

Department of



We make leaders out

of ordinary people

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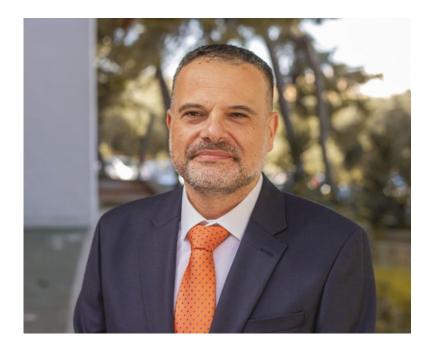


The Department is a proud promoter of:





Welcome note



n behalf of my colleagues at the Department of Public Policy, welcome! We have a challenging mission and a great selection of courses which we would like to tell you about.

Generally speaking public policy is what the government chooses to do, or not to do, in order to resolve societal and economic challenges. Processes of policy involve a variety of key players within the different stages of decision-making. Besides the government and its various agencies, such players include public institutions, social partners like trade unions and employers' organisations, as well as civil society groups and the individual citizen. These players are involved in complex dynamics of policy-making across the different spheres of governance, including local, national, European and international ones.

Policy science is transdisciplinary in its nature; it is affected by social and economic conditions as well as cultural values, ideological leanings and evidence-based contextualizations. Our mission as an academic Department is to provide an enriching learning experience that equips our students with cutting-edge competences in policy-making, politics, public management and governance.

To this effect, we offer different academic programmes, ranging from diploma to doctorate levels, on a full-time or part-time basis, from day

to evening programmes and from classroom to virtual study-units. Equipped with a balanced mix of academics, policy practitioners and experienced public officers, the Department provides students with factual, analytical, practical, and theoretical skills required for evidence-based policy design, ethical leadership, public management acumen and political stewardship.

To bridge the gap between academia and real life, the Department promotes direct links with Maltese, European and international institutions as well as with the business community through fieldwork, study visits, public policy placements, applied research assignments and dissertations.

This brochure provides you with an insight as to who we are, the values we promote and the courses on offer.

Welcome on board and be part of our journey!

Dr Mario Thomas VassalloHead. Department of Public Policy

Our vision, mission and values

Our vision

To make leaders out of ordinary people.

Our mission

Our values

We empower students to take up leadership positions in public, private and voluntary organisations by developing cutting-edge competences in policy-making, politics and governance.

We strive to engage in scientific research and academic publications. We are committed to a culture of evidence-based policy derived from critical thinking. We collaborate with various stakeholders by contributing to socio-economic and political debate.

Professional formation

We help students to develop analytical competences and intra/interpersonal skills that can be applied in public and private institutions, as well as in citizen-engagement groups.

Rigorous scholarship

Our learning experience provides students with theoretical frameworks as well as empirical scenarios to test and build theories. Academics and students are given opportunity to conduct research by designing scientific methodologies.

Over the Example 2 Ethical and energetic service

We prepare future leaders through holistic and formative education by helping our students and partners in the formation of their moral compass based on the principles of good governance.

Knowledge democratisation

We spread political science, public policy and public management amongst a wider audience beyond campus.

Transdisciplinarity and partnership

We design new courses and restructure present ones using cross-disciplinary and interdisciplinary approaches in conjunction with our partners.

O Contribution towards Maltese society

We are committed to being visible and relevant in public life. This is achieved by research dissemination and quality publications, involvement in the media and public debates.

Who we are

- We form part of the University of Malta, originally established in 1769, and we are a founding Department within the Faculty of Economics, Management and Accountancy.
- Established in 1978, our Department benefits from more than 40 years of experience in academia and pastoral work with students.
- Our academic staff is composed of full time academics, visiting tutors and experienced practitioners in the public and private sectors.
- A student-friendly Department that knows each of our students by name.
- Our assessment marking schemes are open and transparent.
- We offer top-quality academic courses at Certificate, Diploma, Higher Diploma, Bachelor, Master and Doctoral levels.
- Our core interests embrace good governance, ethical leadership, policy science, public management, political thought, scientific research and institutional design.
- Our graduates are employed in leading positions at the public, private and voluntary sectors. They are at the forefront of Malta's political, economic and social development.
- A significant proportion of our students opt to further their studies both locally and abroad once they graduate with us.
- We assist our students in their studies and care for their personal, professional and emotional development.

