



ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
HELLENIC REPUBLIC



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Accreditation Report for the Foreign Language Programme of:

Medicine

Institution: Aristotle University of Thessaloniki

Date: 19/12/2020

Report of the Panel appointed by the HAHE to undertake the review of
the Foreign Language Programme of **Medicine** of the **Aristotle University**
of Thessaloniki, for the purposes of granting accreditation

TABLE OF CONTENTS

Part A: Background and Context of the Review.....	4
I. The External Evaluation & Accreditation Panel	4
II. Review Procedure and Documentation.....	5
III. Foreign Language Programme Profile	8
Part B: Compliance with the Principles	10
Principle 1: Strategic Planning	10
Principle 2: Quality Assurance Policy.....	13
Principle 3: Design, Approval, and Monitoring of the Quality of Foreign Language Programmes	16
Principle 4: Student-Centred Learning, Teaching and Assessment.....	19
Principle 5: Student Admission, Progression, Recognition of Academic Qualifications, Award of Degrees and Certificates of Qualifications of Foreign Language Programmes.....	22
Principle 6: Ensuring High Quality of the Teaching Staff of the Foreign Language Programme	24
Principle 7: Learning Resources and Student Support of Foreign Language Programmes...	27
Principle 8: Collection, Analysis, and Use of Information for the Organization and Operation of Foreign Language Programmes.....	30
Principle 9: Public Information concerning the Foreign Language Programmes.....	32
Principle 10: Periodic Internal Review of Foreign Language Programmes	34
Principle 11: Regular External Evaluation and Accreditation of Foreign Language Programmes Periodic Internal Review of Foreign Language Programmes	37
Part C: Conclusions	39
I. Features of Good Practice	39
II. Areas of Weakness.....	40
III. Recommendations for Follow-up Actions	40
IV. Summary & Overall Assessment	43

PART A: BACKGROUND AND CONTEXT OF THE REVIEW

I. The External Evaluation & Accreditation Panel

The Panel responsible for the Accreditation Review of the Foreign Language Programme of **Medicine** of the **Aristotle University of Thessaloniki**, comprised the following four (4) members, drawn from the HAHE Register, in accordance with Laws 4009/2011 & 4653/2020:

1. Prof. Nikolaos Venizelos (Chair)

Örebro University, Örebro, Sweden

2. Prof. Peter Giannoudis

University of Leeds, Leeds, United Kingdom

3. Prof. Aristidis Moustakas

Uppsala University, Uppsala, Sweden

4. Dr. Nikolaos Nitsas

Member of Panhellenic Medical Association, Greece

II. Review Procedure and Documentation

The members of the External Evaluation & Accreditation Panel (EEAP) for the **Foreign Language Programme of Medicine of the Aristotle University of Thessaloniki** were selected from the Hellenic Authority for Higher Education (HAHE) Register in August 2020, in accordance with Laws 4009/2011 & 4653/2020. Official invitation letters were sent to EEAP members on December 08, 2020.

Due to the current Coronavirus (COVID-19) pandemic and in line with the procedures for the limitation of further spread of the virus worldwide, the original planned programme of evaluation was not possible. Consequently, HAHE modified the standards of the accreditation process, and all external evaluation and accreditation reviews of the study programme of Medicine in Foreign Language of the School of Medicine (SM) at the Aristotle University of Thessaloniki (AUTH) were implemented by using electronic means, i.e., teleconference via on-line Zoom platform. Accordingly, the accreditation procedure was scheduled to take place from 14/12 to 19/12/2020, and the digital on-line site evaluations on Tuesday, 15/12/2020.

The EEAP members, after formal acceptance of the invitation, received all relevant documentation from HAHE, including the guidelines regarding the purpose and standards for quality accreditation of the undergraduate programme of Medicine in Foreign Language. HAHE forwarded also a comprehensive, excellent documentation provided by the School of Medicine, related to the structure and organisation of the AUTH and the School of Medicine. The provided documents included the study guide in English, a detailed description of the proposal of academic certification of the Undergraduate Programme, courses offered in each semester, departmental rules and regulations, strategic planning of the School, internal quality assurance policies, examples of questionnaires assessing quality of teaching and internal evaluation reports in Foreign Language.

Dec 14, 2020, 15:30-17:00, Athens time: The EEAP initiated the accreditation mission by a Teleconference with HAHE. The General Director of HAHE, Dr Christina Besta, briefed the EEAP members about the mission of HAHE, the standards and guidelines of quality assurance (QA), the accreditation process, national framework of HEIs, the mission procedures as well as the principles of undergraduate programme of Medicine in Foreign Language.

Dec 14, 2020, 17:00-18:00, Athens time: In the afternoon, the EEAP members had the first private Teleconference meeting to schedule and discuss the content and structure of the report, allocation of tasks, and list of issues for the site visit that would be performed via online using Zoom platform.

Dec 15, 2020, 15:30 - 16:00, Athens time: The EEAP started the on-line site evaluations by a Teleconference with the Rector of Aristotle University of Thessaloniki and Vice-Rector and President of MODIP. The Rector, Professor Nikolaos Papaioannou initiated the meeting by welcoming the EEAP, and enthusiastically made a short introduction concerning the strategy and the importance of the Foreign Language Programme (FLP), and the Vice-Rector,

Professor Dimitrios Kovaïos spoke next and presented an overview of the academic profile status, strengths, and possible areas of concern of the Foreign Language Programme.

Dec 15, 2020, 16:00 - 17:45, Athens time: The next digital on-line site evaluations of the EEAP was with the Dean of the Faculty of Health Sciences, the Head of the School of Medicine and the OMEA & MODIP representatives. The EEAP reviewed and discussed among others the degree of compliance of the FLP to the Quality Standards for Accreditation, Strategy, Feasibility Study etc.

Professor Kyriakos Anastasiadis, Head of the School of Medicine, and of the Executive Committee of the English Language Undergraduate Program (ECELUGP) welcomed the EEAP and initiated the meeting by presenting a short overview concerning the purpose, key educational objectives, and the reform of the Undergraduate Study Programme (USP) that goes hand in hand with the strategic planning of the School of Medicine for the next decade. The Foreign Language Programme (FLP) in Medicine in the English language and the new rules of procedure as well as the modern technological and scientific skills it provides. He also mentioned the strengths of the School of Medicine of the University of Thessaloniki, the handling of the weaknesses of the SM of the AUTH, as well as the benefits for the School of Medicine, the University, and the country, by setting-up and running the FLP in Medicine.

The digital on-line site evaluations continued by an additional presentation of the Assoc. Professor Nikolaos Foroglou, member of the Executive Committee of the English Language Undergraduate Program, who presented, among other the criteria for the selection of excellent students concerning the competent number of 60 international students to be admitted in the program, the international written examinations to be taken for admission, the equal rights and obligations with other students, the insurance details that will apply to students, the overall study program summary and methods of teaching, and education monitoring & evaluation processes approved to assess the program.

Members of OMEA in attendance were:

- Prof. Stefanos Triaridis, Deputy Head of the School of Medicine, Deputy Head of the Executive Committee of the English Language Undergraduate Program
- Prof. Antonios Goulas, head of Sector of Physiology and Pharmacology, Coordinator of OMEA
- Assoc. Prof. Michalis Aivaliotis, member of OMEA, and member of the Executive Committee of the English Language Undergraduate Program
- Prof. Prodromos Hytioglou, member of the Executive Committee of the English Language Undergraduate Program
- Assoc. Prof. Eleni Argyriadou, member of the Executive Committee of the English Language Undergraduate Program
- Mr Pavlos Pechlivanis, Economic Analyst, Secretary employee
- Mr Dimitrios Nerantzis, Contact and Organisation Official, Secretary employee
- Prof. Alkiviadis Bais, Former Head of the School of Physics, MODIP member
- Mrs Alexandra Tzaneraki, MODIP Secretary

The Dean of the Faculty of Health Sciences, Professor Theodoros Dardavesis was also present during this meeting and he also gave his greetings and thanked the EEAP for having accepted to carry out this academic evaluation mission that is very important for the faculty.

The EEAP expressed their gratitude to the Rector, Professor Nikolaos Papaioannou, who enthusiastically initiated the meeting and welcomed the EEAP, Professor Kyriakos Anastasiadis, Head of School of Medicine, the Vice-Rector/President of MODIP, and all other members of OMEA and MODIP, the Secretariat of the Faculty, for data presentations and for organising a highly efficient digital site visit for the External Evaluation & Accreditation review process of the undergraduate programme of Medicine in Foreign Language.

The EEAP would like to emphasize the warm kindness, collaborative spirit and responses that were offered from the faculty and administrative staff as well as the professionalism, honesty, receptiveness, and an open-mindedness of the faculty members of the School of Medicine.

