

Doc. 300.1.2

Date: February 8, 2021

Higher Education Institution's response

- **Higher education institution:**

European University Cyprus

- **Town:** Nicosia

- **Programme of study (Name, ECTS, duration, cycle)**

In Greek: “Επαγγελματική Ασφάλεια και Υγεία, 180 ECTS, 3 χρόνια (Διδακτορικό)”

In English: “Occupational Safety and Health, 180 ECTS, 3 years (Doctorate of Philosophy)”

- **Language of instruction:** English

- **Programme's status**

- **New program:**
- **Currently operating:**

The present document has been prepared within the framework of the authority and competencies of the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, according to the provisions of the “Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Laws of 2015 and 2016” [N. 136 (I)/2015 and N. 47(I)/2016].

A. Guidelines on content and structure of the report

- *The Higher Education Institution based on the External Evaluation Committee’s evaluation report (Doc.300.1.1) must justify whether actions have been taken in improving the quality of the programme of study in each assessment area.*

The Department of Computer Science and Engineering of European University Cyprus wishes to express its sincere gratitude to the External Evaluation Committee (EEC) for the evaluation of the postgraduate programme of study Occupational Safety and Health (Ph.D.).

It is with great pleasure that the Department and the School of Sciences noted the positive feedback of the EEC and we appreciate its insightful recommendations, which provided us the opportunity to further improve the quality and implementation of the programme. In the following pages, we respond in detail to all recommendations for improvement suggested by the EEC and we provide all relevant information to explain the actions taken to ensure that the newly accredited programme is of high quality.

1. Study programme and study programme's design and development

The EEC has raised the following issues. The response for issue is shown below each point that is raised.

Comments by the EEC:

Findings:

1. The scheduling of the compulsory courses whose attendance is required to the Ph.D. students:

The compulsory courses cover 30 ETCS, corresponding to a semester of study. It is now placed in the first half year. The PhD students expressed concern about the work burden and the constraint for working on their research project. The EEC was informed that the workload is concentrated in the first semester of the first year for practical reason, due to PhD students doing some of their research outside Cyprus. The EEC agree with the concern from the PhD students. The PhD student should be encouraged to work with their research project from the start of their study as a part the necessary maturing process. We therefore recommend that the course work is considered for reduction and disseminated over a larger part of the programme.

2. The flexibility of the course content:

Three large courses are compulsory and now constitute the full course work for the PhD students. This leaves little possibility for the student to tailor the courses to their actual research needs. In many European universities, including the three universities of the EEC members, the students have the flexibility in cooperation with their supervisor to plan a course programme, which is tailored the individual needs. This normally covers courses offered by the programme where the students are enrolled, other courses at the same university and courses from other national and international organisations. We therefore recommend that the course work at POHS is rearranged to facilitate a more flexible and individual course plan for the students.

3. The level of the course content:

The EEC has studied the descriptions of the three existing courses as well as joined a live digital course lecture. Based on the description and the live lecture, it is the assessment of the committee that the present courses do not sufficiently secure a sufficient high research level. Part of the content looks as repetition of content from the MSc programme. We further emphasise the importance to strengthen the ability for the students to critically reflect on research results – both their own research and others research. In presentations by students, it is there-fore important to ask the student to give critical comments when they review existing research and to ask other students to ask critical questions to each other, in the same manner as the teacher gives critical reflective com-ments and questions. We therefore recommend revising the courses (left after making the course programme more flexible) to secure a higher more research-oriented and critical-reflective approach.

4. Information should be provided in the university homepage about POSH achievements and, among others, about the graduate PhD-students and their dissertations' information (Title, abstracts, papers, discussion dates, etc.).

Response by EUC:

We thank the EEC for these important recommendations, which were taken into consideration, as indicated below:

- 1. The Program Academic Committee reflected upon the comments of the EEC report and wishes to highlight their validity. The number and allocation of courses per semester corresponds to the need for 30 ECTS per semester, which is a national requirement. It is recognized, though, that the current form of offer limits the ability of the student to work out a personal plan as well as to provide room for individual work with their Ph.D. supervisor. For this reason, the Program Academic Committee proposed a new compulsory course offer:
 - a. An advanced course on epistemology of science with a focus on the promotion of critical and reflective thinking in OSH related research methods,**
 - b. An OSH/Risk Assessment domain expertise course that will provide the scientific basis for the development of OSH/Risk Assessment theoretical research, and**
 - c. A ‘Special Topics’ course where the Ph.D. student will work together with the assigned Supervisor in order to develop a Personal Ph.D. Development Plan, a Data Management Plan, a Ph.D. Dissemination Plan and a Research Ethics Plan.**

Please see ANNEX 1 for the revised program Curriculum and ANNEX 2 for the Syllabi of these three courses.**
- 2. This comment has been addressed in the context of the previous comment. With the introduction of OSH725 Special Topics in OSH, the student will have a one-to-one opportunity to work with his/her supervisor in order to develop a number of fundamental plans for his / her PhD career.**
- 3. This comment has been addressed in the context of the first comment, as well. Having revised the OSH705 Epistemology of Science and Occupational Health and Safety Management Research, a distinct element of critical thinking and conducting research at the highest level has been introduced.**
- 4. The POSH webpage (<https://euc.ac.cy/en/programs/doctorate-occupational-safety-and-health/>) now includes a direct link to CERIDES – Excellence in Innovation and Technology (the Research Center associated with POSH) which presents all CERIDES Ph.D. affiliated students’ achievements. It should be noted that all PhD theses are deposited at the EUC Plemochoe scientific repository <https://repo.euc.ac.cy/>**

2. Teaching, learning and student assessment

EEC recommendations:

Areas for improvement:

Student centered learning is generally fully compliant, although there is scope for improvement of one point regarding social relations and cooperation between students. They pointed out that it could be difficult to connect to other students especially for international students. It is a problem, which has increased after the COVID crisis. The EEC learned that the university provides several initiatives to support students among other the international students have clubs related to their nationality. However, it seems as the students have a special need for closer relations inside their own study programme. This can be facilitated by several measures such as welcome programmes, icebreaking exercises, tutors, mates, teams with shared interests and assignment to solve in groups.

Response by EUC:

As far as this important point raised by the EEC, we have attempted to take all comments into account effectively, as indicated below:

1. ***CERIDES – Excellence in Innovation and Technology is affiliated to POSH (Ph.D. in Occupational Safety and Health). CERIDES – Excellence in Innovation and Technology operates a Talent Management Program. CERIDES – Excellence in Innovation and Technology (the Center of Excellence in Risk and Decision Sciences of European University Cyprus), has put in place an intensive talent management program for their Ph.D. students. Selected PhD students and candidates in Occupational Safety and Health are offered a tailor made training program in association with their PhD supervisor. To facilitate the process, those Ph.D. students are offered a dedicated space in the CERIDES – Excellence in Innovation and Technology working space and where possible are provided with either a scholarship and/or a bursary. The aim of this intense talent management program with CERIDES – Excellence in Innovation and Technology is to equip Ph.D. candidates with a mentor that will assist them in preparing high quality (Quartile 1 – in the top 25% at the Web of Science, Scopus indexed) publications, internationalization exposure and networking opportunities. In addition to the above, CERIDES – Excellence in Innovation and Technology organizes on an annual basis Nicosia Risk Forum which has been established as Regional outpost for dissemination and networking in South Eastern Europe. A dedicated Ph.D. candidate track takes place every year, which gives students the opportunity to present findings of their work as well as be part of the organization of the event. In addition to the above, every semester a number of scientific events that bring together OSH (M.Sc. and Ph.D.) students is arranged. Examples are attached from this (ANNEX 3 and 4). In addition to that, it has been decided that an induction meeting will be arranged in the beginning of every semester. In this induction meeting a presentation of an OSH Practitioner, a presentation from the ERASMUS Office, and a presentation from the Career Office will be included. It should be noted that an induction “fireside chat” was already part of the annual enrolment.***

3. Teaching Staff

Comments by the EEC:

1. Develop of a broader base of teachers who can supervise and teach the (possibly reduced number of compulsory) courses.
2. Include more faculty as supervisors and reduce the number of students allocated to one supervisor.
3. Implement a competence development programme for supervisory skills, in particular for new supervisors with coaching as a key element, but also a possibility for exchange of experience among more experienced supervisors.
4. Closer collaboration with the other schools at the university to stimulate multidisciplinary and support development of supervisory skills.
5. Develop of a broader base of teachers who can supervise and teach the (possibly reduced number of compulsory) courses.

