Doc. 300.3.3

Date: 09-09-2025

Feedback Report from EEC Experts

(Departmental)

- **Higher Education Institution:**
  European University Cyprus

- **Town: Nicosia**

- **School/Faculty: School of Sciences**

- **Department: Computer Science and Engineering**

- **Programme(s) of study under evaluation**
  Name (Duration, ECTS, Cycle)

Programme 1
In Greek:
Επιστήμη των Υπολογιστών (4 ακαδημαϊκά έτη, 240 ECTS, Πτυχίο(BSc))
In English:
Computer Science (4 academic years, 240 ECTS, Bachelor (BSc))

Programme 2
In Greek:
Επιστήμη Υπολογιστών (18 μήνες, 90 ECTS, Μάστερ(MSc))
In English:
Computer Science (18 months, 90 ECTS, Master(MSc))

Programme 3
In Greek:
Επιστήμη Υπολογιστών (3 ακαδημαϊκά έτη, 180 ECTS, Διδακτορικό (PhD))
In English:
Computer Science (3 academic years, 180 ECTS, Doctorate (PhD))

- **Department's Status: Currently Operating**

A. External Evaluation Committee (EEC)

Name	Position	University
Professor Thomas Heide Clausen	Department of Computer Science	Ecole Polytechnique
Professor Nik Bessis	Professor of Computer Science, Senior Advisor (Research), Multi-institutional Alliance for Research on Global Challenges Project Lead, Institutional Lead for UKRN & OR4, Director of Data Science Research Centre	Edge Hill University, United Kingdom
Professor Damal K. Arvind	Full Professor and Chair in Distributed Wireless Computation, School of Informatics	University of Edinburgh, Scotland, UK
Mr. Yiannis Zapitis	Member(Professional Body)	University
Mr. Paraskevas Kyriakou	Student	University

B. Guidelines on content and structure of the report

The EEC based on the external evaluation report (Doc.300.3.1) and the Higher Education Institution's response (Doc.300.3.2), must justify whether actions have been taken in improving the quality of the department in each assessment area.

1. Department's academic profile and orientation

Sub-areas
1. **Mission and strategic planning**   2. **Connecting with society**   3. **Development processes**

EEC's comments on the external evaluation report

EEC's final recommendations and comments on the HEI's response
The EEC had identified non-compliance on points 1.1.1, 1.1.2, and 1.1.3 — specifically that the department did not have a (public) vision, mission statement, and strategic plan.   The HEI has, in their response, documented a collegial, concerted and qualitative effort at departmental, school, and institutional levels, in developing and documenting these highlighted issues.   The EEC applauds these efforts from all the department, school, and institution — and notes, in particular, that the strategic plan proposed is detailed, and captures recommendations from the EEC in other areas and sub-areas — such as scientific profiles and seniority for faculty recruitment, etc.   The EEC considers that the vision, mission statement, and strategic plan presented, renders the department to be **fully compliant in sub-area 1.1.**   The final recommendation of the EEC is, that the strategic plan be implemented — and that it, and the vision and mission statement, be continuously maintained and updated as appropriate.
The EEC had identified partial compliance on point 1.2.2 — specifically that the department did not provide sufficient information to the public about programs and activities.   The HEI has in their response documented an impressive list of activities that they have planned and have been in increasing the visibility of the Department and its activities.   As a consequence, the EEC considers that the Department is **fully compliant in sub-area 1.2**.

The EEC had identified non-compliance across the board in the sub-ara 1.3 — for several reasons, including the lack of (full) professor-rank faculty members, and lack of clarity on both faculty recruitment, development, and finding processes.

The Department has taken considerable effort in both responding to the EECs comments, as well as in developing a departmental "faculty handbook" capturing many of these considerations, which are specific to the CS department.

The HEI as a whole has also made a significant effort in opening two faculty positions at "any rank", and thereby created an opportunity to overcome the lack of a (full) professor-rank faculty member to contribute to provide leadership for the Department going forward.

