



organ für akkreditierung und qualitätssicherung  
der schweizerischen hochschulen

organe d'accréditation et d'assurance qualité  
des hautes écoles suisses

organo di accreditamento e di garanzia della  
qualità delle istituzioni universitarie svizzere

swiss center of accreditation and  
quality assurance in higher education

# **Accreditation procedure Facoltà di Teologia di Lugano**

Final report | 23.4.2013



## Table of Contents

1	The accreditation procedure .....	1
1.1	Object of accreditation .....	1
1.2	Accreditation procedure .....	2
1.3	Panel of experts .....	3
1.4	Reference documents .....	3
2	External evaluation .....	4
2.1	The self-evaluation report .....	4
2.2	The on-site visit .....	4
2.3	Requirements for the institutional accreditation .....	4
2.4	Fulfilment of the quality standards (Art. 9 Accreditation Guidelines).....	4
2.5	Conclusions of the panel of experts .....	5
2.6	FTL position statement.....	6
3	Conclusions de l'OAQ .....	6
3.1	Jugement final .....	6
3.2	Proposition relative à l'accréditation (art. 25 des Directives pour l'accréditation) .....	9

## Annexes:

Annexe 1: Preliminary examination Report of 30 April 2012 (in Italian)

Annexe 2: Experts Report of 23 January 2013

Annexe 3: FTL Position statements of 15 January and 1 February 2013 (in Italian)

## 1 The accreditation procedure

The procedural requirements for the accreditation procedure as well as the applicable quality standards are indicated in the Guidelines of the Swiss University Conference for Academic Accreditation in Switzerland<sup>1</sup> (Accreditation Guidelines).

The Federal Law on Financial Aid to Universities and Cooperation in Matters Relating to Universities of 8 October 1999 (UFG<sup>2</sup>) enables universities and university institutions to voluntarily undergo an accreditation at institutional and/or programme level.

The accreditation body is the Swiss Center of Accreditation and Quality Assurance in Higher Education (OAQ).

### 1.1 Object of accreditation

#### 1.1.1 Facoltà di Teologia di Lugano

The *Facoltà di Teologia di Lugano* (FTL) was established by the late bishop of Lugano, Mrsg. Eugenio Correcco, as an Institute of Theological Studies in Lugano (*Istituto Teologico di Lugano*) in 1992 and approved as a Faculty for Theological Studies in accordance to Ecclesiastical Law by the Vatican congregation for education in 1993.

324 Students were enrolled at the FTL for the academic year 2011/2012 (with the figures performing on a steady level during the past three years), and there were 105 “guest listeners” (*uditori*) in the same period.

As essential part of its identity FTL is divided into a department of theology and a department of philosophy, both offering respective programmes and both being subdivided in institutes, chairs, centres of study and research.

The study offer includes 7 programmes:

- Bachelor in Theology (180 ECTS);
- Master in Theology (120 ECTS);
- Master of Advanced Studies (MAS, 120 ECTS) with possible specialization in: *Teologia biblica*, *Teologia dogmatica*, *Teologia morale*, *Storia della teologia*;
- Doctoral Degree in Theology (another 120 ECTS after the MAS), ending with the publication of the final thesis;
- Master in Compared canonical and ecclesiastical law (120 ECTS) with two possible specializations in *Diritto comparato delle religioni* and *Diritto canonico comparato*;
- Master in Science, philosophy and theology of religions (120 ECTS);
- Bachelor in Philosophy (180 ECTS), with six different options, out of which 3 in collaboration with the *Facoltà di scienze della comunicazione* of the *Università della Svizzera Italiana* (USI) and 1 individualized curriculum in collaboration with the *Facoltà di scienze economiche* of the USI.

<sup>1</sup> Guidelines of the Swiss University Conference for Academic Accreditation in Switzerland of 28 June 2007 (SR 414.205.3).

<sup>2</sup> Federal Law on Financial Aid to Universities and Cooperation in Matters Relating to Universities of 8 October 1999 (SR 414.20).

Laic students are currently 39%, all programmes included, and there are 16% laic students enrolled in the Bachelor and Master programmes in Theology.

Research is promoted by the Institutes, chairs, centres of study of the FTL. Today FTL comprises 5 Institutes, 2 Departments, 1 centre of study and 1 chair: *Istituto di Studi Filosofici* (ISFI); *Istituto di Storia della Teologia*; *Istituto di Diritto canonico e diritto comparato delle religioni* (DiReCom); *Istituto di studi culturali ed archeologici sul mondo biblico* (ISCAB); *Istituto Religioni e Teologia* (ReTe); *Dipartimento di Teologia*; *Dipartimento di Filosofia*; *Centro di Studi Hans Urs von Balthasar*; *Cattedra Antonio Rosmini*.

In the academic year 2011-12 the teaching body consisted in 70 professors (out of which 14 stable, 26 invited, 30 contracted). In addition, FTL counts 9 doctors, 1 assistant doctor, 5 academic assistants and a scientific collaborator. The main FTL services include the administration, the library, the quality office, the service for equal opportunities.

Currently there is coexistence of old and new Statutes, the new ones being revised for and subject to the FTL affiliation to the USI, an ongoing process.

The financial basis of the FTL is mainly depending on the contributions of the diocese of Lugano and of several foundations.

FTL had been accredited by the Swiss University Conference in 2005. The period of validity of the accreditation ended in February 2012.

Since the accreditation in 2005, FTL has undergone a continuous process of improvement on the academic and the structural level, especially with regard to the three conditions posed in 2005, concerning:

1. Implementation of the Bologna-System;
2. Instalment of a quality assurance system;
3. Intensification of cooperation on national and international level.

The follow-up evaluation of 2008 showed that conditions 2 and 3 were fulfilled and that the process of installing the Bologna system reached a satisfactory level, considering the very complex coexistence of national, European and ecclesiastical systems and requirements.

### 1.1.2 Accreditation request

On 16 September 2011 the FTL submitted to OAQ the request for accreditation as academic institution according to Art. 2 s. 2 let. b of the Accreditation Guidelines.

According to Art. 16 of the Accreditation Guidelines private institutions are subject to a preliminary examination, whose positive overall judgement represents a precondition for opening the effective accreditation procedure. Based on the documentation submitted by FTL on 21 March 2012, OAQ has undergone a preliminary examination on dossier and has exposed the results in a written report dated 30 April 2012. The outcomes of the preliminary examination being globally positive, OAQ has then opened officially the accreditation procedure on 29 May 2012.

### 1.2 Accreditation procedure

16.09.2011	FTL accreditation request
30.04.2012	Preliminary examination concluded

29.05.2012	Opening of the accreditation procedure
30.09.2012	Delivery of the FTL self-evaluation report
13/14.11.2012	On-site visit
17.12.2012	Preliminary experts report
15.01.2013	FTL position statement
23.01.2013	Definitive experts report
01.02.2013	FTL position statement (Art. 27 s. 2 Accreditation Guidelines)
15.02.2013	OAQ report
26.02.2013	Position statement of the OAQ Scientific advisory board
23.04.2013	Final OAQ report and recommendation to the SUC

The procedure could run as planned. The self-evaluation report, the experts report as well as the FTL position statements have all been delivered to OAQ according to the planned schedule.

