

# Higher Education Institution's Response (Departmental)

Date: 17 July 2020

- **Higher Education Institution:**  
Philips University
- **Town:** Nicosia
- **School/Faculty:** School/Faculty: **ARTS AND SCIENCES**
- **Department:** **Language Studies and Communications**
- **Programme(s) of study under evaluation**  
Name (Duration, ECTS, Cycle)  
**BA in Public Relations and Communications**  
**(4 Years, 240 ECTS, Full-time)**

## Programme 1

**In Greek:**

**ΔΗΜΟΣΙΕΣ ΣΧΕΣΕΙΣ ΚΑΙ ΕΠΙΚΟΙΝΩΝΙΑ**

**In English:**

**BA in Public Relations and Communications**

## Programme 2

**In Greek:**

Programme Name

**In English:**

Programme Name

## Programme 3

**In Greek:**

Programme Name

**In English:**

Programme Name

- **Department's Status:** **New**



**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 to 2019” [N. 136 (I)/2015 to N. 35(I)/2019].**

## A. Guidelines on content and structure of the report

- *The Higher Education Institution (HEI) based on the External Evaluation Committee's (EEC's) evaluation report (Doc.300.3.1) must justify whether actions have been taken in improving the quality of the department in each assessment area.*
- *In particular, under each assessment area, the HEI must respond on, without changing the format of the report:*
  - *the findings, strengths, areas of improvement and recommendations of the EEC*
  - *the deficiencies noted under the quality indicators (criteria)*
  - *the conclusions and final remarks noted by the EEC*
- *The HEI's response must follow below the EEC's comments, which must be copied from the external evaluation report (Doc. 300.3.1).*
- *In case of annexes, those should be attached and sent on a separate document.*

## 1. Department's academic profile and orientation

### Sub-areas

- 1.1 Mission and strategic planning
- 1.2 Connecting with society
- 1.3 Development processes

**Philips University:** The University appreciates and is gratified with the “Compliant” rating in **all** items in this section.

### STRENGTHS

**EEC:** The strong link to digital technologies evidenced through teaching content and infrastructure. We also consider good practice the various committees and boards (e.g. advisory board) that help monitor internal and external developments.

**Philips University:** The University is gratified with these positive findings of the EEC.

### AREAS OF IMPROVEMENT AND RECOMMENDATIONS

**EEC:** We would welcome more in-house faculty members for the delivery of the courses.

**Philips University:** The University has enriched the full-time permanent faculty members teaching in the Department / Program, maintains a number of renowned full-time visiting faculty members, and it is also in the process to recruit and hire new full-time permanent faculty members.

**(APPENDIX 1)**

## 2. Quality Assurance

### Sub-areas

- 2.1 System and quality assurance strategy
- 2.2 Quality assurance for the programmes of study

**Philips University:** The University appreciates and is gratified with the “Compliant” rating in **all** items in this section.

### STRENGTHS

#### EEC:

- Quality assurance is carefully well defined and within the national and international framework of operation
- The quality assurance seems to cover all the activities of the Department and this is guaranteed via an internal evaluation committee of the University and a council of the Department.
- An adequate set of resources are available to students and with the support for remote access to essential resources.

**Philips University:** The University is gratified with these positive findings of the EEC.

### AREAS OF IMPROVEMENT AND RECOMMENDATIONS

**EEC:** There was not presented any actual plan for attracting high quality students as a goal to increase the value and reputation of the Department and University.

**Philips University:** In response to the EEC’s recommendation, the University has already developed a comprehensive marketing plan (**APPENDIX 2**). In addition, the University has developed and has already put in effect a detailed plan for recruitment and admission of new well qualified students for the academic year 2020 – 2021.

**EEC:** It was not able to see detailed programme/course’s pedagogical methods that are going to be used effectively to help students achieve the course’s learning outcomes as well as satisfy students’ goals in developing a particular set of skills for their career. It would be nice to deploy a diversity of pedagogical methods to the program’s courses, so that appropriate pedagogical methods are used for each course based on its content and learning outcomes.

**Philips University:** Following the EEC’s recommendation, the University expanded the traditional mix of lectures and exercises, by introducing and putting in effect varied models of delivery and pedagogical methods. These models are systematically preferred and analysed by all teaching staff members through a regular faculty training and are as follows:

- Effective teaching strategies for creative teaching practice
- Personal tutorial /advising
- Case studies
- Peer enhancement for teaching excellence
- Problem solving classes with small groups of students, with emphasis on teamwork
- Laboratory classes, depending on the nature of content of the course
- Flipped classroom, having students watching a video, followed by exercises, projects and discussions.
- Achieve learning, involving students, learning through meaningful activities
- Work based learning

The learning and teaching methods used at Philips University enhance student's key skills by providing them not only with skills employers look for in graduates but also prepare them for further study. Specifically, students are developing:

- Self-management skills (attending lectures, meeting deadlines, essays and assignments, preparing for lectures, final year project)
- Team-work skills (group projects, group presentations)
- Customer awareness (internships, real-life simulations)
- Problem solving (strategic planning, research, examinations, essay and project writing)
- Communication and literacy (essays, presentations, projects, final year project)
- Numeracy skills (data analysis, social media analysis, info-graphs, statistics)
- Information technology (social media, wikis and blogs, websites, projects, presentations).

**EEC:** Most of the courses follow a rigid and not so flexible approach of assessing students via a 70% examination assessment and a 30% continuous/on-going assessment.

Moreover, each course's assignments should be properly aligned with its level and learning outcomes, as well as with the programme's goal to help in developing a particular set of skills to its students, valuable for their further career.

**Philips University:** In response to the EEC's recommendations for a broader range of assessment methods, the University broadened and enriched the assessment methods, which are presented in **APPENDIX 3**.

### 3. Administration

**Philips University:** The University appreciates and is gratified with the “Compliant” rating in **all** items in this section.

#### **STRENGTHS**

**EEC:** The setting up and operation at the University level of an Advisory Board composed of 9 reputable external members that review and give directions on strategic development plans, labour market trends and employability of graduates as well as quality assurance procedures. The operation at the Departmental level of a Committee for Programme Development and Monitoring charged with monitoring and revising if need be the programme.

**Philips University:** The University is gratified with these positive findings of the EEC.

#### **AREAS OF IMPROVEMENT AND RECOMMENDATIONS**

**EEC:** As soon as the programme of studies is in full swing, the Chairperson must activate the Committee for Programme Development and Monitoring.

**Philips University:** The University is committed to implement this recommendation of the EEC.

#### 4. Learning and Teaching

##### Sub-areas

4.1 Planning the programmes of study

4.2 Organisation of teaching

#### STRENGTHS

**EEC:** The diversity of modules and courses is a clear strength of the programme, and it contains all varieties of public relations, in particular media, marketing and management. The programme prepares well for professional practice and jobs after graduation, and if has a focus on campaigns and other PR activities. The programme demonstrates its relevance for real life.

**Philips University:** This is a very strong finding of the EEC concerning the high quality of the programme / curriculum, and the University is gratified by it.

#### AREAS OF IMPROVEMENT AND RECOMMENDATIONS

**Philips University:** In implementation of the above EEC's recommendation, the content of the following courses has been enhanced in regards to theoretical issues and depth:

- Course PRL-475 Political Communication and Media
- Course PRL-231 Corporate Communications
- PRL-361 Public relations and Crisis management
- PRL-476 Advertising and Society
- PRL-481 Global Public Relations
- PRL-235 New Media and Public Relations

**Note:** The modified syllabi are included in the University response / comments on the EEC's report on the relevant program of study "BA Public Relations and Communication".



## 5. Teaching Staff

**Philips University:** The University appreciates and is gratified with the “Compliant” rating in **all** items in this section.

### STRENGTHS

**EEC:** An impressive lineup of experts in the program. The staff expertise and experience is an asset.

**Philips University:** The University is gratified with these positive findings of the EEC.

### AREAS OF IMPROVEMENT AND RECOMMENDATIONS

**EEC:** It would be useful to provide a clear indication who is in fact a 100% FT staff. You need to specify more clearly which are the criteria for FT as it seems that workloads vary from 3 to 12 hours per week

**Philips University:** The University has enriched the full-time permanent faculty members teaching in the Department / Program, maintains a number of renowned full-time visiting faculty members and it is also in the process to recruit and hire new full-time permanent faculty members. **(APPENDIX 1).**

## 6. Research

**Philips University:** The University appreciates and is gratified with the “Compliant” rating in **all** items in this section.

### STRENGTHS

**EEC:** Its policies, practices and plans adhere to International Standards.

**Philips University:** The University is gratified with these positive findings of the EEC.

### AREAS OF IMPROVEMENT AND RECOMMENDATIONS

**EEC:** It would be good to have a roadmap with specific milestones on it, based on your goals and plans. Moreover, it might be good to include clear plans for attracting new academic staff that will help the progress of Department’s research.