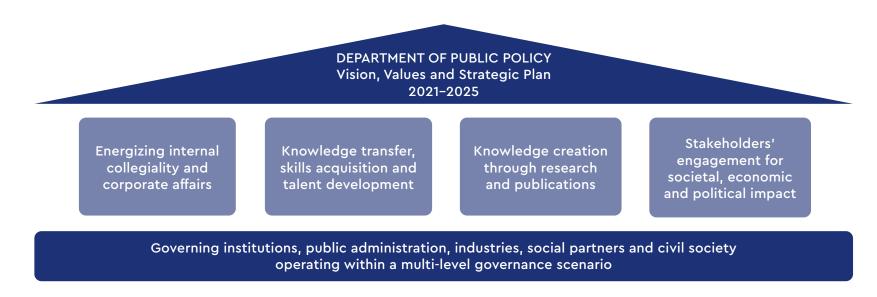






Our strategy 2021–25

Our current strategy builds on the strengths developed over the years and, in parallel, seeks new opportunities to diversify our student community, enhance our contribution in terms of research and publications, engage more actively in public life and interact with new partners to work on joint projects. We are committed to strengthen our stakeholders' engagement both on campus and beyond. Our Departmental outreach approach reflects the scope of the Strategic Plan of the University of Malta (2020-2025), in particular in its emphasis to engage more holistically among the campus community, involve the Public/Private Sectors in curriculum development and deliver high-quality education.



The four pillars on which our strategy rests on are (i) collegiality, (ii) knowledge transfer, (iii) knowledge creation, and (iv) engagement.

First, as a Department we nurture a collegial environment among academics, students and partners through collective learning, joint projects and regular communication.

Second, the Department is committed to strengthen and improve its lecturing and learning capabilities. We incorporate curriculum components that are of transdisciplinary nature in our courses in order to bridge the gap between academia and the place of work.

Third, the academic members of the Department invest heavily in their research capacity, both as a collective entity within the Faculty and also as individual intellectuals. Scientific research and publications provide Government, industry and communities with a robust evidence-based framework to inform policy choices and political decisions.

Fourth, we collaborate actively with the Government, local councils, industry and civil society stakeholders. By furthering our societal, economic and national impact, the Department's relevance and contribution towards public life in Malta is enhanced.

Learning pillars

At the Department of Public Policy, students are exposed to a learning framework based on three fundamental pillars, namely (i) politics and governance, (ii) policy management sciences, and (iii) leadership development. A versatile array of specialized subject areas contribute towards the realization of each pillar and, consequently, equip students with cutting-edge skills and competences to assume leadership positions by the end of their studies.

	Learning pillars						
	Politics and Governance	Policy management sciences	Leadership development				
Subject areas	Multi-level governance Comparative governance Governing institutions Regulatory policies Rule of law Political ideologies Political economy Political sociology and psychology Civil society	Agenda setting Policy formulation Policy implementation Policy monitoring and evaluation Public management Evidence-based policy Scientific research Organisational design Sustainability Social Dialogue	Leadership Team building Decision making Critical and creative thinking Managing public consultations Professional ethics				
Skills and competences	Critical thinking Debating News analysis Scenario building Institutional review and design	Planning reports Policy analysis and design Academic and professional writing Research design and methodology	Campaigning Lobbying Negotiation Planning Innovation Public speaking Reflexivity				

Our courses

Bachelor of Commerce in Public Policy

and any other major area of study, namely Accountancy, Economics, Marketing, Insurance, Banking and Finance or Management

Duration: 6 semesters, full-time day course

Overview

The overall objectives of the Bachelor of Commerce undergraduate degree programme is to provide participants with a high-quality and a career-oriented education. It is an interdisciplinary programme covering a wide range of subjects and areas of study. The course provides the participants with a broad understanding of the complexity and dynamics present in contemporary business and public organizations. It trains participants to gain the conceptual skills and an analytical approach necessary to tackle the problems facing organizations in contemporary times.