### 1.3 Panel of experts

- Dr. theol. Walter Kirchschräger, Professor emeritus of New Testament Studies at the Faculty of Theology at the University of Lucerne, Switzerland (Peerleader)
- Dr. theol. Emmanuel Agius, Professor of Moral Theology and Philosophical Ethics and Dean of the Faculty of Theology at the University of Malta, Malta
- Mrs. Franziska Huber, Master student in Interreligious studies and theology at the University of Bern, Switzerland
- Dr. phil. Tiziana Suarez Nani, Professor of Medieval Philosophy and Ontology and Vice-Dean of the Faculty of Philosophy at the University of Fribourg, Switzerland
- Dr. theol. Andrea Toniolo, Professor of Fundamental Pastoral Theology at the Theological Faculty of Triveneto and Responsible Delegate of the Italian Bishops Conference for theological and religious studies, Padova, Italy

Professor Walter Kirchschräger was already member of the panel of experts that undertook the external evaluation of the FTL in 2005.

### 1.4 Reference documents

- Preliminary examination, OAQ, 30 April 2012
- FTL self-evaluation report, 30 September 2012
- Experts report, 23 January 2013
- FTL position statements, 15 January and 1 February 2013
- Position statement, OAQ Scientific advisory board, 26 February 2013

## **2 External evaluation**

### **2.1 The self-evaluation report**

The self-evaluation report of the FTL was submitted on 30 September 2012, respecting indications of OAQ in form and content. It consisted of a self-presentation of FTL (65 pages) focusing on the quality standards of Art. 9, accompanied by 50 annexes. The report was positively accepted by the evaluation team. It was well structured and contained useful pieces of information and a precise description of the context and the activities of FTL, its concerns and its successful procedures. At the same time the panel of experts considered the report to primarily remain on a descriptive level with hardly indicating analytic reflections or proposals on the contents presented. The annexes covered in detail a wide range of specific information and documents on the main topics of the evaluation.

### **2.2 The on-site visit**

The on-site visit took place on 13 and 14 November 2012 on the premises of FTL in Lugano. It was preceded by a briefing of the experts and a preparatory meeting organised by OAQ on 12 November 2012.

The timetable offered an efficient realization of the interviews, with enough time left for the panel of experts for intermediate reflection. The meetings took place in good atmosphere and mainly were performed as a constructive and future-oriented dialogue dealing with the progress of FTL. The necessary subsidiaries were at disposal, and any additional need of information was immediately met. The meetings were held in English, with German and Italian contributions also being admitted.

The on-site-visit offered the panel of experts an insight into the complex situation of FTL and contributed to clarify open questions. Besides the meetings with members of FTL, the dialogues with important partners of FTL (like the bishop of Lugano, representatives of the city of Lugano, of the Department of Education of the Canton Tessin and of the USI) were fruitful to get a global impression of the context of FTL.

### **2.3 Requirements for the institutional accreditation**

An institution can be accredited as academic institution if it fulfils the criteria outlined under Art. 3 s. 2 let. a-f of the Accreditation Guidelines.

According to Art. 16 of the Accreditation Guidelines accreditation requests by private institutions are subject to a preliminary examination (see under 1.1.2, page 2). In the frame of this procedure OAQ based its preliminary examination on Art 16 in relation to Art. 3 s. 2 let. a-e of the Accreditation Guidelines. The evaluation according to Art. 3 s. 2 let. f (fulfilment of the quality standards) was the object of the accreditation procedure and was undertaken by the panel of experts.

The preliminary examination report of 30 April 2012 constitutes an integrative part of this final report and is annexed to it (Annexe 1).

### **2.4 Fulfilment of the quality standards (Art. 9 Accreditation Guidelines)**

The panel of experts has evaluated FTL against the quality standards to be fulfilled by academic institutions. In their report dated 23 January 2013 the experts came to the conclusion that 22 out of 25 quality standards are fulfilled, 3 of them being considered as partially fulfilled:

Standard 2.01 – Academic degrees (terminology)

Standard 4.01 – Discipline-specific qualifications of teaching staff

## Standard 5.01 – Selection and promotion of administrative staff

The evaluation of each quality standard is presented in detail in the report of the experts (Annexe 2).

### 2.5 Conclusions of the panel of experts

The panel of experts shares the opinion that, since the last accreditation of 2005 and the follow-up made in 2008 to check the fulfilment of the conditions set in 2005, FTL made considerable steps forward, witnessing valuable developments and improvements.

According to the experts, the “FTL developed to be a well structured academic institution, esteemed by its partners in Tessin, on the way to an affiliation to the USI, one of the acknowledged public universities of Switzerland. The programmes are consolidated, the different systems (Bologna and the canonical structure) are combined and harmonised to an utmost degree, evaluation systems are established, the new Statutes are developed (even if not yet endorsed), the implementation of an academic “Mittelbau” has been initiated. The finances prove to be stable, although not overwhelming, additional professors have been installed and the administration has been professionalised”<sup>3</sup>.

The panel of experts was particularly impressed by the high percentage of research work undertaken by the academic staff, supported by own publication media. The panel of experts testifies FTL’s general awareness of the need of high quality work in teaching and research and confirms the academic level of the degrees offered. Research institutes were perceived as key motors of the pro-active linkage of FTL assets with the laic society, which will be of utmost relevance in the process of affiliation to the USI. Finally, the experts were happy to confirm the well established and well functioning internal quality assurance system.

According to the experts, there are still topics open for further future consideration, such as:

- Name of titles issued: this is essentially a formal question, in particular with regard to the “Master of Advanced Studies” which belongs to the continuing education sector and should not be referred to in doctoral studies as 3<sup>rd</sup> Bologna cycle. Not only, the qualification for teaching ability is not part of the Bologna system. Finally, clear information should be communicated and published in internal and external documentation with regards to degrees, their equalizing process between the Bologna and the canonical systems and their formal recognition.
- Structural improvements on the administrative staff level: the procedures for selecting and promoting administrative and technical staff are currently not based on public regulations but rely on the experience and judgement of the Rector and/or the Secretary General.
- Discipline-specific qualification of teaching staff: this concerns the Bachelor in Philosophy, where the majority of the responsible *professori stabili* has a theological background. The professorial body in philosophy needs to be strengthened.

The gender question, well treated so far, needs as well further consideration, taking into account that there is only one gender represented among the whole body of *professori stabili*.

Finally, the national and international FTL presence and impact might still globally improve.

---

<sup>3</sup> Experts report, page 18.

Under the requirement set that a 'partially fulfilled' standard involves the formulation of a condition to be met in a given time-span, the panel of experts proposed the accreditation of FTL under these conditions:

- 1) The terminology of degrees awarded and any respective equalizing process be reconsidered and a transparent policy be adopted in this area which is beyond any misunderstanding (cf. standard 2.01).
- 2) The FTL provides the academic qualifications be effectively met and recognised in the future procedure of installing new professors (cf. standard 4.01).
- 3) The procedures for selecting and promoting administrative and technical staff be organised in written form (*regolamento*) and be published (cf. standard 5.01).

According to the experts these conditions should be realised within a period of three years.

## 2.6 FTL position statement

OAQ submitted the draft experts report to FTL with the possibility to take position formulating comments or indicating factual mistakes. At the same time FTL should assess if the proposed conditions can be fulfilled in the given time-span of 3 years, indicating possible measures to rectify the shortcomings.

The position statement of FTL, dated 15 January 2013 (Annexe 3), generally welcomes the evaluation of the experts with a critical and constructive attitude. A factual mistake has been identified with reference to the FTL juridical status. Additionally, comments have been provided on the topic of the denomination and recognition of degrees, as well as on the teaching staff in philosophy.

The experts have adapted their report in the light of the indications provided, correcting mistakes and further clarifying the issue of the denomination of degrees (page 9 of the experts report). They delivered their definitive report on 23 January 2013. Based on the definitive report and in conformity with Art. 27 s. 2 of the Accreditation Guidelines, FTL sent a final position statement, dated 1 February 2013, confirming their agreement with the conclusions of the panel of experts and their willingness and readiness to rectify the shortcomings in the proposed time-span of 3 years.