**Philips University:** The University has developed a comprehensive research policy, within which, in response to the EEC’s recommendation, it has incorporated a plan (road map) for its implementation (**APPENDIX 4**).

### **EEC:**

- Also, in order to increase University’s reputation, associate Faculty, and part time staff, should start, including Philips University in their publications and their work, promoting also in this way the research activities of the University and helping in creating research synergies between Universities.
- There is no evidence of integrating know-how gained from teaching faculty research into the courses of the Department’s programme.

### **Philips University:**

- The University has adopted the above recommendation of the EEC concerning publications, and it has incorporated it in the action plan for visibility and promotion of the University.
- The University follows punctually and with distinction the aim that its faculty members excel in Teaching, Research and Service to the Community. To this end, not only it evaluates its faculty based on their research activities, but also the research record and potential of faculty candidates is primarily considered for electing and hiring new faculty members. Concerning integration of faculty members’ research in their teaching, it is a policy and a required practice at the University, faculty, members to incorporate in their teaching material from the findings and outcome of their research and publications. In addition, through projects, senior students are involved in research, undertaking also the relevant coursework on research methods.

## 7. Resources

**Philips University**: The University appreciates and is gratified with the “Compliant” rating in **all** items in this section.

### **STRENGTHS**

**EEC**: We are convinced that the financial capacity is sound and appropriate.  
There is a long tradition going back to Philips College that shows that the management is able to sustain the programme over a long period of time.

**Philips University**: The University is gratified with these positive findings of the EEC.

### **AREAS OF IMPROVEMENT AND RECOMMENDATIONS**

**EEC**: We recommend publication of financial figures for transparency reasons.

**Philips University**: This recommendation is handled according to the Cyprus Law and the involved procedures concerning the finances of private organizations such as Philips University.

## B. Conclusions and final remarks

Philips University appreciates both the positive comments and constructive recommendations given by the External Evaluation Committee (EEC) in its Evaluation Report dated 02 July, 2020. We believe that the Evaluation Report leads to a positive decision for accreditation of the Department of Language Studies and Communications. We agree and fully accept the recommendations of the EEC and we have already put them in effect.

As a matter of principle Philips University would like to emphasize the fact that the Evaluation concerns a new program of study that is not yet in operation. However, the University adopts the recommendations of the EEC, which have already been fully implemented and put in effect.

### Given that:

1. **the EEC marked all items in all sections with marks 3 and above (most with 4 and 5),**
  2. **the University has accepted and has already fully implemented all recommendations of the EEC, including those pertaining to the curriculum,**
- the University believes that the Department of Languages Studies and Communications deserves to be accredited.**




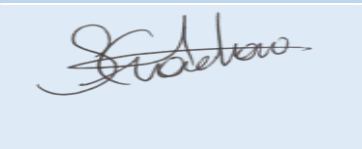

The University has already fully implemented and has put in effect the observations and recommendations stated in the External Evaluation Report, as follows:

- The University has enriched the full-time permanent faculty members teaching in the Department / Program, maintains a number of renowned full-time visiting faculty members and it is also in the process to recruit and hire new full-time permanent faculty members.
- In response to the EEC's recommendation, the University has already developed a comprehensive marketing plan. In addition, the University has developed and has already put in effect a detailed plan for recruitment and admission of new well-qualified students for the academic year 2020 – 2021.
- Following the EEC's recommendation, the University expanded the traditional mix of lectures and exercises, by introducing and putting in effect varied models of delivery and pedagogical methods. These models are systematically presented and analysed to all teaching staff members through a regular faculty training.
- The learning and teaching methods used at Philips University enhance student's key skills by providing them not only with skills employers look for in graduates but also prepare them for further study.
- In response to the EEC's recommendations for a broader range of assessment methods, the University broadened and enriched the assessment methods.
- In implementation of the EEC's recommendation, the content of a number of courses has been enhanced in regards to theoretical issues and depth.



- The University has developed a comprehensive research policy, within which, in response to the EEC's recommendation, it has incorporated a plan (read map) for its implementation.
- The University has adopted the recommendation of the EEC concerning faculty members' publications, and it has developed an action plan for visibility and promotion of the University.
- The University follows punctually and with distinction the aim that its faculty members excel in Teaching, Research and Service to the Community. To this end, not only it evaluates its faculty based on their research activities, but also the research record and potential of faculty candidates is primarily considered for electing and hiring new faculty members. Concerning integration of faculty members' research in their teaching, it is a policy and a required practice at the University, faculty members to incorporate in their teaching material of findings and outcome of their research and publications. In addition, through projects, senior students are involved in research, undertaking also the relevant coursework on research methods.

### C. Higher Education Institution academic representatives

A. Name	Position	Signature
Prof. Demetrios Natsopoulos	Rector	
Prof. Constantina Shiakallis	Vice-Rector	
Prof. Andreas Hadjis	Acting Dean	
Ass. Prof. Evangelia Siachou	Chairperson	
Dr. Rafaela Orphanides	Program Coordinator	

Date: 17 July, 2020



## **APPENDIX 1**

### **BA in PUBLIC RELATIONS AND COMMUNICATION TEACHING PERSONNEL, QUALIFICATIONS, AND TOTAL TEACHING PERIODS**

## BA in PUBLIC RELATIONS AND COMMUNICATION

### TEACHING PERSONNEL, QUALIFICATIONS, AND TOTAL TEACHING PERIODS

TEACHING PERSONNEL							
A/A	Name and Surname (Rank)	Rank	Qualifications	Program of Study	PROGRAM Periods / Week	TOTAL periods/week	Status of Employment FT / PT
<b>PERMANENT FULL-TIME FACULTY</b>							
1.	PAVLOU George	Associate Professor	BA in Communication and Mass Communication MA in Communication and Mass Communication PhD in Communication	BA in Public Relations and Communication	9	9	Full-Time
2.	SIACHOU Evangelia	Associate Professor / Department Chairperson	BSc in International Relations and European Studies MSc in Industrial Relations and Personnel Management PhD in Management	BA in Public Relations and Communication	9	9	Full-Time



3.	ORPHANIDES Rafaela	Lecturer / Program Co-ordinator	BSc in Social Sciences and Education MA in Media and Public Relations PhD on Media and Communications	BA in Public Relations and Communication	9	9	Full-Time
4.	GEORGIU SHIPPI PAPAGEORGIU Maria	Lecturer	BSc in Psychology Master practitioner (Eating Disorders) Professional Doctorate in Psychology	BA in Public Relations and Communication	9	9	Full-Time
5.	KOUNADEAS Theodoros	Lecturer	BSc in Economics MSc in Commun. & Media MSc in Applied Econ & F/ce Ph.d (cand) in Accounting	BA in Public Relations and Communication	9	9	Full-Time
6.	YANNAKOUDAKIS Emmanuel	Professor	Ptychion in Computer Science MSc in Computer Science PhD in Computer Science	BA in Public Relations and Communication BSc in Computing and Information Systems	3 -	9	Full-Time

7.	OPRHANIDES Andreas	Professor	PhD in History MA in Classics / Archaeology BA in History / Archaeology	BA in Public Relations and Communication BSc in Computing and Information Systems	3 -	9	Full-Time
8.	PAPARODITI Christiana	Associate Professor	Vordiplom Diplom in Business Administration Dipolm-Kaufma (MA) in Buisness Administration, Operations Research and Applied Statistics Dr rer pol in Business Administration	BA in Public Relations and Communication BSc in Computing and Information Systems	3 -	9	Full-Time
9.	NAOUM Mylonas	Lecturer	BSc in Economics MSc in Development Mngm. MSc in European Econ. Pol. Ph.D in Economics	BA in Public Relations and Communication BA in Business Studies	3 -	9	Full-Time



### VISITING FACULTY

10.	PAPANDREOU Andreas	Professor	BSc in Economics MSc in Economics PhD in Economics	BA in Public Relations and Communication	6	6	Full-Time
11.	PAPALEXANDRIS Nancy	Professor	BSc in Business Administration MA in Business Administration Ph.D in Management	BA in Public Relations and Communication	6	6	Full-Time
12.	MISHIAKOULIS Spryridon	Professor	BSc in Economics MA in Economics Ph.D in Ent. Research	BA in Public Relations and Communication  BA in Business Studies	3  -	6	Full-Time

### SPECIAL TEACHING STAFF

13.	HOLMES Victoria-Holmes	STP	BA in English MA in Modernism and Modern Writers CELTA (English)	BA in Public Relations and Communication BA in Accounting and Finance BA in Business Studies	6 - -	15	Full-Time
14.	TEESDALE Marita	STP	BA in Business Administration MSc in Public Relations	BA in Public Relations and Communication	15	15	Full-Time



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**ACADEMIC STAFF  
SHORT CVs**



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Dr. George Pavlou**  
**Associate Professor**



### Academic Personnel Short Profile / Short CV

<b>Institution:</b>	Philips University
<b>Surname:</b>	Pavlou
<b>Name:</b>	George
<b>Rank/Position:</b>	Asst. Professor
<b>School:</b>	Arts and Sciences
<b>Department</b>	Language Studies and Communications
<b>Scientific Domain: *</b>	Communication

*\*Field of Specialization*

### Academic qualifications (List by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Doctor of Philosophy	1987	Wayne State University	Communication	The Chase Scenes of D.W. Griffith
Master of Arts	1977	Ball State University	Communication and Mass Communication	



Bachelor of Arts	1975	Ball State University	Communication and Mass Communication	
------------------	------	-----------------------	--------------------------------------	--

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

Period of employment		Employer	Location	Position
From	To			
October 2019	present	Philips University	Nicosia	Ass.Professor
2016	present	European University Cyprus	Nicosia	Scientific Collaborator
2002	2016	European University Cyprus	Nicosia	Asst. Professor

**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	2018	BOOK Suspense and Resolution in the Films of D.W. Griffith		Cambridge Scholars ISBN (10):1-5275- 1323-8		156





ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.

