

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

Republic of Cyprus

**External Evaluation Report
Program of Study**

Institution: CIIM

Program of Study: MSc in Business Management

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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
Pavlos Dimitratos (Chair)	Professor	U of Glasgow, UK
Yannis Georgellis (Member)	Professor	U of Kent, UK
Panayiotis Alexakis (Member)	Professor	National Kapodistrian U of Athens, Greece
Evgenios Kleanthous (Member)	Student	U of Cyprus, Cyprus

INTRODUCTION:

I. The External Evaluation procedure

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

The site visit took place on May 23, 2017 at the CIIM Nicosia premises. The Committee met with the Chairman of CIIM, the Director and Dean, the Academic Dean, the Assistance Director, the Research and ENTICE Director, the Director of the MSc program, teaching faculty, administration staff and students.

The following documents were provided: Application for Evaluation-Accreditation-New Program of Study, power point presentations (Introductory & Institutional presentations), and MSc presentations.

Furthermore, our committee interviewed members of the faculty teaching staff, a group of MSc students, administrative personnel related to admissions, registration, library facilities, IT and other admin support. Finally, CIIM facilities were visited and viewed, namely all facilities used by teaching areas, library and student meeting rooms, as well staff offices.

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 internal evaluation 'Application' submitted and examined by us is considered to be complete, satisfactory and illuminating.

FINDINGS:

1. EFFECTIVENESS OF TEACHING WORK – AVAILABLE RESOURCES

- **Organization of Teaching Work**
- **Teaching**
- **Teaching personnel**

Overall the effectiveness of teaching work and the available resources is very good. Students are very satisfied with the CIIM service. The educational process is fully integrated with the mission and vision of the institution. It includes a blended learning program of teaching delivery and student performance. Units of assessment include a variety of ‘theoretical’ and ‘practical’ elements (exams, presentations, case study analyses, quizzes etc.). The MSc appropriately provides a research element to the student’s learning needs, which could be in the future could provide the foundations for the introduction of a PhD program. Teaching is very appropriate and current with educational needs. The teaching staff and infrastructure of CIIM skilfully support the high-quality teaching services in line with market needs. They can effectively support the program and module level learning outcomes.

2. PROGRAM OF STUDY AND HIGHER EDUCATION QUALIFICATIONS

- **Purpose and Objectives and learning outcomes of the Program of Study**
- **Structure and Content of the Program of studies**
- **Quality Assurance of the Program of studies**
- **Management of the Program of Study**
- **International Dimension of the Program of Study**
- **Connection with the labor market and the society**

The purpose, objectives, and learning outcomes are clearly presented and designed. The learning outcomes are in line with the quality assurance standards in Cyprus and internationally. The intended learning outcomes are very clear and cascaded from the mission statement to the program and down to the individual modules. The structure and content of the curriculum include key core courses and various electives. The management of the program is effective. The program directors are experienced and committed academics. The international dimension of the program is a very salient feature, with international visiting staff teaching and engaging in collaborative research activities. Further developing international exchanges and collaborations remains one of the priorities of CIIM. There is evidence of good student interaction and engagement with the program.

3. RESEARCH WORK AND SYNERGIES WITH TEACHING

- **Research Teaching Synergies**

In general, there is strong evidence of synergy between research and teaching. Teaching is informed by research and it is generally research-led. Following the MSc degree, students gain solid research training skills to allow them to embark in PhD studies if they decide to do so. However, the committee felt that junior academic staff could be given more research time and incentives to develop their research portfolio and agendas, as we explain below in Section 3.1.

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

- **Administrative Mechanisms**
- **Infrastructures / Support**
- **Financial Resources**

There is very good infrastructure and processes. Non-academic, professional staff are well qualified and enthusiastic in supporting the educational process. There are some recommendations for improvement (primarily to the library and its space) as outlined in section 4.2.