Learning outcomes

Upon successful completion of the Bachelor of Commerce degree course, participants will have gained a deep and broad understanding in Public Policy and one other area of study which they would have opted for. Students will be capable of developing effective strategies, managing risks and take effective decisions in their future careers. Furthermore, the successful completion of this undergraduate degree opens a wide array of possibilities where students can embark on specialized studies at post-graduate level.

Target audience

Students who wish to work in an area of Commerce and/or Public Management.





Bachelor of Arts (Hons) in Public Management

Duration: 10 semesters, part-time day programme in collaboration with the Department of Management

Overview

This course is designed to develop a multidisciplinary intellectual skills-set on how to manage and lead public entities; thus contributing towards good and effective governance. It equips students with a plethora of managerial tools to bring about change and innovation in the Public Sector, including the public service, local government, regulatory bodies, disciplined forces and agencies of the European Union. Through an interactive mode of learning, the course is intended to improve the students' sense of critical judgment when dealing with a confrontational array of political, economic and sociological points of views that usually characterize the public arena.

Learning outcomes

- assessing how management, leadership and business strategies, typically used for the private sector, can be applied and adapted to government and public organizations
- performing and leading ethically within the institutional parameters of public administration
- comprehending the role of public administration in government and public office, and its role in the implementation of government policy
- understanding and interpreting the economic and sociological fabric which in turn influence the strategies and action programmes of the Public Sector
- analyzing the operations of the national public administration within a supranational context involving the European Union and other international regulatory entities
- developing a culture of excellence in the best interest of both the internal and the external client
- applying the principles of effective governance, in particular openness, participation, accountability, effectiveness, coherence, ethical conduct, respect to the rule of law, innovation and sustainability
- conducting independent, scientific research embracing the collection, analysis, interpretation and presentation of both desktop and fieldwork research.

Target audience

- Junior and middle public officers who wish to diversify and enrich their employment opportunities across the different areas of the Public Service
- students who aspire for a rewarding career within the Public Sector, Local Governance, and the European Union.

Bachelor of Arts (Hons) in Politics and Governance

Duration: 10 semesters, part-time evening programme

Overview

This course contributes to the political formation of citizens who are actively engaged in Maltese public life through political parties, journalism and the social media, local councils, communities, civil society associations, and business associations. It provides an excellent opportunity to students to become familiar with the institutions of power and the intricate political maneuvers, as well as the economic and sociological terrain characterizing domestic and supranational political culture and governing infrastructure.

Learning outcomes

- comprehending Politics as a discipline, including its theoretical frameworks and applications, conceptual vocabulary, methods of inquiry and its inter-relationships with other social science fields
- understanding the concepts of political systems (national and international), their history, philosophical, constitutional, and legal foundations, leading political values and ideas
- assessing diverse political systems around the world, institutions, electoral processes, and the changing domestic and global contexts within which they operate
- analyzing the role of political actors in shaping and defining politics, the application of politics in historical and contemporary life and the multifaceted dimension of governance
- developing a critical perspective of political occurrences whilst engaging in debating
- identifying scientific methods of inquiry and apply them to specific research questions supported by structured methodology and application of theory
- articulating arguments spoken and written with a view towards the clear expression of learned opinions.

Target audience

- Persons who have a keen interest in politics and governance
- local councillors and community leaders
- aspiring politicians at the local, national and European levels
- political activists
- activists on social media, in human rights organisations, environmental and social NGOs
- students seeking to work in the EU or any public institution both in Malta and abroad.