Response by EUC:

1. ***With respect to the number and form of allocation of compulsory courses a note was provided above. With regards to the engagement of more Ph.D. supervisors in the process, the following two points should be clarified: 1. Students can pick from a long list of faculty at the School of Sciences (please see here <https://euc.ac.cy/en/academics/faculty-profiles/faculty-school-of-sciences/>). 2. In such cases that (due to the multidisciplinary nature of the course) a faculty member from another Department of another School needs to be engaged in supervision, this is possible. As a matter of fact, Dr. D. Lamnisos (ANNEX 5) from the Department of Health Sciences and Dr. Zoe-Dorothea Pana (ANNEX 6) from the Department of Medicine have been included in the core supervisor list of POSH.***
2. ***An internal reallocation of Ph.D. students has been performed. No faculty member supervises more than five (5) Ph.D. students now. It should be noted that two (2) of the current Ph.D. students are anticipated to have their viva examination within 2021.***
3. ***It should be noted that: 1. European University Cyprus – on an annual basis – offers a number of comprehensive training courses to faculty aimed at their development. All full time and part time academic staff have access to that and completion of this is a requirement for their application for promotion. 2. Due to the small size of the academic staff engaged in the program and their involvement in CERIDES – Excellence in Innovation and Technology, the staff collaborates on a constant basis. European University Cyprus operates a scheme, where external faculty members (provided that they maintain a full time faculty position in a University) can undertake Ph.D. co-supervision.***
4. ***Dr. Zoi-Dorothea Pana from the Department of Medicine and Dr. Demetris Lamnisos from the Department of Health Sciences have been included in the team of faculty to be engaged in supervision.***
5. ***Please see above (Points 1 and 4).***

4. Students

Comments by the EEC:

Establish procedures and actions to promote student integration in the specific programme.

Response by EUC:

Every semester a number of scientific events that bring together OSH (M.Sc. and Ph.D.) students is arranged. Well attended seminars are organised with international and national experts. A list for the events of the last semester are attached from this (please note that in Fall 2020 Semester all events took place purely online; ANNEX 3) The events program of a previous semester is also presented as an example (ANNEX 4). In addition to that, it has been decided that an induction meeting will be arranged in the beginning of every semester. In this induction meeting a presentation of an OSH Practitioner, a presentation from the ERASMUS Office, and a presentation from the career office will be included. It should be noted that an induction “fireside chat” was already part of the annual enrolment.

5. Resources

No comments were indicated by the EEC

6. Additional for distance learning programmes

No comments were indicated by the EEC

7. Additional for Doctoral Programs

Comments by the EEC:

Consider expanding the number of available supervisors to better manage the possible increase in the number of students

Response by EUC:

Dr. Zoi-Dorothea Pana from the Department of Medicine and Dr. Demetris Lamnisos from the Department of Health Sciences have been included in the team of faculty to be engaged in supervision.

8. Additional for joint programmes

N/A

B. Conclusions and final remarks

Comments by the EEC:

- The compulsory course work is too rigid and too concentrated. It is not sufficiently differentiated from the OSH MSc teaching level. It needs to be more flexible, providing better possibilities for fitting to the individual students' needs.
- The support to student integration, especially with respect to international students, should be strengthened.
- The multidisciplinary collaboration across schools at the university is limited. POSH would benefit from increased collaboration, which could help the students' access to more flexible courses and help controlling the vulnerable teacher resources.
- There is a need to increase the number of supervisors and in this context to introduce a scheme for the development of supervisory skills, especially for new supervisors.

EUC Response:

We would like to thank the EEC for the positive feedback and its constructive recommendations. As described in the previous sections of the report, the Department of Computer Science and Engineering has made a focused effort to address each one of the EEC's recommendations. As such, we believe that these actions enhance the quality of the Ph.D. in Occupational Safety and Health under accreditation. By making these changes, we believe that we are now able to offer a significantly improved program of study which is in line with the European Qualifications Framework and which builds on our strengths and our readiness to implement the programme in an attractive student-friendly environment.

C. Higher Education Institution academic representatives

<i>Name</i>	<i>Position</i>	<i>Signature</i>
Prof. Georgios Boustras	Program Co-Coordinator Department of Computer Science and Engineering	
Dr. Marina Appiou Nikiforou	Chairperson, Department of Computer Science and Engineering	
Dr. Panagiotis Papageorgis	Dean, School of Sciences	

Date: 08/02/2021

ANNEX 1. Program Curriculum

Degree Requirements	ECTS
All students pursuing the Doctor of Philosophy in “Occupational Safety and Health” program must complete the following requirements:	
Specific Coursework/Courses	30
Epistemology of Sciences and Occupational Health and Safety Research Methods	10
Advanced Topics in Safety Management and Risk Contexts	10
Special Topics in OSH	10
Comprehensive Qualifying Examination	10
Preparation and Submission of a Thesis/ Dissertation Proposal	20
Ph.D. Field work	90
Ph.D. Thesis/Dissertation	30
Total Requirements	180

ANNEX 2 – COURSE DESCRIPTIONS

Course Title	Epistemology of Science and Occupational Health and Safety Management Research				
Course Code	OSH705				
Course Type	Compulsory				
Level	Doctorate (3rd Cycle)				
Year / Semester	1 st Year / 1 st Semester				
Instructor's Name	Dr Christos Dimopoulos				
ECTS	10	Lectures / week	3 Hours/14 Weeks	Laboratories / week	NONE
Course Purpose and Objectives	<p>The aim of the course is to study the philosophical content of social research and get acquainted with quantitative and qualitative research strategies, designs, and associated methods. Students shall be trained to set up research questions, produce / collect the data they deem appropriate, as well as organize and analyse them using appropriate statistical analysis software packages. Students shall develop the skills of interpreting data and write their study in academic language and with sufficient scientific evidence.</p>				
Learning Outcomes	<p>Upon successful completion of this course students should be able to:</p> <ul style="list-style-type: none"> • Identify the diverse philosophical background of social science research and differentiate between research strategies which originate from it. • Design and implement a suitable plan for their research project effectively using advanced quantitative and qualitative research procedures. • Collect quantitative and qualitative data using appropriate techniques and use (where appropriate) statistical analysis packages to record, manipulate and analyse data by applying advanced statistical research methods. • Analyse, evaluate and discuss dilemmas on key issues related to the application of quantitative and qualitative approaches to safety related research. • Identify legal, ethical and safety issues in quantitative and qualitative research and projects. • Design appropriate, focused, research observation mechanisms for the collection of safety related data in the workplace 				