5. DISTANCE LEARNING PROGRAMS

N/A

6. DOCTORAL PROGRAMS OF STUDY

N/A

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.**

We were given very clear and transparent documents to perform the evaluation. We were welcomed to the CIIM premises and were provided with sufficient material and evidence to complete the evaluation.

The MSc program is a well-recognized educational degree. The revision of the program to reflect the renaming of the program to MSc in 'Business Management' is topical and clearly justified by CIIM. The content of the program is in line with the varying and dynamic context that requires reflective and critical understanding of theories to be covered. The leadership team of the program have high professional standards, are experienced academics and they are fully engaged and committed. The teaching staff are well qualified (PhD level) and well informed with the latest developments in their respective fields to deliver the program successfully. They deliver the program using a blended approach of theoretical and practical units of assessment. The international visiting professors greatly support and enhance the international and research dimension of the program. The quality assurance process is excellent, complete and comprehensive, which fulfills the Cyprus Accreditation Standards. The students receive very good educational experience when they complete the program and are in general pleased with the quality of the program. The administrative and support staff are very well qualified and possess the skills and motivated to support the program.

Overall, this is high quality MSc program by international standards. Below is a list of potential areas for improvement:

1. Library and infrastructure learning resources could be improved (wider access to journal and online resources).
2. Teaching personnel also includes visiting staff. Although this is acceptable, and a strength of the program, recruiting more resident staff may be could allow for more flexibility in organizing sabbatical clubs to support research initiatives.
3. Research time, and provision of financial resources and incentives for research of resident staff could be further enhanced (these could be included in the work allocation model). This could lead to research with higher impact for the resident staff also.
4. Research could be upgraded through greater involvement of research students and administrative support to facilitate external funding applications.

¹ It 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.

Doc. Number: 300.1

Quality Standards and Indicators

External Evaluation of a Program of Study

Institution: Cyprus International Institute of Management (CIIM)
Program of Study: MSc in Business Management
Duration of the Program of Study: 1 year full-time or 2 year part-time
Evaluation Date: 24 May 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
Pavlos Dimitratos (Chair)	Professor	U of Glasgow, UK
Yannis Georgellis (Member)	Professor	U of Kent, UK
Panayiotis Alexakis (Member)	Professor	National Kapodistrian U of Athens, Greece
Evgenios Kleanthous (Member)	Student	U of Cyprus, Cyprus

Date and Time of the On-Site Visit: 23 May 2017

Duration of the On-Site Visit: 1 full day

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:					
	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					X
	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:						
	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.						X
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.

Overall very good.

There is previous SEKAP accreditation already. This attests to the established standards as to the learning process and learning outcomes. The commitment of the institute to pursue international accreditations, e.g. AMBA, has positive spillover effects for enhancing the quality standards of the MSc program.

The educational learning process and the internal quality procedures emphasized the importance of both coursework and final exams to ensure the fulfillment of intended learning outcomes (ILOs). In addition, student feedback is taken into account and incorporated into the educational process (through class evaluations etc.).

Nonetheless, the library provision could be improved. Library space could be extended in terms of size. The library opening hours would need to coincide with the opening hours of the university (up to 10 pm) and over weekends.

Student welfare provisions are very strong – the committee were impressed with the practice of immigration procedures for international students (and visits to the immigration border control agencies).

For problematic cases of student performance, there are clear procedures on how these can be alleviated and improved.

For plagiarism, there is evidence for the prevention of it from the admin support.

Essential attention in the program structure and delivery methods is provided to equip students with the necessary skills to become professional managers.