## 3 Conclusions de l'OAQ

### 3.1 Jugement final

La FTL a été évaluée par rapport à sa conformité aux critères définis à l'art. 16 (examen préalable) et aux standards de qualité s'appliquant aux institutions, énumérés à l'art. 9 des Directives pour l'accréditation.

Dans son rapport d'examen préalable, l'OAQ conclût que les critères de l'art. 16 al. 3 sont substantiellement remplis. Toutefois, l'OAQ estime que l'établissement d'équivalences entre les titres de Bologne et les titres canoniques prête parfois à confusion. Une adaptation formelle ultérieure s'avère donc nécessaire, afin de s'aligner avec la terminologie de Bologne et les cycles y relatifs (art. 3 al. 2 let. e)<sup>4</sup>. L'OAQ reconnaît toutefois dans ce domaine les grands efforts développés ces dernières années par la FTL, visant notamment la restructuration des filières d'études dans le respect tant des requis de Bologne que canoniques.

<sup>4</sup> Rapport d'examen préalable, pages 12-13.



Le panel des experts a résumé son analyse et ses conclusions dans un rapport indépendant, faisant d'importantes suggestions pour l'amélioration continue de l'unité à accréditer. Globalement, les experts confirment dans leur évaluation que la FTL est une institution universitaire remplissant la grande majorité des standards de qualité s'y appliquant (art. 9 des Directives pour l'accréditation) et proposent son accréditation avec 3 conditions qu'ils associent à 3 standards considérés comme partiellement remplis (2.01, 4.01, 5.01) :

- 1) La terminologie des titres octroyés ainsi que tout processus d'équivalence y relatif doivent être reconsidérés, adoptant dans ce domaine une politique de transparence qui exclue tout malentendu.
- 2) La FTL doit veiller, lors des futures procédures d'engagement, à ce que les qualifications académiques des nouveaux professeurs soient effectivement acquises et reconnues.
- 3) Les procédures pour la sélection et la promotion du personnel technique et administratif doivent être consignées dans un règlement écrit et rendu public.

Malgré que le jugement formulé par les experts soit globalement cohérent et clairement circonstancié, l'OAQ estime que deux des trois conditions proposées (conditions 1 et 2) ne se réfèrent formellement pas à des carences directement associables aux standards de qualité énumérés à l'art. 9.

Condition 1: la condition se réfère spécifiquement à des questions formelles touchant à la dénomination des titres. Le niveau académique des titres, évoqué dans le standard 2.01<sup>5</sup>, n'est pas mis en question. Tout aussi bien l'OAQ que les experts, respectivement dans leur rapport d'examen préalable et rapport d'experts, confirment qu'il s'agit essentiellement d'aspects liés à la forme et non pas au contenu. Dans les développements mis en œuvre depuis l'accréditation de 2005, la FTL a opéré une réforme profonde de ses filières, introduisant un système visant à la correspondance entre le système canonique et l'organisation de programmes selon le système de Bologne. Cela avait déjà été positivement reconnu lors du suivi de la réalisation des conditions, mené en 2008, lorsque tant l'OAQ que les experts avaient pu attester d'importants développements apportés par cette démarche. Toutefois, à l'heure actuelle, on estime que l'établissement d'équivalences entre les titres de Bologne et les titres canoniques prête parfois à confusion. En particulier, la FTL nomme erronément en tant que « Master of Advanced Studies » une filière de 60 crédits ECTS correspondant à une année de *licenza canonica* en théologie, intégrée aux études doctorales de 3<sup>ème</sup> cycle selon le système de Bologne. Une adaptation formelle ultérieure s'avère donc nécessaire, afin de s'aligner avec la terminologie de Bologne et les cycles y relatifs. L'établissement de correspondances entre la dénomination des titres selon les deux systèmes coexistants doit effectivement faire l'objet d'une systématisation dans toute la documentation d'accès public (Piano degli Studi tant au niveau de faculté que d'instituts, site web, etc.) ainsi que dans le vocabulaire utilisé dans la communication interne. Reconnaisant les développements attestés par la FTL dans ce domaine, l'OAQ encourage l'institution à suivre les mesures d'amélioration identifiées. L'OAQ s'aligne donc avec les experts, proposant la condition en vertu de l'art. 3 al. 2 let. e, portant sur la conformité avec les Directives de Bologne et les recommandations correspondantes de la CRUS, et non pas sur le standard 2.01 (art. 9), que l'OAQ estime rempli.

---

<sup>5</sup> Standard 2.01: L'institution offre des filières d'études conduisant à l'obtention de diplômes académiques ou professionnels avec des objectifs de formation déterminés. Ces filières s'intègrent dans l'offre de formation universitaire existante ou la complètent de façon judicieuse.

Dans son rapport d'examen préalable l'OAQ avait déjà signalé que le critère énoncé à l'art. 3 al. 2 let. e n'était que substantiellement rempli, ce qui n'avait pas compromis le jugement global positif et donc l'ouverture de la procédure d'accréditation. L'OAQ propose la suivante reformulation de la condition avancée par les experts : « La dénomination des titres octroyés, ainsi que tout processus d'équivalence entre le système de Bologne et le système canonique, doivent être reconsidérés, assurant pleine conformité avec les Directives de Bologne et les recommandations correspondantes de la CRUS ».

Condition 2: la condition proposée par les experts se réfère à une observation qui concerne exclusivement le Bachelor en philosophie. Les experts ont constaté que les professeurs permanents impliqués dans le Bachelor en philosophie possèdent pour la plupart un profil académique centré sur la théologie. En d'autres mots, les experts estiment que la philosophie est sous-représentée dans le Bachelor en question, en ce qui concerne le nombre de professeurs permanents. Cela dit, la possession de qualifications scientifiques par le corps enseignant n'est pas mise en question. Le standard 4.01<sup>6</sup> est donc pleinement rempli. Cela est confirmé par le rapport d'examen préalable de l'OAQ, en référence à l'art. 3 al. 2 let. c, portant sur le nombre de professeurs requis par filière d'études. La FTL satisfait ce critère pour la totalité des filières offertes. Les considérations des experts sur le Bachelor en Philosophie sont utiles à l'amélioration continue de la filière. Cela dit, la formulation de la condition étend erronément sur un plan institutionnel des aspects relatifs à une filière d'études qui ne sont pas liés à l'art. 9. Bien qu'il soit d'accord sur le principe que la FTL pourrait renforcer son corps professoral permanent en philosophie pour le Bachelor en question, l'OAQ confirme que le standard 4.01 de l'art. 9 est rempli et propose donc de ne pas retenir la condition avancée par les experts.

Condition 3: la condition se réfère spécifiquement au standard 5.01<sup>7</sup>. L'OAQ s'aligne avec les conclusions des experts sans d'ultérieures considérations.

Le processus d'affiliation à l'USI est encouragé comme but structurel, ayant le potentiel de déclencher d'importantes conséquences sur la mission académique de l'institution tant sur le plan de la recherche et de l'enseignement qu'en ce qui concerne son rôle dans la société et la présence publique. A la lumière de ces développements en cours de réalisation, et basé sur les conclusions de l'OAQ, les conditions proposées (conditions 1 et 3) devrait être remplies dans un délai d'un an au maximum. Considérant la nature des conditions et la prise de position de la FTL, il n'y a pas d'obstacle à leur réalisation dans le délai proposé, ce qui a été confirmé téléphoniquement par l'institution le 17 avril 2013. En parallèle, la FTL devrait immédiatement réagir aux importantes considérations avancées par les experts, dans un processus piloté au niveau stratégique et catalysé par le système interne d'assurance qualité, efficacement mis en œuvre depuis 2005.

