

Decision of the Higher Education Assessment Council of the Estonian Quality Agency for Education

Decision of fulfilment of the secondary condition of Institutional Accreditation of the Yerevan Haybusak University

5.12.2025

The Higher Education Assessment Council of the Estonian Quality Agency for Education decided the secondary condition to the Institutional accreditation decision of the Yerevan Haybusak University on 29.06.2023 is met and to leave in force the decision to accredit the Yerevan Haybusak University for 3 years.

Based on § 53 (3) of the Administrative Procedure Act (APA) and to clauses 43.5 and 43.7 of the document “Guide to Institutional Accreditation” established on the basis of the authorization contained in § 38 (3) of the Higher Education Act and section 24 subsection 5 of the Statutes of the Education and Youth Board, the Higher Education Assessment Council of the Estonian Quality Agency for Education (hereinafter the Council) states the following:

1. § 53 (1) 2) of the APA provides that an additional duty related to the principal regulation of the administrative act and § 53 (2) 2) and 3) provide that a secondary condition may be imposed on an administrative act: if the administrative act cannot be issued without the secondary condition or if the issue of the administrative act must be resolved on the basis of the administrative right of discretion. On 29.06.2023, the Higher Education Assessment Council of the Estonian Quality Agency for Education (hereinafter the Council) adopted a decision to approve the accreditation report,¹ and to accredit Yerevan Haybusak University for three years, with the secondary condition that the Yerevan Haybusak University submits a report to the Council no later than 29.06.2025² on the rectification of the deficiency referred to in clause 14 of the assessment decision.
2. On 27.06.2025, the Yerevan Haybusak University sent the following documents to the Council: 1) YHU secondary condition report; 2) Academic cooperation agreement UNITE-YHU; 3) YHU Strategy 2030; 4) YHU Law program; 5) YHU Psychology program; 6) YHU Remuneration policy; 7) YHU Sample contract.
3. HAKA involved the following members of the committee in the assessment of the fulfilment of the secondary condition:

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| Anca Greere | Chair of the Panel, Professor, Babes-Bolyai University Cluj; Romania |
| Jonathan Loose | Director of Learning & Teaching, Heythrop College, University of London; UK |

¹ The assessment report is an integral part of the decision and is available on the HAKA website.

²The assessment report is available on the HAKA website.



4. HAKA sent a preliminary report to the Yerevan Haybusak University on 21.10.2025, to which the University submitted a reply on 22.10.2025. On 23.10.2025, the Assessment Committee submitted a report to HAKA on the elimination of the deficiency described in the decision of the Council of 29.06.2023. The assessment was as follows:

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| Deficiency underlying imposition of the secondary condition | Assessment: The secondary condition is partially met |
| Shortcomings in research, development and/or other creative activity: Absence of clear and systematic definition of research goals and areas of focus at the institutional level within the University. YHU should clearly and systematically define research goals and areas of focus at the institutional level. YHU claims to have an ambition of becoming a leading research institution in Armenia. The Panel finds this goal not achievable in the nearest future. Strategic research ambitions should be more modest in approach, setting realistic and achievable objectives. This will enable the university to focus its resources and efforts effectively and to make progress. | Strengths <ul style="list-style-type: none"> YHU has provided two initial internal grants to support research development, with plans to provide more soon. It has also made efforts to secure external grant funding, with some success. The panel commends this activity as an important start in this area. Areas of concern and recommendations <ul style="list-style-type: none"> Ensure KPI targets are clear and that enabling strategies and operational plans are in place so that these may be achieved in a published timeframe. Ensure a period of stable continuation of the current trajectory towards establishing the defined areas of research and achieving strategic goals around research environment. Ensure a comprehensive approach to the approval of research activity across the institution through approval of a research ethics approvals committee established for the purpose. Opportunities for further improvement <ul style="list-style-type: none"> Establish effective partnerships with European institutions to align YHU's research management and operations with European standards and norms. |
| Deficiency underlying imposition of the secondary condition | Assessment: The secondary condition is partially met |
| Shortcomings in study programmes (SP). BA programme in Psychology: The SP does not conform to international professional standards. The psychology SP development should be managed according to international standards for psychology curricula. Study materials are mostly outdated. | Strengths <ul style="list-style-type: none"> YHU has sought advice from suitable international partners for the development of its psychology programme and the double-degree programme in Law, with relationships established through MOUs with the potential to consolidate |

