Doc. 300.1.2

Higher Education Institution's Response

Date: 02/07/2026

- **Higher Education Institution:** KES College
- **Town:** Nicosia
- **Programme of study**
  Name (Duration, ECTS, Cycle)

  In Greek:

  Επαγγελματικό Μακιγιάζ και Τεχνικές Νυχιών (2 Ακαδημαϊκά Έτη, 120 ECTS, Δίπλωμα)

  In English:

  Professional Make-up and Nail Art (2 Academic Years, 120 ECTS, Diploma)
- **Language(s) of instruction:** Greek or English
- **Programme's status:** New
- **Concentrations (if any):**

  In Greek: Concentrations
  In English: Concentrations

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 2021 [L.136(I)/2015 – L.132(I)/2021].

A. Guidelines on content and structure of the report

- *The Higher Education Institution (HEI) based on the External Evaluation Committee's (EEC's) evaluation report (Doc.300.1.1 or 300.1.1/1 or 300.1.1/2 or 300.1.1/3 or 300.1.1/4) must justify whether actions have been taken in improving the quality of the programme of study in each assessment area. The answers' documentation should be brief and accurate and supported by the relevant documentation. Referral to annexes should be made only when necessary.*

- *In particular, under each assessment area and by using the 2nd column of each table, the HEI must respond on the following:*

    - *the areas of improvement and recommendations of the EEC*
    - *the conclusions and final remarks noted by the EEC*

- *The institution should respond to the EEC comments, in the designated area next each comment. The comments of the EEC should be copied from the EEC report **without any interference** in the content.*

- *In case of annexes, those should be attached and sent on separate document(s). Each document should be in *.pdf format and named as annex1, annex2, etc.*

1. Study programme and study programme's design and development
(ESG 1.1, 1.2, 1.7, 1.8, 1.9)

Areas of improvement and recommendations **by EEC**	Actions Taken by the Institution	For Official Use ONLY
1. The removal of the term "Αισθητικής Φροντίδας" / "Beauty Care Specialist" from the title of the program and the amendment of the title with the proposed title "Επαγγελματικό Μακιγιάζ και τεχνικές νυχιών" / "Professional Make Up and Nail Art"	We would like to thank the EEC for its recommendation. The College has fully adopted this recommendation and implemented the suggested change.	Choose level of compliance:
The increase in laboratory hours of the following courses with a corresponding reduction in theoretical hours: ✓ *Techniques of Lighting and the Aesthetic Art of Photography (1103)* ✓ *Fashion and Styling* Techniques *(1301)* ✓ *Basic hairdressing Techniques and Hair Styling (1302)* ✓ *Professional* Portfolio *(1304)*	The College would like to thank the External Evaluation Committee for this constructive recommendation. The recommendation has been carefully considered and implemented. Specifically, the structure of the following courses has been revised to increase the practical component by changing the contact hours to **1 hour of theoretical instruction and 2 hours of laboratory/practical instruction**, thereby strengthening the hands-on learning experience and better aligning the courses with their applied nature. The assessment has also been modified to reflect the additional practical instruction. This can be seen in Appendix 1 Revised Course syllabi	Choose level of compliance:
The conversion of the course "Professional Portfolio" (1304) into a purely laboratory course.	The Committee's recommendation regarding **Professional Portfolio (1304)** has also been implemented. The course has been converted into a purely laboratory-based course, reflecting its practice-oriented learning outcomes and ensuring that students develop and demonstrate their professional competencies through practical work and portfolio development. The assessment strategy has not been modified, as it was already fully aligned with the practical nature and intended learning outcomes of the course. The	Choose level of compliance:

	existing assessment methods continue to effectively evaluate students' practical skills, portfolio development, and professional competencies.	
To consolidate the courses *a. Online Marketing and Social Media (1203) and* *b. Marketing-Communication and Customer Value (1401),* *into a course entitled "Marketing – Branding and Social media" with a corresponding adjustment of the theoretical and laboratory hours, and to transfer it to the 2nd semester*	The recommendation has been carefully considered and fully implemented. Specifically, the courses **Online Marketing and Social Media (1203)** and **Marketing–Communication and Customer Value (1401)** have been consolidated into a single course entitled **Marketing - Branding and Social Media (Μάρκετινγκ - Branding και Μέσα Κοινωνικής Δικτύωσης)**. The new course has been relocated to the second semester, as recommended, and its structure has been revised with an appropriate balance of theoretical and laboratory hours to better integrate conceptual knowledge with practical application. The new syllabi can be found in Appendix 1 Revised Course Syllabi and the new structure of the programme in Appendix 2.	Choose level of compliance:
To modify the title of the course in Greek from "Υγεία και Ασφάλεια στην Εργασία" το "Υγιεινή και Ασφάλεια στην Εργασία"	The title of the course has been revised in Greek from **«Υγεία και Ασφάλεια στην Εργασία»** to **«Υγιεινή και Ασφάλεια στην Εργασία»**, as recommended by the Committee. This amendment provides a more accurate reflection of the course content and aligns the terminology with established academic and professional practice in the field. In addition, following the constructive discussion that took place during the accreditation visit, the course has been **transferred from the second semester to the first semester**. This change ensures that students acquire fundamental knowledge and competencies in occupational hygiene and safety at an earlier stage of their studies, providing a stronger foundation for	Choose level of compliance:

	subsequent practical and laboratory-based courses.	
To add an additional course to the 4th semester with the indicative title "Nail Sculpting" or "Onychoplasty"	A new course entitled **Artificial Nail Techniques (Τεχνικές Ονυχοπλαστικής)** has been added to the **fourth semester** of the programme, as recommended by the Committee. The new syllabi can be found in Appendix 1 and the new programme structure in Appendix 2	

2. Student – centred learning, teaching and assessment
(ESG 1.3)

Areas of improvement and recommendations **by EEC**	Actions Taken by the Institution	For Official Use ONLY
Increasing the laboratory hours of the program's courses, given that the program is professional.	This has been addressed as documented in the previous section	Choose level of compliance:
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3. Teaching staff
(ESG 1.5)

Areas of improvement and recommendations **by EEC**	Actions Taken by the Institution	For Official Use ONLY
Ensuring the quality of the simultaneous operation of the program in both languages. *Specifically, clarifying:* *a. whether the existing staff has the required qualifications to adequately support both curricula* *b. whether the weekly hours of employment of the teaching staff do not exceed the hours set by the institution per week for the provision of a quality curriculum.*	a. We would like to reassure the committee that the existing academic staff possess the required academic qualifications, disciplinary expertise, and language competencies to adequately support the delivery of both the Greek-language and English-language curricula. All academic staff are proficient in both Greek and English and have experience teaching their subject in both Greek and English. b. This consideration has been fully taken into account by the Institution. A comprehensive workload analysis was undertaken to ensure that the weekly teaching hours allocated to each member of academic staff remain within the institutional workload limits. Please find attached a combined academic workload table illustrating the teaching hours under the scenario of the simultaneous delivery of both the Greek-language and English-language curricula. The table demonstrates that the weekly teaching hours assigned to each member of staff remain within the limits set by the Institution, thereby ensuring sufficient time for student support, preparation, assessment and other academic responsibilities. Concurrently with the revisions to the course curriculum, taking the EEC's recommendations into consideration, we undertook a comprehensive review and revised the course teaching allocations accordingly.	Choose level of compliance:

	Thus, the academic staffing profile has been further strengthened through new and revised teaching allocations that enhance the expertise and capacity of the teaching team. As a result, the programme now employs thirteen (13) academic staff members, comprising nine (9) full-time and four (4) part-time lecturers, significantly improving the full-time (69%) to part-time (31%) staffing ratio. This increase in full-time academic staff has strengthened the programme's teaching capacity and enabled the teaching workload associated with the simultaneous delivery of both the Greek-language and English-language curricula to be distributed more effectively across the academic team. The enhanced staffing structure also provides greater continuity in teaching and sustainability of the programme. These revisions are presented in **Appendix 3**, including the updated academic staff list (Table 3), the revised workload allocation (Table 4), and the curricula vitae of the newly appointed academic staff.	
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4. Student admission, progression, recognition and certification
(ESG 1.4)