Comme l'ont souligné les experts, le haut niveau académique devrait garantir un processus positif d'affiliation à l'USI "as a substantial means in pursuing further academic consolidation without losing its identity"<sup>8</sup>. Entretemps la FTL doit continuer à montrer son ouverture et promouvoir son intégration dans le monde académique national et international.

<sup>6</sup> Standard 4.01: Les procédures de sélection, de nomination et de promotion du personnel scientifique sont réglementées et communiquées publiquement. En ce qui concerne le corps enseignant, tant les compétences didactiques que les qualifications scientifiques sont prises en compte.

<sup>7</sup> Standard 5.01: Les procédures de sélection et de promotion du personnel administratif et technique sont réglementées et communiquées publiquement.

<sup>8</sup> Rapport des experts, page 18.

### **3.2 Proposition relative à l'accréditation (art. 25 des Directives pour l'accréditation)**

Basé sur le rapport d'autoévaluation de la FTL, sur le rapport des experts et sur la prise de position de la FTL, l'OAQ conclut que l'institution est conforme de manière substantielle aux critères énumérés à l'art. 16 en rel. avec art. 3 al. 2 let. a-e des Directives pour l'accréditation (examen préalable) et qu'elle remplit dans une large mesure les standards énumérés à l'art. 9 en rel. avec art. 3 al. 2 let. f des Directives pour l'accréditation (standards de qualité pour institutions universitaires).

L'OAQ propose donc à la Conférence universitaire suisse l'accréditation de la Facoltà di Teologia di Lugano avec les conditions suivantes:

- a) La dénomination des titres octroyés, ainsi que tout processus d'équivalence entre le système de Bologne et le système canonique, doivent être reconsidérés, assurant pleine conformité avec les Directives de Bologne et les recommandations correspondantes de la CRUS.
- b) Les procédures pour la sélection et la promotion du personnel technique et administratif doivent être consignées dans un règlement écrit et rendu public.

Les conditions sont à remplir dans un délai de 1 an à partir de la notification de la décision d'accréditation.

### **Proposta relativa all'accreditamento (art. 25 delle Direttive per l'accreditamento)**

Sulla base del rapporto di autovalutazione della FTL, sul rapporto degli esperti e sulla presa di posizione della FTL, l'OAQ conclude che l'istituzione è sostanzialmente conforme ai criteri di cui all'art. 16 in combinato disposto con l'art. 3 cpv. 2 lett. a-e delle Direttive per l'accreditamento (esame preliminare) e soddisfa in larga misura gli standard di cui all'art. 9 in combinato disposto con l'art. 3 cpv. 2 lett. f delle Direttive per l'accreditamento (standard di qualità per le istituzioni universitarie).

Pertanto l'OAQ propone alla Conferenza universitaria svizzera l'accreditamento della Facoltà di Teologia di Lugano con i seguenti oneri:

- a) La denominazione dei titoli rilasciati, così come ogni processo di equivalenza fra il sistema di Bologna e quello canonico, devono essere riconsiderati, assicurando piena conformità con le Direttive di Bologna e relative raccomandazioni della CRUS.
- b) Le procedure per la selezione e la promozione del personale tecnico e amministrativo devono essere organizzate in un regolamento scritto e reso pubblico.

La FTL deve adempiere agli oneri entro 1 anno a partire dalla notifica della decisione in merito all'accreditamento.

### **Antrag auf Akkreditierung (Art. 25 der Akkreditierungsrichtlinien)**

Gestützt auf den Selbstbeurteilungsbericht der FTL, den Expertenbericht und die Stellungnahme der FTL kommt das OAQ zum Schluss, dass die Institution Art. 16 i.V.m. Art. 3 Abs. 2 Bst. a-e der Akkreditierungsrichtlinien (Vorprüfung) erfüllt und Art. 9 i.V.m. Art. 3 Abs. 2 Bst. f der Akkreditierungsrichtlinien (Qualitätsstandards für universitäre Institutionen) weitgehend erfüllt.

Das OAQ beantragt daher bei der Schweizerischen Universitätskonferenz die Akkreditierung der Facoltà di Teologia di Lugano mit den folgenden Auflagen:

- a) Die Bezeichnung der Titel, die die FTL vergibt, sowie die Regelung der Äquivalenz kanonischer Titel muss überarbeitet werden, so dass die Bologna Richtlinien und die entsprechenden Empfehlungen der CRUS vollständig eingehalten werden.
- b) Das Auswahl- und Beförderungsverfahren des technischen und administrativen Personals muss reglementiert und öffentlich kommuniziert werden.

Die Auflagen sind innerhalb von 1 Jahr seit Rechtskraft des Akkreditierungsentscheides zu erfüllen.

OAQ  
Falkenplatz 9  
Postfach 7456  
3001 Bern

[www.oaq.ch](http://www.oaq.ch)



**Academic accreditation in Switzerland**  
**Expert's report**

**Facoltà di Teologia di Lugano**

**Date of first version: 17/12/12**

**Date of final version: 23/01/13**

## Table of content

1	Accreditation procedure .....	3
	Presentation of the unit.....	3
	Self-evaluation report.....	3
	Group of experts .....	3
	On-site visit .....	4
2	Evaluation of the Quality Standards.....	4
	Area 1: Strategy, organisation, and quality management of the institution.....	4
	Area 2: Range of programmes .....	8
	Area 3: Research .....	11
	Area 4: Academic staff.....	12
	Area 5: Administrative and technical staff.....	14
	Area 6: Students .....	15
	Area 7: Infrastructure .....	16
	Area 8: Cooperation.....	17
3	Overall assessment .....	18
4	Recommendation for accreditation .....	19

## **Accreditation procedure**

### **Presentation of the unit**

The FTL (*Facoltà di Teologia di Lugano*) was established by the late bishop of Lugano, Mrsg. Eugenio Correcco, as an Institute of Theological Studies in Lugano (*Istituto Teologico di Lugano*) in 1992 and approved as a Faculty for Theological Studies in accordance to Ecclesiastical Law by the Vatican congregation for education in 1993.

324 Students were enrolled at the FTL for the academic year 2011/2012 (with the figures performing on a steady level during the past three years), and there were 105 guest students (*uditori*) in the same period.

As essential part of its identity the FTL is divided into a department of theology and a department of philosophy, both offering respective programmes and both being subdivided in institutes, chairs, centers of study and research.

### **Self-evaluation report**

The self-evaluation report of the FTL was submitted on 30/09/12. It consisted of a self-presentation of the FTL especially focusing on the quality standards requested by the OAQ (65 pages) in printed form and 50 annexes (*allegati*) accessible via internet. The report was positively accepted by the evaluation team. It was well structured and contained many interesting and helpful information and a precise description of the situation and the activities of the FTL, its concerns and its successful procedures. At the same time the team considered the report to primarily remain on a descriptive level with hardly indicating analytic reflections or proposals on the contents presented. The annexes covered in detail a wide range of specific information and documents on the main topics of the evaluation.

