment information.	5

2.2.13	The Department ensures adequate and appropriate learning resources in line with European and international standards and/or international practices, particularly:	
2.2.12.1	Building facilities	5
2.2.12.2	Library	5
2.2.12.3	Rooms for theoretical, practical and laboratory lessons	5
2.2.12.4	Technological infrastructure	5
2.2.12.5	Academic support	5
2.2.14	There is a student welfare service that supports students in regard to academic, personal problems and difficulties.	5
2.2.15	The Department's mechanisms, processes and infrastructure consider the needs of a diverse student population such as mature, part-time, employed and international students as well as students with disabilities.	5
2.2.16	Mentoring of each student is provided and the number of students per each permanent teaching member is adequate.	5
2.2.17	The provision of quality doctoral studies is ensured through doctoral studies regulations, which are publicly available.	5
2.2.18	The number of doctoral students, under the supervision of a member of the teaching staff, enables continuous and effective feedback to the students and it complies with the European and international standards.	N/A
2.2.19	The Department has mechanisms and funds to support writing and attending conferences of doctoral candidates.	4
2.2.20	There is a clear policy on authorship and intellectual property.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

The evaluation committee is satisfied by the quality control and assurance procedure presented by the department. The score in Q 2.2.18 is N/A because the PhD program is new. This criterion should be better considered in the next round of evaluation.

### Findings

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

Click to enter text.

The EEC supports that the policies and plans on quality assurance are consistent within the DIPAE's national higher education framework and the European Standards and Guidelines on Quality Assurance (ESG), and thus fully satisfactory.

Specifically,

- a) The learning outcomes demonstrate that the department is using high quality standard practices.
- b) The complaints procedure is well presented to the students.
- c) Plagiarism is detected through dedicated software and is dealt through a relevant committee as part of a clear procedure.
- d) The EEC realizes after the meeting with the staff, that they have a very good understanding of the quality standards
- e) The student admission process is comprehensive and deals in a fair way both with Cypriots and international applicants.
- f) Facilities, including library, Labs, software and classrooms are very well equipped and appropriate.

It should be noted that the academic staff members are very interested on the state-of-the-art- topics in electrical engineering, as IoT networking, smart grid, etc.

### Strengths

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

Click to enter text.

- There is a willingness from the academic staff to make the department well known internationally, through the creation of new knowledge.
- It is important that there is financial support to selective students based on the needs.
- The EEC recognized a culture in the department that places students as the first priority.
- The EEC recognized the strong connection of the faculty members and the students with industry and professional bodies.
- The connection with other universities through specific programs, e.g. Erasmus+ results in the transfer of knowledge.

### Areas of improvement and recommendations

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

Click to enter text.

- PhD students should publish at least one IEEE journal and one IEEE conference paper.
- The department should fund publications in well-known journals, e.g IEEE Transactions, etc.
- The administration of the Department should be in continuous connection with the Technical Chamber of Cyprus, to adapt the program and other educational activities with the market.
- An official monitoring system for the PhD progress should be developed
- Proper ventilation of lab facilities with e.g., soldering stations should be ensured.



Please ✓ what is appropriate for each of the following sub-areas:

Sub-area	<i>Non-compliant / Partially Compliant / Compliant</i>
2.1 System and quality assurance strategy	Compliant
2.2 Quality assurance for the programmes of study	Compliant

### 3. Administration (ESG 1.1, 1.3, 1.6)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: *Non-compliant*  
3: *Partially compliant*  
4 or 5: *Compliant*