Prerequisites	NONE	Co-requisites	NONE
Course Content	<p>The Nature & Process of Social Research: Context of Social Research Methods, Elements of the Research process, Messiness of Social Research</p> <p>Social Research Strategies: Qualitative & Quantitative: Relationship between Theory & Research, Epistemological Issues, Ontological Issues, Quantitative vs Qualitative Research, Values & Practical Issues</p> <p>Research Designs & Project Planning: Criteria for Assessing the Quality of Social Research, Prominent Types of Research Designs, Criteria for Evaluating Research Findings, Timing Issues, Project Planning, Generating Research Questions</p> <p>Literature Review, Ethical & Political Considerations: Reviewing the Existing Literature, Searching the Existing Literature, Referencing your Work, Avoiding Plagiarism, Ethical Principles & Considerations, Political Considerations</p> <p>Quantitative Methods: Main Steps & Concepts, Reliability & Validity, Preoccupations & Criticism, Sampling, Structured Interviewing, Self-completion Questionnaires, Asking Questions, Structured Interviewing, Content Analysis, Secondary Analysis, Data Analysis using Automated Tools</p> <p>Qualitative Methods: Main Steps & Concepts, Reliability & Validity, Preoccupations & Criticism, Sampling, Ethnography, Interviewing, Focus Groups, Data Analysis</p>		
Teaching Methodology	Face-to-face		
Bibliography	<p>Bryman, A., Social research methods. UK: Oxford University Press</p> <p>Creswell, J. W., Research design: Qualitative, quantitative, and mixed methods approaches. California: SAGE.</p> <p>Babbie, E. The Practice of Social Research. Cengage Learning. Latest Edition.</p> <p>Bazeley, P. & Jackson, K., Qualitative Data Analysis with NVivo. SAGE, Latest Edition.</p> <p>Corbin, J., & Strauss, A.. Basics of Qualitative Research: Techniques and Procedures for Developing Grounded Theory. Newbury Park, CA: SAGE. Latest Edition.</p> <p>Field, A.. Discovering statistics using IBM SPSS statistics. SAGE. Latest Edition.</p>		

- Flick, U. An introduction to qualitative research. SAGE. Latest Edition.
- Fox, J. Applied Regression Analysis, and General Linear Models. Thousand Oaks: SAGE. Latest Edition.
- Gelman, A. and Hill, J. Data Analysis Using Regression and Multilevel/Hierarchical Models. Cambridge: Cambridge University Press. Latest Edition.
- Groves, R. M., Fowler, F. J., Couper, M. P., Lepkowski, J. M., Singer, E. and Tourangeau, R. Survey Methodology. Hoboken, New Jersey: Wiley. Latest Edition.
- Hammersley, M. and Atkinson, P. Ethnography: Principles in practice. London: Routledge. Latest Edition.
- Krippendorff, K. Content Analysis: An Introduction to Its Methodology. SAGE, Thousand Oaks. Latest Edition.
- Krueger, R. A., & Casey, M. A. Focus groups: A practical guide for applied research. SAGE. Latest Edition.
- Mason, J. Qualitative researching. SAGE. Latest Edition.
- Miles, M. B., Huberman, A. M., & Saldaña, J. Qualitative data analysis: A methods sourcebook. SAGE. Latest Edition.
- Salkind, N. J. Statistics for people who (think they) hate statistics. SAGE. Latest Edition.
- Scott, J. Social network analysis. SAGE. Latest Edition.
- Silver, C., & Lewins, A. Using Software in Qualitative Research. SAGE. Latest Edition.
- Silverman, D. Interpreting qualitative data: Methods for analyzing talk, text and interaction. SAGE. Latest Edition.
- Tabachnick, B. G., Fidell, L. S. Using multivariate statistics. Pearson International. Latest Edition.
- Teddlie, C., & Tashakkori, A. Foundations of mixed methods research: Integrating quantitative and qualitative approaches in the social and behavioral sciences. SAGE. Latest Edition.
- Yin, R. K. Case study research: Design and methods. SAGE. Latest Edition.

Assessment	<table border="1"> <tr> <td data-bbox="443 259 890 315">Project</td> <td data-bbox="890 259 1134 315">90%</td> </tr> <tr> <td data-bbox="443 315 890 421">Class Participation and Attendance</td> <td data-bbox="890 315 1134 421">10%</td> </tr> <tr> <td data-bbox="443 421 890 499"></td> <td data-bbox="890 421 1134 499">100%</td> </tr> </table>	Project	90%	Class Participation and Attendance	10%		100%
Project	90%						
Class Participation and Attendance	10%						
	100%						
Language	English						

Course Title	Advanced Topics in Safety Management and Risk Contexts				
Course Code	OSH715				
Course Type	Compulsory				
Level	Doctorate (3rd Cycle)				
Year / Semester	1 st Year / 2 nd Semester				
Instructor's Name	Prof Georgios Boustras				
ECTS	10	Lectures / week	3 Hours/14 Weeks	Laboratories / week	NONE
Course Purpose and Objectives	<p>The objective of the course is to provide the researcher with the appropriate doctoral level background in risk contexts (assessment, management and communication) as well as safety. In addition to that, the direct link between risk and safety science, its fundamental role in establishing a safety management policy will be mastered. At the end of the course researchers should be in a position to illustrate excellent knowledge and understanding of numerical and non-numerical risk assessment techniques, to design and implement appropriate risk management measures and, finally, to be able to communicate effectively risks.</p>				
Learning Outcomes	<p>Upon successful completion of this course students should be able to:</p> <ul style="list-style-type: none"> • Draw understanding and inferences from Safety Science history • Discuss in depth safety science theories and identify their relationship with required practice • Identify and discuss the importance of safety metaphors • Based on National and EU relevant legislation, to develop health and safety policies and strategies • Identify and explore the importance of a tailor-made risk evaluation strategy in the design of an occupational health and safety plan at the organization level • Design a holistic health and safety management system, taking in account the organization's business and production processes, its employees, visitors, contractors and sub-contractors as well as others who may be affected by the organization's activities e.g. product safety/liability, safety of structures and buildings for end users and the public 				

	<ul style="list-style-type: none"> • Establish the necessary and appropriate monitoring, auditing, incident reporting, investigation and analysis mechanisms for safeguarding health and safety • Explore the importance of establishing a positive safety culture at individual, group, organizational and inter-organizational levels and challenge attitudes and behaviours which are dangerous for health and safety. • Explore in depth, theoretically and (if needed) experimentally risk perception in an individual as well as societal level • Experiment and develop novel mathematical and / or statistical methods to assess, manage and mitigate risk • Experiment with risk identification and analysis • Choose and develop – depending on the case – probabilistic and / or stochastic methodologies for the assessment of risk • Develop and apply a deterministic risk assessment – based on relevant legislation and accepted knowledge of cause-effect relationships of H&S hazards • Explore and develop advanced safety decision systems • Integrate the results of risk assessment in safety systems and explore risk management options 		
Prerequisites	NONE	Co-requisites	NONE
Course Content	<p>This course will arm students in mastering safety science and risk and will underline its multi-disciplinary role. The class will provide students with all the necessary information and techniques surrounding the design and implementation of a risk-based, tailor-made safety management system (SMS). Legal and organizational issues will be put into context and the importance of feedback mechanisms and risk communication strategies will be illustrated and applied. Safety culture will be explained in detail; risk assessment and control implementation techniques will be imparted and analysed critically in relation to their appropriate application. At the end of the course students should be in a position to illustrate excellent knowledge and understanding of numerical and non-numerical risk assessment techniques, to design and implement appropriate risk management measures and, finally, to be able to communicate effectively risks.</p> <p>Topics that will be discussed:</p>		

- Cyprus H&S legislation (Οι περί Ασφάλειας και Υγείας στην Εργασία Νόμοι του 1996 – 2011)
- EU H&S Legislation e.g. Directive 89/391 Health & Safety Framework, Directive 82/501 Major Hazards (Seveso I) and Directive 96/82 Major Hazards (Seveso II)
- Relative benefits and effectiveness of (a) self-regulatory goal-directed H&S legislation and enforcement and (b) prescriptive compliance orientated legislation and enforcement
- H&S Institutions (global, EU and national)
- Role and contribution of H&S management to Enterprise Risk Management and Corporate Governance
- Design of H&S management systems and relevance of standards such as OSHAS 18000
- Planning and organization of a H&S management system
- H&S risk reduction and control options, with practical examples
- Internal monitoring and audit and review mechanisms for H&S, including incident reporting, investigation and feedback to risk assessment and training.
- The link between risk assessment and safety decision-making in the SMS
- Risk communication
- Safety Culture
- Leadership
- Influencing safety culture (e.g. leadership, standards, H&S KPIs etc)
- Human error and accident causation
- High Reliability Organizations (HRO's)
- Resilience
- Stochastic modelling with particular emphasis on Markov Chain analysis (homogeneous and heterogeneous) and Monte Carlo simulation (including the development of random number generators)
- Cultural, Social Risk
- Psychological and social-psychological risk
- Political and socio-political risk