				ISBN(10):978-1-5275-1323-5		
2	2010	BOOK CHAPTER  D.W. Griffith's Chases in <i>The White Rose</i> and <i>Isn't Life Wonderful</i> and their Impact on Film		<i>Advances in Communication and Mass Media Research</i> , ed. Yorgo Pasadeos,  Athens Institute for Education and Research, ISBN:978-960-6672-95-8		441-454
3	2010	BOOK CHAPTER  D.W. Griffith's Chase Scenes in <i>Hearts of the World</i> , <i>Broken Blossoms</i> , <i>Way Down East</i> , and <i>Orphans of the Storm</i> and Their Impact on Film		<i>Advances in Communication and Mass Media Research</i> , ed. Yorgo Pasadeos,  Athens Institute for Education and Research, ISBN:978-960-6672-95-8		455-468
4	2010	BOOK CHAPTER  D.W. Griffith's Chases in <i>The Sorrows of Satan</i> and Their Impact on Film		<i>Advances in Communication and Mass Media Research</i> , ed. Yorgo Pasadeos,  Athens Institute for Education and Research, ISBN:978-960-6672-95-8		469-482



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.

5	2007	BOOK CHAPTER The Chase Scenes of D. W. Griffith and Their Influence on Film		<i>International Dimensions of Mass Media Research</i> , ed. Yorgo Pasadeos, Athens Institute for Education and Research, ISBN:978-960-6672-28-6		643-655
6	April 2014	BOOK REVIEW Jakelik, Slavika, <i>Collectivist Religions: Religion, Choice, and Identity in Late Modernity</i>		International Journal of Contemporary Sociology	51	107-108
7	April 2011	BOOK REVIEW Synnot, Anthony, <i>Rethinking Men: Heroes, Villains and Victims</i>		International Journal of Contemporary Sociology	48	151-152
8	April 2010	BOOK REVIEW Wemyss, George, <i>The Invisible Empire: White Disclosure, Tolerance and Belonging</i>		International Journal of Contemporary Sociology	47	166-167



**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					

\*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				

\*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	2007 to present	Athens Institute for Education and Research, Athens, Greece	Member of the Editorial and Reviewers Board of Athens Journal of Mass Media and Communications	Reviewed papers for conference presentation and/or publication
2	2007 to present	Athens Institute for Education and Research, Athens, Greece	Member of the Reviewers Board of Athens Journal of Social Sciences	Reviewed papers for conference presentation and/or publication
3	2008 to 2016	(ICA) International Communication Association, USA	Reviewer	Reviewed papers for conference presentation



**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			

**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	Communication Courses Coordinator, European University	Monitoring and confirming that course outlines correspond to course syllabi, reporting to the Head of Department on the quality of the program, identifying needs and making recommendations on course offerings, assisting and overseeing part-time instructors, recommending new books in the area to be purchased for the library, monitoring and confirming that grade rosters are correct, assisting the Head on relevant matters to the program.
2	2002-2006	Communication and Journalism Program Coordinator, European University (previously known as Cyprus College)	Monitoring and confirming that course outlines correspond to course syllabi, reporting to the Head of Department on the quality of the program, identifying needs and making recommendations on course offerings, assisting and overseeing part-time instructors, recommending new books in the area to be purchased for the library, monitoring and confirming that grade rosters are correct, assisting the Head on relevant matters to the program.



3	1993-2002	Academic Dean, Europa College	<p>Managed all the academic affairs of the college. Designed and established new school policies and promoted new communication strategies for both the students and the teaching faculty. Very active in the recruitment of international students.</p> <p>Took initiative in opening new markets by visiting and establishing contacts in foreign countries. Organized several events and contributed significantly to the College and its image.</p>
4	2009-2016	Erasmus Visiting Professor	<p>Was invited to lecture in several universities, including the University of Madrid in Spain, Haute Ecole EPHEC in Belgium, Munich University of Applied Sciences in Germany, Lisbon School of Accountancy and Administration in Portugal.</p> <p>Lectured on several topics related to communication.</p>
5	2013	Guest Lecturer	<p>University of Jyväskylä in Finland. Lectured on topics related to communication</p>



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Dr. Siachou Evangelia**  
**Associate Professor**



### Academic Personnel Short Profile / Short CV

<b>Institution:</b>	Philips University
<b>Surname:</b>	Siachou
<b>Name:</b>	Evangelia
<b>Rank/Position:</b>	Associate Professor / Chairperson
<b>School:</b>	Arts and Sciences
<b>Department:</b>	Language Studies and Communications
<b>Scientific Domain: *</b>	Human Resources, Management, Management, Knowledge Management

*\*Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Ph. D. in Management	2011	Athens University of Economics and Business (AUEB), Athens, Greece.	Department of Business Administration	Η επιχειρηματική αξία της διοικητικής πρακτικής Διαχείρισης Γνώσης: Εφαρμογή της προσέγγισης της περιπτώσιακής απόδοσης των οργανισμών.



Master of Science (MSc) in Industrial Relations and Personnel Management	2002	London School of Economics and Political Science (LSE), London, UK.	Department of Industrial Relations	The use of biodata as a selection instrument: a literature analysis and a case study of the postgraduate selection process at L.S.E.
Bachelor's Science (BSc Hons) in International Relations and European Studies	2000	Panteion University of Social and Political Science, Athens, Greece	Department of International and European Studies	n/a

### Employment history – List by the three (3) most recent

Period of employment		Employer	Location	Position
From	To			
October 2019	Present	Philips University	Nicosia, Cyprus	Associate Professor
2010	2019	Hellenic American University	Greece	Associate Professor
2017	Present	University of Liverpool Online Programs.	UK	Honorary Lecturer
2017	2018	Hellenic Open University	Greece	Adjunct Faculty



**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	A perspective on knowledge sharing and lean management: an empirical investigation	Vlachos, I.	<i>Knowledge Management Research &amp; Practice.</i>	In press	-/-
2	2018	Empowering leadership and organizational ambidexterity: a moderated mediation model.	Gkorezis, P.	<i>Evidence-Based HRM: A Global Forum for Empirical Scholarship.</i>	6(1),	96-116
3	2018	An empirical investigation of workplace factors affecting lean performance.	Vlachos, I.	<i>International Journal of Productivity and Performance Management</i>	67(2),	278-296
4	2015	Managing the risky matter of business model innovation in	Flouris, T.	<i>International Journal of Aviation Management</i>	2(3/4)	183-194

		the context of the airline industry.				
5	2015	Individual variables with an impact on knowledge sharing: the critical role of employees' ignorance.	Israilidis, J., Cooke, L. and Lock, R.	<i>Journal of Knowledge Management</i>	19(6)	1109-1123
6	2014	Do empowered employees absorb knowledge? An empirical investigation of the effects of psychological empowerment dimensions on absorptive capacity.	Gkorezis, P.	<i>Management Research Review,</i>	37(2)	130-151
7	2011	Knowledge management and learning capability to enhance organizational innovativeness.	Gunsel, A., Acar, A.Z	<i>Procedia-Social and Behavioral Sciences,</i>	24	880-888
8	2009	Questioning the positive effect of external knowledge transfer Incurred by industry attractiveness: The case of	Ioannidis, A.	<i>The Electronic Journal of Knowledge Management,</i>	7(2)	267-276.