During the period 16th to 19th of December 2020, the EEAP members were working to put together and to compile the Accreditation Report of the Foreign Language programme of Medicine.

III. Foreign Language Programme Profile

The Aristotle University of Thessaloniki (AUTH) was founded in 1925 and was named after the famous ancient philosopher Aristotle. It is one of the largest Universities of Greece, covering an area of about 34 hectares and located in the Centre of the city. It consists of 41 Faculties and Schools offering a diverse spectrum of studies. Overall, it has approximately 74,000 registered students (65,000 undergraduate and 9,000 postgraduates, 4,000 of which at the Doctoral level), more than 2,500 permanent teaching staff and approximately 800 permanent administrative staff (<https://www.auth.gr/en>).

The School of Medicine (SM) was founded as Medical Faculty of the Aristotle University of Thessaloniki in 1942. Seventeen years after the foundation of Aristotle University, the SM became one of the four Schools of the Faculty of Health Sciences. The School of Medicine in the first academic year (1942-43) accepted 385 medical students, mainly men.

The main goals of the School of Medicine of AUTH are to educate medical students as well as to provide Greek health professionals with the highest scientific standards, and to perform high quality research independently and in collaboration with other Greek and international research institutions.

The undergraduate curriculum of the School of Medicine spans six years, which are divided into semesters. It has a structure of 3 cycles of study. The 1st Cycle consists of 4 semesters with focus on preclinical courses; the 2nd Cycle consists of 6 semesters focusing on clinical courses; finally, the 3rd Cycle consists of 2 semesters and the focus here is on clinical exercises.

During the first two years, the courses are mainly dedicated to basic sciences. The involvement of medical students to the clinical practice begins during the third year. Upon successful completion of the studies, the students receive the Medical Degree (Ptychion Iatrikis).

The SM is organised in nine Sectors: Anatomy and Pathology, Physiology and Pharmacology, Biological Sciences and Preventive Medicine, Radiology - Medical Physics and Informatics, Sensory Organs, Children's Health, Neurosciences, Surgery, and Internal Medicine. Additionally, the School of Medicine offers and hosts 19 Post-graduate Programmes, some of them are Interdepartmental or interinstitutional.

The main education of pre-clinical courses takes place in traditional Amphitheatre's and Lecture halls at the School. Today the School of Medicine provide education and research facilities with a capacity of 5 Amphitheatres of 70 - 500 seats, 12 Lecture/seminar rooms 30-60 seats, 11 Workshop rooms for student education of 30-60 seats, and additional teaching and education infrastructure in 7 University collaborative Hospitals (<https://classschedule.auth.gr/#/rooms?unit=68>).

In addition, the SM provides Research laboratories, a Laboratory of Anatomy and Surgery, Morgue, an HIV-Influenza-Covid-19 Reference Centre, an Electronic Microscope Room, and a Centre for Clinical Skills and Simulation with capacity of 60 places.

The clinical education in the majority takes place at the "AHEPA" University Hospital of Thessaloniki, located at the University Campus, and in several closely collaborating hospitals as "Hippokration"-General Hospital of Thessaloniki, "G. Gennimatas - Agios Dimitrios"- General Hospital of Thessaloniki, the Hospital of Venereal and Skin Diseases of Thessaloniki, "Papageorgiou"-General Hospital of Thessaloniki, "G. Papanikolaou"-General Hospital of Thessaloniki and the Psychiatric Hospital of Thessaloniki. The practical teaching of students occurs at 59 University-affiliated Clinics, 28 laboratories and 5 museums in various hospitals.

During 2019, the SM teaching staff consisted of 338 Professors, Associate Professors and Assistant Professors, 250 special category teachers incl. academic fellows, etc., and 13 administrators of the undergraduate programme.

The School of Medicine of the Aristotle University of Thessaloniki is one of the most important and well-established Medical Schools of Greece, both quantitatively and qualitatively, comprising the biggest Medical School in the country regarding its enrolment, having more than 4,000 registered students, 58 departments and 26 laboratories (<https://www.auth.gr/en/med>).

Under the academic year of 2021, the School of Medicine of Aristotle University of Thessaloniki, is starting a Foreign (English) Language Undergraduate Programme in Medicine (FLUGP). The English-language program is similar to the Greek-speaking undergraduate programme, with the addition of the Greek language in the first semesters of the studies.

The FLP of Medicine will enrol 60 students per year and an overall of 730 individuals are going to be involved with the teaching of the subjects of the curriculum (for more details see Principe 5). This program is the first foreign language undergraduate program in Greece, and the goal is to attract the best students from foreign countries, including the surrounding Balkan countries, (<https://eng.med.auth.gr>).

PART B: COMPLIANCE WITH THE PRINCIPLES

Principle 1: Strategic Planning

INSTITUTIONS AND ACADEMIC UNITS SHOULD HAVE IN PLACE AN APPROPRIATE STRATEGY FOR THE ESTABLISHMENT AND PROVISION OF FOREIGN LANGUAGE PROGRAMMES (FLP).

By decision of the Institutional Senate, the Institutions and their academic units should adapt their strategy to allow for the provision of FLP, in addition to attending to any special needs in terms of infrastructure, services, human resources, procedures, financial resources, and administrative systems. In this strategy, the Institutions and the academic units should anticipate the potential benefits, weaknesses, opportunities, and/or risks from their implementation and plan all the necessary actions to achieve their goals.

Foreign Language Programme Compliance

Based on the interviews with the AUTH president, vice-president, and the head of the School of Medicine, it was obvious to the EEAP that the central Institution, AUTH, had developed a clear strategy for the generation of FLPs. The FLP on Medicine is the first one for AUTH and for all of Greece, and therefore AUTH uses the FLP on Medicine as a pilot in order to develop this strategic line for the future. It is therefore obvious that there is a clear common thread of strategic planning between AUTH and the SM.

The SM strategy in developing the FLP is also well developed and as explained above fully aligned with the AUTH strategy. However, as the FLP has not yet started, only the future can provide concrete evidence about the effectiveness of the strategic plans of the SM. Since the FLP is directly based on the existing national program of studies in Medicine, it appeared to the members of the EEAP that the strategic plan is safe and would deliver concrete results, similar to those delivered by the national program of studies. The SM FLP has already organised a plan for revenue utilization, which was presented and discussed with the EEAP. It was evident that the new revenue generated by the FLP will secure long-term function of the program and may possibly contribute to the overall development and international competitiveness of the SM (see principle 7 for details).

Overall, the objective is to attract excellent students from foreign countries from around the Mediterranean region and Greek students from the Diaspora to study in the place of their origins. This aim should be accomplished with no great difficulty taking into account the international presence of the Department of Medicine of AUTH since it participates as a member in 62 international educational Organisations, Associations and Networks of Universities and in 15 student associations.

The university plans to develop the English version of the medical program at the Department's website. In addition, an English language website of the Program has been developed, English version of the Foundation's website and electronic secretarial services. Moreover, in mobile APP the following components of the program will be available: interactive material in digital media, printed material in English and access to all electronic services.

The diversity and multicultural background of foreign students and their needs will be addressed by applying different types of teaching, frequent evaluation of the quality of teaching, supporting autonomy of students, prompt management of student complaints and cultivating a mutual respect between the students and the faculty staff.

Additionally, the AUTH would take the following measures to ensure that its programme and administration processes would be attractive for students:

- Create international student support office.
- Obtain insurance contract for foreign students.
- Develop special protocols or memoranda of cooperation.
- At a low cost, students will have the possibility of dining in the Student Club,
- Create a Study and Career Liaison Office.
- Create a Counselling and Psychological Support Centre.
- Establish a University gym.

In terms of the education of students the following measures will be implemented:

- Information material for students about the services provided to them (in English).
- Availability of modern library and online Libraries with associated subscriptions to a large collection of international medical and biomedical journals.
- Bilingual Student Syllabus, in Greek and English (with ECTS credits, expected learning outcomes).
- The provision of knowledge with emphasis on both basic sciences and clinical work through modern educational practices such as problem-based learning (PBL).
- Cultivation of critical, creative and research thinking.
- Conducting laboratory and clinical work in combination with international research.
- Printed questionnaires for assessment by students.
- Participation of students in research protocols conducted in the academic units of the Department.

Panel Judgement

Principle 1: Strategic Planning	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

The implementation of the FLP would require a number of essential actions by the AUTH in order to minimise the risk of failure targeting in a timely fashion such parameters as:

- Increasing the teaching staff.
- Increasing the administrative support staff, delegating separate jobs.

- Ensuring that all engaged staff master English as the common language used by the FLP.
- Upgrading the material and technical infrastructure of the Department.
- Improving the existing infrastructure.
- Supporting students with scholarships.

All the above must be carried out prior to initiation of the program and the timing of execution of these actions represent potentially a weakness of the program.