	<ul style="list-style-type: none"> • Economic and socio-economic risk • Organizational risk • Risk society and risk culture (Ulrich Beck) • Mary Douglas (culture, risk and blame) • Perrow (accidents) • Individual/psychological causes of accidents (Reason, Hale, Glendon, Slovic, Fischhoff) • Socio-technical causes of accidents (Rasmussen) • Social-psychological causes of accidents (Weick) • Integrative theories of accident causation (Le Coze, Burke & Cooper, Turner) 								
Teaching Methodology	Face-to face								
Bibliography	<p>Michael Quinlan, Philip Boyle and Felicity Lamm. <i>Managing occupational health and safety; a multidisciplinary approach</i>. Latest edition. South Yarra: Palgrave MacMillan</p> <p>Ian Glendon, Sharon Clarke and Eugene McKenna, <i>Human Safety & Risk Management</i>, Latest edition, CRC Press/Taylor & Francis</p> <p>Tony Boyle, <i>Health & Safety: Risk Management</i>, Latest edition, Institution of Occupational Safety & Health, (ISBN9780901357410)</p> <p>Regina E. Lundgren, <i>Risk Communication: A Handbook for Communicating Environmental, Safety, and Health Risks</i>, Wiley-IEEE Press, Latest Edition</p>								
Assessment	<table border="1" data-bbox="461 1594 1152 1888"> <tr> <td>Examinations</td> <td>60%</td> </tr> <tr> <td>Project</td> <td>30%</td> </tr> <tr> <td>Class Participation and Attendance</td> <td>10%</td> </tr> <tr> <td></td> <td>100%</td> </tr> </table>	Examinations	60%	Project	30%	Class Participation and Attendance	10%		100%
Examinations	60%								
Project	30%								
Class Participation and Attendance	10%								
	100%								
Language	English								

Course Title	Special Topics in OSH				
Course Code	OSH725				
Course Type	Compulsory				
Level	Doctorate (3rd Cycle)				
Year / Semester	1 st Year / 2 nd Semester				
Instructor's Name	Prof Georgios Boustras				
ECTS	10	Lectures / week	3 Hours/14 Weeks	Laboratories / week	NONE
Course Purpose and Objectives	The objective of the course is to provide the researcher with the appropriate doctoral level background in in putting together a comprehensive plan at the beginning of their PhD. The PhD student will work in collaboration with their PhD Supervisor in order to construct a thorough, well – though full plan of their PhD. Time will be spent in order to comprehend and address effectively the data, ethics and security requirements of a thesis.				
Learning Outcomes	<p>Upon successful completion of this course students should be able to:</p> <ul style="list-style-type: none"> • Complete – in collaboration with their PhD supervisor – a personal PhD Development Plan • Explore the various data protection, handling and management implications and develop a personal Data Management Plan • Master the various bibliographical publication opportunities and sources and develop a personal Scientific Dissemination Plan • Master the legal and scientific environment with regards to ethics in academia and develop an Plan on Ethical use of research methods 				
Prerequisites	NONE		Co-requisites	NONE	
Course Content	<p>Objective: Students develop – in collaboration with their supervisor – personal plans on the development of their PhD program.</p> <p>Description: A special topics course where the PhD student will work together with the assigned Supervisor in order to develop a Personal PhD Development Plan, a Data Management Plan, a PhD Dissemination Plan and a Research Ethics Plan.</p>				

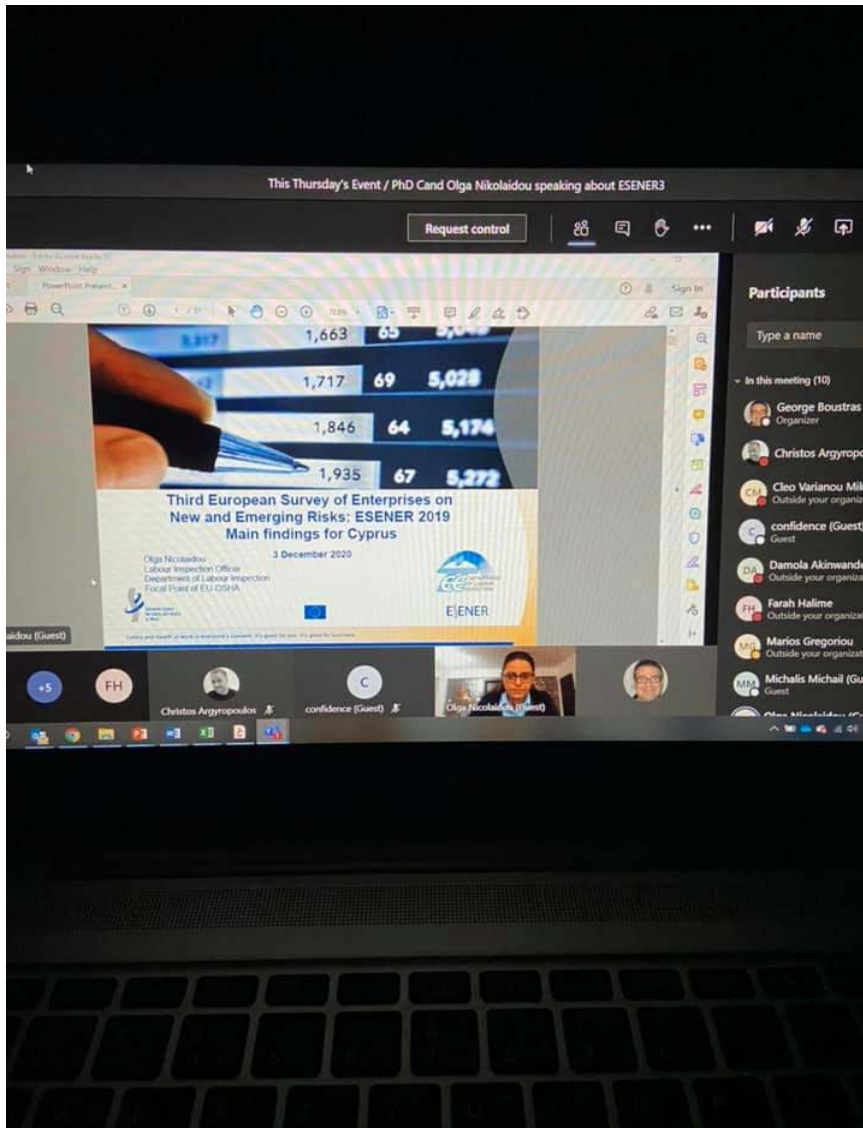
Teaching Methodology	Face-to face				
Bibliography	<p>Ethics in Social Science Research: Becoming Culturally Responsive, Maria Lahman, ISBN-13: 978-1506328614</p> <p>Making Data in Qualitative Research: Engagements, Ethics, and Entanglements, Laura Ellingson, ISBN-13: 978-0367178888</p> <p>Data Governance: How to Design, Deploy, and Sustain an Effective Data Governance Program, John Ludley, ISBN-13: 978-0128158319</p>				
Assessment	<table border="1"> <tr> <td>Project</td> <td>100%</td> </tr> <tr> <td></td> <td>100%</td> </tr> </table>	Project	100%		100%
Project	100%				
	100%				
Language	English				

ANNEX 3

List of MOSH and POSH Events in Fall 2020 (all online)

December 10, 2020: PhD Cand , EUC, Eleni Stamatogianni, “Validation of ESENER3”