With the assumption that the recruitments will be successful, the EEC consequently considers the Department to be **fully compliant in sub-area 1.3**.

2. **Quality Assurance**

Sub-areas
1. **System and quality assurance strategy** 2. **Quality assurance for the programmes of study**

EEC's final recommendations and comments on the HEI's response
Within Area 2.1, the EEC had found the department non-compliant on points 2.1.1 and 2.1.2 — and partially compliant on point 2.1.3 and 2.1.4.2. The main reason for this was, that while the department did de-facto adhere to QA policies, these were not documented, shared, and revised, in a structured fashion. Since the EEC site visit, the department has undertaken through considerable effort in developing a comprehensive faculty handbook for the Department and capturing the specificities of the department. The EEC finds that this faculty handbook — especially in view of the short time over which it was developed, does a commendable job at documenting the departmental QA procedures. The Department has also established a shared "document repository", under the explicit responsibility of the Department vice-chair, for maintaining and sharing institutional knowledge hitherto kept only in the minds of the faculty members. As a consequence, the EEC considers the Department to be **fully compliant in sub-area 2.1**. The EEC encourages that the faculty handbook be considered a "living document", and thus reviewed and updated regularly.
The EEC found the Department to be compliant in sub-area 2.2 — despite the rating of point 2.2.17 to be "partially compliant" only. The rating of 2.2.17 was due to the fact that the study regulation for the doctoral programme was not easily accessible on the university website (and, that there were a preponderance of links on the website that should point to the "doctoral programme" that did not. The HEI has, it appears, resolved this issue — and as a consequence, the EEC thanks the HEI for their efforts and continues to consider the Department to be **fully compliant in sub-area 2.2**.

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3. Administration

EEC's final recommendations and comments on the HEI's response
The EEC had found the department to be **compliant in area 3**.   Nonetheless, the EEC had made a set of collegial (and non-prescriptive/constraining) ecommendations — which we are pleased to note are, in part, integrated into the strategic plan of the Department.   Consequently, the EEC continues to consider the Department to be **fully compliant in area 3**.

4. **Learning and Teaching**

Sub-areas
4.1 Planning the programmes of study **4.2 Organisation of teaching**

EEC's final recommendations and comments on the HEI's response
The EEC found the Department partially compliant on sub-area 4.1 due to point 4.1.1 — the lack of a departmental "instantiation" of the university-wide course and programme review-and-revision processes. Although the EEC found the Department "compliant" overall in sub-area 4.2, it nonetheless identified point 4.2.6 as being partially compliant — due to some student feedback regarding the lack of timely feedback. Since the EEC site visit, the Department has undertaken with considerable effort in developing a complete faculty handbook for the Department and capturing the specificities of the department. The EEC commends this faculty handbook, especially given the short time over which it was developed, in documenting the departmental processes for course review and revision, and the expectations of teachers (especially in providing timely feedback). The EEC also notes that since the site-visit the Department has completed, at considerable effort, the review and revision of the programmes it offers. Consequently, the EEC considers the Department to be **fully compliant in sub-area 4.1** and that the Department continues to be **fully compliant in sub-area 4.2**.

5. Teaching Staff

EEC's final recommendations and comments on the HEI's response
The EEC had found the Department to be only partially compliant or non-compliant in Area 5 — specifically due to the lack of CS staff at Professorial level to ensure leadership on strategic planning and development in both teaching and research. The EEC recommended a concerted effort at recruitment of one or more full Professors, as well as the development of a strategic vision for the Department going forward. The HEI has — institutionally — opened two position at "any rank" within the Department, which is a golden opportunity for the Department to add one or two faculty members at PDofessorial level. The EEC applauds the institution for this effort, and **strongly encourages** the department to seize this opportunity. The HEI has also hired additional staff (at Assistant Professor level) within strategic scientific thematic areas, to both provide better coverage and reduce the teaching load of its faculty members. In parallel, the EEC applauds the efforts by the Department in developing a detailed strategic plan. Thus overall — assuming that the recruitments are successful — the EEC considers that the Department is **fully compliant in Area 5,** specifically is compliant in both the assessment areas of "Teaching staff number, adequacy, and suitability" "Teaching staff recruitment and development", and "Synergies of Teaching and Research".