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| <p>The curriculum should increase access to modern professional knowledge in psychology. It is essential to use more up-to-date materials, including those in English. MA programme in Law: The SP is composed of courses from many areas of law with no logical division and sequence and with no clear specialization demonstrating misalignment with current European and international practice. The SP should be revised and the prospect of offering a specialisation should be considered. The number of students in the SP is very small. The institution should reflect on the minimum number of students that are required to ensure that the programme is sustainable and should increase student numbers accordingly.</p> | <p>curricular improvements at YHU also in the years to come.</p> <p>Areas of concern and recommendations</p> <ul style="list-style-type: none"> • More extensive development of the library through acquisition of text books that reflect international curriculum standards and norms, and the embedding of these resources effectively in teaching is required. • The new BA Psychology programme does not yet meet international expectations in full. Skills in research methods and data analysis (especially quantitative) need further development. • The new BA Psychology programme should be supported by evaluating and meeting academic staff development needs to ensure that the staff team can continually enhance its capacity to teach in new and often challenging areas. • The aim of the double degree programme in Law still remains unclear, YHU should clearly define the aim of such a programme – how does this benefit Armenian law or educational market, and communicate the requirements and organisation of the programme more clearly. <p>Opportunities for further improvement</p> <ul style="list-style-type: none"> • The BA Psychology and MA Law programmes should seek to develop proactively the full range of opportunities for its programmes, teaching, mobility and research that can flow from the MOUs signed. |
| <p>Deficiency underlying imposition of the secondary condition</p> | <p>Assessment: The secondary condition is substantially met</p> |
| <p>Shortcomings in teaching staff: There is some concern about the sustainability of employing part-time, non-permanent and hourly-paid staff, which could jeopardise the quality of academic programmes. The YHU should limit the scope of hourly paid faculty and employ key faculty on long-term (permanent), full-time contracts. Workload is specified only in terms of teaching hours. YHU should adopt a holistic system that takes into account teaching,</p> | <p>Strengths</p> <ul style="list-style-type: none"> • The responsiveness of YHU in relation to the introduction of full-time employment contracts for the majority of staff members <p>Areas of concern and recommendations</p> <ul style="list-style-type: none"> • Better communicate and more thoroughly implement the teachers performance evaluation |

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| research, and administrative workloads and specify all work commitments in employment contracts. | |
| Deficiency underlying imposition of the secondary condition | Assessment: The secondary condition is substantially met |
| Shortcomings in internationalisation: English language skills are largely lacking. The YHU should continue its efforts to improve the English language skills of its students and staff by offering language courses. International students face many barriers when they begin with their studies in Armenia. The induction process for international students should be adapted to their needs and challenges related to living and studying in a foreign country. | Areas of concern and recommendations <ul style="list-style-type: none"> Continue to enlist teachers for English language training and monitor performance Opportunities for further improvement <ul style="list-style-type: none"> Develop support systems for Erasmus exchanges |

5. Taking into account that the shortcomings listed in the secondary condition have been substantially or partly eliminated, the Council

DECIDED:

To deem the secondary condition imposed on the institutional accreditation decision adopted on 29.06.2023 at Yerevan Haybusak University to be met and to leave in force the decision to accredit the Yerevan Haybusak University for 3 years.

The decision was adopted by 10 votes in favor, 0 opposed.

6. A person who finds that the decision of the Assessment Council has violated his or her rights or restricted his or her freedoms may file a challenge pursuant to the procedure provided for in the Administrative Procedure Act. The challenge shall be submitted to the Assessment Council of EKKA within thirty (30) days after the person who filed the challenge became aware of or should have become aware of the contested act. The Assessment Council shall send the challenge to the challenge committee of the Assessment Council of EKKA, which shall submit a written, impartial opinion to the Assessment Council on the reasoning of the challenge within five (5) days of receipt of the challenge. The Assessment Council shall resolve the challenge within ten (10) days of receipt, taking into account the reasoned position of the appeal committee. If the challenge needs to be further investigated, the Assessment Council may extend the term for reviewing the challenge by up to thirty (30) days. Challenging of a decision of the Assessment Council of EKKA is possible within thirty (30) days as of its service by submitting an appeal to the Tallinn Courthouse of the Tallinn Administrative Court pursuant to the procedure provided for in the Administrative Procedures Act.

Hillar Bauman

Secretary of the Council