December 3, 2020: PhD Cand, EUC, Olga Nikolaidou, “The role of EU OSHA”



November 26, 2020: Nicosia Risk Forum (70+ speakers)



Nicosia Risk Forum #NRF2020

Preparing for the Next Pandemic
The important role of Civil Protection: *A Regional View*

Thursday, 26 November 2020

[READ MORE](#)

November 19, 2020: Dr Eleni Leontidou, Oxford University, “The History of Occupational Safety and Health in Cyprus”

Zoom Meeting

2 people entered the waiting room

View

FOURTEEN MILES DOWN TO THE SEA... FROM A MILE IN THE SKY

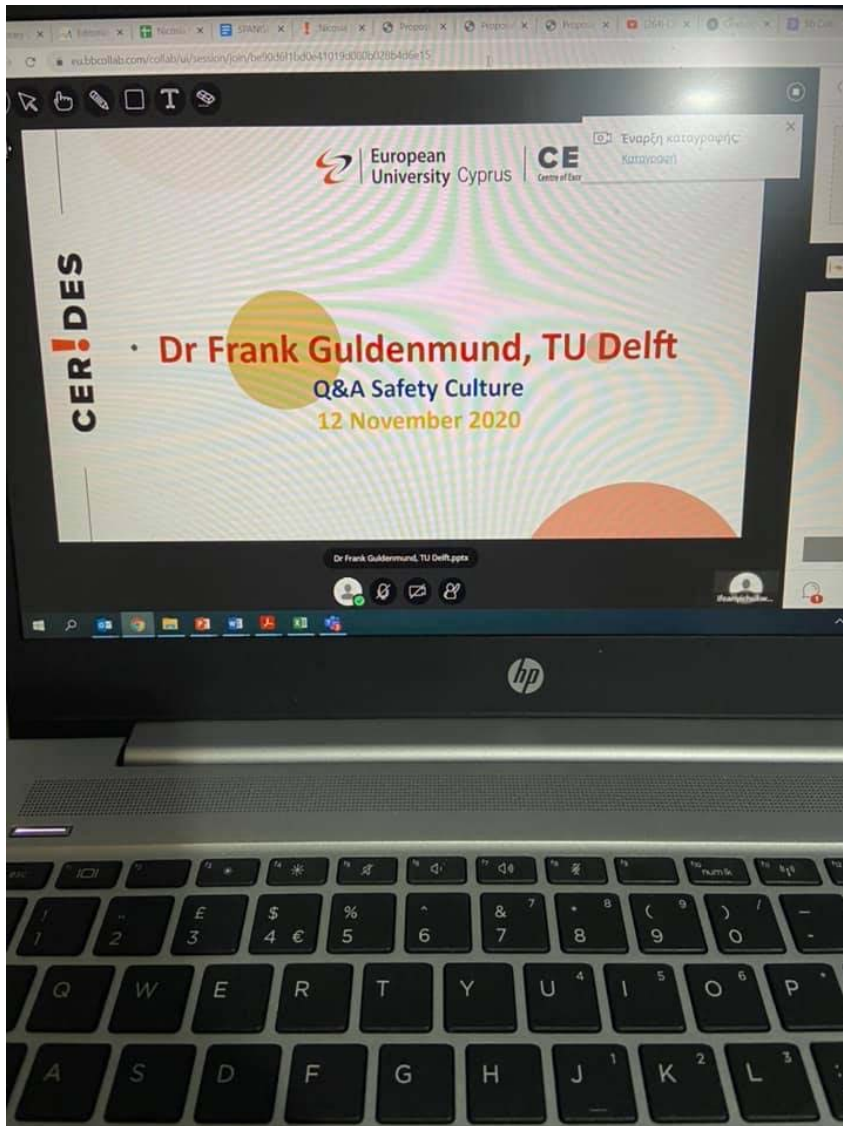
OCCUPATIONAL HEALTH AND SAFETY IN CYPRUS: A HISTORICAL OVERVIEW

Dr. Eleni Leontidou

elentleontidou

CYTA_H112_50
Internet access
6:19 PM
11/19/2020

November 12, 2020: Dr Frank Guldenmund, TU Delft, “fireside discussion on Safety Culture”



November 5, 2020: Tom Nichols, "Introduction to the work IOSH"

The screenshot shows a Zoom meeting interface. The main window displays a presentation slide with the following text:

- iosh** logo
- IOSH Student Membership**
- Tom Nicholls**
Education Account Manager
- Charlotte Langley**
Education Account Coordinator

The meeting title bar at the bottom of the slide reads "IOSH Student Membership - E... (1/22)".

On the right side, the participant list shows 15 Συμμετέχοντες (Participants):

- Συντονιστές (4)**
 - Charlotte Langley (IOSH)
 - Cleo Varianou-Mikellidou
 - George Boustras
 - Tom Nicholls
- Συμμέτοχοι (11)**
 - Andria Michael
 - Constantina Kyriakou
 - Farah Halime ph
 - Idris Ola
 - Ifeariyichukwu confidence
 - Judith
 - Konstantinos
 - Marios Grigoriou
 - Marios Krommydas
 - Michalis Michail
 - Nathalie Gebara

The bottom of the screen shows the Windows taskbar with the time 6:31 PM on 05/11/2020.

ANNEX 4

[EUC]

11-7-2018

Reminder for Next Wednesday - don't miss it

MSc in OSH Series of Seminars - Case studies of Fire Engineering

On Wednesday 11/07 we offered to current and previous MOSH and POSH students the opportunity to discuss some case studies, that FEC International, domain experts in Fire Safety, presented.

- On Wednesday 11/07 at 17:00 in Room 207 we invited Mr Surren Dakessian, CEO of FEC International and Dr Klelia Petrou, Fire Engineer. More about FEC at <http://www.fecint.com/>

The presentation was open to current and past MSc and PhD students.



17-5-2018

MSc in OSH Series of Seminars - Principles and Practice of Fire Engineering

On Thursday 17/05 we offered to current and previous MOSH and POSH students the opportunity to get in depth analysis of "Principles and Practice in Fire Engineering".

- On Thursday 17/05 at 18:00 in Room 207 we invited Mr Surren Dakessian, CEO of FEC International and Dr Klelia Petrou, Fire Engineer. More about FEC at <http://www.fecint.com/>

The presentation was open to current and past MSc and PhD students.