Quality indicators/criteria		1 - 5
<b>3. Administration</b>		<b>1 - 5</b>
3.1	The administrative structure is in line with the legislation and the Department's mission.	5
3.2	The members of the teaching and administrative staff and the students participate, at a satisfactory degree and on the basis of specified procedures, in the management of the Department.	5
3.3	The administrative staff adequately supports the operation of the Department.	5
3.4	Adequate allocation of competences and responsibilities is ensured so that in academic matters, decisions are made by academics and the Department's council competently exercises legal control over such decisions.	5
3.5	The Department applies effective procedures to ensure transparency in the decision-making process.	5
3.6	Statutory sessions of the Department are held and minutes are kept.	5
3.7	The Department's council operates systematically and autonomously and exercise the full powers provided for by the law and / or the constitution of the Department without the intervention or involvement of a body or person outside the law provisions.	5
3.8	The manner in which the Department's council operates and the procedures for disseminating and implementing their decisions are clearly formulated and implemented precisely and effectively.	5
3.9	The Department applies procedures for the prevention and disciplinary control of academic misconduct of students, teaching and administrative staff, including plagiarism.	5
3.10	The Department has appropriate procedures for dealing with students' complaints.	5



3.11	Internalization of the Department and external collaborations.	4
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Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

[Click to enter text.](#)

The EEC was very satisfied with the administration units and procedures of the Department and the University. The conducted discussions and provided material supported this impression.

### Findings

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

[Click to enter text.](#)

The panel has provided a detailed application document from the Department, and also met with two groups of staff related to administration during the visit, namely the departmental management group and the administrative staff of the department. The panel found that the management and administrative teams provided excellent supports to the department of the quality assurance system through appropriate structures, regulations and processes. In addition, they provided excellent supports to teaching programmes, faculty members and students enrolled on the programmes.

### Strengths

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

[Click to enter text.](#)

During the visit, the panel found that the management and administrative teams have clear understanding to the missions of the Department and have clear procedures to ensure smooth operation of the department.

The Department provides excellent learning resources and wellbeing support to the students and faculty of the support. This is particularly true during the Covid pandemic, where students have been provided sufficient support for remote learning and faculty members were provided appropriate teaching equipment for delivering remote teaching.

The panel was also informed that the management and administrative teams have organized various career fair events and helped students for industrial placements, which are important to ensure smooth career paths of graduates.

### Areas of improvement and recommendations

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

[Click to enter text.](#)

The Department may want to build a clear **promotion guidance for administrative staff**. Unlike faculty members to whom there exists a good understanding about their career path in the department, the administrative staff should be evaluated and promoted based on different criteria, which need to be revealed to the administrative staff clearly. The Department may also want to provide some support

to help the administrative staff's career planning. Secondments, e.g., an administrative staff is temporarily moved to another team in the department or even a different department, are a valuable tool for individual career development as well as for developing their skills.

**Internationalisation** has been identified as a weakness of this department. The panel is pleased to learn that the Department has built a few plans to improve internationalisation of the Department. For example, the panel was informed that the department plans to develop international teaching partnerships, which would be a very useful means to improve internationalisation. However, a more concrete plan for such international teaching partnerships is needed, where a more formal analysis of the market and also the impact of these partnerships on the workload of the academic staff of the Department is needed.

**Please select what is appropriate for the following assessment area:**

Assessment area	<i>Non-compliant / Partially Compliant / Compliant</i>
3. Administration	Compliant

#### 4. Learning and Teaching (ESG 1.2, 1.3, 1.4, 1.9)

**Sub-areas**

- 4.1 Planning the programmes of study
- 4.2 Organisation of teaching

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

- 1 or 2: *Non-compliant*
- 3: *Partially compliant*
- 4 or 5: *Compliant*

Quality indicators/criteria		
<b>4. Learning and Teaching</b>		
<b>4.1 Planning the programmes of study</b>		<b>1 - 5</b>
4.1.1	The Department provides an effective system for designing, approving, monitoring and periodically reviewing the programmes of study.	4
4.1.2	Students and other stakeholders, including employers, are actively involved on the programmes' review and development.	5
4.1.3	Intended learning outcomes, the content of the programmes of study, the assignments and the final exams correspond to the appropriate level as indicated by the European Qualifications Framework (EQF).	5
4.1.4	The programmes of study are in compliance with the existing legislation and meet the professional qualifications requirements in the professional courses, where applicable.	5
4.1.5	The Department ensures that its programmes of study integrate effectively theory and practice.	4
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		
<i>Click or tap here to enter text.</i>		
The EEC was very satisfied with the planning of the Department's study programmes.		
<b>4. Learning and Teaching</b>		
<b>4.2 Organisation of teaching</b>		<b>1 - 5</b>