		Mobile Virtual Network Operators (MVNOs).				
9	2008	The centrality of team leaders in knowledge-sharing activities: Their dual role as knowledge processors.	Ioannidis, A.	In E. Bolisani (Eds) <i>Building the Knowledge Society on the Internet: Sharing and Exchanging Knowledge in Networked Environments.</i> Hersley, NY: IGI Global.	n/a	24-44

**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					

\*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	Jul. 2011 – Feb. 2012	Development of Educational Material and Case Studies on Successful Companies in Greece during the Financial Crisis Innovation and Entrepreneurship Unit, Athens University of Economics and Business.	Innovation and Entrepreneurship Unit, Athens University of Economics and Business.	Research Fellow

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				

Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10)			
Ref. Number	Date	Title	Awarded by:
1	2019	Faculty Excellence Award	University of Liverpool Online Programs.
2	2019	Emerald Literati Award for Outstanding Paper for the academic paper Siachou, E. and Gkorezis, P. 2018. Empowering Leadership and	Emerald



		Organizational Ambidexterity: A moderated mediation model. <i>Evidence-Based HRM: A Global Forum for Empirical Scholarship</i> , 6(1), pp. 94-116.	
3	2016	<b>Emerald Literati Network Awards for Highly Commended Paper</b> for the academic paper Israilidis, J., Siachou, E., Cooke, L. and Lock, R., 2015. Individual variables with an impact on knowledge sharing: the critical role of employees' ignorance. <i>Journal of Knowledge Management</i> , 19(6), pp.1109-1123	Emerald

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

Ref. Number	Date	Title	Key Activities:
1	2017	Erasmus+ Program, Key Action 1, Mobility for Learners and Staff, Higher Education Students and Staff Mobility.	Teaching
2	Oct. 22, 2009	Fellow of The Higher Education Academy Recognition Reference: 35163	
3	Aug. 14, 2008	Associate of the Higher Education Academy Recognition Reference: 35163	



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Dr. Orphanides Rafaela**  
**Lecturer / Program Co-ordinator**



### Academic Personnel Short Profile / Short CV

<b>Institution:</b>	Philips University
<b>Surname:</b>	ORPHANIDES
<b>Name:</b>	RAFAELA
<b>Rank/Position:</b>	Lecturer
<b>School:</b>	Language Sciences and Communication
<b>Department:</b>	Communication and Literature
<b>Scientific Domain: *</b>	Social Sciences: Media and Communications

*\*Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Master of Arts (Honours)	2016	University of Leicester	Media and Public Relations	A study of University of Leicester students' perspectives on social media marketing campaigns used to promote the consumption of smartphones



Bachelor (Honours)	2014	University of Cyprus	Social Sciences and Education	-
[Current position] PhD Candidate	In progress	University of Loughborough	Media and Communications	Gender discourses in glossy magazines during the age of austerity: A cross-cultural study of the U.K. and Greece

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

Period of employment		Employer	Location	Position
From	To			
2019	present	Philips University	Nicosia	Lecturer / Program Co-ordinator
2018	2019	University of Loughborough	Loughborough	Tutorial Leader of 'Advanced Research methods' module
2017	2018	University of Loughborough	Loughborough	Tutorial Leader of 'Social Research methods' module



**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	Decoding patterns of gender-based violence in women's glossy magazines	-	IAMCR conference	-	-
2	2019	Gender-based violence in women's glossy magazines	-	Annual Social sciences conference of University of Loughborough	-	-
3	2017	Gender construction in women's glossy magazines during the 'age of austerity	-	New Directions in Media, Communication and Sociology conference (NDiMS), University of Leicester	-	-
4	2017	Prominent discourses in women's glossy magazines	-	Annual Social sciences conference of University of Loughborough	-	-



5	2016	Gender constructions in women's glossy magazines during the 'age of austerity': A cross-cultural study of UK and Greece	-	Annual Social sciences conference of University of Loughborough	-	-
---	------	---	---	---	---	---

**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	7 <sup>th</sup> June 2017	Gender construction in women's glossy magazines during the 'age of austerity'	International	University of Birmingham	Present a Research Poster at the AHRC-funded Midlands4Cities Doctoral conference

*\*Specify venue, geographic location etc*

**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	2019	University of Loughborough	Member of organizing committee	- Organise annual social sciences conference



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Dr. Georgiou Shippi Papageorgiou Maria**  
**Lecturer**



### Academic Personnel Short Profile / Short CV

<b>Institution:</b>	Philips University
<b>Surname:</b>	Georgiou Shippi/ Papageorgiou
<b>Name:</b>	Maria
<b>Rank/Position:</b>	Lecturer
<b>School:</b>	Arts and Sciences
<b>Department:</b>	Language Studies and Communication
<b>Scientific Domain: *</b>	Psychology

*\*Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Professional doctorate	2017	Glasgow Caledonian University	Psychology	Negative experiences in supervision and growth.



Master practitioner	2014	National Centre for Eating Disorders	Eating disorders	NA
BSc.	2012	University of Southampton	Psychology	Societal pressures and the internalisation of the thin ideal.

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

Period of employment		Employer	Location	Position
From	To			
October 2019	present	Philips University	Nicosia	Lecturer

**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						



**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					

*\*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				
2				

*\*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				
2				

**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			



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	2018	Special Lecturer	Monitoring and confirming that course outlines correspond to course syllabi, reporting to the Head of Department on the quality of the program, identifying needs and making recommendations on course offerings, recommending new books in the area to be purchased for the library, monitoring and confirming that grade rosters are correct, assisting the Head on relevant matters to the program.



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Dr. Kounadeas Theodoros**  
**Lecturer**





<b>Institution:</b>	Philips University
<b>Surname:</b>	Kounadeas
<b>Name:</b>	Theodoros
<b>School:</b>	Arts and Sciences
<b>Department:</b>	Language Studies and Communications
<b>Scientific Domain: *</b>	Marketing, Accounting

*\*Field of Specialization*

### Academic Personnel Short Profile / Short CV

#### Academic qualifications

(list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Ph.D. in Accounting	1/2020*	National and Kapodistrian University of Athens	Economics	The application of International Accounting Standards / International Financial Reporting Standards (IAS / IFRS) on the European banking industry. The contribution of the adoption of IFRS



				9 to the quality of the provided accounting information
MSc in Communication and Media	2017	National and Kapodistrian University of Athens	Communication and Media	New Media as Communication tools of Greek political parties
MSc in Applied Economics and Finance	2013	National and Kapodistrian University of Athens	Economics	Accounting and Audit procedures in a Greek Listed Company
B Sc. in Economics	2010	National and Kapodistrian University of Athens	Economics	

\* Scheduled completion of Ph.D. programme

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

Period of employment		Employer	Location	Position
From	To			
October 2019	present	Philips University	Nicosia, Cyprus	Lecturer
2015	2019	National and Kapodistrian University of Athens	Athens	Teaching Assistant
2018	2019	ICBS Business College / University of Winchester	Athens	Academic Staff
2014	2017	Business College of Athens / London Metropolitan University	Athens	Academic Staff

**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	CONFERENCE PUBLICATION Theoretical considerations about implementation of IFRS in the banking industry	N. Eriotis D. Vasiliou D. Balios	International Conference on Business & Economics of the Hellenic Open University 2019		
2	2018	PAPER Entrepreneurship-Religion and Ethics: The Orthodox Church's View of Entrepreneurial Activity	D. Bourletidis K. Bourletidis M. Loudarou,	Theophany	1	
3	2018	CONFERENCE PUBLICATION Theoretical aspects of IFRS 9 Impact on Liquidity of Banks	N. Eriotis D. Vasiliou D. Balios	International Conference on Business & Economics of the Hellenic Open University 2018		
4	2016	PAPER Internal Tourism, GDP (Gross Domestic Product) and VAT	E. Poutos	Financial Chronicles, Economic Chamber of Greece	153	51-59



**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					

\*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	2019	Study on costing and the determination of the unit cost of training programs	Greek Ministry of Development and Investments	Research Team Member
2	2018	Methodology for early diagnosis of declining entrepreneurship and threatening unemployment.	Greek National Institute of Labor and Human Resources	Researcher
3	2018	Investigating the Effectiveness of Using Distance Learning Tools in the Units of Accounting and Accounting	National and Kapodistrian University of Athens	Researcher
4	2017	Development of research and education of the Department of Economics	National and Kapodistrian University of Athens	Researcher
5	2013	Assistance in research activity of the members of the Academic Staff of the National and Kapodistrian University of Athens Department of Economics – Financial Sector	National and Kapodistrian University of Athens	Assistant 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				

**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			

**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			



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Professor Yannakoudakis Emmanuel**



<b>Institution:</b>	Philips University
<b>Surname:</b>	GIANNAKOUDAKIS
<b>Name:</b>	EMMANUEL
<b>Rank/Position:</b>	Professor
<b>School:</b>	Language Sciences and Communication
<b>Department:</b>	Computer Science
<b>Scientific Domain: *</b>	Artificial Intelligence, Expert Systems, Man-Machine Interfaces, Speech Synthesis & Recognition Systems, Psychometric Databases, Design of Psychometric Tests, Database Management Systems, Database Design, Data Structures

*\*Field of Specialization*

### Academic Personnel Short Profile / Short CV

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

Qualification	Year	Awarding Institution	Department	Thesis title
Doctor of Philosophy in Education	1979	Bradford, England	Computer Science	
Master in Educational Administration and Supervision				