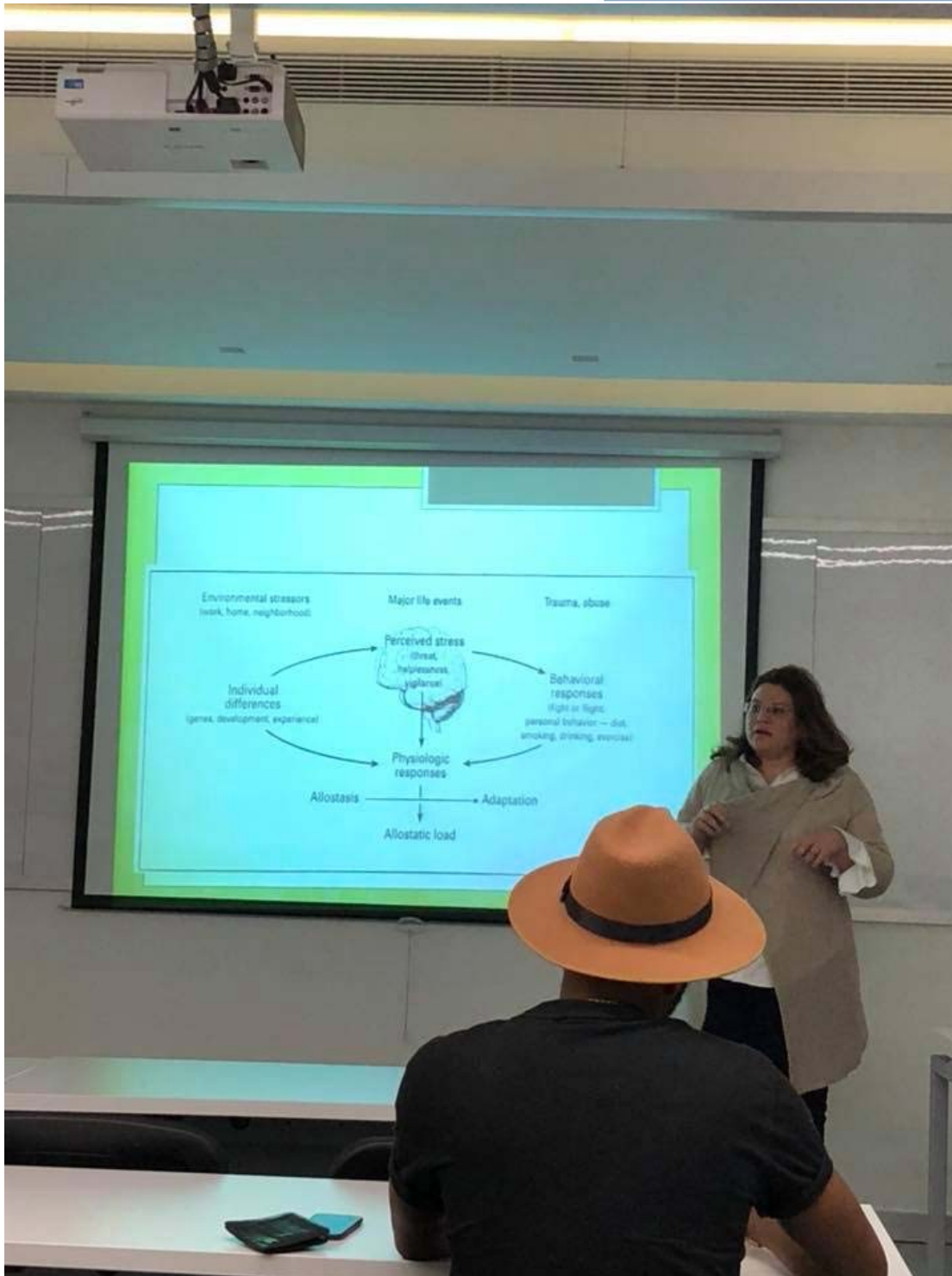
6-3-2018

MSc in OSH Series of Seminars - Neurobiology and Stress Management in the Workplace

On Tuesday 06/03 we will offered to current and previous MOSH students the opportunity to get in depth analysis of “Neurobiology and Stress Management in the Workplace”.

- On Tuesday 06/03 at 18:00 in Room 207 we invited Dr Stella Nika. Stella is a Psychiatrist. Stella is the Head Psychiatrist of the National Guard.

The presentation was open to current and past MSc and PhD students.



27-2-2018

MSc in OSH Series of Seminars - Noble Energy

On Tuesday 27/02 we offered to current and previous MOSH students the opportunity to get in depth analysis of “Energy Safety”.

- On Tuesday 27/02 in Room 207 we invited Ms Christiana Kenta. Christiana is a member of the Cyprus Health and Safety Association. Christiana works for Noble Energy as Chief OSH Officer. Christiana presented the latest in Safety Technology in Energy Installations.

The presentation was open to current and past MSc and PhD students.



14-12-2017

MSc in OSH Series of Seminars - "Energy Safety".

On Thursday 14/12 we offered to current and previous MOSH students the opportunity to get in depth analysis of “Energy Safety – the SEVESO Directive”.

- On Thursday at 18:30 14-12-2017, in Room 126 we invited Mr Glafkos Theodotou. Glafkos is a member of the Cyprus Health and Safety Association. Glafkos works for the Cyprus Petroleum Storage Company Ltd, Cyprus. Glafkos presented the latest in Safety Technology in Energy Installations.

The presentation was open to current and past MSc and PhD students.



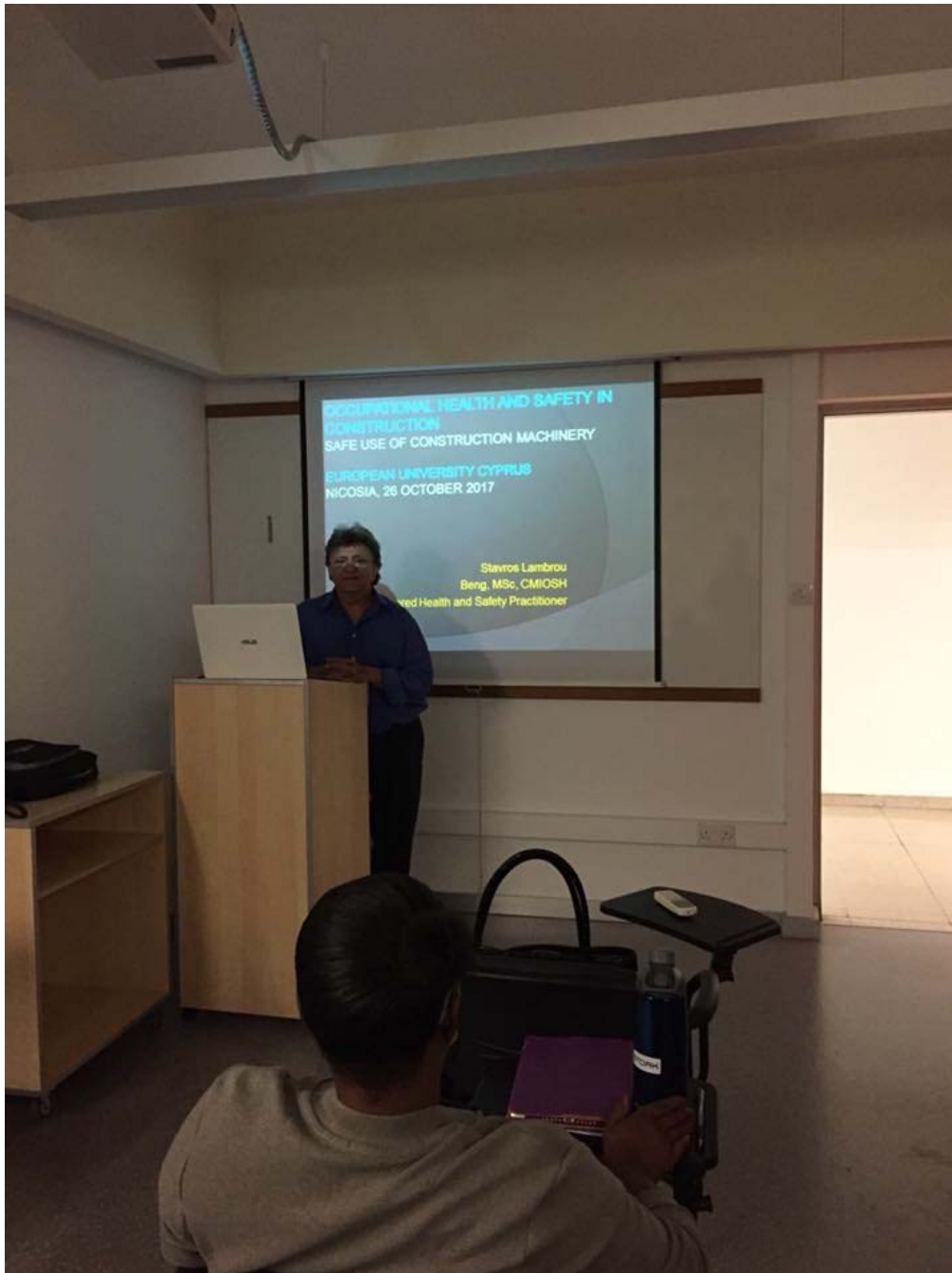
25 & 26/10/2017

MSc in OSH Seminar Series - “Construction Safety”.