4.2.1	The Department establishes student admission criteria for each programme, which are adhered to consistently.	4
4.2.2	Recognition of prior studies and credit transfer is regulated by procedures and regulations that are in line with European standards and/or international practices.	4
4.2.3	The number of students in the teaching rooms is suitable for theoretical, practical and laboratory lessons.	4
4.2.4	The teaching staff of the Department has regular and effective communication with their students, promoting mutual respect within the learner-teacher relationship.	3
4.2.5	Student-centred learning and teaching plays an important role in stimulating students' motivation, self-reflection and engagement in the learning process.	4
4.2.6	The teaching staff of the Department provides timely and effective feedback to their students.	4
4.2.7	The criteria and the method of assessment as well as the criteria for marking are published in advance.	5
4.2.8	The assessment allows students to demonstrate the extent to which the intended learning outcomes have been achieved.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

[Click to enter text.](#)

The EEC was very satisfied with the planning of the Department's teaching organization.

### Findings

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

- The Department offers a wide range of courses, however low student intake can restrict the number of available electives.
- Connection of theory and practice is ensured through hands-on laboratories and participation in projects with the industry, whereas feedback is received from industry experts and employers on how to enrich program.
- Student presidents are appointed for each Department program, and they are responsible to transfer student feedback to teaching staff.

### Strengths

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

- Teaching processes and practices are in line with the expected world-standards in this sector.

- The degree programs have a good structure, which is regularly reviewed to ensure industry relevance.
- Students seem to enjoy the program, the facilities, and the support they receive, especially support regarding their future employment.

Areas of improvement and recommendations

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

- The EEC recommends considering the possibility to financially support students who want to publish additional journals.
- The EEC believes that new teaching staff and researchers could benefit by not being overburdened by teaching load.
- The EEC recommends that the department considers the introduction of formalized meetings between student and teaching staff.

**Please select what is appropriate for each of the following sub-areas:**

Sub-area	<i>Non-compliant / Partially Compliant / Compliant</i>
4.1 Planning the programmes of study	Compliant
4.2 Organisation of teaching	Compliant

## 5. Teaching Staff (ESG 1.5)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

- 1 or 2: *Non-compliant*  
 3: *Partially compliant*  
 4 or 5: *Compliant*

Quality indicators/criteria		
5. Teaching Staff		1 - 5
5.1	The number of teaching staff - full-time and exclusive work - and the subject area of the staff sufficiently support the programmes of study.	5
5.2	The teaching staff of the Department has the relevant formal and substantive qualifications for teaching the individual subjects as described in the relevant legislation.	5
5.3	The visiting Professors' subject areas adequately support the Department's programmes of study.	4
5.4	The special teaching staff and special scientists have the required qualifications, sufficient professional experience and expertise to teach a limited number of programmes of study.	5
5.5	The ratio of special teaching staff to the total number of teaching staff is satisfactory.	5
5.6	The ratio of the number of subjects of the programme of study taught by teaching staff working fulltime and exclusively to the number of subjects taught by part-time teaching staff ensures the quality of the programme of study.	5
5.7	The ratio of the number of students to the total number of teaching staff is sufficient to support and ensure the quality of the programme of study.	5
5.8	Feedback processes for teaching staff in regard to the evaluation of their teaching work, by the students, are satisfactory.	5

Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.

[Click to enter text.](#)

After the discussions of the EEC with the teaching staff, it recognizes the high level of their commitment to teaching and research. Also, even if the quality of the program can be assured from the existing faculty, it would be beneficial if the department hires some well-known intentionally, visiting professors to offer some specific courses. This will increase the visibility and the ranking of the department