Note, additionally:

α) the expected number of Cypriot and International Students in the program of study. Around 85% : 15%

β) the countries of origin of the majority of students. Cyprus

γ) the maximum planned number of students per class-section. Around 30

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.					X
1.2.2	The methodology of each course is suitable for adults.					X
1.2.3	Continuous-formative assessment and feedback are provided to the students regularly.					X
1.2.4	The assessment system and criteria regarding student course performance, are clear, adequate, and known to the					X

	students.						
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		
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>Based on the course outlines and our discussions with staff and students, there are transparent procedures for the module delivery and the wide use of variety of educational methods. Blended learning also exists (which is a combination between face-to-face and e-learning, e.g. video presentation of lectures in each course) Research emphasis on qualitative and quantitative methods is provided, as necessary. Subscription to journal volumes can be updated more regularly.</p>							
1.3	Teaching Personnel	1	2	3	4	5	
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:						
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. (N/A- they have visiting professors)					
1.3.5	In every program of study the Special Teaching Personnel does not exceed 30% of the Teaching Research Personnel. (N/A- they have visiting professors)					
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 unimpeded implementation of the program of study within a five-year span.					X
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.

There is a sizable number of full-time staff but there are areas of expertise to be covered that rely on visiting faculty (e.g. innovation).

Publications, albeit very satisfactory, could be enriched both in terms of quantity and quality.

Staff could be given more time to engage in research activities. Given that many junior faculty are early career researchers, their research profile could be enhanced and supported more (i.e. sabbaticals could be introduced as a policy).

The fact that students can take electives also from the MSc list of courses appears to increase the number of choices given to MSc students to enhance their educational learning.

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.					X
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>Very effective educational process. It takes into account the needs and knowledge of students who have minimal prior work experience. This is a well-conceived and well-structured program with learning outcomes consistent with the institution's mission. The program of studies delivers effectively the learning outcomes both at the program and module levels. There is a good variety of learning assessment and teaching materials.</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					X

	approaches and the method of assessing student performance.					
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.					X
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. <i>(N/A – the MSc is a specialized program; the non-existence of general education courses is not a weakness of this program)</i>					
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.					X
2.2.8	The content of the program's courses reflects the latest achievements / developments in science, arts, research and technology.					X
2.2.9	Flexible options / adaptable to the personal needs or to the needs of students with special needs, are provided.					X
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>The program includes a large variety of elective courses, thus satisfying the needs and demands of students.</p> <p>The program structure consisting of 60 ECTS compulsory units covers effectively the key areas of business and management education.</p> <p>There is a good focus on electives to improve the skills of students as future managers.</p>						

The emphasis on qualitative and quantitative methods ensures that MSc students have the appropriate skills to embark with their project/ thesis if they choose so.

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.

It is expected that only a negligible proportion of students, if any, will be studying simultaneously at another academic institution.

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.

There is prior SEKAP accreditation which warrants high educational quality. As further evidenced in the 'Application' booklet, there is a clear quality assurance process informed by the European Higher Education Bologna agreement and the national Cyprus legal/ regulatory agreement. There are well-documented educational procedures that involve many stakeholders (such as academics, students, external examiners, leadership team etc.). The quality assurance also covers all the aspects from the admission to the program all the way to the learning material of the program.

2.4	Management of the Program of Study	1	2	3	4	5
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:					
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					X
2.4.5.5	The program's structure					X
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.					X
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.					X

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

Program directors are heavily involved in the design, strategic development and every day delivery of the program. Students also participate through feedback in both the course and program quality assessment.

In the case of practical training, note:

- 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 home country of the institution which awards the higher education qualification

There is an elective 'Internship' course (MI500) carrying 6 ECTS that students can take during the first/ second year. It can take place in Cyprus or abroad. It requires the write-up of a final internship report (apart from the company supervisor and CIIM supervisor evaluations).

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
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>There seems to be very effective student exchange programs in several countries including Spain, Germany, Portugal, among others.</p> <p>The visiting staff adds considerably to the international dimension of the program and enhances the research environment.</p> <p>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.</p> <p>The program compares very favorably with similar programs. The international dimension is considerably boosted by the number of international visiting staff.</p>						
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.

The career support services offer very good opportunities for MSc graduates. The program appears to offer ample opportunities to network and to be exposed to modern business developments and challenges.