The EEAP however, would also like to highlight the benefits which would derive with the implementation and establishment of the FLP:

- Further development of the Hellenic Diaspora Medical Forum program.
- Strengthening the staffing of the Department.
- Improvement of the logistical infrastructure of the Department.
- Research project support.
- Strengthening international presence.
- Contribution to the strategic goal of AUTH for the internationalization of studies.

Principle 2: Quality Assurance Policy

ACADEMIC UNITS SHOULD DRAFT AND IMPLEMENT A QUALITY ASSURANCE POLICY, ARISING FROM THEIR STRATEGY AND SPECIALISED FOR THE SPECIFIC FLP DOMAIN, THAT IS ACCOMPANIED BY ANNUAL QUALITY ASSURANCE TARGETS, FOR CONTINUOUS IMPROVEMENT.

The quality assurance policy of the academic unit must be formulated in the form of a statement, which is made public, and is implemented with the contribution of all stakeholders. The objective is to pursue specific annual quality goals, related to the quality assurance of the study programmes offered by the academic unit, including its FLP. In order to implement this policy, the academic unit, along with other assurances, is committed to implement effective procedures that will provide the suitability of the structure and organization of the FLP, the suitability of the qualifications of the teaching staff, as well as the quality of the support services of the academic unit that has adequate administrative staff. The academic unit also commits itself to conduct an annual internal evaluation of the FLP, realised by the Internal Evaluation Group (IEG) in collaboration with the Quality Assurance Unit (QAU) of the Institution.

Foreign Language Programme Compliance

The undergraduate FLP in Medicine of the School of Medicine at AUTH is a mirror image of the Greek programme and, therefore, presents a broad and of significant depth educational curriculum. The undergraduate FLP aims at providing higher education in Medicine to international students from around the world. The programme is characterized by strong enthusiasm and vision from the side of the SM, and the relatively small number of students planned to be accepted (60) has been calculated based on risk assessment and profit analysis and based on the capacities of the SM in terms of facilities and teaching personnel. The broad curriculum of the undergraduate FLP will also be connected to the ongoing graduate level education at the Master's and PhD level and will thus promote the continuous career of young graduates into the next step of their academic training.

The SM leadership vision and priorities aim at placing the undergraduate FLP at the forefront of internationally recognised medical and biomedical education. In addition, the SM leadership convincingly aims at spreading the humane and collegial spirit of professionalism among its future students. The undergraduate FLP programme strongly supports the three pillars that define the vision and moto of the SM in general, which are extroversion, continuous development and striving for excellence.

The SM adequately embeds its quality assurance policy into the equivalent policy adopted by AUTH. The structure and organisation of the curriculum is presented clearly in the Guide of Studies for the undergraduate FLP. The quality assurance mechanisms are in good coordination with the AUTH office of the Internal Quality Assurance System (ΕΣΔΠ) of MODIP, whose leadership discussed with the EEAP. An important new development within AUTH is the Unit of support of international students, with which the SM has direct contact and collaboration. In doing so, SM has generated a modern undergraduate FLP that prepares young medical students from any country of the world for a professional career internationally.

The central academic units of SM will coordinate clinical training with 3 central hospitals (University Hospital AHEPA, Hippokration and Papageorgiou) and 4 additional general and

specialized (e.g., psychiatric) hospitals spread around the city. A strong vision of the SM is to generate a new University hospital outside the AUTH campus, which will concentrate all clinical training into a large building complex. The 28 research laboratories and 57 clinical units that belong to SM and which make part of both daily student training, academic staff research and clinical practice, will be available to the international students of the new undergraduate FLP. The EEAP had the opportunity to virtually visit some of these facilities through videos. More specifically education will be monitored:

- via course coordinators in Laboratories/Clinical Departments.
- via teaching assignments and textbook/bibliography selection in each Sector.
- via the Committee of Undergraduate Curriculum.
- via the Internal Evaluation Group, which monitors students' evaluations of courses, instructors, and infrastructure.
- via the School Assembly, making final decisions.

Important for the quality assurance will be a number of parameters that are actively collected and maintained within SM during its annual internal quality review overseen by MODIP, and which refer to the accreditation and assessment of the running Greek undergraduate programme.

Thus, the structure and organisation of the curriculum is suitable, provides a modular structure and can adapt to future changes demanded by scientific progress. The learning outcomes and qualifications of the future graduates will be in accordance with the European and the National Qualifications Framework for Higher Education. An extra quality check-up must be implemented in order to ascertain high standard of faculty qualifications. This is particularly important for the undergraduate FLP, because of the recruitment of an additional 430 faculty members from various origins (see Principle 5), that will satisfy the augmented teaching and training needs of the new programme.

The undergraduate FLP generates extra pressure to SM to demonstrate sustainable adequacy of research projects, external funding acquisition and maintenance of publication record, all of which clearly generate space for improvement by aiming at higher impact publication. In addition, active participation in national and international competitive grant calls is strongly advised and will have an impact on the success in recruiting high quality international students. An area that will require future surveillance and development, although well-developed within the Greek programme, with appropriate courses, is the connection between the undergraduate FLP and the health system and various industry stakeholders, not only nationally, as currently done, but internationally, in order to ensure that the majority of graduates (and not only a few talented top students) present themselves to the international labour market with as up-to-date qualifications as possible. This element puts extra pressure on the newly developed Unit of support of international students of AUTH, which will need to be proactive and to monitor the career development of the future graduates of the foreign-language programme.

Panel Judgement

Principle 2: Quality Assurance Policy	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Ascertain that the internal quality assessment procedures are followed accurately and without interruptions, facilitating a successful rapid integration of the undergraduate foreign-language programme.
- Enhance the programme of training faculty by offering pedagogic and training skills to the extra teaching staff allocated to the undergraduate foreign-language programme.
- Consider the possibility of merging the existing Master's programme (English-based) with the undergraduate FLP to generate a thesis project in the obligatory curriculum.
- Implement a career office for the graduates of the undergraduate FLP in collaboration with the newly created Unit of support of international students of AUTH.

Principle 3: Design, Approval, and Monitoring of the Quality of Foreign Language Programmes

ACADEMIC UNITS SHOULD DEVELOP THEIR FOREIGN LANGUAGE PROGRAMMES FOLLOWING A DEFINED WRITTEN PROCESS WHICH WILL INVOLVE THE PARTICIPANTS, INFORMATION SOURCES, AND THE APPROVAL COMMITTEES FOR THE PROGRAMME. THE OBJECTIVES, THE EXPECTED LEARNING OUTCOMES, THE INTENDED PROFESSIONAL QUALIFICATIONS, AND THE WAYS TO ACHIEVE THEM ARE SET OUT IN THE FLP DESIGN. THE ABOVE DETAILS AS WELL AS INFORMATION ON THE PROGRAMME'S STRUCTURE ARE PUBLISHED IN THE STUDENT GUIDE.

Academic units develop their Foreign Language Programmes following a well-defined procedure. The academic profile and orientation of the programme, the objectives, the subject areas, the structure and organisation, the expected learning outcomes and the intended professional qualifications according to the National Qualifications Framework for Higher Education, are described at this stage. The above components should be taken into account and pertain to a feasibility study, which, among other things, should take into consideration the strategy of the Institution, the experience of external stakeholders from the labour market, the smooth progression of students throughout the stages of the Programme, the anticipated student workload according to the European Credit Transfer and Accumulation System (ECTS), the option to provide work experience to the students, the linking of teaching and research, the international experience in Programmes of the given discipline, the relevant regulatory framework, and the official procedure for the approval of the Programme by the Institution.

The process of the approval or revision of the Programmes provides for the verification of compliance to the basic requirements of the Standards by the Quality Assurance Unit (QAU).

Foreign Language Programme Compliance

The SM has demonstrated a visionary strategy for the establishment of the undergraduate FLP in Medicine. Two general principles of this strategy are the effort for adaptation of the undergraduate FLP to the existing Greek programme, while simultaneously following the rapid and new developments of the scientific field, and the simultaneous respect of elements that preserve the traditions of SM. Of main concern to the SM and the programme is the ability to demonstrate internationally acclaimed competence, which will be reflected in high standards of recruitment of students from abroad. A final aim of the strategy is the goal to graduate as many students as possible by the completion of the 6 years of the programme and minimize delays usually caused by failure in examinations. This strategic goal will be assisted by the pressure generated by the financial burden of the tuition fees of the undergraduate FLP.

Student participation will be promoted and implemented in different ways, including evening classes and/or e-learning, distance education. The expected students will evaluate all courses and will provide documented feedback to the SM even after graduation. The new concept of the mentor for each student, already initiated in the Greek programme, will facilitate student participation, as mentors will not only guide students during their career within the

programme, but also serve as mediators for contacts between students and faculty, while mentors receive feedback from the students that can reach the leadership of the SM and its general assembly and the programme organising committee (OMEA).