### **Group of experts**

Peer leader:

Dr. theol. Walter Kirchschräger, Professor emeritus of New Testament Studies at the Faculty of Theology at the University of Lucerne, Switzerland

Experts:

Dr. theol. Emmanuel Agius, Professor of Moral Theology and Philosophical Ethics and Dean of the Faculty of Theology at the University of Malta, Malta

Mrs. Franziska Huber, Master student in Interreligious studies and theology at the University of Bern, Switzerland

Dr. phil. Tiziana Suarez Nani, Professor of Medieval Philosophy and Ontology and Vice-Dean of the Faculty of Philosophy at the University of Fribourg, Switzerland



Dr. theol. Andrea Toniolo, Professor of Fundamental Pastoral Theology at the Theological Faculty of Triveneto and Responsible Delegate of the Italian Bishops Conference for theological and religious studies, Padova, Italy

### **On-site visit**

- The on-site visit was scheduled on 13/11/12 and 14/11/12. It was very well organized and prepared. The timetable offered a realistic procedure of the interviews, with enough time left for the team for intermediate reflection. The meetings took place in good atmosphere and mainly were performed as a constructive and future-orientated dialogue dealing with the progress of the FTL. The necessary subsidiaries were at hand, and any instant need of information was immediately met. The team felt well taken care of and certainly enjoyed all support needed. The meetings were held in English, with German and Italian contributions also being admitted.
- The on-site-visit offered the team an insight into the complex situation of the FTL and contributed to clarify open questions. Besides the meetings with members of the FTL the dialogues with important partners of the FTL (like the bishop of Lugano, representatives of the city of Lugano, of the Department of Education of the Canton Tessin and of the Università della Svizzera Italiana [USI]) were fruitful to get a profound impression of the context of the FTL. In addition to the self-evaluation report the on-site-visit enabled the team to comment on the standard-criteria of the OAQ.

### **Evaluation of the Quality Standards**

#### **Area 1: Strategy, organisation, and quality management of the institution**

Since the last evaluation the FTL has undergone a considerable process of improvement both in its formal structure as in its academic input.

The team acknowledges these efforts and considers them as a good platform for future dynamics in continuing to develop further the institution. The experts are convinced that the FTL is determined to sustain and even continue this good work in order to continuously consolidate the Faculty as an important academic high-level institution in Lugano.

#### **Standard 1.01**

The academic institution has a mission statement available to the public which states its educational and research objectives, and which describes the position of the institution in its academic and social context. The institution has a strategic plan.
--

The context of the evaluation and of the on-site-visit was determined to a considerable extension by the strive of the FTL to achieve an affiliation with the USI. This political process, having already been started, needs all attention and considerable energy of the FTL for the coming years. Reaching this goal will be a key issue for the positioning of the FTL in the academic world and thus for the scientific development of the FTL. At the same time it has to be realised that this new positioning of the FTL certainly will cause changes in the self-identification and self-perception as an institution of theology amongst other branches of academic sciences. The team was glad to learn that there is much sympathy and support for this positive initiative of the FTL as well from USI, the Department of Education as well as from other entities in the context of the FTL such as the administration of the city of Lugano.

The FTL has adequately addressed structural questions by drafting a new *Statute* that clarifies the new structure of the FTL and gives a clearer idea about the set up and the aims of the FTL. Although the team does not agree with every detail (see below standard 1.02), the members support the expectations of the FTL that the respective authorities would eventually approve this draft document at appropriate time.

The necessity to pronounce its self-understanding and its objectives in a *mission statement* to be elaborated and published in the near future was recalled to the FTL. The team realizes that this effort can only be met as soon as the new statutes are endorsed.

At the same time it is recommended that the strategic plan, which presently reaches out to 2014 only (cf. *Allegato 8*), would be extended for a period of at least four to six years, and that an on-going process is established as a continuing instrument of planning. The plan then should also adopt the character of an operational instrument with milestones and the formulation of intermediate goals being included.

The team recommends the elaboration of a mission statement as soon as the statutes are adopted and the modification of the strategic plan.

The team considers standard 1.01 as fulfilled.

## Standard 1.02

Decision-making processes, competencies, and responsibilities have been defined. The academic staff participates in decision-making processes concerning teaching and research. The students participate in decision-making processes concerning their education, and are able to make their opinions heard.

Compared with the 1998 Statutes which still are the legal basis of the FTL, the draft Statutes, due to be approved at a later stage, offer a legal basis which is much more adapted to the character of the FTL as an academic institution within the context of Swiss universities.

The new draft offers a more clear structure of responsibilities and decision-making processes. In analogy to universities, the FTL enjoys a senate and a faculty council (*consiglio di facoltà*) as the main decision-making bodies. It has to be observed, though, that beyond these two legislative groups the existence of a *consiglio dei professori stabili* is upheld and enjoys considerable competences, especially as the nomination of new

professors is concerned. In this body (as well as in the newly created senate) students and administrative members of the faculty are not represented, which means that these groups have no voice and vote in nominating and choosing new professors. On the other hand, three members of the Senate (out of seven) will be delegated by institutions outside the FTL: the diocese of Lugano, the USI and a person with academic experience named by the *consiglio di facoltà* (cf. Art. 12 of the draft of Statutes, *Allegato 2*). Seen from a general perspective of the organisation of Swiss universities the senate takes an intermediate position between the “senate” and the “university council” of a Swiss university. Yet in addition, there exists a *consiglio superiore* which assembles several ecclesiastical authorities together with the Bishop of Lugano in order to “assist him in his function” as *magnus cancellarius* (*Allegato 3*, page 9).

A more realistic view needs to be endorsed in the proposed draft Statutes which will serve as the new legal basis of the FTL in the future. Therefore improvements of the decision-making processes have to be executed on a lower legislative level. In addition, there is also a future need to formulate respective *regolamenti* for assistants and research scholars and also for of the administrative and technical staff and their acquisition.

The team recommends the improvement of the decision-making processes mainly as to the persons involved and/or the groups represented on all levels of the FTL.

The team considers standard 1.02 as fulfilled.

### Standard 1.03

The institution has the human resources, structures and financial and material means enabling it to realise its defined goals according to its strategic plan.

The financial basis of the FTL is mainly depending on the contributions of the diocese of Lugano and of several foundations which mainly have been founded in order to support the FTL. The Bishop of Lugano acknowledged that he is aware of his financial responsibility and also committed himself to resolve this issue.. The affiliation of the FTL with the USI will enable the institution to take advantage of the “Interkantonale Universitätsvereinbarung” via the USI which certainly will strengthen the financial background of the FTL.

Close awareness of the development of the finances is a continuous task and challenge for the FTL. A new convention on the contribution of the diocese of Lugano is a decisive step for the future standing of the FTL. The renewed financial planning, following the one expiring in 2013, has to keep in mind the consolidation of the finances even after an affiliation with the USI.

The FTL enjoys a very apt building for performing its academic work in teaching and research. Size and equipment of the building both furnish a solid basis for that. To ensure this high standard also for the coming years, plans for furnishing rooms and working facilities for additional scientific and administrative personal have to be made in time.

The team had to accept the fact that the administrative and the technical staff in this growing institution is on its utmost limit and therefore suggests that this issue be given proper attention.

The team considers standard 1.03 as fulfilled.

#### **Standard 1.04**

Financial sources and all conditions attached to financing are transparent and do not restrict the autonomy of the institution to make decisions in teaching and research.

Together with the diocese of Lugano the budgets of the past years list several foundations as the continuous main contributors to the financial basis of the FTL (see *Allegato 14*). So far the FTL enjoys no public financial means. In this flow of finances there are no signs whatsoever detectible which might indicate a diminution of the autonomy of the FTL.

The team considers standard 1.04 as fulfilled.

#### **Standard 1.05**

The institution has a quality assurance system.

Since the accreditation-process in 2005 the FTL has elaborated a clearly defined quality management process that covers the evaluation of the teaching activities at the FTL and to a large extent also the research of the institution and its members. The cooperation with the USI in this area has to be highly estimated. We understand that this evaluation activities will go on and also have to be continuously improved. Especially the acceptance and the motivation of all members of the FTL for evaluation processes have to be kept in mind.

The evaluation and improvement of research quality is a continuous task. The FTL is installing a peer-review system for its own publications (already accomplished for the *Rivista Teologica di Lugano* and planned for other publications).

The team considers standard 1.05 as fulfilled.

#### **Standard 1.06**

The institution has established a gender equality committee, or has arranged access to such a committee.