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.				X	
3.1.6	Internal funding, of the academic personnel's research activities, is compared positively to the funding of other institutions in Cyprus and abroad.				X	
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.				X	
3.1.9	Student training in the research process is sufficient.					X

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

Research and scholarly activity (e.g., award winning case write-up) clearly informs teaching.

The findings of the academic personnel's research activity are published in international journals with the peer-reviewing system, in international conferences, conference minutes, publications, but there is room for improvement.

External, non-governmental, funding for the academic personnel's research activities, is compared positively to the funding of other institutions in Cyprus and abroad. But the small size of staff/ institution may inhibit bigger-scale applications for funding.

There is no established PhD program, hence there can be relatively limited involvement of students to research grant funding applications. However, the students receive qualitative and quantitative research training for their dissertation.

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

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

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

Very good and efficient. We did not identify any weaknesses.

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.				x	
4.2.4	The equipment used in teaching and learning (laboratory and electronic equipment, consumables etc.) are quantitatively and qualitatively adequate.				x	
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>Facilities are generally very good, and fit for purpose. The committee thought the library room was quite small and extending and modernizing the space could improve the student experience. Access to the e-journals is good and is comparable of institutions of comparable size.</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.					x

4.3.4	Student tuition and fees are consistent to the tuition and fees of other respective institutions.					x
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>There seems to be adequate provision of resources for the financial sustainability of the MSc program. The resources are well managed.</p>						

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.					
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.					
5.3	Through established procedures, appropriate training, guidance and support, are provided to teaching personnel, to enable it to efficiently support the educational process.					
5.4	Student performance monitoring mechanisms are satisfactory.					
5.5	Adequate mentoring by the teaching personnel, is provided to students, through established procedures.					
5.6	The unimpeded long distance communication between the teaching personnel and the students, is ensured to a					

	satisfactory degree.					
5.7	Assessment consistency, its equivalent application to all students, and the compliance with predefined procedures, are ensured.					
5.8	Teaching materials (books, manuals, scientific journals, databases) comply with the requirements provided by the long distance education methodology and are updated regularly.					
5.9	The program of study has the appropriate and adequate infrastructure for the support of learning.					
5.10	The supporting infrastructures are easily accessible.					
5.11	Students are informed and trained with regards to the available educational infrastructure.					
5.12	The procedures for systematic control and improvement of the supportive services are regular and effective.					
5.13	Infrastructure for distance education is comparable to university infrastructure in the European Union and internationally.					
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.					
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.					
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%.					
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p> <p>N/A</p> <p>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:</p>						
The maximum number of students per class-section, should not exceed 30 students.						

<p>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.</p>	
<p>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.</p>	

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.					
6.2	The structure and the content of a doctoral program of study are satisfactory and they ensure the quality provision of doctoral studies.					
6.3	The number of academic personnel, which is going to support the doctoral program of study, is adequate.					
6.4	The doctoral studies' supervisors have the necessary academic qualifications and experience for the supervision of the specific dissertations.					
6.5	The degree of accessibility of all interested parties to the Doctoral Studies Regulations is satisfactory.					
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.					
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.					
<p>Justify the answer you have provided and note the additional comments you may have on each standard / indicator.</p>						

N/A – The discussions with the program committee identified that there is a plan for possibly a joint PhD program with other universities in Cyprus. The committee welcomes such an initiative.

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 MSc program is a high quality program of international standards. The committee members are happy to approve the accreditation of the program under the new name: MSc in Business Management.

The aspiration for the MSc program to act as a springboard for the future possible launch of collaborative PhD program initiatives is welcome.

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

Name:	Signature:
Pavlos Dimitratos (Chair)	Professor
Yannis Georgellis (Member)	Professor
Panayiotos Alexakis (Member)	Professor
Evgenios Kleanthous (Member)	Student

Date: 24 May 2017