- 5.1.1. All courses are taught by academic staff employed as Teaching and Research Staff (TRS) on a full time exclusive basis. Currently, the Department employs twenty (20) TRS members on a full time exclusive basis. The academic domains of the courses of the Programs offered by the Department match the specialization of the faculty members.
- 5.1.2. As explained in 5.1.1 above all courses are taught by full time Teaching and Research Staff (TRS) members, who have the formal qualifications specified in the relevant legislation, while course allocation to staff members is done so that the content of the course matches the specialization of the academic staff member.
- 5.1.3. As explained in 5.1.1 and 5.1.2 above all courses are taught by full time Teaching and Research Staff (TRS) members. The Department does not employ any Visiting staff.
- 5.1.4. Special Teaching Staff (STS) are typically non-elected PhD holders, or MSc holders with extensive teaching experience, employed on a full-time or part-time basis. They are mainly teaching tutorial sessions of taught courses, or laboratory courses according to their expertise and teaching experience. As explained in 5.1.1 above, the Department currently employs only one STS members and five lab assistants or special scientist.
- 5.1.5. According to national legislation, the ratio of Special Teaching Staff (STS) members to the Academic Personnel must be less than 30%. Because most of the special scientists are employed on a part-time basis, this ratio is computed based on the number of teaching hours. For the past three years, according to the courses taught by the Department academic personnel, this ratio varies from 15% to 20%, therefore it is within the limit specified by the relevant legislation.
- 5.1.6. All courses of the programs of the Department are taught by full-time faculty members. Therefore, the ratio of the number of courses taught by academic staff working full-time and exclusively to the number of courses taught by part-time academic staff is 100%.
- 5.1.7. The number of undergraduate students registered in all Programs of the Department is 256. Considering that the Department employs 20 full time TRS, and one full time STS, the ratio of the number of students to the total number of teaching staff for the Department is 12 students per staff member. Therefore, the ratio of the number of students to the total number of teaching staff is sufficient to support and ensure the quality of the Programs of Study.
- 5.1.8. At the end of each semester, students complete the Student Questionnaire (IQC100), where they evaluate the course and the instructor. The results of these questionnaires are used by the teaching staff for self-improvement. If the average grade of a staff member is below a threshold, then the Chairperson of the Department is informed. In such a case, the Chairperson and the teaching staff member decide on remedial measures. A new measure adopted after relevant suggestions of External Evaluation Teams in the past, is to provide to these faculty members training on didactics, through the Personal and Professional Development Center, which is compulsory.

Also, write the following:

- Number of teaching staff working full-time and having exclusive work:

The Department employs 20 TRS members on a full-time exclusive work basis.

- Number of special teaching staff working full-time and having exclusive work:

- The Department employs 1 STS members on a full-time exclusive work basis.
- Number of visiting Professors:  
The Department does not employ any Visiting Professors.
  - Number of special scientists on lease services:  
The Department employs two five special academic members, with one being employed on a full-time basis.

Click to enter text.

### Findings

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

Click to enter text.

The EEC reviewed all the material provided by the Department and made detailed discussions with the faculty member about their areas of expertise and their teaching approach. After these discussions the EEC believes that the academic staff has a high level of scientific expertise and exploits all the educational tools to support the students. Therefore, the assessment of the academic staff is very positive.

There is in only one weak point. The publication and citation records of some faculty members are very low for the university level. The EEC understands the reasons for this that were provided by the department but supports that this should be definitely improved within the next 5 years.

### Strengths

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

Click to enter text.

- There is an agreement between staff expertise and programme content. EEC recognizes this aspect as one of the most notable features of the evaluation.
- The classes have small size and there is a tight connection between teachers, students and course material.
- The teaching workload is fair and transparent.
- There is a strong commitment of the faculty members to teaching, research and administration.
- Although the EEC attended a virtual tour to the labs, it is concluded that they are in a high level and can efficiently support the teaching and the research.

### Areas of improvement and recommendations

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

Click to enter text.

- The overall picture of publication and citation records of the department should be improved. The new faculty members should satisfy certain requirements regarding publications and citations.
- The hiring of 1 or 2 visiting professors could be an asset for the department.