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6. Research

EEC's final recommendations and comments on the HEI's response
The EEC found the Department to be "partially compliant" on three of the four assessment areas, specifically "research mechanisms and regulations", "motives for research", and "publications". This was mainly because the Department did not express any research policy other than *"do more, better, research"*. Although the Department in its response does not explicitly call out any actions (outside of allocation of extra budget for Open Access publishing) taken to ameliorate this situation, but rather cite the existing university policies (which are currently under revision by the vice-Rector) as adequate, the EEC nonetheless recognise several positive initiatives. The EEC notes that: (i) the opening of positions allowing recruitment of staff at Professorial level will (hopefully) bring with it a renewed scientific vision ; (ii) the recruitment of additional faculty members (3 new positions in total being opened, 2 new recruits joining the Department on 1 Sept. 2025) will enable the sharing of workload and givemore time to be scientifically productive; (iii) combined with the strategic plan developed by the Department is a good step towards a departmental scientific / research policy. For these reasons, the EEC considers the Department to be **compliant in Area 6,** particularly the areas "research mechanism and regulations", "motives for research" and "publications" are compliant. Nonetheless, the EEC strongly recommends that the Department, especially with the recruitment of new faculty members, engage actively in reflections on a scientific / research policy that captures the specificities of a Computer Science department.

7. Resources

EEC's final recommendations and comments on the HEI's response
The EEC had found the. Department partially compliant in Area 7, principally because the Department appeared functional but in an ad-hoc fashion: although resources were adequate to maintain status-quo, the lack of visibility regarding any growth (thematically or otherwise) made planning for, and, requesting adequate resources to sustain that growth, to be impossible. With the formulation of a strategic plan for the Department, the future is much clearer; and, the initiatives indicated by the Department reflected in the annual budget reports outlining the progress on the different tasks and objectives. Thanks to these improvements, the EEC finds that the Department has set itself on a very positive trajectory for success. The EEC therefore considers the Department to be **fully compliant in Area 7**.

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C. Conclusions and final remarks

The EEC must provide conclusions and final remarks.

EEC's final recommendations and comments on the HEI's response
The EEC wrote in its report that: *"The EEC recognises that the most valuable asset of the Department is its faculty members, who demonstrated to the EEC, and were acclaimed by students and stakeholders, for their dedication, availability, and commitment to the Department and its programmes. The EEC appreciated that the Department works in a collaborative and collegial manner on both research and in offering the Bachelors, Masters, and Doctoral programmes."* The response from the Department to the EEC report only confirms the impression that its faculty members are particularly dedicated and diligent. The EEC in particular appreciate the efforts undertaken by the Department to not just "promise to deliver", but actually "deliver" — a CS departmental faculty handbook, a detailed strategic plan, etc. Although not the subject of this feedback report, the EEC also notes the professionalism with which the Department revised the programmes and courses in line with the recommendation of the EEC. Likewise, the Institution deserves credit for having heeded our recommendations and opened faculty positions that can be filled by staff at professorial levels.
The EEC notes that the department and the Institution have taken a number of strong initiatives, and made a number of ambitious promises — and engaged significant ressources. The EEC strongly recommends, but is also convinced that this will be the case, that the department seize this opportunity to the fullest — and wishes them the best of luck when doing so.

D. Signatures of the EEC

Name	Signature
Thomas Heide Clausen	
Damal K. Arvind	D K Arvind
Nik Bessis	
Yiannis Zapitis	
Paraskevas Kyriacou	
FullName	

Date: 2025-10-03