Evaluation of the Research and Teaching Activities of the Teaching Staff: Methods and Procedures

Internal Evaluation Team of the Department of Industrial Management and Technology
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1.   Assessment of teaching performance

The evaluation of teaching performance is conducted through feedback from students, reviews from the Internal Evaluation Team of the Department, monitoring of the course progress, and self-assessment by the teaching staff.

1.1 Feedback from students

The evaluation of the teaching staff is conducted on a semester basis through evaluation questionnaires for both the lecturer and the course. Beyond the courses, dimensions of quality related to the lecturers are examined, such as generating interest in the subject, encouraging participation, providing feedback/guidance, addressing questions, accessibility, and consistency.

The data is collected by the MSc Secretariat, sent to the Department's Internal Evaluation Team for processing, interpretation, and evaluation. Based on the findings, in conjunction with the results of previous assessments, other assessments conducted by the Department's Internal Evaluation Team (e.g., evaluations by graduates, satisfaction of teaching/administrative staff, etc.), observations from professional/academic partners, interviews with students and/or lecturers, etc., a list of improvement proposals is compiled, and reports are finalized: summary results and results per course/instructor.

Reports for each course/lecturer are sent to the MSc Secretariat for informing the teaching staff and posting on the Postgraduate Program's website. All reports are forwarded to the Director of the MSc for the information of the Steering Committee and, subsequently, the Department Assembly. The reports are also forwarded to the Curriculum Committee and the Strategic Planning Committee to develop action plans for implementing improvements. The final action plan is approved by the Department Assembly and implemented by the teaching staff. In each case, the lecturers utilize the evaluation results to enhance their teaching methods and reinforce the learner-centered process.

1.2 Review from the Internal Evaluation Team

The teaching methods (instruction and assessment) are annually evaluated by the Internal Evaluation Team of the Department through the course outlines and materials posted on the eclass platform. Based on their effectiveness in achieving learning objectives and supporting students:

- For teaching methods, interactive activities, knowledge delivery approaches (project-based learning and/or inquiry-based learning), individualized learning activities, and the use of distance learning tools are documented and assessed.
- For assessment methods, the applied diagnostic and formative assessment methods, as well as the standard procedures for evaluating acquired knowledge and skills, are recorded and evaluated.

1.3 Monitoring the progress of the students

Through academic indicators (success/failure rates, dropout rates, etc.), observations from academic advisors, data from the student registry, etc., collected annually, conclusions are drawn regarding the quality of the provided educational work. These conclusions are taken into account in the evaluation of the teaching staff and in actions to improve the teaching work.

1.4 Self-assessment of the teaching staff

Within the framework of assessing the adequacy of resources (human and material) of the MSc program, conducted by the Department's Internal Evalutaion Team every 3-5 years, lecturers are self-evaluated regarding their teaching methods. This includes the implementation of teaching innovations, the frequency of updating course content and teaching methods, the application of multiple methods for assessing students' performance, the incorporation of ethical, moral, innovative, and research-related topics into the course material, as well as the degree and extent of utilizing student evaluations.

Furthermore, through the assessment of digital infrastructure for distance education, the degree of IT adoption in teaching is evaluated. The results of the adequacy assessment of resources are crucial for evaluating the goals of the MSc program and entail significant improvement actions that are integrated into the plan for the utilization of faculty and the strategic development plan of the Department.

1.   Evaluation of the research work

In general, the research activity of the faculty members is monitored annually through the quantity, quality, and recognition of their scientific work. Additionally, every five years, a detailed and comprehensive evaluation is conducted as part of the department's strategic restructuring. Beyond these, the quality and relevance of the work of faculty members to the academic subjects of the department are assessed through the peer review process for their advancement.

2.1 Recording and evaluation of the research work

The recording of the research work of the faculty members of the Department is performed on an annual basis by the Department's Internal Evaluation Team, using information available on the websites of faculty members and laboratories, international databases such as Google Scholar, Scopus SciVerse, and Web of Science, as well as data from the University of Piraeus Research Center regarding research programs. The Internal Evaluation Team processes these data statistically and compares them with the results of previous years to evaluate the progress and dynamics of faculty members and the overall development and prospects of the Department. For this purpose, tools from international databases are utilized to extract the profile of the Department, aggregated over the analysis period (Web of Science categories, Scopus subject areas, Scopus funding sponsors, etc.).

Data are forwarded to the Department's Strategic Planning Committee for evaluation. The assessment of the overall research activity is communicated to all faculty members and discussed in the Department Assembly.

2.2 Dimensions of quality

The dimensions of quality examined include the modernization of the research fields in which faculty members are active, their participation in research projects, the production and recognition of research work, the network of research collaborations formed, and the utilization of research work in the industry. Additionally, the appropriateness of the monitoring mechanism for research activity in the Department is assessed.