Academic Diploma in Education			Education	
Bachelor in History and Archaeology		Ptychion	Computer Science	

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

Period of employment		Employer	Location	Position
From	To			
October 2019	present	PHILIPS UNIVERSITY	CYPRUS	HEAD, COMPUTER SCIENCE DEPARTMENT
2004	2007	Athens University of Economics	GREECE	
1997	2001	Athens University of Economics	GREECE	Chairman of the Department of Informatics and member of the Senate
1991	1993	Athens University of Economics	GREECE	Deputy Head of the Department of Informatics and member of the Senate





**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	2017	Book Chapter 3. ARISTON: An Integrated Expert Framework for Occupational Guidance, In: Expert Systems: Design, Applications and Technology.	-----	Nova Science Publishers		
2	2016	An Efficient Algorithm for Graph Sampling	Voudigari, E., Salamanos, N., Papageorgiou, T.,	International Conference on Advances in Social Networks, Analysis and Mining		120-129
3	2015	Conceptual data retrieval from FDB Databases Kapetis, C., Conference	Petraki, E., 7 <sup>th</sup>	QQML International		
4	2014	Book: Database Systems: Theory and Practice	-----	E. Benou		
5	2014	A Writer Identification System of Greek Historical Documents using MATLAB	Konstantakis, M.,	International Journal of Emerging Technology and Advanced Engineering	4, 10	609-617

**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					
2					

\*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	2002-2004	Integrated Information System of the Greek Ministry of Economics	Greek Government	Project Leader and Member of the Supervisory Committee
2	1993-1995	Establishment of a Greek National Guidance Resources Centre within the framework of the E.U. Program PETRA	Greek Government	Project Leader
3	1980-1985	Consultant for the Department of Trade and Industry, UK	UK Government	
4	1982 -	Consultant and Expert Adviser for the European Union	UK Government	
5	1979-1982	Consultant for the British Home Office – GMD System	UK Government	

\*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	2016		Secretary General of the Greek Chapter of the Alexandrian Library – UNESCO	
2	2013 - 2015		Vice Chairman of the Advisory Committee on Technology of the Greek Ministry of Administrative Reform and e-Government	
3	2006-2011	Greek Ministry of Education	Member of the Committee for National University Entrance Examinations	
4	2006-2010		Vice-President of the Research Centre	
5	1990- 1992		Member of the Committee on Terminology of the Greek Ministry of Development, Research & Technology	

**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		Associate Editor/Referee	international journals including ACM, IEEE-PAMI, IEEE-ASSP, JASIS, Computer Journal, Prentice Hall Publications, J. Wiley Publications, Butterworth Press, Pergamon Press
---	--	--------------------------	---

**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			
2			



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Professor Orphanides G. Andreas**



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.

### Academic Personnel Short Profile / Short CV

<b>University:</b>	Philips University
<b>Surname:</b>	Orphanides
<b>Name:</b>	Andreas G.
<b>Rank/Position:</b>	Professor
<b>Faculty:</b>	School of Law
<b>Department:</b>	Department of Law
<b>Scientific Domain: *</b>	History, Archaeology and Anthropology

*\* Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
DHC (Doctor Honoris Causa)	2012	"Ovidius" University of Costantza (Romania)		
Ph.D., (Anthropology/Archaeology)	1986	University at Albany, SUNY (USA)	Department of Anthropology	Andreas G. Orphanides, <u>Towards a Theory for the Interpretation of</u>



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.

				<u>Material Remains in Archaeology: The Bronze Age Anthropomorphic Figurines from Cyprus,</u>
M.A. (Classics/Archaeology)	1982	University at Albany, SUNY (USA)	Department of Classics	Andreas G. Orphanides, <u>Bronze Age Anthropomorphic Figurines in the Cesnola Collection at the Metropolitan Museum of Art</u>
Πτυχίο [B.A.] (History-Archaeology)	1978	University of Athens (Greece)	Department of History-Archaeology	



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

Period of employment		Employer	Location	Position
From	To			
2020	present	Philips University	Cyprus	Professor
2007	2014	European University-Cyprus	Cyprus	Rector
1987	2020	Cyprus College/ European University-Cyprus	Nicosia, Cyprus	Dean & Assoc. Professor/Professor



**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	"The Role of Culture in International Peace-Keeping and Business Operations"		<i>IJRDO - Journal of Social Science and Humanities Research</i>	4:2	98-109
2	2017	"Late Bronze Age Socio-Economic and Political Organization, and the Hellenization of Cyprus"		<i>Athens Journal of History</i>	3:1	7-20
3	2007	"Piracy in Cyprus and the Eastern Mediterranean during the Later Lusignan and Venetian Periods (15th-16th Centuries)"	Nicholas Koureas	<i>Επετηρίς του Κέντρου Επιστημονικών Ερευνών Κύπρου</i>	33	21-62
4	2001	"The Bronze Age Anthropomorphic Figurines"		<i>Archaeologia Cypria,</i>	4	83-94

		from Cyprus: Women's Child Caring Role"				
5	1988	"A Classification of the Bronze Age Terracotta Anthropomorphic Figurines from Cyprus"		RDAC		187-199
6	1983	(Monograph) <i>Bronze Age Anthropomorphic Figurines in the Cesnola Collection at the Metropolitan Museum of Art</i>		SIMA, Pocket-Book 20, Gothenburg: Paul Astroms Forlag		1-88
7	1985	(Book) <i>Radioanalytical Techniques in Archaeology: Pottery and Raw Clay Analysis</i>		Nicosia: AGO Publications		1-104
8	1990	(Book) <i>Greek and Latin Texts to the Third Century A.D.</i>	P. W. Wallace	SHC, Volume I, Nicosia: Institute of Cypriot Studies,		1-312

				University at Albany, and Cyprus College		
9	1996	(Book) <i>Near Eastern and Aegean Texts from the Third to First Millennia B.C.</i> (by A. Bernard Knapp)	P. W. Wallace	SHC, Volume II, Albany, NY: Greece and Cyprus Research Center		1-92
10	1996	(Book) <i>A Pilgrim's Account of Cyprus: Barsky's Travels in Cyprus</i> (by A. D. Grishin)	P. W. Wallace	SHC, Volume III, Albany, NY: Greece and Cyprus Research Center		1-114

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	2004-present	Various Projects undertaken	EURASHE/EU	Coordinator or Partner
2	2000-present	<i>The Bronze Age Terracotta Figurines from Cyprus</i>		Project Director/Chief Investigator
3	2006	European Quality Assurance Forum: <i>Embedding Quality Culture in Higher Education</i>	EU	Project Partner

4	2004-2006	<i>AVD-Merge: Educational Network Structure for Dissemination of Real Time AV/Data Communication in Engineering Education</i>	European Commission-Minerva Action	Project Partner (Research Collaborator)
5	1983-2000	<i>Applications of Radioanalytical Techniques in Archaeology: Chemical Characterization of Bronze Age Anthropomorphic Figurines in Cyprus</i>		Project Director & Chief Investigator
6	1996-1999	<i>An Intercultural Education and Training Program for International Business in Cyprus, Egypt, Greece, Israel, Jordan, and the Occupied Territories</i>	Med-Campus (EU)	Network/Project Coordinator
7	1980-1995	<i>SUNYA-Cyprus Archaeological Expedition</i>		Assistant Director and Pottery Specialist
8	1976-1978	<i>Colorado University Excavations at Lithares, Greece</i>		Stone Implement Specialist
9	1996	Excavations at Eretria, Greece		Excavations Participant

\*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	2015-present	Cyprus Agency of Quality Assurance and Accreditation of Higher Education	Council Member	
2	2015-present	BFUG Group/Team On Monitoring Progress in Realising the European Higher Education Area (EHEA)	Member	
3	2003-2011	Governing Board, Open University of Cyprus	Member	
4	2011-2015	European Association of Institutions in Higher Education (EURASHE)	9th President	
5	2010-2011 & 2014-2015	Executive Board of European Quality Assurance Register of Higher Education (EQAR)	3rd & 7th President	

<b>Awards / International Recognition (where applicable). List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)</b>			
<b>Ref. Number</b>	<b>Date</b>	<b>Title</b>	<b>Awarded by:</b>
1	2016	Honorary Award	Rectors' Conference of Higher Education Institutions of Poland (KRZaSP)
2	2014	"Gold Medal for his significant contribution to the field of Education and Science, and for his support to modernization of programs of Universities of the Republic of Armenia"	Ministry of Education and Science of the Republic of Armenia
3	2012	DHC (Doctor Honoris Causa)	"Ovidius" University of Costantza, Romania
4	1996	Achievement Award for Contribution to Conflict Resolution as Leadership Function	Institute for Multi-Track Diplomacy & The Cyprus Consortium, Virginia, USA
5	1984	Outstanding Scholarly Achievement Award	SUNY at Albany, USA

<b>Other Achievements. List the five (5) more recent and other five (5) selected. (max total 10) (Optional Entry)</b>			
<b>Ref. Number</b>	<b>Date</b>	<b>Title</b>	<b>Key Activities:</b>
1	2009	Honoured as a distinguished University Professor	City Council of Lapithos



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.