The FTL has installed a respective committee. But there is only one gender represented among the *professori stabili*, and in the public call for new professors this issue is not mentioned at all. One area in which gender balance can be more formally taken into account is the constitution of the faculty council and the senate.

The team recommends to introduce a policy about favouring female professors in case of equal qualifications and to publish these rules.

The team considers standard 1.06 as fulfilled.

## Area 2: Range of programmes

The FTL offers several programmes which lead to degrees in theology and in philosophy, depending on the two respective departments of the faculty. In combining the Bologna system with the canonical approach to the structure of different curricula, the FTL did its utmost possible, although there are ambiguities left in equalizing these different structures of programmes and naming them with the clearly defined Bologna-terminology.

### Standard 2.01

The institution offers a range of programmes leading to academic or professional degrees with defined goals. They are integrated into the existing range of higher education programmes or are a meaningful complement.

The programmes offered are characterised as “higher education of humanistic type, especially in philosophy, theology and religious sciences” (*Piano degli studi* 2012/13, p. 6). These curricula provide a well-fitting complement to the curricula of the USI. Compared to other theological faculties in Switzerland, the Master *DireCom* (*Diritto Canonico Comparato*) offers a suitable addition to the curricula generally offered.

Due to its specific origin and character as an ecclesiastical institution the FTL has to meet the requirements of canonical instructions on setting up its curricula and naming its diploma. The fact that this system of theological studies does not correspond to the Bologna requirements is beyond the influence of the FTL. This is even more deplorable, as the terminology applied is derived from the same origins, but spelled out in different languages (*baccalaureus* and *bachelor*; *magister* and *master*). In addition the canonical system still knows a *licentia* and considers the doctoral degree as a qualification equal to teaching ability (“Habilitation”).

In meeting one of the conditions set at the accreditation process of 2005 the FTL tried to introduce an equalizing balance between the canonical system and the organisation of programmes according to the Bologna system. This has already been positively recognised in the follow-up-process in 2008, and the present team also attests to the FTL the positive and successful features of this attempt (cf. the graphic in the report p. 20).

However the team identified two remaining issues to be addressed in this complicated area:

(1) The qualification for teaching ability is not part of the Bologna system. At a public university this qualification is normally granted on the basis of a second thesis which corresponds at least to the written thesis of a doctor’s degree, but generally surmounts it as to quality and character of research work done. In common wording this ability is granted upon the so called “second book”. The expression implicates the condition that a “first book”

already has been written – which in general refers to the doctoral thesis. Even if granted that the canonical doctor's degree sets very high requirements on the written thesis, this only can be equalized to a grant of teaching ability if there is a first thesis at hand that meets the public standards of a doctoral thesis. Usually it is then referred to the thesis of the canonical licenciate ("Lizentiat"). At this point the team suggests to pay explicit special attention before testifying to doctoral students (upon the canonical curriculum) that what they have achieved corresponds to a "Habilitation" (cf. report p. 19-20), because this qualification depends on the university system within which it is applied.

(2) The different titles issued do *formally* not always correspond to what European or Swiss universities consider as such. This is true mainly for the terminology of "Master of Advanced Studies", which refers to continuing education and definitely not to doctoral studies as 3<sup>rd</sup> Bologna cycle. Formally, the use of "Bachelor" and "Master" titles for 1<sup>st</sup> and 2<sup>nd</sup> Bologna cycles needs to be fully conform to the Recommendations of the Rectors' Conference of the Swiss Universities<sup>1</sup>. To avoid misunderstanding, the team emphasises once more: This is at first hand a formal question, not a question of scientific quality.

Especially since the Bologna system has been installed at the universities, the mentioned titles of "Bachelor" and "Master" are in today's general understanding authorised by a public entity, which means a state or canton authority of education or similar. Due to Art. 21 of the Cantonal Law on the Catholic Church, the status of the FTL as *persona giuridica* is recognized by the Canton Tessin. The team has not been totally convinced that this is a sufficient basis to apply this terminology to its academic certificates without further comments, as this praxis might evoke a different understanding in public. This position does not contradict the previous accreditation process. It acknowledges the efforts achieved in this complicated matter, at the same time encourages the FTL to proceed in this process of clarification and formal-legal recognition and emphasizes the need of respective information and communication. The examples and arguments furnished by the FTL in its *Presa di posizione* (p. 3-5 and *allegato*) all indicate fruitful steps in the right direction. Especially because the FTL among Swiss University Institutions enjoys a special legal basis and status, this information should readily be made accessible. So far there is no comment on the legal basis of the FTL in regard to issuing certain diplomas in the documents of the FTL, f. i. the *piano degli studi 2012/2013*.

[It is also for this reason that the team highly estimates the corresponding implications of the on-going affiliation process to the USI].

The team therefore detects additional need to pay attention to the terminology used in naming degrees and its national and international recognition (also outside the ecclesiastical world), so that transparency in external communication and clarity is granted and no false expectations, especially on side of the students, be evoked.

The team considers standard 2.01 as partly fulfilled and sets the following condition:

The terminology of degrees awarded and any respective equalizing process be reconsidered and a transparent policy be adopted in this area which is beyond any misunderstanding.

---

<sup>1</sup> Recommendations de la CRUS pour le renouvellement coordonné de l'enseignement des hautes écoles universitaires suisses dans le cadre du processus de Bologne, Version du 1 octobre 2008 avec modification du 1er février 2010 et du 2 février 2012.

## **Standard 2.02**

The institution participates in national and international exchanges of students, teaching and academic staff.
--

The FTL entertains study exchange only on a small scale. There is no student exchange office implemented yet. Especially the students of theology tend towards Italian universities and to further studies at the canonical Institutes in Rome. The situation of the students enrolled in philosophical programmes appears slightly different, with Geneva and Neuchatel (besides Milano) also being destinations of exchange. The Institution is not participating in the ERASMUS-programme. The very high internationality of the students (40 different nations from five continents represented among them) offers an explanation of the situation, but does not dispense from the necessity to pay attention to mobility as a main feature of today's academic life.

This is true for the academic staff as well whose mobility has increased during the past years, but still has to be vividly encouraged. Both segments of mobility can strengthen the reputation and the quality of the FTL. As a Swiss university institution the FTL is encouraged to strive for a stronger integration into the Swiss academic life.

The team recommends that a focus be laid on the mobility issue during the coming years.

The team considers standard 2.02 as fulfilled.

## **Standard 2.03**

The institution has specified the conditions for measuring and certifying performance and conferring academic degrees, and monitors adherence to these conditions.
--

The TFL has undertaken considerable efforts to establish consistent curricula. The requirements are published, the curricula are guarded each by at least two professors, the qualification-modalities also are accessible in written form. The team acknowledges these efforts and encourages the continuation of these activities.

The team considers standard 2.03 as fulfilled.

## **Standard 2.04**

The institution makes use of periodically collected information on its graduates.
---

Although initiatives towards this field have been taken since 2004, a constant contact to the alumni has not yet been established. The foundation of a respective association in 02/12 testifies the general awareness for this task and gives new hope. The initiative is set, even if success cannot yet be detected.

The team recommends continuous efforts in this field and urges to integrate the alumni in the networking system of the FTL.

The team considers standard 2.04 as fulfilled.

### **Area 3: Research**

Academic staff members of the FTL are positively engaged in research activity. One of the great advantages endorsed in the faculty's policy is that the research activity of professors covers 30% of their academic duties. Moreover, professors have a limit of 8 hours of lecturing per week to have more time for research. These conditions facilitate research activity among FTL academic staff members.

More research is commendable to bridge theology and contemporary moral and catechetical issues in order to render the FTL more relevant to ecclesial and civil needs.