Bachelor of Arts (Hons) in Public Sector Accounting

Duration: 10 semesters, part-time course, in collaboration with the Department of Accountancy

Overview

The course covers a wide spectrum of the accounting functionalities required within Government and provides a systematic process of ensuring that adequately trained public sector accounting staff is available to the Ministries and their respective Departments. The learning outcomes enable officials to fulfill their roles within Corporate Services and Finance-related functions. It will also help them in their career progression by facilitating furtherance of studies at Masters level. The courseware is customized to fit with the Maltese local environment, and covers Maltese financial regulations and applicable legislation to meet the particular requirements of the public sector. Besides carrying out action-centred research, students are encouraged to maintain continuous appreciation of current issues, including good and effective governance, service of excellence, evidence-based public management and ethical leadership.

Learning outcomes

- applying current legislation and accounting standards to public services
- applying economic rationale for the state on the basis of equity and efficiency
- interpreting financial reporting standards relating to borrowing costs, revenue, leases and financial instruments

- explaining and demonstrating the stages in managing and performing an audit, and prepare reports on the findings
- describing techniques for working capital management, project and contract management, and investment appraisal
- discriminating between different approaches to the measurement of income and asset valuations
- describing fundamental aspects contained in the Maltese Company legislation
- analyzing financial and economic considerations from both a domestic and international perspective
- generating reports which take into consideration the uncertainty surrounding decision making
- assessing the applicability of tax legislation to practical situations
- providing advice on interpretation and implementation of financial reporting standards adopted by the Maltese Government
- identifying the different structural and investment funding opportunities made available by the EU
- analyzing the link between the accounting deficit/ surplus and debts and EU statistical reporting as prepared by the National Statistics Office.

Target audience

Public Service employees who aim to work in public sector accounting, auditing and finance.

Executive Master of Business Administration in Public Management

Duration: 5 semesters, part-time, evening programme

Overview

The course is intended to address the needs of actual and aspiring senior managers in the Public Service. It renders a valuable contribution to the renewal strategy of the Public Service, a key component of which is improving the quality of management. The Public Management stream combines those elements of the MBA which are considered of most direct relevance to public managers with study-units pertaining directly to public policy-making and public management. It includes study-units on topics such as managing information systems, managerial accounting, human resource management and cost benefit analysis which are of direct relevance to public managers.

Learning outcomes

- developing a portfolio of knowledge and skills which enable students to perform as management professionals at their place of work
- stimulating students' critical capacities as decision-makers
- integrating aspects of Public Policy and Business Management
- assessing the macro and micro perspectives of the professional context
- harnessing the complexities resulting from greater degrees of the internationalization of operations, including the pervasiveness of European Union matters at every level
- adopting an independent, transparent and flexible approach to public management by drawing on the knowledge of policy-making and governance best practices.

Target audience

- Mid-career Public Service employees who regard the MBA (Public Management) as a prerequisite to further their Public Service career.
- Recruits to the Public Service.





Master of Arts in Public Policy Leadership

Duration: 6 semesters, part-time evening course

Overview

The course empowers students with the knowledge and competencies necessary to lead and influence public enterprise, read the signs of the political and economic contexts, identify opportunities, boost research and analysis, understand governance, and, most importantly, improve policy success. It is designed to foster unexplored leadership qualities in students in order to diversify and enrich their existing talent platform. Furthermore, the course provides wellgrounded public management tools to engage successfully in public affairs as executives, analysts, consultants and policy advisors in state, business and non-governmental organisations. The course provides a distinctive learning journey that accentuates the intimate link between ethical leadership and policy sciences.

Learning outcomes

- developing au-courant scholarly research and good practice in the fields of public policy, governance and leadership
- applying the latest theoretical knowledge, conduct in-depth analytical research, interpret and read the signs of the political and economic contexts
- formulating, implementing and evaluating policies and strategies
- conducting policy analysis and applying innovate managerial methods to help solve realworld governance and policy issues
- nurturing an inner driver towards the virtues of ethical leadership and good governance.