The new programme has been designed with input from stakeholders of the national and private health system, the central leadership of the AUTH and the Greek Ministry of Education. It is therefore anticipated that hospital leadership in coordination with the SM leadership will plan the function and distribution of the clinical courses and training that take place at hospitals. Special attention should be given on the functions of the region of central Macedonia advisory office on health issues, which already collaborates with the SM and together coordinate the interaction of the Greek programme with the regional society. These functions can now expand to the undergraduate FLP, and will require solving new problems, including integration of internationals to the local and national market and society.

The student workload is planned to follow the recommendations of the European Credit Transfer and Accumulation System. Work-related experience is integrated to the mandatory student activities and no elective courses are offered to the programme. The new centre for clinical dexterities and simulation provides two courses during the first and second year and aims at introducing students early into the necessity of skills that will be acquired later and will be of direct relevance to professional practice. To this can be added the obligatory course of practical training at the national health system (ESY) units. However, the degree to which the new international graduates will be able to compete for professional work within the national health system (ESY) remains to be determined. The office of interconnection between studies and career offers the necessary guidance for professional accreditation and future training as residents in Greece or internationally (<https://career.auth.gr/services/job-positions/>; <https://career.auth.gr/services/job-positions/agrotika-eidikotites/>). The activities of this office will be required to expand in order to accommodate the demands of the undergraduate foreign-language programme.

The SM programme plans interconnections with faculty research activity, to which young undergraduate students may participate. The research output of the SM reflects a steady number of research projects funded primarily by private pharmaceutical enterprises but also competitive national and international grants that generate a steady output of publications.

The University Research Committee provides information concerning open calls, collaboration partners, technical assistance in grant submissions, training in project management. There is no separate University budget available for start-up funds to support junior faculty.

The Special Unit for Biomedical Research and Education (<https://www.subre.auth.gr/en/home/>) and the Centre for Interdisciplinary Research and Innovation (CIRI-AUTH) (<http://kedek.auth.gr/>) offer complementary fora for mixing undergraduate education with graduate level training, research activity and entrepreneurial innovation. These activities are expected to coordinate admission of students from the undergraduate FLP.

The process used to generate the currently proposed programme is based on a new political line in Greece, where academic institutions are encouraged to enhance their extrovert profile

and international visibility. The draft programme was reviewed by SM's OMEA and was approved almost unanimously (51 positive out of 56 total votes) by the AUTH senate. Many elements of the undergraduate FLP are direct responses to the 2011 external evaluation of the Greek undergraduate programme in Medicine.

In summary, the SM undergraduate FLP has incorporated appropriate standards, taking into account a modern curriculum, emphasis into acquired dexterities of direct impact to future professional establishment and the needs and recommendation of diverse societal stakeholders (health system, medical/pharmaceutical industry, internationalisation). For the study of Medicine, the SM programme has incorporated all essential international standards and is presented in a rational, well-articulated manner, including the procedures for its annual update and/or revision, both in the printed booklet form and in its various abbreviated parts presented in the SM web-site (<https://www.med.auth.gr>). The integration of all these new measures into the undergraduate FLP will require future monitoring and evaluation.

Panel Judgement

Principle 3: Design, Approval, and Monitoring of the Quality of Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Ascertain that the new concept of mentors will be properly applied to the undergraduate FLP. Mentors should be selected among faculty that permanently reside and work at AUTH.
- Plan and carefully watch the development of policy and activity headed by the Region of Central Macedonia, which will need to work on integration of internationals to the local and national market and society.
- Expand the activities and responsibilities of the office of interconnection between studies and career to secure the necessary guidance of graduates for professional accreditation and future training as residents in Greece or internationally.
- Plan for admission and promote the use of international language among research units, including the newly developed centres of excellence (Special Unit for Biomedical Research, and Education Centre for Interdisciplinary Research and Innovation) so that international students can be accepted and fostered at an equal level as local nationals.
- Plan for a mid-term evaluation of the undergraduate FLP relatively fast and possibly before the graduation of the first admitted students (i.e., around the 3rd year of the new programme), in order to generate knowledge on progress and potential problems.

Principle 4: Student-Centred Learning, Teaching and Assessment

ACADEMIC UNITS SHOULD ENSURE THAT THE FOREIGN LANGUAGE PROGRAMMES ARE DELIVERED IN A WAY THAT ENCOURAGES STUDENTS TO TAKE AN ACTIVE ROLE IN CREATING THE LEARNING PROCESS. THE ASSESSMENT METHODS SHOULD REFLECT THIS APPROACH.

In the implementation of student-centered learning and teaching, the academic unit:

- *Respects and attends to the diversity of students and their needs, enabling flexible learning paths*
- *Considers and uses different modes of delivery, where appropriate*
- *Flexibly uses a variety of pedagogical methods*
- *Regularly evaluates and adjusts the modes of delivery and pedagogical methods aiming at improvement*
- *Regularly evaluates the quality and effectiveness of teaching, as documented especially through student surveys*
- *Reinforces the student's sense of autonomy, while ensuring adequate guidance and support from the teaching staff*
- *Promotes mutual respect in the student - teacher relationship*
- *Applies appropriate procedures for dealing with students' complaints*

Foreign Language Programme Compliance

The SM programme promises a student-centered approach. Courses are mixed, combining clinical skill training with theoretical teaching and the means of teaching mix classic cathedral teaching with PBL, case-studies and on-site clinical training. Special emphasis is given to the combination (and even dominance due to covid-19 problem in 2020) of the e-learning system of AUTH (<https://elearning.auth.gr>). This programme that includes a large pool of play-back lectures, widespread use of internet-based and electronic media, simulation, and virtual reality applications, will now have to be adapted to the use of English as the dominant international language.

The SM also plans to implement annual reviewing and evaluation of the method and progress of each course, gathering the evaluations of MODIP and adaptation of the courses to the experience of the previous year. The students attracted to the programme will be rather heterogeneous, of diverse ethnic and cultural background, will have to have obtained top grades (more than 80%) during their last two years in high-school, top grades in entry exams BMAT (70% top), 79 points out 120 on the TOEFL exam in English language, and present a strong personal statement of interest during application.

Two specific aspects that the EEAP thought about and had no chance to discuss with the SM are a) the availability and adequacy of library copies or on-line licenses of textbooks in English, and b) the degree to which successful completion of the Greek language courses might affect student progress during the program or even graduation.

The international students will have the same and full rights as the Greek students and the SM undergraduate FLP will follow the general guidelines of the Greek higher education system that promotes student autonomy. The newly implemented function of the student mentor will provide the necessary guidance for support during the study years, course choice, and navigation based on examination results and even future career planning.

The number of students per year (60) will match the number of faculty members of the SM, based on recruitment of 430 additional teaching staff from different sources and with 2-year long contracts. The students are anticipated to be organised, and their representatives will have open and good contacts with the SM leadership so that they can mediate complaints and seek direct response from the programme. The mentors can also catalyse this process.

The Committee for Student Problems will register all formal complaints and will present them for discussion and solution to the SM General Assembly (<http://www.med.auth.gr/content/05-epitropi-foititikon-zitimaton>), with the important detail that will now have to expand its activities monitoring the international students of the programme and generalising the use of English language. The process of student appeals will also need to be adapted and facilitated by the SM/ AUTH web-site in the two specific areas ("Student Care" and "Student Guide"), also covering the international students.

The programme will engage several competent teachers that will generate examinations and means of student knowledge evaluation in pre-planned periods (3 week-long, same period of the year), with organised and open announcement of all events in the undergraduate FLP web-site, which secures a modern and functional system of student evaluation. Two faculty members will participate as examiners for each course and each section will oversee procedures and problems related to the courses administered by the section. Faculty career development and continuous training in teaching and research development has been described in P1. Assessment criteria will be communicated to the students at the start of every course and attention to special needs by the students, including problems associated with disabilities or other health-related issues, will be given.

Panel Judgement

Principle 4: Student-Centred Learning, Teaching and Assessment	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Expand the e-learning system based on the use of English as international language.
- Monitor English textbook availability.

- Clarify the weight associated with the Greek language courses in relation to completion of the programme.
- Ascertain that international students will have the same rights as Greek students.
- Present more clearly in the study guide of the SM the process for student appeals and how this will adapt to the needs of international students.
- Work out the process of international student organisation and their representatives, ideally as equal members of the Greek student organisation, and implement use of English language whenever appropriate in student meetings and with the leadership of the SM and AUTH.
- The Committee for Student Problems will have to expand its activities monitoring the international students and generalising the use of English language.