The significance and proportion of resources allocated to research are defined in the strategic plan. Research activity is mainly funded by the general budget, though financial resources from external institutions and agencies (Fondazione Pica-Alfieri, la Fondazione Reginaldus, la Fondazione Maderni-Alberga) are also sought. This is a positive and creative step to initiate and sustain research activity. A number of research projects are underway. EU funding is also sought such as in the case of the project "Ethicbots". National resources, such as the SNF, have also been sought to fund conferences and workshops.

### **Standard 3.01**

The institution's current research activities are in concordance with its strategic plan and meet international standards.
--

The FTL has a defined research profile. Research activity is in line with the faculty's strategic plan. It is very positive that the FTL has an Editorial Commission which promotes and regulates the publication of research carried out at the Faculty. Much of the research activity is published by the Faculty's publishing house. It is highly appreciated that with peer-reviewing the *Rivista Teologica di Lugano* a first step has been accomplished in assuring the scientific quality of the publications of the FTL.

The team considers standard 3.01 as fulfilled.

### **Standard 3.02**

The institution ensures that current scientific findings are integrated into its teaching practices.
--



Research is promoted by the different institutes, centres and departments of the FTL. It is also positive that research assistants are funded to encourage junior researchers. More suitable measures should be adopted to ensure that scientific methods and research fundings are integrated into teaching on an ongoing basis. This also does imply a broad range of scientific and research interests at least among the *professori stabili*. The team acknowledges the positive examples listed (cf. report p. 29-30). At the same time the FTL is encouraged to implement a tool assuring the continuous transfer from research to teaching to become a basic policy of the FTL.

The different institutes of the FTL cover many fields; at the same time there might be a danger of dispersing the resources. Therefore a concentration of means and activities on collective projects besides the ones of the different professors is encouraged, so the theological knowledge in general can be augmented, especially for interdisciplinary communication to other fields of research and teaching.

The team considers standard 3.02 as fulfilled.

#### **Area 4: Academic staff**

##### **Standard 4.01**

The procedures for selecting, appointing, and promoting academic staff are regulated and made public. For teaching staff, these procedures consider both teaching skills and scientific qualifications.

The procedure for installing a professor are written and published in the Statuti Art. 19-27 (with Art. 20 especially dealing with the question of scientific and didactic qualification). There still is a need for a *regolamento* for the group of assistants and for the researchers (*ricercatori*).

The nine *professori ordinari* and the two *professori straordinari* teaching at the **theological department** all hold the necessary degrees or titles (Dr. and Habilitation). All but one have at least published two books and numerous contributions in scientific journals, and several are members of civil or ecclesiastical commissions or conferences. The collegium enjoys international representation, with Italian and German origin prevailing.

In regard to the *professori stabili* of the **philosophical department** the team realizes that there are three professors responsible for a twofold task: On one hand the need of philosophical formation of the students in theology has to be met in accordance to the degree of the Vatican congregation for education issued in 2011. On the other hand there is the responsibility for a three years curriculum in philosophy, covering 180 credit-points for running a programme which substantially equals to a bachelor in philosophy as offered at philosophical faculties in Switzerland and abroad. Even if there are numerous *professori incaricati* involved and if the programmes partly can be combined in teaching, this is a remarkable challenge, especially when lasting for a longer period of time.

It is well understood that the size of the FTL does not permit to engage a professor for every field of philosophy (like f. i. the specific epochs of history of philosophy, epistemology, ethics etc.). The more it must be assured that every professor meets the general standards of the respective academic career, like holding a doctor's degree in the field he is teaching (which in this case is a degree in philosophy), being continuously engaged in publishing on respective subjects. Due to the respective curricula vitae which remain unspecified to this topic (cf. *allegato 39*) and even after the *Presa di* posizione of the FTL (cf. p. 8-9), the team recognizes a deficit in regard to these criteria, at least to their precise evidence. As the FTL in accordance to the Vatican degree of reform of philosophical education within the theological curriculum eventually has to be alimented with three professors holding a *dottorato di ricerca*, it is advisable that any respective shades be cleared. It seems that there is only one of the three professors holding a doctoral degree in philosophy, the other having a degree in theology and not enough evidence being accessible about the doctoral degree in Philosophy for two professors (who may be "dottori" in the generic sense of someone who obtained a "laurea" in Italy before 1980, but not in terms of a "Dottorato di ricerca", that is the equivalent of a PhD).

The team considers standard 4.01 as partly fulfilled and sets the following condition:

The FTL provides the academic qualifications be efficiently met and recognized in the future procedure of installing new professors.

#### **Standard. 4.02**

The institution regulates the continuing education of its academic staff with respect to both teaching skills and subject knowledge.

The TFL has not established a continuous pedagogic and didactic formation of the academic staff so far. The institution relies in this point on the regular evaluation processes which – according to the experience so far – offer a valid instrument for improvement and auto-didactic engagements.

The team acknowledges this praxis. Nevertheless an institutionalized ongoing training of the academic staff in this field is highly recommended.

The team considers standard 4.02 as fulfilled.

#### **Standard 4.03**

The institution pursues a long-range policy of promoting upcoming young academics.

During the past years since the accreditation process 2005 the FTL has created and steadily increased the so called "Mittelbau". The FTL is distinguishing between *assistenti* and *recercatori*, at this time 16 persons with part-time-assignment (cf. *Allegato 3*, p. 10).

This initiative also has to be pursued in the future, and it seems important that the FTL keeps the necessary financial needs in mind. It might be an improvement, if the engagement could run over a longer period of time (from a present 3 years period for *assistenti* and a two years period for *ricercatori* at present time) and also include some future perspective (career-planning) for the young scientists involved. The elaboration of a legal frame (*regolamento*) is therefore recommended.

The team considers standard 4.03 as fulfilled.

#### **Standard 4.04**

The institution ensures that its academic staff has access to career development counselling.
---

There so far is no respective counselling at the FTL besides personal advices in singular cases.

It is recommended that this instrument of academic future sustenance be installed.

The team considers standard 4.04 as fulfilled.

#### **Area 5: Administrative and technical staff**

The team observes that the administrative and the technical staff in this growing institution is on its utmost limit, and it is suggested to give this observation intensive consideration. This will help to assure good quality services for all members of the FTL.

#### **Standard 5.01**

The procedures for selecting and promoting administrative and technical staff are regulated and made public.
--

So far there is no *regolamento* on this matter. The praxis relies on the experience and the judgement of the Rector and/or the secretary general.

The team considers standard 5.01 as partly fulfilled and sets the following condition:

The procedures for selecting and promoting administrative and technical staff be organised in a written form (*regolamento*) and be published.

#### **Standard 5.02**

The institution ensures that continuing education is available to administrative and technical staff.
---

The FTL organises courses for the continuous training of its respective staff. The secretary general is ready for further counselling on educational possibilities. The team asks the FTL to pay special attention to this area in the future.

The team considers standard 5.02 as fulfilled.

## **Area 6: Students**

The team was pleased to meet students who are satisfied with the possibilities of studying at the FTL and who recommend their academic institution. At the same time the importance of outgoing mobility for a fruitful studying process and also for the quality benefit of the involved institutions must not be forgotten. Furthermore promotion would be beneficial. Additional efforts also need to be done in order to increase the number of Swiss students and other lay qualified students in general. Grants should be distributed in accordance with students' abilities. The so called „Nachwuchsförderung“ already starts on that level by engaging students as so called „Hilfsassistenten“. The establishment of a student-organisation – possibly in cooperation with the one of the USI - should be on the agenda in the near future.