Target audience

- Executives who aspire to become leaders in public life, whether in governing institutions, within Malta or the European Union, in the commercial business sector, as well as in civil society groups
- persons who wish to be employed or are already employed within the public sector
- executives who would like to work or are working on policy development, strategy, EU affairs, programme implementation, market intelligence and regulatory affairs.

Also available by research

Master of Science in Public Policy and Strategic Management

Duration: 3 semesters, day course in collaboration with the Department of Management

Overview

Public and private sectors as well as multilateral and transnational corporations are continually looking for management and policy managers who are competent executives and can significantly contribute to strategic decision-making by integrating public policy with a management perspective. This master programme offers students the opportunity to deepen and widen their managerial acumen and enhance their rigour in policy design. Students are exposed to relevant subjects and case studies which include Governance, Managing EU Policy, Policy Formulation and Implementation, Leadership, People Performance Metrics, Decision Making and Modelling and Human Resource Management. This interdisciplinary course is indeed the foundation for admission to rewarding careers as senior managers and policy analysts.

Learning outcomes

- acquiring a full, critical command of the state of the art on public policy and management, including governance processes and standards, institutional design, decision-making, leadership and management processes
- thinking critically, testing ideas empirically and learning from experiences of both public and private policy success and failure
- synthesizing the insights of different fields of knowledge for application to complex problems
- developing own leadership skills in policy innovation and business competitiveness
- articulating a vision, thinking strategically, organizing effectively and communicating persuasively.

Target audience

- persons who possess undergraduate degrees in either management or Public Policy/ Administration (or equivalent degree) and wish to pursue a career in these areas.
- middle management public officers
- executives within private enterprises





Doctoral programme

In collaboration with the Doctoral School of the University of Malta, the Department of Public Policy offers Ph.D. programmes to suitably qualified students. The Doctoral School provides guidance and support to the thriving community of doctoral candidates and academic supervisory teams across all research degree programmes, including those rooted in political and policy science. The University provides support for its doctoral researchers covering academic and professional development.

Enrolment

Annual enrolment is based on a satisfactory progress report from the Principal Supervisor that is submitted in June of each year. The progress report records the work performed by the student in that particular academic year and outlines the steps forward. The progress report also indicates the strengths and weaknesses of the doctoral research and how any difficulties can be addressed. If a positive progress report is received and approved, the student will receive notification to enrol online as an M.Phil candidate.

Upgrade from M.Phil to Ph.D.

After the lapse of at least twelve months (in the case of full-time students) and twenty-four months (in the case of part-time students) students are expected to request to transfer their studies from M.Phil. to Ph.D. Guidelines are available from the Faculty of Economics, Management and Accountancy.

Independent research and academic supervision

Doctoral studies provide students with the opportunity to pursue substantial independent research, under the supervision of experts in the field. Students are encouraged to attend lectures and participate in research and development seminars offered by the Department of Public Policy. Furthermore, students are provided with opportunities to publish their research both locally and internationally.

Academic staff



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Approaches to knowledge-transfer

Our lecturing approaches are student-centered wherein the focus of knowledge-transfer is shifted from lecturer to learner. We use both physical and virtual classroom settings and adopt three different learning methods, namely:

- **Active learning** Students are given the opportunity to formulate questions, use reflexivity to provide an answer, discuss, explain, debate and brainstorm during lectures and tutorials.
- Cooperative learning Students are provided with time and space to work in teams on problem solving tasks and project assignments.
- Inductive learning Students are presented with real life challenges, and eventually introduced to conceptual and theoretical frameworks to solve empirical dilemmas.



Our academics participate on television and radio political talk-shows, as well as on newspapers portals and social media platform. This is also an integral part of the Department's mission to be of relevance in society.

The Department of Public Policy forms alliances, partnerships and joint initiatives with any Maltese and foreign entity. The Department is academically autonomous and promotes scientific rigour in its lecturing practices, independent research output and objective contribution to the economy and society.