2	2005	Honoured for "his overall contribution to Science, Research and Culture"	Mayor of Lapithos
3	2004	Honorary Award	[KENTHEA] (KENΘEA), Larnaca
4	2001	Honorary Presentation of his Popular Oratorio "Νησί του Έρωτα"	Embassy of Cyprus, Athens
5	1988	Special Faculty Award	Cyprus College, Nicosia



ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



**Professor Christiana Paparoditi**





### Academic Personnel Short Profile / Short CV

<b>Institution:</b>	PHILIPS UNIVERSITY
<b>Surname:</b>	Dr. Paparoditi
<b>Name:</b>	Christiana
<b>Rank/Position:</b>	Professor
<b>School:</b>	Arts and Sciences
<b>Department:</b>	Computer Science
<b>Scientific Domain: *</b>	Quantitative Analysis and Computer Applications

*\*Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
Dr. rer pol, Ph.D.	1988	Freie Universität Berlin	Business Administration, Institute of Applied Statistics	Theory and Application of Log-Linear Models



Diplom-Kaufmann, Diploma (MA)	1980	Freie Universität Berlin	Business Administration, Operations Research and Applied Statistics	Log-Linear Models in Market Research
Vordiplom	1977	Freie Universität Berlin	Business Administration	

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

Period of employment		Employer	Location	Position
From	To			
October 2019	present	PHILIPS UNIVERISTY	Nicosia, Cyprus	Professor
2004	Sep 2019	The PHILIPS COLLEGE	Nicosia, Cyprus	Associate Professor of Information Technology, Head of Computing & Information Systems Department
2003	2004	The PHILIPPS COLLEGE	Nicosia, Cyprus	Assistant Professor of Information Technology
2000	2003	The PHILIPPS COLLEGE	Nicosia, Cyprus	Senior Lecturer in Quantitative Analysis



				and Computer Applications
--	--	--	--	---------------------------

**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	1989	<i>Benutzerhandbuch</i> . Das Sozio- ökonomische Panel, Deutsches Institut für Wirtschaftsforschung, Welle 4			4	
2	1988	<i>Benutzerhandbuch</i> . Das Sozio- ökonomische Panel, Deutsches Institut für Wirtschaftsforschung, Welle 3			3	
3	1987	<i>Benutzerhandbuch</i> . Das Sozio- ökonomische Panel, Deutsches			2	



		Institut für Wirtschaftsforschung, Welle 2				
4	1986	<i>Benutzerhandbuch. Das Sozio- ökonomische Panel, Deutsches Institut für Wirtschaftsforschung, Welle 1</i>			1	

**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					
2					

\*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	2005-2006	<i>Computer Aided Diagnosis of Prostate Cancer Through the Use of Image Processing Techniques on MRI Scans</i> Researchers involved: Dr. A. Antonakoudi, Dr. Ch. Paparoditi	Research Promotion Foundation, Collaboration with University of Patras, Imperial College	researcher



2	2004-2005	<i>Embedding the Voiceprint in a Smart card and using it in a biometric security system</i> Researchers involved: Dr. A. Kounoudes, St. Mavromoustakos, Dr. Ch. Paparoditi	Research Promotion Foundation, Bilat. cooperation (Cyprus-Greece) project, Collaboration with University of Patras. Code:KY-EL0603/77 2004-2005	researcher
3	2002	<i>Metabook – Creation and Experimental Application of Multimedia Electronic Book in High Scholl – Physics</i>	Socrates Community Programme	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				

**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			



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			



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Dr. Naoum Mylonas**

**Lecturer**



### Academic Personnel Short Profile / Short CV

<b>Institution:</b>	Philips University
<b>Surname:</b>	Mylonas
<b>Name:</b>	Naoum
<b>Rank/Position:</b>	Lecturer
<b>School:</b>	Economics and Management
<b>Department:</b>	Business Studies
<b>Scientific Domain: *</b>	Management, Strategy and Entrepreneurship

*\*Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
PhD Entrepreneurship Management	2018	Aristotle University of Thessaloniki (AUTH)	Economics	"Developing entrepreneurship in the creative industries. The role of female entrepreneurs"





MSc European Economic Policy	2011	Athens University of Economics and Business (AUEB)	International and European Economics	“Europeanization and Reforms of Public Management: Comparative Research among European Union Countries”.
MSc Development Management	2009	London School of Economics and Political Science (LSE)	International Development	“Making the Public Sector more accountable through E-Government: the case of Citizens Service Centers (KEP) in Greece”.
BSc Economic Science	2007	Aristotle University of Thessaloniki (AUTH)	Economics	-

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

Period of employment		Employer	Location	Position
From	To			
October 2019	Present	Philips University	Nicosia, Cyprus	Lecturer
March 2019	August 2019	Department of Economics, Aristotle University of Thessaloniki	Thessaloniki	Adjunct Lecturer
October 2018	February 2019	Business Administration Department, University of Ioannina	Igoumenitsa	Adjunct Lecturer
March 2018	Present	Business Administration Division, American College of Thessaloniki (ACT)	Thessaloniki	Adjunct Professor



October 2016	June 2018	DEI College (Franchisee of Northampton University, UK)	Thessaloniki	Lecturer
--------------	-----------	--	--------------	----------

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

Ref · Nu mb er	Year	Title	Other authors	Journal and Publisher/ Conference	Vol.	Pages
1	2018	Venture Performance Factors in Creative Industries: A sample of Female Entrepreneurs	Petridou Eugenia	Gender in Management: An International Journal	33	385-404
2	2017	Examining the impact of creativity on entrepreneurship intentions: the case of potential female entrepreneurs	Kyrgidou Lida, Petridou Eugenia	World Review of Entrepreneurship, Management and Sustainable Development	13	84-105
3	2013	Identifying tomorrow's entrepreneurs: entrepreneurship education in Greece	Kyrgidou Lida, Petridou Eugenia	World Review of Entrepreneurship, Management and Sustainable Development	9	352-364



4	2011	The effect of perceived external prestige on Greek public employees' organizational identification: Gender as a moderator	Gkorezis Panagiotis, Petridou Eugenia	Gender in Management: An International Journal	26	550 – 560
5	2012	E-Government for social inclusion in EU countries  <i>Κεφάλαιο σε συλλογικό τόμο με κριτές</i>	Papandreou Marios	Human Rights and Risks in the Digital Era: Globalization and the effects of Information Technologies (eds. Ch. M., Akrivopoulou and N. Garipidis), Idea Group Inc. (IGI) Publications		158-169
6	2013	The contribution of e-government into the Greek public administration reform: the case of Citizens Services Centres (ΚΕΠ) <i>(written in Greek)</i>	Petridou Eugenia	Reforms in public administration: Opportunities, Prospects, Weaknesses (ed. A. Makridimitris, M. Samatas, E. Prevedourou, M.I. Pravita), Sakkoulas Publications		

**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					

\*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	October 2010 – December 2017	Innovation and Entrepreneurship Unit of Aristotle University of Thessaloniki (AUTH)	NSRF 2007-2013	Managerial coordinator and tutor of business plans seminars
2	February 2011 – August 2011	Preliminary Study for the Initiation of Aristotle University's Liaison Office	Research Committee of the Aristotle University of Thessaloniki	Member of the research group
3	04 May 2015 - 07 May 2015	From Innovation to Entrepreneurship	European Cooperation in Science & Technology - COST Training School	Fellow-Instructor
4	16 July 2013 - 18 July 2013	Cultivating Entrepreneurial Ideas	European Cooperation in Science & Technology - COST Training School	Fellow-Instructor
5				

\*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				

**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			

**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	04 <sup>th</sup> December 2007	Award of the first distinguished graduate given by the Dean of Faculty of Law, Economics and Political Science of Aristotle University of Thessaloniki (AUTH) among 122 graduates in the graduation ceremony	
2	May 2011 – May 2016	The doctoral research was funded by the Scholarship Programme Heraclitus II under "Education and Lifelong Learning" of the National Strategic Reference Framework (NSRF)	



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Professor Papandreou Andreas**



Academic Personnel Short Profile / Short CV	
<b>Institution:</b>	Philips University
<b>Surname:</b>	ANDREAS
<b>Name:</b>	PAPANDREOU
<b>Rank/Position:</b>	Visiting Professor
<b>School:</b>	Economics and Management
<b>Department:</b>	Accounting and Finance
<b>Scientific Domain: *</b>	Environmental and Resource Economics, Microeconomics, Political Economy

*\*Field of Specialization*

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
D.Phil.	1990	University of Oxford	Economics	Ideas of Externalities
M.Sc.	1982	London School of Economics	Economics	
B.Sc.	1981	Queen Mary College	Economics	

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

Period of employment		Employer	Location	Position
From	To			
October 2019	present	PHILIPS UNIVERSITY	Nicosia, Cyprus	Visiting Professor
2016	Today	NKUA	Athens	Professor
2007	2016	NKUA	Athens	Associate Professor
2000	2007	NKUA	Athens	Assistant Professor

### 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	2018	The Economics of Climate Change. Bank of Greece.	Economides, G., Papandreou, A., Sartzetakis, E., & Xepapadeas, A. (2018).	Bank of Greece		
2	2018	Elections and opportunistic budgetary policies in Greece	Chortareas, G., Logothetis, V., & Papandreou, A. A.	Managerial and Decision Economics	39(8)	854-862





ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.