- It is a good practice to hire in the university level, top scientists as scientific advisors, e.g in Telecoms, Robotics, etc

Please ✓ what is appropriate for the following assessment area:

Assessment area	<i>Non-compliant / Partially Compliant / Compliant</i>
Teaching staff number, adequacy and suitability	Compliant
Teaching staff recruitment and development	Compliant
Synergies of teaching and research	Compliant

## 6. Research

(ESG 1.1, 1.3, 1.5, 1.6)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

1 or 2: *Non-compliant*  
3: *Partially compliant*  
4 or 5: *Compliant*

Quality indicators/criteria		
<b>6. Research</b>		<b>1 - 5</b>
6.1	The Department has a research policy formulated in line with its mission.	5
6.2	The Department consistently applies internal regulations and procedures of research activity, which promote the set out research policy and ensure compliance with the regulations of research projects financing programmes.	4
6.3	The Department provides adequate facilities and equipment to cover the staff and students' research activities.	4
6.4	The Department has the appropriate mechanisms for the development of students' research skills.	4
6.5	The results of the teaching staff research activity are published to a satisfactory extent in international journals which work with critics, international conferences, conference proceedings, publications, etc. The Department also uses an open access policy for publications, which is consistent with the corresponding national and European policy.	4
6.6	The Department ensures that research results are integrated into teaching and, to the extent applicable, promotes and implements a policy of transferring know-how to society and the production sector.	5
6.7	The Department provides mechanisms which ensure compliance with international rules of research ethics, both in relation to research activity and the rights of researchers.	5
6.8	The external, non-governmental, funding of research activities of teaching staff is similar to other Departments in Cyprus and abroad.	4
6.9	The policy, indirect or direct of internal funding of the research activities of the teaching staff is satisfactory, based on European and international practices.	5
Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.		

Click to enter text.

### Findings

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

Click to enter text.

The panel has found that the department recognised the importance of research activities, and has made many positive contributions to scientific research, industry and society. In particular, the department has carried out various research activities, which result in high-quality scientific publications, close international collaborations, and high-impact knowledge and technology transfer. These research outcomes promote and foster high value interdisciplinary research. The department has built clear regulations and procedures for research works to be carried out in the Department, provided adequate research facilities and equipment, developed clear compliance mechanisms with international research ethics, and secured various international external research funding.

### Strengths

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

Click to enter text.

The department has been very successful in securing external research funding. For example, since 2017, the department has already secured 37 research projects from EU and Research Promotion Foundation with a total funding of €15 millions, which is very impressive given the size of the Department.

The Department has been successful in bridging the gap between teaching and research. In particular, the latest findings and results from the research projects have been fed back to the teaching activities carried out in the department, where the MSc students and the final year BSc students benefit these particularly. Furthermore, such research informed teaching also brings more research outcomes. For example, the department has provided a detailed list for those BSc/MSc students who have managed to publish articles in those peer-reviewed international conferences and journals.

The carried out knowledge and technology transfer activities are another highlight for the research profile of the department. In particular, the academic staff in the Department has carried out various research and innovation activities which addressed technological, economic, social challenges.

### Areas of improvement and recommendations

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

Click to enter text.

The department may want to provide more concrete strategies for improving the research reputation and visibility in the international community. Two of the mostly used criteria for the research recognition are h-index and citations. Currently, there is a space for improvement from this aspect. For example, among all the faculty members, only two members have Scopus citations above 1000. Similarly, if h-index is used as the metric, only two faculty members in the department have h-index above 20.

There are a few ways to improve the research reputation of the Department. For example, the department can provide more clear policies and incentives to encourage the faculty members for publishing their research results in top international-leading journals.

Another way to improve the research visibility of the Department is to be more engaged with the international community and carry out more collaborations. The international teaching partnerships planned by the Department can be a good means to realise this purpose. Further engagement with EU Marie Curie actions can be another effective way.

Furthermore, the Department may want to establish a series of departmental seminars, where distinguished speakers from industry and academia can be invited to physically visit the department (or via a remote manner) and provide talks and seminars. Such seminars are important to the MSc and PhD students to know the latest development in their fields of studies. In addition, such extracurricular activities are also important for staff development as they provide an effective way to improve the research visibility of the department.