Job prospects for our students

Studying Public Policy, Public Management and Politics holds the key to a versatile list of job prospects in various fields. Our alumni are in key leadership positions in public, private and voluntary organisations and have been involved in strategic development both on a micro and macro level. The following is a selection of job prospects that are open to our graduates:

- Policy analyst
- Strategy formulator
- Programme executive
- Senior public officer
- Regulatory officer
- Public sector accounting officer
- Corporate governance and compliance administrator
- **EU project officer**
- NGO leader
- **Human resources specialist**
- Communication and negotiation manager
- Councillor, Mayor or Member of Parliament
- Journalists and opinion leaders

A Public Policy degree prepares students to analyse society and influence law-making at the local, national and European levels. Hence our graduates are in great demand by ambitious employers for their diversified skills portfolio, critical thinking and scientific research rigour.



Our partners



Institute for Public Services

The Institute for the Public Services is a central body to the People & Standards Division, playing a key role in People Management and Development within the Public Service of Malta. It serves as the focal point and main source for research initiatives and professional development of public officers. The Institute has its higher level strategy spearheaded by the IPS board, which is a collaborative venture comprising the participation of strategic higher education partners, including the University of Malta. The Rector's Delegate to IPS secures a functioning and healthy relationship between the University of Malta and the Public Service.



Public institutions

The House of Representatives, the National Audit Office, the Commissioner's Office for Standard in Public Life, the Office of the Ombudsman and the various regulatory authorities are key stakeholders in governance affairs and policy-making in Malta. They are the guardians of the principles of good governance and act as change catalysts through their scrutiny, evidence-based recommendations and expert advice. The Department, engages in knowledge sharing, research endeavorus and policy innovations with these public institutions.



Servizzi Ewropej f'Malta (SEM)

Servizzi Ewropej f'Malta (SEM) keeps the public informed about the latest developments in the EU's strategies, policies, legislation and initiatives, including related rights, obligations, benefits and EU-funding opportunities. It engages various stakeholders in the EU's decision-making process by facilitating feedback and involvement in EU initiatives and actions. SEM is a key partner with the Department of Public Policy, in advertising European-based job vacancies, engaging of EU experts to address our students, offering Public Policy work placements in EU-related environments, coordinating study visits in EU institutions, and assisting in research, dissertations and public affairs.



Private industry

A thriving private sector is a crucial element in establishing a successful economy built on the principles of growth and diversity, as well as sustainability. Public policy managers work with business investors and operators to ensure a functioning economy that secures decent standards of living, provide job opportunities and attract foreign direct investment. Our Department organises guest speakers' events and Public Policy placement scheme for our students to gain grounded experience in private industry. Public affairs management is a partner to commerce, enterprise, the economy, markets and financial institutions.



Social Partners and civil society

Trade unions, employers' associations and professional chambers influence the corridors of power, policy processes and the public at large through social dialogue and, at times, industrial action. Civil society groups are also an integral part of public life in Malta and a key component of the democratic credentials of the State. The Department keeps abreast of their influence strategies, lobbying and negotiation to shape policy and public perception. As Public Policy specialists, we believe in the potential and benefits of an active civil society and reach out to social partners and NGOs to share their viewpoints, concerns and contributions.

Our students' perspectives



Studying Public Policy has been a very positive experience. I have deepened my knowledge on the subject in a friendly environment where all lecturers have our best interests at heart. It is a discipline that is beneficial to different specialisations.

Christina Micallef Bachelor of Commerce Public Policu



Studying M.A. in Public Policy Leadership, while working in policy at The Malta Chamber of Commerce, Enterprise and Industry, has helped me match theory with practice. The course goes into indepth teaching while being enjoyable and inspiring at the same time.

Timothy Alden M.A. Public Policu Leadership



Studying politics and governance on campus has been an invaluable experience that has improved my knowledge, diversified my competences and exceeded my original expectations.