Principle 5: Student Admission, Progression, Recognition of Academic Qualifications, Award of Degrees and Certificates of Qualifications of Foreign Language Programmes

ACADEMIC UNITS SHOULD DEVELOP AND APPLY PUBLISHED REGULATIONS COVERING ALL ASPECTS AND PHASES OF STUDIES (ADMISSION, PROGRESSION, RECOGNITION OF STUDIES, AND DEGREE AWARD).

The internal regulations that govern the Foreign Language Programmes should regulate all the matters pertaining to these, from the beginning to the end of the studies. Indicatively:

- *The admission criteria and the required supporting documentation according to the law*
- *The rights and obligations of students*
- *Internship issues*
- *The language of instruction*
- *Procedures concerning the award and recognition of higher education degrees, the duration of studies, rules ensuring students progression*
- *Terms and conditions for enhancing student mobility*

Appropriate recognition procedures rely on institutional practice for recognition of credits among various European academic departments and Institutions, in line with the principles of the Lisbon Recognition Convention. Graduation represents the culmination of the students' study period. Students need to receive documentation explaining the qualification gained, including achieved learning outcomes and the context, level, content and status of the studies that were pursued and successfully completed (Diploma Supplement).

All the above must be made public within the context of the Study Guide.

Foreign Language Programme Compliance

The new SM undergraduate foreign-language programme web-site (<https://eng.med.auth.gr>) presents the relevant regulations for documentation and handling of all four steps in the programme, admission, progress, recognition and certification. A “welcome” day will be organised at the onset of the academic year to certify an efficient and student-friendly initiation of the whole process. The electronic system of registration is operative (see section P7 and UniverSIS - <https://registrar.auth.gr>), course assignments are organised based on the on-line platform that follows every student through the 6 years of study via the electronic secretariat (<https://students.auth.gr>). Obviously, these systems will be adapted to the use of English language. The electronic system provides information on the progress of the student, applies the ECTS across all courses, and information is updated regularly and is available to the student.

Student mobility represented by the Erasmus⁺ programme, internal AUTH fellowships, exchange programmes organised by the independent and non-profit organisation HelMSIC (Hellenic Medical Students' International Committee), and additional information provided by the SM web-site, will now have to incorporate international students, accepting them with

equal opportunity rights. Practical training via clinical courses is coordinated with each hospital. The Diploma and associated Diploma Supplement will provide a complete account of all courses, ECTS credits, grades, mobilities, special training activities, including statistical diagrams of the organisation and placement of the AUTH programmes in the European scale of higher education systems.

Panel Judgement

Principle 5: Student Admission, Progression, Recognition of Academic Qualifications, Award of Degrees and Certificates of Qualifications of Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Continue the established good regulatory practice and follow possible developments of the European system of higher education.
- Adapt UniverSIS (<https://registrar.auth.gr>) and the electronic secretariat (<https://students.auth.gr>) to the use of international students providing the system in English.
- Adapt the internal AUTH fellowships and exchange programmes organised by HelMSIC so that international students can be eligible with equal rights.
- Incorporate the detailed procedure of student appeals into the Study Guide with adaptation for international students.

Principle 6: Ensuring High Quality of the Teaching Staff of the Foreign Language Programmes

ACADEMIC UNITS SHOULD ASSURE THEMSELVES OF THE QUALIFICATIONS AND COMPETENCE OF THE TEACHING STAFF. THEY SHOULD APPLY FAIR AND TRANSPARENT PROCESSES FOR THE RECRUITMENT AND DEVELOPMENT OF THE TEACHING STAFF.

The academic unit and the Institution should attend to the adequacy of the teaching staff numbers, the appropriate student-teacher ratio, the appropriate categories of staff (and in the respective foreign language of instruction), the appropriate learning outcomes, a fair selection procedure, high research performance, training, an effective personnel development policy / participation in mobility schemes, conferences, and educational leave (according to the law).

More specifically, the academic unit should set up and follow clear, transparent, and fair processes for the recruitment of properly qualified staff and offer them conditions of employment that recognise the importance of teaching and research. It should offer opportunities and promote the professional development of the teaching staff, encourage scholarly activity to strengthen the link between education and research, encourage innovation in teaching methods and the use of new technologies, and promote the increase of the volume and quality of the research output within the academic unit. It should also follow quality assurance processes for all staff members (with respect to attendance requirements, performance, self-assessment, training, etc.) and develop policies to attract highly qualified academic staff.

Foreign Language Programme Compliance

The processes put in place for the transparent recruitment of properly qualified academic staff for the undergraduate FLP in Medicine of the SM at the AUTH was examined by the Panel.

A summary of the number and ranks of academic staff that has been selected to contribute to the undergraduate teaching programme is shown below:

- 300 from the currently fulltime employed members of staff (full / associate / assistant professors)
- 39 fulltime employed laboratory based staff members
- 24 special technical laboratory staff members
- 20 emeriti professors
- 20 teaching members of staff
- 158 academic scholars
- 54 postdoctoral scientists
- 15 researchers of research centres
- 83 young scientists holding a doctorate degree
- 17 professors, members of the Hellenic Diaspora Medical Forum

Overall, 730 individuals are going to be involved with the teaching of the subjects of the curriculum.

It appears that no new appointments will be made but rather all the internal resources will be utilised for the demands of the programme. Whether all of the above staff described would possess the necessary skill set to teach in English language is to be seen in the future.

Based on the evidence provided previously from the Greek language undergraduate programme one would have to assume that the sex distribution of the academic teaching staff may remain in the same ratio being 3/2 male to female.

For the existing academic staff that will participate in the teaching of the subjects of the undergraduate FLP in Medicine, the same criteria that are currently in place will apply in relation to their promotion from their current academic ranking to the next one. These include i. evaluation of clinical and research work; ii. evaluation of publication record; iii. adherence and maintenance to academic and scientific ethical standards; iv. evaluation of administrative duties; v. evaluation of teaching: undergraduate, postgraduate, continued medical education, PhD supervision, visiting professorship; vi. evaluation according to established institutional academic criteria.

In terms of the opportunities available to the academic staff to progress in relation to their professional development, there are policies in place to encourage internal activities focusing on teaching, research and clinical work, while international collaborations are strongly supported. The existing facilities of lecture theatres, small group teaching rooms, virtual rooms and skilled training through virtual reality simulation procedures, as well as the centralised animal house which was recently established in the School of Veterinary Medicine along with an Imaging core facility, represent a variety of options for engagement.

It appears that the necessary administrative infrastructure is in place to facilitate such engagement and interactions.

The existing teaching facilities of 5 lecture theatres (can accommodate 70-500 students), 12 teaching rooms and 11 laboratory facilities will be supplemented by additional teaching rooms to ensure that there will be no lack of resources.

It has been planned that virtual teaching and skilled training through virtual reality simulation procedures will be utilised amongst others in the preclinical years. Overall, in both pre-clinical and clinical years human simulation models, hybrid teaching, e-learning, open courses and virtual patients will be applied.

The current dedicated offices for all the ranks of the academic faculty members of staff will be utilised wisely to cover the demands of office space.

Since links already exist to develop and to foster education and research cooperatively, the international students would have the opportunity to engage in research methodology and activities during their studies.

The already existing international collaborations relating to over 50 research programmes in association with universities from 27 Nations provide a great opportunity for establishing student exchange programmes and educational activities. This exciting prospect can be

coordinated by establishing a dedicated office to support and to grow the student exchange programme.

Since the undergraduate FLP in Medicine will be the first one to be established and piloted in Greece, appropriate processes in terms of staff appraisal should be in place to ensure that high standards of teaching and excellence will be maintained. The already existing mechanisms which are divided into 4 areas must be applied. These mechanisms include:

- Teaching: Annual Awards of Excellence, Quality Assurance Unit (students evaluating the staff in relation to the lectures and overall teaching attributes).
- Research: Quality Assurance Unit, Annual Awards of Excellence.
- Clinical and laboratory work: Annual Awards of Excellence.
- Administrative work: Quality Assurance Unit.

In addition, regular auditing processes must be in place to ensure that student feedback and any concerns related to their unmet needs will be captured early with the necessary actions to be taken to be implemented efficiently and in a timely fashion.

Panel Judgement

Principle 6: Ensuring High Quality of the Teaching Staff of the Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Ensure and safeguard the criteria for the recruitment, engagement, development and promotion of the academic staff.
- Establish early auditing processes to evaluate student feedback/satisfaction from the teaching modules and facilities utilised.
- Develop early the appropriate foundation for a viable exchange programme of the international students.
- Introduce in the annual evaluation process of the faculty staff the 360-degree peer-to-peer assessment.

Principle 7: Learning Resources and Student Support of Foreign Language Programmes

ACADEMIC UNITS SHOULD HAVE ADEQUATE FUNDING TO COVER ALL THEIR TEACHING AND LEARNING NEEDS. THEY SHOULD PROVIDE ADEQUATE INFRASTRUCTURE AND SERVICES FOR LEARNING AND STUDENT SUPPORT AND FACILITATE DIRECT ACCESS BY ESTABLISHING INTERNAL RULES TO THIS END (E.G. LECTURE ROOMS, LABORATORIES, LIBRARIES, NETWORKS, BOARDING, CAREER AND SOCIAL POLICY SERVICES, ETC.).

