



Professor Mary Koutselini
President
Cyprus Agency of Quality Assurance
and Accreditation in Higher Education

1434 Nicosia

8th of May 2025

ΘΕΜΑ: Αναβολή λήψης απόφασης και υποβολή διευκρινίσεων και τεκμηριωμένων ενεργειών βελτίωσης για την αξιολόγηση του προγράμματος:

“Accounting and Finance” [4 academic years, 240 ECTS, BA (Hons)]:

του Ιδρύματος Ανώτερης Εκπαίδευσης UCLan Cyprus

Dear Prof. Koutselini,

Please let us thank the CYQAA Council for the consideration of the re-accreditation of the aforementioned programme of study for delivery at UCLan Cyprus.

In response to the letter we received bearing the subject listed above, dated 4th March 2025 and with Ref. Number 07.14.345.016.001, you may find below the clarifications and additional information required for the recommendations indicated in the respective letter.

- ✓ **Αποστέλλει τη δομή του Τμήματος στο οποίο εντάσσεται το εν λόγω πρόγραμμα (πόσα και ποια προγράμματα περιλαμβάνει) καθώς και τον φόρτο εργασίας του ακαδημαϊκού προσωπικού κατανεμημένο στο υπό αξιολόγηση πρόγραμμα και σε άλλα προγράμματα εντός και εκτός Τμήματος στο ίδρυμα.**

RESPONSE

The Bachelor's degree of Accounting and Finance is offered under the Department of Business and Management of UCLan Cyprus. The following programmes of study are currently provided under this department:

Business Administration [4 academic years, 240 ECTS, BA (Hons)]

Advertising and Marketing Communications [4 academic years, 240 ECTS, BA (Hons)]

Accounting and Finance [4 academic years, 240 ECTS, BA (Hons)]

Hospitality and Tourism Management [4 academic years, 240 ECTS, BA (Hons)]

English Language and Literature [4 academic years, 240 ECTS, BA (Hons)]

Business Administration [1 academic year, 90 ECTS, MBA]



Business Administration [1 academic year, 90 ECTS, MBA, e-learning]

Hospitality, Tourism and Events Management [1 academic year, 90 ECTS, MA]

Human Resources Management [1 academic year, 90 ECTS, MSc]

The workload of the academic team involved in the teaching and delivery of the BA (Hons) Accounting and Finance programme of study is available in Appendix I in the format of the Table 4 of the standard Doc.200.1 Application for Evaluation-Accreditation template of CYQAA.

- ✓ **Διευκρινίσει ποια συγκεκριμένα σεμινάρια επιμόρφωσης θα παρακολουθήσει το ακαδημαϊκό προσωπικό και πότε.**

RESPONSE

Academic staff at UCLan Cyprus engage in a variety of professional development activities that support their teaching, research, and academic leadership. These include participation in both internal and external training events.

Academic staff from the team frequently attend international conferences such as FMARC, FMA-European, MFS, EAA, EFMA, which offer opportunities for research dissemination, networking, and staying up-to-date in their fields.

The University also encourages and supports faculty to pursue professional teaching qualifications such as the Fellowship of the Higher Education Academy (FHEA), which promotes high standards in higher education teaching and learning.

Internally, UCLan Cyprus hosts and participates in seminars and conferences aimed at enhancing academic skills. Please find below some examples of seminars undertaken by the programme team:

- ✓ Redefining Professional Fulfilment in Academia: Prioritizing Mental Health for academic success, Dr. Lilia Psalta, March 2024
- ✓ Gender Bias and Sexism in Academic Language: Some useful tips to enhance inclusivity in teaching and research, Dr. Antri Kanikli, September 2024
- ✓ Ethical AI in Action, Mrs Maria Georgiou, March 2025
- ✓ UCLan Cyprus Academic Regulations: RPL, Assessment and Programme Boards, Mitigating Circumstances, Academic Integrity, Academic Appeals, Dr. Cosmina Theodoulou, April 2025

It is also worth mentioning the forthcoming Cyprus Statistical Society Conference, featuring a FENStatS session on statistical literacy, that is co-organized with international partners such as the Royal Statistical Society. This conference will take place on Friday 30 May, 2025, at UCLan Cyprus and is aiming to enhance statistical literacy and data-driven analytical skills among academics, which are essential competencies for both teaching and research in Accounting and Finance.

Research support is offered through a dedicated office that provides training and guidance on funding applications assisting at the same time academic staff in identifying research funding opportunities and developing competitive proposals. For example, it organises a series of



Erasmus+ project development workshops aiming at equipping academics with the skills to create and submit their own Erasmus+ proposals. These workshops are held periodically and cover the full project development cycle—from idea formulation and partner identification to budgeting and application best practices. Please find below some of the trainings that have been attended by academics from the team of this programme of study.

- ✓ Erasmus+ Proposal Writing, Dr. Alexandros Tampakis, January 2024
- ✓ Research and Innovation Foundation training on COST, ERC and CLUSTER 2, March 2024
- ✓ Erasmus + Project Management, November-December 2024

Accounting and Finance academic staff also benefit from participation in external seminars organized by institutions such as the Central Bank of Cyprus, the Ministry of Finance, and other universities. Notable events include conferences on financial literacy, economic policy, and leadership and gender in higher education.