- On Wednesday 25/10/2017 at 18:30 in Room 207 we invited Ms Olga Nicolaidou to discuss Construction Safety Legislation. Olga is a BSc and MSc in Civil Engineering and a PhD Candidate in OSH. She is also a Labour Inspector.

- On Thursday 26/10/2017 at 18:30 in Room 126 we invited Mr Stavros Lambrou. Stavros is the Past Chairman of the Cyprus Health and Safety Association. Stavros has a BSc and MSc, he is also a chartered member (CMIOSH) of the Institution of Occupational Safety and Health, he is a Safety Consultant and was a Labour Inspector. Stavros presented the latest in Safety Technology in Construction.

The presentation was open to current and past MSc and PhD students.



ANNEX 5

FORM NUM: 500.1.03

Academic Personnel Short Profile / Short CV

University:	European University Cyprus
Surname:	Lamnisos
Name:	Demetris
Rank/Position:	Associate Professor of Public Health Research and Medical Statistics
Faculty:	School of Sciences
Department:	Department of Health Sciences
Scientific Domain: *	Statistics and Data Science

** Field of Specialization*

**Academic qualifications
(list by highest qualification)**

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
PhD	2010	University of Warwick	Department of Statistics	Bayesian variable selection in Classification problems with many more variables than observations
MSc	2005	University of Warwick	Department of Statistics	
BSc	2004	University of Cyprus	Department of Mathematics and Statistics	

Employment history in Academic Institutions/Research Centers – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
2020	To date	European University of Cyprus	Cyprus	Associate Professor
2013	2020	European University of Cyprus	Cyprus	Assistant Professor
2009	2013	Cyprus University of Technology	Cyprus	Post-doctoral Fellow

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	2021	Demographic forecasting of population aging in Greece and Cyprus: one big challenge for the Mediterranean health and social system long-term sustainability	Giannakou, K., and Jakovljevic, M.	Health Research Policy and Systems		https://doi.org/10.1186/s12961-020-00666-x
2	2020	Impact of COVID-19 pandemic on mental health: An international study	Gloster, AD, Lamniso, D., et al.	PLoS ONE	15	https://doi.org/10.1371/journal.pone.0244809
3	2019	Small-Area Socioeconomic Deprivation Indices in Cyprus: Development and Association with Premature Mortality	Lambrianidou, G., Middleton, N.,	BMC Public Health	19	https://doi.org/10.1186/s12916-019-06973-0
4	2018	Risk factors for carriage of Streptococcus pneumonia in children	Koliou, M., Andreou, K., Lavranos, G., Iakovides, P., Economou, C., Soteriades, E.,	BMC Pediatrics	18	https://doi.org/10.1186/s12887-018-1287-8

						018-1119-6
5	2016	The use of Bioptron light (polarized, polychromatic, non-coherent) therapy for the treatment of acute ankle sprains	Stassinopoulos, D., Papadopoulos, C., Stassinopoulos, D.,	Disability and Rehabilitation	39	450-457
6	2013	Predicting cardiometabolic risk: waist-to-height ratio or BMI. A meta-analysis	Savva, S., Kafatos, A.,	Diabetes, Metabolic Syndrome & Obesity: Targets and Therapy	6	403-419
7	2012	Effectiveness of heart failure management programs with nurse-led discharge planning in reducing readmissions: A systematic review and meta-analysis	Lambrinou, A., Kalogirou, F. and Sourtzi, P.,	International Journal of Nursing Studies	9	610-614
8	2012	Asthma and atopy in children born by caesarean section: effect modification by family history of allergies - a population based cross-sectional study	Kolokotroni, O., Middleton, N., Gavatha, M., Priftis, K., Yiallourous, P.,	BMC Pediatrics	12	https://doi.org/10.1186/1471-2431-12-179
9	2012	Adaptive Monte Carlo for Bayesian variable selection in regression models	Griffin, J.E., and Steel, M.F.	Journal of Computational and Graphical Statistics	22	724-748
10	2009	Transdimensional sampling algorithms for Bayesian variable selection in classification problems with many more variables than observations	Griffin, J.E., and Steel, M.F.	Journal of Computational and Graphical Statistics	18	592-612

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
1	2018	Socio-economic characteristics associated with premature mortality across small-areas in Cyprus	International	Ljubljana, Slovenia	Presentation
2	2017	A small-area analysis of health inequalities across the geodemographic area classification in Cyprus	International	Stockholm, Sweden	Presentation
3	2017	A small-area validation of deprivation using 2011 census data from Cyprus	International	Stockholm, Sweden	Presentation
4	2017	Antimicrobial resistance in patients with urinary tract infection in a healthcare facility in Greece	International	Stockholm, Sweden	Presentation
5	2016	Investigation of the validity of the Townsend index as a measure of material deprivation in Cyprus	International	Vienna, Austria	Presentation
6	2016	A small-area analysis of health inequalities across the geodemographic area classification in Cyprus	International	Porto, Portugal	Presentation
7	2013	Awareness, attitudes towards waste-water reuse and perceptions of public health risks among the general public in Cyprus	International	Brussels, Belgium	Presentation
8	2013	A spatial factor model for summarizing area level Townsend-like index	International	Tel Aviv, Israel	Presentation
9	2012	Area deprivation in Cyprus is not Townsend's: a spatial factor model	International	Malta	Presentation
10	2011	Cross-validation prior choice in Bayesian probit regression with many covariates	International	Crete, Greece	Presentation

*Specify venue, geographic location etc

Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1	09/18 – 12/22	Towards an International Network for Evidence-based Research in Clinical Health Research (EVBRES)	Cost action	Management Committee
2	01/15 – 12/18	Creating the Cyprus National Statistics 2011 output area classification	Ministry of Economics	Project Coordinator
3	01/09-09/13	Methodological approached and development of infrastructure for the investigation of geographical disparities in the levels of health of the Cypriot population	Cyprus University of Technology	Researcher
4	01/11-09/13	Appraisal of the factors influencing public perceptions of water reuse in Cyprus	Research Promotion Foundation	Researcher

*Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other

Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. List the five (5) more recent (Optional Entry)				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	09/18- 9/20	European University Cyprus	Chairperson, Department of Health Sciences	Academic and Administrative leader of the Department of Health Sciences, responsible for the academic operations, general welfare and the development of the Department
2	9/18 – to date	National Committee for the protection and welfare of	Member	Advice the national authorities in cases concerning the acquisition, breeding, housing, care and use of laboratory

		animals used for scientific purposes		animals and to ensure exchange of the best practice
3	9/13 – to date	European University Cyprus	Coordinator of the Master in Public Health program	Responsible for all academic operations and matters pertaining the MPH program
4	1/21 – to date	Sustainability	Associate Editor	
5	09/11 – 09/17	International Biometric Society, Eastern Mediterranean Region	National representative of Cyprus	

Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)

Ref. Number	Date	Title	Awarded by:
1	2018	Best presentation medal	European Teratology Society
2	2017	First prize research award	27th Research competition in Health, Limassol Medical Association

Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)

Ref. Number	Date	Title	Key Activities:
1	2009 – to date	40 articles in international peer-reviewed journals and 2 book chapters	Author/Researcher
2	2009 – to date	Citations: 797; h-index: 12; i10-index: 13 (source Google Scholar, as of 25/01/21)	Author/Researcher

3	2010 - to date	Reviewer	Manuscript reviews for several peer-reviewed journals
4	2018	Cyprus Statistical Society	Founder
5	2018	Scientific committee member	Member of the scientific committee for the 1 st National Conference in Statistics of the Cyprus Statistical Society
6	2017	Ad hoc evaluations	External PhD examiner of two PhD thesis, Postgraduate Program in Health Care Management, Open University of Cyprus

Academic Personnel Short Profile / Short CV

University:	European University Cyprus
Surname:	Pana
Name:	Zoi Dorothea
Rank/Position:	Lecturer in Pediatrics
Faculty:	EUC Medical School
Department:	EUC Medical School
Scientific Domain: *	Epidemiology, Infection Control/ Prevention and Antimicrobial Stewardship, Safety and Quality