3	2017	Do agents' characteristics affect their valuation of 'common pool' resources? A full-preference ranking analysis for the value of sustainable river basin management.	Dávila, O. G., Koundouri, P., Pantelidis, T., & Papandreou, A.	Science of The Total Environment	575	1462-1469
4	2017	An integrated assessment framework for the analysis of multiple pressures in aquatic ecosystems and the appraisal of management options.	Pistocchi, A., Udias, A., Grizzetti, B., Gelati, E., Koundouri, P., Ludwig, R., Papandreou, A., Souliotis, I.	Science of The Total Environment	575	1477-1488
5	2016	How crude oil prices shape the global division of labor.	Picciolo, F., Papandreou, A., Hubacek, K., & Ruzzenenti, F.	Applied Energy	189	753-761
6	2016	Political cycles in Greece's municipal employment	Chortareas, G., Logothetis, V., & Papandreou, A. A.	Journal of Economic Policy Reform	43	1-13

7	2019	A detailed overview and consistent classification of climate-economy models	Nikas, A., Doukas, H., & Papandreou, A.	In H. Doukas, A. Flamos, & J. Lieu (Eds.), <i>Understanding Risks and Uncertainties in Energy and Climate Policy: Multidisciplinary Methods and Tools for a Low Carbon Society</i> (1st ed. 2019 ed., p. 259). Springer.		1-54
8	2011	The economics of climate change	Capros, P, and Papandreou, A	Bank of Greece		
9	2003	Externality, Convexity and Institutions.		<i>Economics and Philosophy</i>	10	93
10	1998	<i>Externality and Institutions</i>		Oxford University Press	8	347



**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					
2					

\*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	H2020-DRS-2015, «BRIGAD - BRIdges the GAp for Innovations in Disaster resilience», GA No.700699	H2020-DRS-2015	Socio-economic analysis
2	2018	H2020-ISIB-2014-2015/H2020-ISIB-2015-2, «SIMRA - Social Innovation in Marginalised Rural Areas», GA No. 677622	H2020-ISIB-2014-2015/H2020-ISIB-2015-2	Socio-economic analysis

\*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	2015 -Today	NKUA	Head of the Political Economy Division	Manage and develop the division to ensure it achieves the highest possible standards of excellence in all its activities
2	2014 - Today	NKUA	Vice Chair of the Department of Economics of the National and Kapodistrian University of Athens	Manage and develop the department to ensure it achieves the highest possible standards of excellence in all its activities
2	2014 - Today	NKUA	Member of OMEA of the Department of Economics responsible for annual reports for the MODIP of the National and Kapodistrian University of Athens	Support the process of evaluating the departmental activities in preparation for external assessment
3	2014 - Today	NKUA	Alternate member of the Governing board of the School of Economic and Political Sciences, National and Kapodistrian University of Athens	Represent the department in the governing board of the university
4				
5				



**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			
2			

**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			



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Professor Papalexandri Nancy**



Academic Personnel Short Profile / Short CV	
<b>Institution:</b>	Philips University
<b>Surname:</b>	PAPALEXANDRIS
<b>Name:</b>	NANCY
<b>Rank/Position:</b>	Visiting Professor
<b>School:</b>	Arts and Sciences
<b>Department:</b>	Language Studies and Communication
<b>Scientific Domain: *</b>	Human Resource Management, women in management, organisational behaviour, cross cultural management, small-medium enterprises, issues in public administration, public relations and communications.

*\*Field of Specialization*

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
Doctor of Philosophy in Management	1986	University of Bath	School of Management	Management Development Practices in Manufacturing Firms in Greece
Master of Arts in Business Education	1972	New York University		
Bachelor of Science in Business Administration	1966	Pierce College		

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

Period of employment		Employer	Location	Position
From	To			
October 2019	present	PHILIPS UNIVERSITY	Nicosia, Cyprus	Visiting Professor
2015	today	Athens University of Economics and Business	GREECE	Academic Advisor of the Post Graduate Master's Programme in Human Resource Management
2011	2015	Athens University of Economics and Business	GREECE	Academic Co-ordinator of the Post Graduate Master's Programme in Human Resource Management
2002	2011	Athens University of Economics and Business	GREECE	Director of the Post Graduate Master's Programme in Human Resource Management
2001	2008	Athens University of Economics and Business	GREECE	Responsible of the Entrepreneurship Program of AUEB
2000	2011	Athens University of Economics and Business	GREECE	Professor of Human Resource Management at the Department of Marketing and Communication

### 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	2017	Women in Management in Worldwide: Signs of Progress		Routledge, 3 <sup>rd</sup> edition		





2	2016	Mediterranean HRM – Key Trends & Challenges	Stavrou-Costea, E.,	International HRM: Contemporary issues in Europe	Taylor and Francis, 3 <sup>rd</sup> edition	
3	2013	Measuring Workplace Bullying in Organisations	Galanaki, E.,	International Journal of Human Resource Management	24,11	2107-2130
4	2012	Job and Organisational attitudes in relation to financial performance in Greek retail banking: An exploratory empirical investigation	Dimitriades, Z.,	International Journal of Human Resource Management		793-807
5	2011	Managerial values and employee commitment in a cultural context	Alas, R., Niglas, K., Galanaki, E.,	Transformations in Business and Economics	10,2	42-59

**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					
2					

\* 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	1993 1996 2000 2004 2008 2014	CRANET international research network on comparative research in Human Resource Management	EU	
2		programme FOCUS	UK	
3		Programme GLOBE	Wharton Business School of Pennsylvania, USA	

\*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	2012	2014	Head of the HR Committee of the Ministry of the Health in collaboration with the E.U. Task Force	
2	1997	2012	Member of the Editorial Board of the Scientific Journal "Employee Relations" by UMIST	
3	1990	1994	Member of the Board of Directors of the Central Bank of Greece	
4	1993		Member of committee for the Restructuring of the Foundation	



5	1990	1993	Member of the Committee for the modernisation and restructuring of the Ministry of Internal Affairs	
---	------	------	---	--

**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			
2			

**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			
2			



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Professor Misiakoulis Spyridon**



<b>Institution:</b>	Philips University
<b>Surname:</b>	MISIAKOULIS
<b>Name:</b>	SPYRIDON
<b>Rank/Position:</b>	Lecturer
<b>School:</b>	Economics and Management
<b>Department:</b>	Business Administration
<b>Scientific Domain: *</b>	(1) Quantitative Methods (Econometrics – Statistics – Mathematics – Operation Research) (2) Financial Economics

*\*Field of Specialization*

<b>Academic Personnel Short Profile / Short CV</b>				
<b>Academic qualifications (list by highest qualification)</b>				
<b>Qualification</b>	<b>Year</b>	<b>Awarding Institution</b>	<b>Department</b>	<b>Thesis title</b>
BACHELOR	1977	ECONOMIC UNIVERSITY OF ATHENS (A.Σ.O.E.E.)	ECONOMICS	N/A
DIPLOMA	1978	UNIVERSITY OF KENT AT CANTERBURY	ECONOMIC AND SOCIAL STATISTICS	N/A
MASTER	1979	UNIVERSITY OF KENT AT CANTERBURY	QUANTITATIVE SOCIAL SCIENCES	LIMITED DEPENDENT VARIABLE MODELS

PH.D.	2012	HELLENIC OPEN UNIVERSITY	ECONOMIC AND POLITICAL SCIENCES SCHOOL	PORTFOLIO PERFORMANCE EVALUATION – WHICH IS THE APPROPRIATE MEAN TO CALCULATE IT
-------	------	--------------------------	--	--

<b>Employment history in Academic Institutions/Research Centers – List by the three (3) most recent</b>				
<b>Period of employment</b>		<b>Employer</b>	<b>Location</b>	<b>Position</b>
<b>From</b>	<b>To</b>			
October 2019	present	PHILIPS UNIVERSITY	Nicosia, Cyprus	Visiting Professor
2009	ΣΗΜΕΡΑ	NATIONAL AND KAPODESTRIAN UNIVERSITY OF ATHENS	ATHENS	RESEARCHER / PROFESSOR
2013	ΣΗΜΕΡΑ	HELLENIC OPEN UNIVERSITY	ATHENS / RHODES	VISITING PROFESSOR (Σ.Ε.Π.)
2015	2016	UNIVERSITY OF NICOSIA	ATHENS	VISITING PROFESSOR (Σ.Ε.Π.)