**Please ✓ what is appropriate for the following assessment area:**

<b>Assessment area</b>	<b><i>Non-compliant / Partially Compliant / Compliant</i></b>
Research mechanisms and regulations	Compliant
External and internal funding	Compliant
Motives for research	Compliant
Publications	Compliant

## 7. Resources (ESG 1.6)

Mark from 1 to 5 the degree of compliance for each quality indicator/criterion

- 1 or 2: *Non-compliant*  
3: *Partially compliant*  
4 or 5: *Compliant*

Quality indicators/criteria		
<b>7. Resources</b>		<b>1 - 5</b>
7.1	The Department has sufficient financial resources to support its functions, managed by the Institutional and Departmental bodies.	4
7.2	The Department follows sound and efficient management of the available financial resources in order to develop academically and research wise.	5
7.3	The Department's profits and donations are used for its development and for the benefit of the university community.	4
7.4	The Department's budget is appropriate for its mission and adequate for the implementation of strategic planning.	5
7.5	The Department carries out an assessment of the risks and sustainability of the programmes of study and adequately provides feedback on their operation.	4
7.6	The Department's external audit and the transparent management of its finances are ensured.	4
7.7	The fitness-for-purpose of support facilities and services is periodically reviewed.	5
<p>Justify the numerical scores provided for the quality indicators (criteria) by specifying (if any) the deficiencies.</p> <p><a href="#">Click to enter text.</a></p> <p>The EEC has found that the Department is financially sound and has in place procedures for periodically reviewing its support facilities and services.</p>		

### Findings

*A short description of the situation in the Department based on evidence from the Department's application and the site - visit.*

The EEC was guided through the Department virtually, and the overall perception is that the department has sufficient and appropriate resources to meet the present educational and research requirements.

### Strengths

*A list of strengths, e.g. examples of good practices, achievements, innovative solutions etc.*

Although the Department's size is small and new student intake is low, the department is sufficiently organized in order to fulfill its mission. The Department has established good links with local industry. Furthermore, there are plans and procedures in progress to hire additional teaching staff.

Areas of improvement and recommendations

*A list of problem areas followed by or linked to the recommendations of how to improve the situation.*

- The EEC believes that more investment is required in order to improve student intake, both local and international.
- The EEC recommends considering the introduction of a less rigid system of promotions in terms of years in each level.

Please ✓ what is appropriate for the following assessment area:

Assessment area	<i>Non-compliant / Partially Compliant / Compliant</i>
7. Resources	Compliant

## D. Conclusions and final remarks

*Please provide constructive conclusions and final remarks, which may form the basis upon which improvements of the quality of the Department under review may be achieved.*

Click to enter text.

During the whole evaluation process, the ECC has obtained substantial and insightful information regarding the operation, structure and future plans of the Department of Electrical Engineering, Computer Engineering and Informatics at Frederick University. In particular, the Department has provided comprehensive documentation and support material. Based on the information collected from the submitted documentation and the remote visit, the EEC can conclude that the Department being evaluated has high standards and meet the quality expectations.

The EEC would like to compliment the Department but also suggest the following points as potential points for further improvement:

- The student population is relatively low. Efforts towards increasing the number of enrolled students both locally and internationally can contribute to the further development of the Department as a whole.
- The Department should be in continuous connection with the Technical Chamber of Cyprus, to ensure alignment of its educational activities with the market.
- Certain goals for quality publications from PhD students should be established, and an official monitoring system for the PhD progress should be developed.
- The Department should financially support students who want to publish additional journals.
- A clear promotion guidance for administrative staff should be considered.
- A less rigid system of promotions of talented academic staff should be adopted.
- The department could improve its international research status:
  - New teaching staff and researchers could benefit by not being overburdened by teaching load if this is economically viable.
  - The overall picture of publication and citation records of the Department should be improved.
  - Additional research collaborations and teaching partnerships should be pursued.
  - Hiring of visiting professors or scientific advisors in key scientific fields could be an asset for the Department.



## E. Signatures of the EEC

<i>Name</i>	<i>Signature</i>
Lazaros Nalpantidis	
Zhiguo Ding	
George Karagiannidis	
Ioannis Zapitis	
Panagiotis Chrysanthou	
Click to enter Name	

**Date:** 17 September 2021