Institutions and their academic units must have sufficient funding and means to support learning and academic activity in general, so that they can offer to the students of the FLP the best possible level of studies. The above means include facilities such as libraries, study rooms, educational and scientific equipment, information and communications services, support, and counselling services. When allocating the available resources, the needs of all students -including foreign students- must be taken into consideration (e.g. whether they are full-time or part-time students, employed or international students, students with disabilities, etc.), in addition to the shift towards student-centered learning and the adoption of flexible modes of learning and teaching. Support activities and facilities may be organised in various ways, depending on the institutional context. Internal quality assurance processes should ensure that all resources are appropriate, adequate, and accessible, and that students are informed about all available services. In delivering support services, the role of support and administrative staff is crucial and therefore this segment of staff needs to be qualified and have opportunities to develop its competencies.

Foreign Language Programme Compliance

The funding stream to cover the expenses of running the undergraduate FLP in Medicine of the SM at the AUTH was evaluated by the Panel.

The cost of running the curriculum will be covered by the annual fees that each student will have to pay. The programme to start with, will accommodate 60 students. The annual fee that each student will have to pay is 12,000 € (euros). This amount does not cover accommodation expenses. Consequently, the annual income from the operation of the University with 60 students per year of study will be 720,000 €.

The estimated operating costs include i. teaching staff fees (95,000 €) ii. supply of educational material (49,000 €); iii. administrative support costs (72,000 €); iv. insurance costs (72,000 €); v. compensatory fee to AUTH (72,000 €); vi. extraordinary expenses (72,000 €); vii. improving infrastructure and equipment (144,000 €); viii. scholarships (144,000 €).

According to the proposed budget, it appears that the income projected to be generated and the allocation of expenses is reasonable and the programme to be implemented would be viable. However, it would be appropriate and safeguarding for additional funds to have been identified in advance of the initiation of the programme in case that there will be an anomaly in the budget proposed (for instance if not 60 but 45 students will be admitted the first year).

The existence of suitable facilities (libraries, study rooms and scientific equipment, etc.) provides the reassurance that the curriculum can be run in a safe and efficient manner. However, due to the fact that not all of the facilities are centralised, effective co-ordination of the programme is of paramount importance.

The current library appears to have sufficient area to house the additional number of students that will be using it. Close monitoring however is necessary since by the 5th year of the programme 300 more students will be using it compared to the currently existing student numbers. Modern textbooks and teaching material in English language for the students must be added and the necessary evaluation must be made to ensure that the resources available will be adequate and accessible to all students.

The “Academic Advisor/Mentor” programme which has been successfully running for some years will be also implemented for the undergraduate FLP in Medicine. This service will guide, support and mentor students throughout their studies. It will provide them with the opportunity to discuss with the academic faculty staff any learning issues that may have and to formulate their vision in relation to their academic and future professional life. If there will be failure to solve problems via this route, other pathways can be utilised to seek a solution, such as the student affairs committee or the undergraduate programme committee or the head of the department, after the student has consented to this procedure.

The curriculum with its progressive and flexible structure and content provides a platform for optimum contact between students and teachers. Students will have opportunities to present interesting cases of patients, analysing theoretical issues involved in their management and suggesting differential diagnosis of the clinical condition presented with. Moreover, they will be able to participate in journal clubs, write essays and engage in small group discussions via virtual rooms. The option of international/educational/cultural exchange (Erasmus+) is a credit to the programme, which is an essential component of running a well-appreciated and respected undergraduate FLP in Medicine.

Students will also be encouraged by the faculty to participate in research activities. This facet will be important for the development of their critical thinking and maturation in a timely fashion. The annual hosted scientific congress of the AUTH and the Annual Greek Medical Students Association Scientific Congress will be great platforms for engagement and presentation of their work output.

The existing counselling and psychological support centre of the University represents a great asset to the programme in terms of safeguarding student well-being. Taking into consideration the fact that international students may become vulnerable to home sickness and elements of depression, such support provided will be greatly appreciated by both the students and their families. However, it will be essential for the administration to ensure that the staff will be able to communicate in the English language so that communication and treatment will not hinder the effectiveness of this programme.

Student catering and housing needs can be addressed through the existence of a special department dedicated to that purpose.

The programme formulated has also included the appointment of additional qualified and well-trained administrative staff to support the demands of the curriculum and the student needs. The currently existing staff and the staff to be newly appointed would be highly specialised, possessing significant experience to perform at the highest standard all the tasks related to the administrative services.

Panel Judgement

Principle 7: Learning Resources and Student Support of Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Close monitoring and auditing of the annual estimated budget.
- Identify additional funds to be in place in case there is a budget shortfall.
- Ensure closed monitoring and auditing of the “Academic Advisor/Mentor” programme.
- Ensure that the staff in the counselling and psychological support centre speak the English language. Secure opportunities for students for international/educational/cultural exchanges by obtaining appropriate funds and establishing exchange programmes with other institutions.

Principle 8: Collection, Analysis, and Use of Information for the Organization and Operation of Foreign Language Programmes

ACADEMIC UNITS BEAR FULL RESPONSIBILITY FOR COLLECTING, ANALYSING, AND USING INFORMATION, AIMED AT THE EFFICIENT MANAGEMENT OF FLP AND RELATED ACTIVITIES, IN AN INTEGRATED, EFFECTIVE, AND EASILY ACCESSIBLE MANNER.

Efficient procedures for collecting and analysing information on FLP provide data to the internal quality assurance system. The information collected depends, to some extent, on the type of accreditation (initial, or re-accreditation).

The following are of interest: key performance indicators, student body profile, student progression, success and drop-out rates, student satisfaction with the FLP, availability of learning resources and student support, career paths of graduates.

During the initial accreditation, the data concerning the profile and structure of the FLP must be entered (National Information System for Quality Assurance in Higher Education - NISQA fields: M4001 - M4030, M4033 - M4038, and M4127 - M4133).

Foreign Language Programme Compliance

The information management of the SM programme is well-developed and incorporates several essential elements. The AUTH MODIP (<https://qa.auth.gr>) collects all statistical data, issues the annual form of self-evaluation, the forms of evaluations by students and the forms of evaluation of the curriculum. This program will now have to adapt to the use of English language. The web-based application of the electronic secretariat of AUTH, UniverSIS (<https://registrar.auth.gr>) is approached by the students via the student-friendly application (<https://students.auth.gr>), whereas the faculty members approach the same database via the platform (<https://faculty.auth.gr>), in order to for example enter the grades for each course. Once again, these programmes will now have to adapt to the use of international students with all necessary modifications. Surveys registering the evaluation of the curriculum by students are provided for each course and for the programme annually. All evaluation forms should be provided in English.

The office of interconnection between studies and career offers guidance for professional accreditation and future training as residents in Greece or internationally (<https://career.auth.gr/services/job-positions/>; <https://career.auth.gr/services/job-positions/agrotika-eidikotites/>). This office provides statistical analyses and publishes its results on the absorption of SM graduates by various work providers. The established practice of data presentation to the local and national press will have to adapt to the needs of the international students and all necessary national law regulations will need to be provided in order to absorb internationals to the national system of residency.

Panel Judgement

Principle 8: Collection, Analysis, And Use of Information for The Organization and Operation of Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Adapt the AUTH MODIP (<https://qa.AUTH.gr>) services to international students using English language.
- Adapt the AUTH, UniverSIS (<https://registrar.auth.gr>) and the student-friendly application (<https://students.auth.gr>) to the use of international students using English language.
- Adapt all course evaluation forms to the use of international students using English language.
- Ensure maximal student participation in course and SM curriculum evaluations.

Principle 9: Public Information concerning the Foreign Language Programmes

ACADEMIC UNITS SHOULD PUBLISH INFORMATION ABOUT THEIR TEACHING AND ACADEMIC ACTIVITIES WHICH IS CLEAR, ACCURATE, OBJECTIVE, UP-TO-DATE, AND READILY ACCESSIBLE.

Information on the Institutions' activities is useful for prospective and current students, graduates, other stakeholders, and the public.

Therefore, Institutions and their academic units must provide information about their activities, including the Foreign Language Programmes they offer, the intended learning outcomes, the degrees awarded, the teaching, learning, and assessment procedures used, the pass rates and the learning opportunities available to their students, as well as graduate employment information.