### **Standard 6.01**

The conditions and procedures for admission to the institution's range of programmes have been declared and substantiated.
--

The criteria for admission to the different programmes are defined, and they are published every year and accessible for the students in the *piano degli studi* and via internet.

The team considers standard 6.01 as fulfilled.

### **Standard 6.02**

Gender equality is assured.
-----------------------------

The equal access of the different genders to all programmes of the FTL is granted. The percentage of female students reaches 30 % (09/10) to 26,5% (11/12), and it varies considerably between the study programmes (cf. *Allegato 43*). Although the team acknowledged an atmosphere of well balanced gender approach, the quoted figures lie under the general percentage at Swiss universities and therefore should be carefully observed.

The team considers standard 6.02 as fulfilled.

### **Standard 6.03**

The institution observes the development of students' achievements and the duration of study.

The team acknowledges the statistics on students and on further duration of study (cf. *Allegato 44*). It is suggested that another column is added to these statistics giving precise information about the overall duration of formation of students when accomplishing their degree. The team agrees that the situation of working students needs special attention.

The team considers standard 6.03 as fulfilled.

### **Standard 6.04**

The ratio of staff to students must be adequate to ensure that the educational goals of the institution and its organisational units can be achieved.

The all over ratio between students and *professori stabili* is 1:29. For the department of theology, the ratio is 1:24, for the department of philosophy the ratio is 1:18.

The team considers standard 6.04 as fulfilled.

### **Standard 6.05**

The institution ensures that potential and current students have access to counselling and guidance services. The institution implements measures which allow the students to assess their progress through the programme.

The high "Betreuungskapazität" (see Standard 6.04) permits a continuous personal counselling of the students. At the same time feedback-instruments and evaluation systems are installed at the FTL. Informal conventions between students and academic staff are also institutionalized which permit personal assessment.

The team considers standard 6.05 as fulfilled.

## **Area 7: Infrastructure**

Overall Assessment

### **Standard 7.01**

The institution has an infrastructure adequate to fulfil its medium and long-range objectives.

The FTL enjoys a good and suitable infrastructure. Especially in regard to the intended affiliation with the USI, the location of the FTL on the campus of the USI constitutes a great

advantage for the future. Different forms of collaboration with the USI promote the work of the FTL, namely the close cooperation in matters of library administration.

There are two criteria which need future attention, although they cannot yet be estimated sufficiently:

(1) The affiliation with USI also might cause additional efforts on the administrative level, be it concerning additional personal resources, be it further engagement f. i. in the field of e-communication.

(2) The development of the FTL as its size and number of students is concerned which might very well be linked to (1) can cause the necessity of similar additional efforts.

The team recommends continuous attentiveness to these perspectives.

The team considers standard 7.01 as fulfilled.

## **Area 8: Cooperation**

The team considers the continuous reflection on the communication politics and practice as well *ad intra* as also *ad extra* as indispensable for the processes initiated by the FTL and those yet to come. This covers social contacts and activities within the FTL as well as the development of an overall corporate identity on one side, it pertains to the self-presentation of the FTL in its immediate context as well as the networking and linking to other academic institutions mainly in Switzerland. The team detects that the FTL needs to be better connected, particularly with other Swiss universities and especially in research.

### **Standard 8.01**

The institution has established successful relationships on the national and international level. It promotes cooperation with other academic institutions, the professional environment, and relevant stakeholders in society.

The on-site visit gave a positive impression of the constructive relations the FTL entertains with the diocese of Lugano, the city of Lugano, the USI and the department of education. These are indispensable conditions for a prosperous development of the institution.

Particular and further attention has to be paid to the active presence of the FTL in the life of the society of the Tessin – be it civic or ecclesiastical. It is acknowledged that the FTL has taken considerable steps to further integrate into the Swiss university system. The team encourages the institution to continue and to intensify this process in establishing personal contacts, institutional cooperations, exchanges etc. with the Swiss universities and namely the theological and philosophical faculties.

The team considers standard 8.01 as fulfilled.

## Overall assessment

Since the accreditation in 2005, the FTL has undergone a continuous process of improvement on the academic and the structural level, especially in regard to the three conditions imposed on the FTL:

- Implementation of the Bologna-System until 2010.
- Instalment of a quality assurance system.
- Intensification of cooperation on national and international level.

Already the follow-up evaluation of 2008 showed that condition 2 and 3 are very well fulfilled and the process of installing the Bologna system reached so far that it could be considered to be fulfilled by 2010.

The self-evaluation report 2012 and the on-site visit convinced the team that this vote should be generally endorsed. The FTL developed to be a well structured academic institution, esteemed by its partners in Tessin, on the way to an affiliation to the USI, one of the acknowledged public universities of Switzerland. The programmes are consolidated, the different systems (Bologna and the canonical structure) are combined and harmonised to an utmost degree, evaluation systems are established, the new Statutes are developed (even if not yet endorsed), the implementation of an academic "Mittelbau" has been initiated. The finances prove to be stable, although not overwhelming, additional professors have been installed and the administration has been professionalised.

Naturally there are still assignments open for further future consideration, and new questions have been detected in the meetings and dialogues and on the basis of the documents. The gender question, well treated so far, needs further consideration. The terminology of degrees has to be reconsidered once more, several structural *regolamenti* have to be elaborated and improvements have to be initiated on the administrative level.

There seems no doubt that the FTL will meet these challenges. More than in 2005 the whole institution leaves the impression of being "on road" already, with a *magnus cancellarius* (the Bishop of Lugano) obviously encouraging this process, and with an affiliation to the USI as a structural goal in sight which might cause considerable consequences for the academic assignment of the institution both in research and teaching as well as in public presence. There is sufficient academic standard that seems to guarantee a positive process of affiliation as a substantial means in pursuing further academic consolidation without losing its identity. The team met an ambitious institution, moving into a promising direction, with Institutes bridging the *mondo civile e religioso*. At the same time the FTL has to continue its openness and continuously promote the integration to the academic world.

Of course the team urges the FTL to go on with this process. There is certainly the need for more mobility on all levels, also for mental mobility among the academic corps to adapt to this line of cooperation and communication to the university next doors and also beyond. There also might be more need of coordination in research activities, the development of a corporate identity and design, an overall identification with the institution first and its goals and the readiness to submit personal scientific interests to the development of the FTL.

In detail the team wants the FTL keep in mind the following **weaknesses**:

- weak (inter)national presence;
- still insufficient communication *ad intra* and *ad extra* and focus on the social environment, up to the dialogue with the contemporary world;
- insufficient presence of all genders on all levels of the FTL;
- representation of the different groups (esp. students) not yet realised in all councils of the FTL;
- need of further clarity and transparency in external public communication on the nature of titles issued;
- lack of formal procedures for selecting and promoting administrative and technical staff;
- lack of a long-term strategic plan and of a mission statement linked to the new statutes.

At the same time the team reminds the FTL of its **strengths** and encourages the institution to pursue them:

- a clear vision for the affiliation with USI as decisive strategic step;
- new detailed and comprehensive Statutes;
- high percentage of research work within the academic staff;
- own publication media;
- general awareness of the need of high quality work in teaching and research;
- research institutes linking the FTL assets with the laic society;
- installation of evaluation and of a formal quality assurance system.

### **Recommendation for accreditation**

The team recommends accreditation of the FTL *with the following conditions*:

- (1) The terminology of degrees awarded and any respective equalizing process be reconsidered and a transparent policy be adopted in this area which is beyond any misunderstanding (cf. standard 2.01).
- (2) The FTL provides the academic qualifications be effectively met and recognised in the future procedure of installing new professors (cf. standard 4.01).
- (3) The procedures for selecting and promoting administrative and technical staff be organised in written form (*regolamento*) and be published (cf. standard 5.01).

The conditions should be realised within the next three years.