Matthew Mallia B.A. (Hons) Politics and Governance



The combination of public policy and strategic management enables you to make better decisions in the public and private sectors. The professional and academic experience of all my tutors made me understand the world and businesses better. They helped me excel in my professional life.

Nour Al Assaad M.Sc. Public Policu and Strategic Management

Our graduates' perspectives



While sometimes challenging and thought-provoking, the Department's teaching strategies have triggered me not only to learn to think but, above all, to implement. This has been rewarding.

Isabella Testaferrata de Noto B.A. (Hons) Public Administration



The MBA (Executive) Public Management provided me with the skills required in my role as public officer. The interactive learning approach adopted by the Department of Public Policy is intellectually stimulating and contributed to my own personal development.

Joanne Gouder MBA (Executive) Public Management



Qatt ma waqaft nitgħallem f'ħajti. Wara li gradwajt fil-liģi, segwejt korsijiet fil-politika u fil-politika pubblika f'livelli ta' Diploma u Master. Dejjem sibt ambjent akkoljenti u letturi entuziasti fid-Dipartiment u l-bqija tal-Fakultà.

Alan Scicluna M.A. Public Policy Leadership

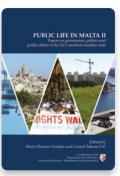


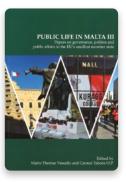
The Masters course in Public Policy and Strategic Management helped me to understand theories behind strategy and policy-making, and the vested interests in multilevel settings. I increased my job prospects within the EU as an internal auditor by applying the knowledge gained through the degree.

Timea Pencz M.Sc. Public Policu and Strategic Management

Staff publications







Public Life in Malta Vol. I, II, III Papers on governance, politics and public affairs in the EU's smallest Member State

Editors: Mario Thomas Vassallo & Carmel Tabone Years: 2012, 2017, 2020



Malta's Parliament **An Official History**

Author: Godfrey A. Pirotta Midsea Books, 2003



Guardian of the Public Purse

Authors: Edward Warrington & Godfrey A. Pirotta National Audit Office Malta, 2014



Graduate Employability Skills in Malta

Author: Anne Marie Thake Kite Group, 2018



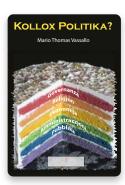
Democratic Governance in the Digital Age

Author: Anne Marie Thake Parlament ta' Malta & L-Università ta' Malta, 2019



Serving People and Parliament

Editor: Edward Warrington Office of the Ombudsman Malta, 2020



Kollox Politika: Governanza, Reliģjon, Ekonomija u Amministrazzjoni Pubblika

Author: Mario Thomas Vassallo Malta University Publishing, 2021

Radio productions and public events









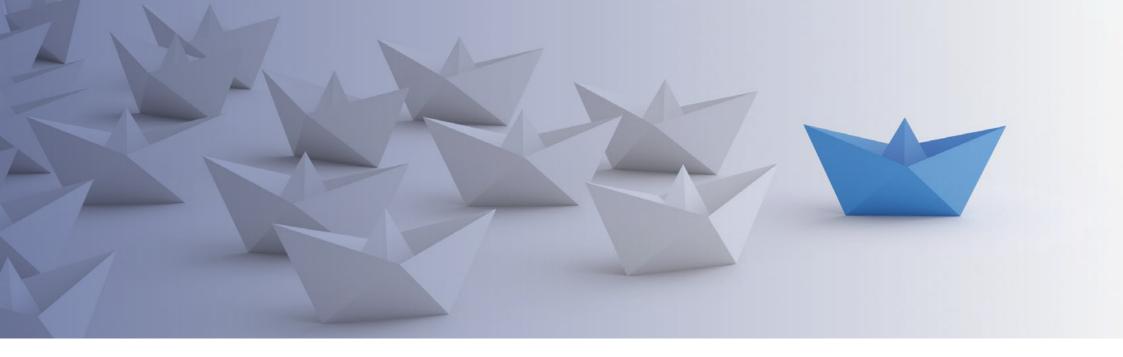














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