Foreign Language Programme Compliance

As outlined in Principle 8, the data for dissemination of useful information of the SM programme will be generated by the mechanisms presented. The SM undergraduate FLP web-site (<https://eng.med.auth.gr>) will provide all this information to the rest of the world. In brief, the web-site will inform about a) each of the sections and clinics of the programme; b) the individual profile of every faculty member, their summarized CV, publications, currently updated including year 2020, and most importantly, the association of each faculty member with specific courses of the curriculum; c) the e-guide of the SM curriculum; d) all academic and scientific events, position openings, relevant information for students and faculty members and for the public; e) links to the social media sites of the SM, including Facebook, Tweeter and Linked-in.

The web-site will provide comprehensive description of the curriculum and all courses organised into the 3 study cycles. The amount of information presented to the EEAP was substantial and adequate. The web-site will provide direct link to the quality assurance agency of AUTH, MODIP (<https://qa.auth.gr>), which collects all statistical data, issues the annual form of self-evaluation, the forms of evaluations by students and the forms of evaluation of the curriculum, as explained in the previous principle. As stated earlier, the MODIP documents and web-site need to be adapted to the use of English language. In general, the accessibility of all information on the web-site is promised to be smooth and all information be up-to-date.

Panel Judgement

Principle 9: Public Information concerning the Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Maintain the web-site up to date.
- Make all expected adaptations of the associated agencies of AUTH to serve the needs of international students.

Principle 10: Periodic Internal Review of Foreign Language Programmes

ACADEMIC UNITS SHOULD HAVE IN PLACE AN INTERNAL QUALITY ASSURANCE SYSTEM FOR THE AUDIT AND ANNUAL INTERNAL REVIEW OF THEIR FOREIGN LANGUAGE PROGRAMMES, SO AS TO ACHIEVE THE OBJECTIVES SET FOR THEM, THROUGH MONITORING AND AMENDMENTS, WITH A VIEW TO CONTINUOUS IMPROVEMENT. ANY ACTIONS TAKEN IN THE ABOVE CONTEXT SHOULD BE COMMUNICATED TO ALL PARTIES CONCERNED.

Regular monitoring, review, and revision of the FLP aims in maintaining the level of educational provision and creating a supportive and effective learning environment for students.

The above comprise the evaluation of: the content of the FLP in light of the latest research in the given discipline, thus ensuring that the programme is up to date; the changing needs of society; the students' workload, progression, and completion; the effectiveness of the procedures for the assessment of students; the students' expectations, needs, and satisfaction in relation to the FLP; the learning environment, support services, and their suitability for the programme; FLP are reviewed and revised regularly involving students and other stakeholders. The information collected is analysed and the FLP is adapted to ensure that it is up to date.

Foreign Language Programme Compliance

The School of Medicine of AUTH, in order to ensure compliance and excellence of the undergraduate programme has established ongoing monitoring and yearly internal review mechanisms (see also Principle 2).

In front of starting the new undergraduate (English) FLP in medicine, the SM has also prepared a Quality Policy and showed that the purposes and the key educational objectives are included in the reform of the Undergraduate Study Programme (USP). Moreover, it was demonstrated that it goes hand in hand with the strategic planning of the SM for the next decade. The SM has also planned to provide new rules of procedures as well as modern teaching methods, technological and scientific skills aimed at enhancing the excellence, and the high level and quality of studies with international criteria in the new FLP in Medicine.

All teaching staff of the Foreign Language Study Programme (FLSP), including the 6 semesters of Greek language teaching and the new staff of administration offices of FLP in Medicine, are certified by a proficiency of the English language. The SM offers an English-language website (<https://eng.med.auth.gr>) of the Programme also, which supports structures and services for students of the FLP in Medicine in English.

The SM has a timeless performance of improvement that is based on the study of certification of study programmes (ΠΠΣ) of the Medical Schools in Greece and abroad, on working groups by Sector, on the proposals submitted by students and the evaluation of questionnaires of MODIP/in cooperation with OMEAs. Furthermore, SM considers the developments and the modern needs, the recommendations of the External Evaluation of 2011, and Quality Policy and Strategy of the AUTH systems. This is one more mechanism of internal assessment to ensure the compliance and excellence of the undergraduate programme.

The School of Medicine of AUTH has established processes and committees to ensure internal evaluation of the undergraduate curriculum. The committee on the curriculum of the undergraduate programme collaborates with the committee of the Internal Evaluation, which, in turn, operates based on the guidelines of the Hellenic Quality Assurance and Accreditation Agency. These committees collaborate with the educators for determining and updating periodically the content of the compulsory and elective courses. Recommendations from the student evaluations are also considered. The committee on the curriculum of the undergraduate curriculum sends its suggestions to the educators of the different departments requesting their feedback. Upon synthesis of the comments, this committee finalises the proposed revisions, which are submitted to the Assembly of the Medical School for final approval.

The EEAP recognizes that the SM of AUTH is following the recommendations of the External Evaluation of 2011 and has performed great progress in establishing internal reviewing mechanisms for ensuring quality via feedback-based assessment and subsequent corrective modifications.

The SM of AUTH is starting in 2021 an excellent undergraduate FLP in Medicine that is the first in Greece, and the goal is to attract the best students from abroad and the surrounding countries of the Balkans. Consequently, a more consistent training is expected. Overall, the School of Medicine of AUTH has now an immense opportunity to further enhance its training via these corrective actions, to achieve its purpose.

However, the SM lacks mechanisms that quantitatively monitor the effectiveness of added measures or implemented changes for ensuring uniformity of standards. This is an important concern that needs to be urgently addressed.

The EEAP was greatly impressed by the high enthusiasm and definiteness of the prepared presentation of Quality Policy concerning the new undergraduate (English) FLP in Medicine. The Rector Professor Nikolaos Papaioannou, the Vice-Rector/President of MODIP, Professor Dimitrios Kovaïos, the Head of School of Medicine Professor Kyriakos Anastasiadis, and all other members of OMEA and MODIP, were in consensus emphasizing the importance of this project and mentioning the strengths of the School of Medicine of the University of Thessaloniki as well as the handling of the weaknesses of the SM of the AUTH as well as the benefits of setting-up and running the FLP in Medicine for the SM, the University, and the country.

Panel Judgement

Principle 10: Periodic Internal Review of Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- Ensure that mechanisms are in place for quantitatively monitoring of effectiveness of added measures and to continue to implement necessary changes thus ensuring uniformity and maintenance of standards.
- Ongoing close monitoring and application of corrective actions for enhancement of training and output for both the staff and the students.

Principle 11: Regular External Evaluation and Accreditation of Foreign Language Programmes Periodic Internal Review of Foreign Language Programmes

FOREIGN LANGUAGE PROGRAMMES SHOULD REGULARLY UNDERGO EVALUATION BY COMMITTEES OF EXTERNAL EXPERTS SET BY HAHE, AIMING AT ACCREDITATION. THE TERM OF VALIDITY OF THE ACCREDITATION IS DETERMINED BY HAHE.

HAHE is responsible for administrating the FLP accreditation process which is realised as an external evaluation procedure, and implemented by a committee of independent experts. HAHE grants accreditation of these programmes, with a specific term of validity, following to which revision is required

The accreditation of the quality of the FLP acts as a means of verification of the compliance of the programme with the Standards, and as a catalyst for improvement, while opening new perspectives towards the international standing of the awarded degrees.

Both academic units and Institutions must consistently consider the conclusions and recommendations submitted by the committee of experts for the continuous improvement of the FLP.

Foreign Language Programme Compliance

During 29.11-5.12.2015 took place the External Evaluation of AUTH by the Committee of External Experts, under the coordination and responsibility of the Hellenic Quality Assurance Agency (HQA) in accordance with the law. The AUTH was awarded «Worthy of merit» (the highest rank), on 10 sections and «Positive evaluation» on 15 sections, that is regarded as an excellent evaluation.

The School of Medicine of Aristotle University of Thessaloniki has undergone an external evaluation in February 2011. The review was administered by the Hellenic Quality Assurance and Accreditation Agency (HQA), and December 2020 took place an External Evaluation & Accreditation review of the undergraduate study programme of Medicine that was administered by the Hellenic Authority for Higher Education (HAHE).

The EEAP underline that, due to the coronavirus pandemic travel limitations, did not have the opportunity to visit the SM and to meet with faculty members in person face-to-face, so the evaluation process was completed via the virtual rooms.

Nevertheless, the EEAP had the opportunity to engage in a dialogue and questioning the Vice-Rector and President of MODIP, Professor Dimitrios Kovaïos, and other faculty members of the AUTH. MODIP is the advisory body for the administration of the University, which through the coordination of procedures for internal and external evaluation of the academic units of the Institution, gathers valuable information regarding the strong and weak points of the University, and recommends improvements and changes in order to ensure the facility of high-quality services to its students, its staff, as well as to the society.