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5. Learning resources and student support
(ESG 1.6)

Areas of improvement and recommendations **by EEC**	Actions Taken by the Institution	For Official Use ONLY
The committee recommends that the possibility of further developing laboratory equipment be examined.	The recommendation has been carefully considered, and the College has taken proactive steps to further enhance the laboratory resources available to students. Specifically, additional specialised laboratory equipment and materials for the Make-up and Artificial Nail Techniques components of the programme have been ordered to further support the practical training of students and ensure that laboratory facilities remain aligned with current industry practices. Evidence of these purchases is provided in Appendix 4 (Invoice for Laboratory Equipment). Furthermore, following the introduction of the new course Artificial Nail Techniques (Τεχνικές Ονυχοπλαστικής), the College has also expanded its library resources (please see Appendix 5) by ordering additional specialised textbooks and reference materials to support the delivery of the course and enhance students' learning experience.	Choose level of compliance:
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6. Additional for doctoral programmes

(ALL ESG)

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7. Eligibility (Joint programme)

(ALL ESG)

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B. Conclusions and final remarks

Conclusions and final remarks **by EEC**	Actions Taken by the Institution	For Official Use ONLY
The committee recommends: *1. The removal of the term "Αισθητικής Φροντίδας" / "Beauty Care Specialist" from the title of the program and the amendment of the title with the proposed title "**Επαγγελματικό Μακιγιάζ και τεχνικές νυχιών" / "Professional Make Up and Nail Art**"*	Please refer to section 1 for the response	Choose level of compliance:
2. The increase in laboratory hours of the following courses with a corresponding reduction in theoretical hours: ✓ *Techniques of Lighting and the Aesthetic Art of Photography (1103)* ✓ *Fashion and Styling* Techniques *(1301)* ✓ *Basic hairdressing Techniques and Hair Styling (1302)* ✓ *Professional* Portfolio *(1304)*	Please refer to section 1 for the response	
The conversion of the course "Professional Portfolio" (1304) into a purely laboratory course.	Please refer to section 1 for the response	Choose level of compliance:
To consolidate the courses *a. Online Marketing and Social Media (1203) and* *b. Marketing-Communication and Customer Value (1401),* *into a course entitled "Marketing – Branding and Social media" with a corresponding adjustment of the theoretical and laboratory hours, and to transfer it to the 2nd semester*	Please refer to section 1 for the response	Choose level of compliance:
To modify the title of the course in Greek from "Υγεία και Ασφάλεια στην Εργασία" to "Υγιεινή και Ασφάλεια στην Εργασία"	Please refer to section 1 for the response	Choose level of compliance:
To add an additional course to the 4th semester with the indicative title "Nail Sculpting" or "Onychoplasty"	Please refer to section 1 for the response	Choose level of compliance:
1. Increasing the laboratory hours of the program's courses, given that the program is professional.	Please refer to section 1&2 for the response	
1. Ensuring the quality of the simultaneous operation of the program	Please refer to section 3 for the response	

in both languages. Specifically, clarifying: *a. whether the existing staff has the required qualifications to adequately support both curricula* *b. whether the weekly hours of employment of the teaching staff do not exceed the hours set by the institution per week for the provision of a quality curriculum.*		
The committee recommends that the possibility of further developing laboratory equipment be examined.	Please refer to section 5 for the response	

C. Higher Education Institution academic representatives

Name	*Position*	*Signature*
Dr Vassias Vassiliades	Director of Academic Affairs	
Markella Shiarly	Programme Coordinator	
Dr Florentia Hadjiefthyvoulou	Education and QA Officer	
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