Recent examples include:

- ✓ Seminar on a Framework for Financial Literacy in School Education, organized by the Ministry of Finance, the Central Bank of Cyprus, and the Cyprus Committee for Financial Literacy and Education (Κυπριακή Επιτροπή Χρηματοοικονομικού Αλφαριθμητισμού και Παιδείας).
- ✓ International Conference “Financial Literacy for Youth: Preparing the Next Generation”, organized by the Ministry of Finance and the Central Bank of Cyprus.
- ✓ Conference on “Cyprus Economy: Current Landscape and Future Challenges,” co-organized by the Central Bank of Cyprus and the European Stability Mechanism.
- ✓ National Conference on “Leadership and Gender in Higher Education,” hosted by the European University Cyprus.

Accounting and Finance academic team have registered their interest to participate at the following seminars organised at UCLan Cyprus:

- ✓ Artificial Intelligence and the future of Assessment, Dr Julie Hardy, UCLan, June 2025
- ✓ Implementation of EDI principle of UCLan Cyprus in the course academic provision and assessment, Dr. Andrie Piki and Dr Cosmina Theodoulou, June 2025
- ✓ Use of Rubrics to align the module learning outcomes with the module delivery and assessment, Dr. Andriani Piki and Dr Cosmina Theodoulou, September 2025
- **Αποστέλλει το πρόγραμμα που θα αναρτηθεί, με όλα τα νέα μαθήματα όπως οι εισηγήσεις της ΕΕΑ.**

To structure of the programme of study indicating the course distribution per semester is offered in the format of Table 2 of the standard Doc.200.1 Application for Evaluation-Accreditation template of CYQAA, and is available in Appendix I.

- **Απαντήσει στις πιο κάτω εισηγήσεις όπως παρουσιάζονται στην έκθεση ανατροφοδότησης της ΕΕΑ για το πρόγραμμα:**



- ✓ **The EEC recommends the programme to explore the idea of assigning a “research assistant/advisor” to strengthen the “single research project”. The research assistant role could help pairing up different professors/researchers for guidance and exchange (relevant for e.g. identification of potential PhD students).**

We appreciate the EEC’s recommendation regarding the enhancement of the research environment of the team, which leads to the strengthening of the provision of the “Single Research Project” module offered by the programme, through the potential introduction of a “research assistant/advisor” role. We fully acknowledge the importance of this addition in supporting the delivery of high-quality student research.

In fact, assigning an advisor or assistant that is paired with the specific research topic of the student/young researcher is already a practice that we value and practise. To this effect, at the beginning of each academic year, advisors are selected according to their expertise and are aligned with the students’ research topic and interests, ensuring that both the academic guidance and research direction are well-matched. This approach not only strengthens the supervision process, but also promotes interdisciplinary collaboration and may facilitate the early identification of students with a potential to pursue a PhD. We view this recommendation as an opportunity to further structure and enhance this process and will explore ways to integrate further within the module’s framework.

- ✓ **The EEC invites the institution to consider summer internship programmes for 3rd and 4th year students to increase exposure to industry and to strengthen and intensify industry collaboration.**

We appreciate the EEC’s recommendation to consider summer internship programmes for 3rd and 4th year students to enhance industry exposure and strengthen industry collaboration. This is an area of great importance for UCLan Cyprus. As part of their programme of study, the students have the opportunity to choose the placement modules “Work Based Learning Project” in Year 3 as well as the “Work Placement” module during the Sandwich year (after Year 3). Furthermore, the students are offered, every year, during the Summer Semester, training opportunities through the Erasmus + scheme at related institutions and companies based in European Union.

Furthermore, the Department of Business and Management of UCLan Cyprus has established a strong industry network offering students ample opportunities for internships and graduate employment through activities such as a) the Career Day events—where more than ten leading accounting firms visit our campus—and b) through the “Introduction to Personal and Professional Practice” module, where companies review year two students’ presentations and offer internships to promising candidates that, upon students’ performance at the offered internship, can mature into contracts of full-time employment upon graduation.

Additionally, key Memorandums of Understanding with ACCA, KPMG, and Grant Thornton provide not only summer internships, but also a one-year paid internship option between the 3rd and 4th years. This extended internship supports students by offering practical work experience and financial support for ACCA papers not covered by our regular exemptions.



These initiatives clearly show our commitment to enhancing industry exposure and strengthening our ties with leading companies.

- ✓ **Επισημαίνεται ότι στη θέση του όρου Associate Lecturer θα πρέπει να χρησιμοποιείται ο όρος Special Teaching staff.**

We would like to thank CYQAA for this pertinent observation. We have duly noted this comment, and we have already asked our Marketing team to replace the term “Associate Lecturer” with that of “Special Teaching Staff”. This has been already implemented for the respective members of the academic team of the Bachelor’s programme in Accounting and Finance (see [here](#)).

We would like to express our appreciation to the External Evaluation Committee and the CYQAA Council for their valuable feedback and recommendations allowing to further enhance the high quality of the UCLan Cyprus provision of the Bachelor’s degree in Accounting and Finance. We remain at your disposal for any other additional information or clarifications necessary.

Yours sincerely,

Prof. Loukas Glyptis

Chair of the Department of Business and Management

Academic Standards and Quality Assurance Committee

UCLan Cyprus

Dr Theofilia Kaourma

Course Leader of BA (*Hons*) Accounting and Finance

UCLan Cyprus