The EEAP acknowledge that the SM of AUTH has followed and has been very responsive to the proposed recommendations given by the External Evaluation Report on February 2011. The

SM of AUTH has performed great progress in establishing internal reviewing mechanisms for ensuring the quality via feedback-based assessment and subsequent corrective modifications and also established the system of monitoring education/research activities” that is scrutinized at various levels (see under principle 10).

The EEAP appreciated that both the academic unit and institutions have been participating in the regular external quality assurance processes, while respecting the requirements of the legislative framework in which they operate.

Panel Judgement

Principle 11: Regular External Evaluation and Accreditation of Foreign Language Programmes Periodic Internal Review of Foreign Language Programmes	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

Panel Recommendations

- The School of Medicine of the AUTH is clearly on the right track in terms of the regular external evaluation and quality assurance processes concerning the FLP in Medicine and been very responsive to the proposed recommendations given by the External Evaluation Report. The SM should continue its efforts to ensure that this mentality will be fully embedded across faculty and in the new FLP in Medicine.

PART C: CONCLUSIONS

I. Features of Good Practice

- The new undergraduate foreign-language curriculum in Medicine fulfils the requirements that one expects to see in relation to the number of subjects, clinical training and hours allocated to ensure adequacy of learning experiences by students. It is envisaged that the obtained learning outcomes and qualifications of the graduates from the undergraduate FLP in Medicine will be in accordance with the European and the National Qualifications Framework for Higher Education.
- The undergraduate FLP in Medicine represents a new and pioneering strategy taking into account the current needs of the University and of Greece nationally, and may serve as a foundation for future evolution of higher education in Greece.
- The facilities have been renovated and appear sufficient to accommodate the additional teaching demands. The current faculty is well supported by the administration of the medical school and has been provided with the necessary means for their personal/professional needs in terms of research, innovation, and self-development, and will be complemented with a large number of newly recruited faculty.
- Equally, the students will be provided with an Academic Advisor/Mentor, who will oversee their progress and will advise them about career planning and their educational needs. There are opportunities for early engagement in research activities, as students will be continuously stimulated not only by their Academic Advisor/Mentor but also from the surrounding faculty they will come in contact with.
- There is a wealth of international collaboration totalling over 50 research programmes in association with Universities from 27 Nations, including 5 continents.
- There is a specially developed, dedicated web-site in which all information related to the University activities is directly and readily accessible by both students and faculty of the undergraduate foreign-language program in Medicine.
- Well-developed e-learning programme is available to the students for their needs. Innovative teaching techniques such as virtual learning and simulation techniques are also available to support the needs of the students and to enhance their educational experience.
- Well-organised system to receive and respond to student complains based on the actions of the Committee for Student Problems, the SM General Assembly and specific functions provided by the SM/ AUTH, is awaited to be extended to the international students.
- The Diploma and associated Diploma Supplement provide a complete account of all courses, ECTS credits, grades, motilities, special training activities, including statistical diagrams of the organisation and placement of the AUTH programmes in the European scale of higher education systems.

- The research related income is steadily rising and was €8,772,000 for the year 2019.
- There are traditional, well-established criteria for evolution to a higher academic rank or the appointment of new academic faculty, which support the presence of a transparent recruitment process. These criteria should be extended to the newly appointed faculty.
- The study programme mainly serves the purposes of the SM and its students; however, the international aspect of the programme should enhance visibility and information spread to the international public and all interested stakeholders globally.
- The accessibility of all information on the new web-site is smooth; the information in the English version of the national programme is up-to-date.

II. Areas of Weakness

Major

- All international students must equally have hands-on experience, as this appears to be a problem for the national students, as the already large number of students allocated per clinic will increase further.

Minor

- The University's resources are dispersed among the 7 teaching hospitals where clinical training takes place, and there is a lack of centralisation and therefore of efficiency, which may be further affected by the increasing number of students.
- Although there is a reasonable influx of funding, the budget is tight and there is definitely room for improvement regarding the need for effective management of unforeseen circumstances.
- Although considerable progress has been made regarding access to the University facilities for students with special needs, further improvements may be made.

III. Recommendations for Follow-up Actions

- Coordinate the recruitment of new faculty for the undergraduate FLP in Medicine with the measures of recruitment and promotion of existing faculty to generate the necessary critical mass of faculty that is necessary for the new programme.
- Follow up on the time schedule/timetable for centralisation of resources in the University campus.
- Balance the number of students participating in clinical groups, i.e., make the new clinical groups small enough to achieve flexibility and effectiveness in learning.
- Update the laboratory equipment to support the current needs of science.

- Consider the possibility of merging the existing Master's programme with the undergraduate foreign-language curriculum in Medicine to generate a thesis project in the obligatory undergraduate curriculum.
- Present more clearly in the study guide of the undergraduate foreign-language curriculum in Medicine the process for international student appeals.
- Encourage international student participation in course and SM curriculum evaluations.
- Work closer with the hospital and private sector stakeholders in order to develop the undergraduate FLP in Medicine according to the current needs of the international labour market.
- Enhance visibility and information spread to the international public and all interested stakeholders globally.
- Implement an "open-house" day for interaction between the SM and the public and integrate the international students and their programme to this day.
- Ascertain that the internal quality assessment procedures are followed accurately and without interruptions.
- Work with proper follow-ups aiming at developing the undergraduate FLP in Medicine as a foundation for the future evolution of higher education in Greece.
- Enhance the program of training faculty by increasing pedagogic and training skills and incorporating the extra teaching staff allocated to the undergraduate FLP.
- Implement a career office for the graduates of the undergraduate FLP in collaboration with the newly created Unit of support of international students of AUTH.
- Expand the activities and responsibilities of the office of interconnection between studies and career to secure the necessary guidance of graduates for professional accreditation and future training as residents in Greece or internationally.
- Ascertain that the new concept of mentors will be properly applied to the undergraduate FLP. Mentors should be selected among the faculty that permanently reside and work at AUTH.
- Plan for admission and promote the use of international language among research units, including the newly developed centres of excellence (Special Unit for Biomedical Research and Education, Centre for Interdisciplinary Research and Innovation) so that the new international students can be accepted and fostered at an equal level as the local nationals.
- Plan for a mid-term evaluation of the undergraduate FLP relatively fast and possibly before the graduation of the first admitted students (i.e., around the 3rd year of the new programme), in order to generate knowledge on progress and potential problems.
- Generate a new e-learning system based on the use of English as the dominant international language. Monitor English textbook availability.

- Clarify the weight associated with the Greek language courses in relation to completion of the programme.
- Ascertain that international students will have the same and full rights as the Greek students.
- Work out the process of international student organisation and their representatives, ideally as equal members of the Greek student organisation, and implement use of English language whenever appropriate in student meetings and with the leadership of the SM and AUTH.
- The Committee for Student Problems will now have to expand its activities monitoring the international students of the program and generalising the use of English language.
- Adapt the AUTH, UniverSIS (<https://registrar.auth.gr>) and the student-friendly application (<https://students.auth.gr>) to the use of international students using English language.
- Adapt the system of internal AUTH fellowships, exchange programs organised by HelMSIC so that international students can be eligible with equal rights.
- Adapt the AUTH MODIP (<https://qa.auth.gr>) services to international students using English language.
- Make all expected adaptations of the associated agencies of AUTH to serve the needs of international students.

IV. Summary & Overall Assessment

Due to the travel restrictions related to the COVID19 pandemic, the EEAP did not have the opportunity to visit the facilities and to meet with faculty members face-to-face. All the evaluation process thus, took place via the virtual rooms and this is considered as a limitation of the whole process. The Panel had the opportunity to engage in a dialogue and questioned a number of faculty members, administrative staff, the President of MODIP, the Head of the School of Medicine and vice Dean of the Health Sciences, which was extremely helpful. However, the Panel members were not given the privilege to randomly choose University personnel members (faculty and administrative staff) for their interactions.

In conclusion, since both the School of Medicine and the Rectorate of AUTH showed high enthusiasm and definiteness, and in consensus emphasised the importance of running the FLP in Medicine for the School of Medicine, the University and the country, and the SM showed to be well prepared concerning the Quality Policy and facilities, in all parts of the new starting FLP in Medicine, the EEAP consider that there are good preconditions to succeed.

The Principles where full compliance has been achieved are: **1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11**

The Principles where substantial compliance has been achieved are: **None**

The Principles where partial compliance has been achieved are: **None**

The Principles where failure of compliance was identified are: **None**

Overall Judgement	
Fully compliant	X
Substantially compliant	
Partially compliant	
Non-compliant	

The members of the External Evaluation & Accreditation Panel

Name and Surname

Signature

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2. **Prof. Peter Giannoudis**
University of Leeds, Leeds, United Kingdom
3. **Prof. Aristidis Moustakas**
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4. **Dr. Nikolaos Nitsas**
Member of Panhellenic Medical Association, Greece