* *Field of Specialization*

Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
Certification of PhD Degree in Genetic Immunodeficiencies and Infectious Diseases In Paediatrics	2009-2012	Medical Faculty, Aristotle University (Thessaloniki, Greece)	Medical Faculty	Mannose Binding Lectin and Ficolin 2 gene polymorphisms and infection susceptibility in children with acute lymphoblastic leukemia
MSc in Medical Epidemiology and Methodology, Certification of Master Degree in Clinical Epidemiology and Statistics	2006-2008	Medical Faculty, Aristotle University (Thessaloniki, Greece)	Medical Faculty	
Scholar Fellowship/Specialization	2016-2017	Johns Hopkins Hospital (Baltimore, USA) Armstrong Institute	Department of Hospital Epidemiology Infection Control and Prevention and	

in Epidemiology/Infection Control and Prevention		(Baltimore USA)	Stewardship (HEIC Department)	
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Employment history in Academic Institutions/Research Centers – List by the three (3) most recent				
Period of employment		Employer	Location	Position
From	To			
2019	now	European University Cyprus	Nicosia CY	Lecturer
2016	2017	Johns Hopkins Hospital	Baltimore USA	Scholar Fellow
2016	2017	Armstrong Research Institute –Johns Hopkins Hospital	Baltimore USA	Scientific Collaborator
2018	2019	Infectious Diseases Department, Hippokration University Hospital	Thessaloniki, GR	Scientific and Clinical Collaborator and Course Tutor
2012	2016	Infectious Diseases Department, Hippokration University Hospital	Thessaloniki, GR	Scientific and Clinical Collaborator and Course Tutor

Key refereed journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)

Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	2019	Global guideline for the diagnosis and management of mucormycosis: an initiative of the European Confederation of Medical Mycology in cooperation with the Mycoses Study Group Education and Research Consortium	Cornely OA, Alastruey-Izquierdo A, Arenz D, Chen SCA, Dannaoui E, Hochhegger B, Hoenigl M, Jensen HE, Lagrou K, Lewis RE, Mellinger SC, Mer M, Pana ZD, Seidel D, et al.	Lancet Infect Dis. Journal	12	405-421
2	2019	Molecular Epidemiology of Ceftriaxone Non-Susceptible Enterobacteriales Isolates in an Academic Medical Center in the United States	Tamma PD, Sharara SL, Pana ZD, Amoah J, Fisher SL, Tekle T, Doi Y, Simner PJ.	Open Forum Infect Dis Journal	6	353
3	2018	Toxoplasmosis in Transplant Recipients, Europe, 2010-2014.	Robert-Gangneux F, Meroni V, Dupont D, Botterel F, Garcia JMA, Brenier-Pinchart MP, Accoceberry I, Akan H, Abbate I, Boggian K, Bruschi F, Carratalà J, David M, Drgona L, Djurković-Djaković O, Farinas MC, Genco F, Gkrania-Klotsas E, Groll AH, Guy E, Hirzel C, Khanna N, Kurt Ö, Junie LM, Lazzarotto T, Len O, Mueller NJ, Munoz P, Pana ZD, Roilides E, Stajner T,	Emerg Infect Dis. Journal	24(8)	1497-1504

			van Delden C, Villena I, Pelloux H, Manuel O.			
4	2018	National Healthcare Safety Network laboratory-identified Clostridium difficile event reporting: A need for diagnostic stewardship	Rock C, Pana Z, Leekha S, Trexler P, Andonian J, Gadala A, Carroll KC, Maragakis LL; CDC Prevention Epicenters Program.	Am J Infect Control Journal	46	456-458.
5	2014	Host genetics and opportunistic fungal infections.	Pana ZD, Farmaki E, Roilides E.	Clin Microbiol Infect Journal	20(12)	1254-64.
6	2014	ESCMID and ECMM joint guidelines on diagnosis and management of hyalohyphomycosis: Fusarium spp., Scedosporium spp. and others	Tortorano AM, Richardson M, Roilides E, van Diepeningen A, Caira M, Munoz P, Johnson E, Meletiadiis J, Pana ZD, Lackner M, Verweij P, Freiberger T, Cornely OA, Arikani-Akdagli S, Dannaoui E, Groll AH, Lagrou K, Chakrabarti A, Lanternier F, Pagano L, Skiada A, Akova M, Arendrup MC, Boekhout T, Chowdhary A, Cuenca-Estrella M, Guinea J, Guarro J, de Hoog S, Hope W, Kathuria S, Lortholary O, Meis JF, Ullmann AJ, Petrikkos G, Lass-Flörl C; European Society of Clinical Microbiology and Infectious Diseases Fungal Infection Study Group; European Confederation of Medical Mycology.	Clin Microbiol Infect Journal	20	27-46

**Exhibitions (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10)**

Ref. Number	Date	Topic	International / Local	Location*	Role in Exhibition
N/A					

*Specify venue, geographic location etc

**Research Projects. List the five (5) more recent and other five (5) selected
(max total 10)**

Ref. Number	Date	Title	Funded by	Project Role*
1	2018-ongoing	Microbiome dynamics in children with acute lymphoblastic leukemia	European Society of Pediatric Infectious Diseases	Principal Investigator
2	2019-ongoing	Euro Candy study: ongoing epidemiology of invasive fungal infections in neonates and children across Europe, including information on antifungal prescribing and resistance	The European Pediatric Mycology Network (EPMYN, PENTA-ID)	Study design, Study coordinator
3	2011-2020	IPFN/ BIOPIC: International clinical study International Pediatric Fungal Network on diagnosis and treatment of fungal infections	IPFN (international pediatric fungal network)	Co-Investigator and Data review committee
4	2011-2015	Voriproph: Voriconazole prophylaxis in children with malignancies. A nationwide study in Greece.	Pfizer	Study Coordinator
5	2018-2020	NEOVANC study Multi-centre, Randomised, Open Label, Phase IIb Study to Compare the Efficacy, Safety and Pharmacokinetics (PK) of an Optimised Dosing to a Standard Dosing Regimen of Vancomycin in Neonates and Infants Aged ≤ 90 Days With Late Onset Bacterial Sepsis Known or Suspected to be Caused by Gram- positive Microorganisms.	European Commission – PENTA ID	Sub investigator
6	2011-2014	NEOMERO 1 clinical study Efficacy, Pharmacokinetics and safety of meropenem in infants below 90 days of age with clinical or	European Commission – PENTA ID	Sub-investigator / Project Coordinator

		confirmed late onset sepsis: A European multicenter randomized phase III trial.		
7	2012-2014	NEOMERO 2 clinical study Efficacy, Pharmacokinetics and safety of meropenem in infants below 90 days of age with clinical or confirmed late onset Meningitis: A European multicenter randomized phase III trial.	European Commission – PENTA ID	Sub-investigator / Project Coordinator
8	2011-2016	A8851008 clinical study A prospective open label study to assess the pharmacokinetics, safety & efficacy of anidilafungin when used to treat children with invasive candidiasis, including candidemia	Pfizer	Sub investigator
9	2016-2017	CIR00021356/ IRB00081996: Using human factors approach to discover new strategies to improve environmental cleaning within the hospital setting.	Johns Hopkins-Armstrong Institute	Researcher
10	2016-2017	CIR00021562/ IRB00038005Clinical Outcomes of ESBL <i>Enterobacteriaceae</i> .	Johns Hopkins Hospital – Department of Microbiology and HEIC	Researcher

**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

**Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees.
List the five (5) more recent (Optional Entry)**

Ref. Number	Period	Organization	Title of Position or Service	Key Activities
N/A				

**Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Awarded by:
N/A			

**Other Achievements. List the five (5) more recent and other five (5) selected.
(max total 10) (Optional Entry)**

Ref. Number	Date	Title	Key Activities:
1			