**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	PHLEGON'S STEM-ANDLEAF DISPLAY	-----	THE AMERICAN STATISTICIAN	73	89
2	2016	DELISTED VERSUS VOLUNTARY DELISTED VERSUS REMAIN LISTED: FINANCIAL DISCLOSURE TIMING	D. BALIOS, N. ERIOTIS & D. VASSILIOU	APPLIED ECONOMICS LETTERS	23	773
3	2015	PEARSON'S KURTOSIS	-----	THE AMERICAN STATISTICIAN	69	62
4	2015	PLUTARQUE ET L'ÉCHANTILLONNAGE APPLIQUÉ DE LUCULLUS,	-----	CONVERGENCE	20	
5	2015	DELISTED VERSUS VOLUNTARY DELISTED VERSUS REMAIN LISTED: AN ORDERED ANALYSIS	D. BALIOS, N. ERIOTIS & D. VASSILIOU	APPLIED ECONOMICS LETTERS	22	66

6	2012	FORECASTING PERFORMANCE WITH THE HARMONIC MEAN: LONGTERM INVESTMENT	D. BALIOS, N. ERIOTIS & D. VASSILIOU	REVIEW OF APPLIED ECONOMICS	8	<b>107</b>
		HORIZONS IN SHANGHAI STOCK EXCHANGE				
7	2010	CECROPS, KING OF ATHENS: THE FIRST POPULATION CENSUS IN HISTORY	-----	THE INTERNATIONAL STATISTICAL REVIEW	78	<b>413</b>
8	1985	THE DISTRIBUTION OF THE 2X2 UNIT NORMAL DETERMINANTS	R. DARTON	THE AMERICAN STATISTICIAN	39	<b>241</b>
9	1983	SARGAN DENSITIES: WHICH ONE?	-----	JOURNAL OF ECONOMETRICS	23	<b>223</b>
10	1982	AN ALTERNATIVE SPECIFICATION OF THE LINEAR PROBABILITY PROBLEM	-----	THE STATISTICIAN	31	<b>339</b>



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	2019	THEORETICAL APPROACHES AND PRACTICAL IMPLEMENTATIONS IN ENVIRONMENTAL EDUCATION - YUNUS	EUROPEAN UNION	ATHENS	SENIOR RESEARCH FELLOW
2	2019	FROM ATHENS TO ANTALYA – A2A	EUROPEAN UNION	ATHENS	SENIOR RESEARCH FELLOW
3	2019	ECO_TOUR – TOWN TWINING BETWEEN TURKISH AND EUROPEAN MUNICIPALITIES	EUROPEAN UNION	ATHENS	SENIOR RESEARCH FELLOW
4	2018	LIFE PRIMED – LIFE17/NAT/GR/000511	EUROPEAN UNION	ATHENS	SENIOR RESEARCH FELLOW
5	2016	ICON – INTERACTIVE CONSERVATION PLATFORM FOR ORCHIDS NATIVE TO GREECE-TURKEY	EUROPEAN UNION	ATHENS	SENIOR RESEARCH FELLOW

6	2015	LIFE NATURA THEMIS	ΕΥΡΩΠΑΪΚΗ ΕΝΩΣΗ	ATHENS	SENIOR RESEARCH FELLOW
7	2012	LIFE11 NAT/GR/1014 "ForOpenForests"	ΕΥΡΩΠΑΪΚΗ ΕΝΩΣΗ	ATHENS	SENIOR RESEARCH FELLOW

*\*Specify venue, geographic location etc*

Research Projects. List the five (5) more recent and other five (5) s elected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1				
2				

*\*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				
2				



**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			
2			

**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			
2			



ΔΙΠΑΕ  
CYQAA

ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



eqar /// enqa.



**Louise-Victoria Holmes**  
**SPECIAL TEACHING STAFF**



### Academic Personnel Short Profile / Short CV

<b>Institution:</b>	PHILIPS UNIVERSITY
<b>Surname:</b>	Holmes
<b>Name:</b>	Louise Victoria
<b>Rank/Position:</b>	Special Teaching Staff
<b>School:</b>	Arts and Sciences
<b>Department:</b>	Language Studies and Communicatins
<b>Scientific Domain: *</b>	English Language

*\*Field of Specialization*

### Academic qualifications (list by highest qualification)

Qualification	Year	Awarding Institution	Department	Thesis title
MA (with Merit) in Modernism and Modern Writers	2005	Royal Holloway, University of London	English	Can 'Gone With The Wind' be considered as a Modernist novel?



BA (Hons.) in English	2003	Royal Holloway, University of London	English	A study of representations of female mental illness in 20 <sup>th</sup> century novels.
Certificate of English Language Teaching to Adults (CELTA)	2009	ITTC Europe Ltd.		

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

Period of employment		Employer	Location	Position
From	To			
2020	present	PHILIPS UNIVERISTY	Nicosia, Cyprus	Special Teaching Staff
2016	2018	Aspire Private British School	Paphos, Cyprus	Teacher of English as a Second Language
2014	2015	The Learning Centre	Peyia, Cyprus	English Language and Literature Teacher
2013	2014	Queen Ethelburga's Collegiate	York, UK	Teacher of EAL



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						



## APPENDIX 2

### STUDENT RECRUITMENT STRATEGY MARKETING PLAN



## Student Recruitment Strategy and Marketing Plan 2019-2023

### Introduction

This is the University's first Student Recruitment Strategy and Marketing Plan. Successful recruitment of high quality students is essential to the academic and financial sector of the University. Effective student recruitment is key to the University realizing many of its long-term strategic plans.

### Vision and Strategic Objectives

The objectives of Philips University regarding international student recruitment, are to:

- Increase the academic quality of international applicants to Philips University;
- Enhance the global positioning of the Philips University;
- Ensure that international students of Philips University enjoy an excellent experience.

The strategies to achieve the above objectives are:

- Appropriate research to ensure a sophisticated understanding of overseas countries as markets for the recruitment of international students, and of national and global trends for specific subject areas;
- Appropriate and effective promotional activities undertaken for the purpose of recruiting international students to Philips University; and
- Effective collaboration between different sections within Philips University to achieve recruitment targets.

Implementation of the strategies will be driven by two principles:

- Recruitment should be from as broad a range of countries as possible, in order to achieve a heterogeneous student population; and

- Effective activities can only be developed with the benefit of a deep and sophisticated knowledge of a given market.

In a time of financial restrictions it is increasingly important for Philips University to reduce costs and to generate additional income. In respect of the latter, investment in activity which generates income is a priority since investment in other areas is contingent upon increased revenue.

## **SWOT Analysis**

### **Strengths**

- Strong reputation / academic standing;
- Good student : staff ratio;
- Recruitment of students from a broad spread of countries.
- Highly qualified and committed academic and administrative staff

### **Weaknesses**

- High proportion of international students recruited from just a few markets;
- High cost of programs / lack of provision for scholarships;
- Limited use of new technologies in international student recruitment.

### **Opportunities**

- Continuing growth in demand for international education;
- Potential for growth from, as yet, undeveloped and underdeveloped markets;
- Development of Programs in the Greek language

### **Threats**

- Global or regional economic or political changes;
- New country competitors entering the market;
- Increased investment in recruitment activity by local and international competitors.

### Strategy:

- Thorough research of target markets
- Appropriate and effective promotional activities undertaken for the purpose of recruiting international students to Philips University.
- Cooperation and support of influential local agents

Representation and promotion of Philips University in priority countries through:

- Participation in selected educational exhibitions, including those organized by the British Council or private companies as appropriate to market conditions;
- Organizing independent visits to schools, universities and agencies likely to encourage application of suitably qualified students to Philips University, as identified by research;
- Taking part in study abroad fairs at EU institutions and visiting African and Asian universities to support affiliate recruitment;
- Organizing independent education exhibitions and independent visits in collaboration with other Universities; and
- Delivering presentations to the public.

## **Admission Requirements**

### **Admission of undergraduate courses requires:**

- (a) graduation from a six-year public or private school of secondary education formally registered by the Ministry of Education, and Culture, Sport and Youth of the Republic of Cyprus or the Ministry of Education, Research and Religious Affairs of the Republic of Greece. In addition, evidence that the applicant is competent in written and spoken Greek or English;  
**or**
- (b) a General Certificate of Education with a pass mark in five subjects, including two subjects at Advanced Level and Ordinary Level passes in English Language or an equivalent qualification;  
**or**
- (c) a General Certificate of Education with a pass mark in four subjects, including three subjects at Advanced Level and Ordinary Level passes in English Language or an equivalent qualification;  
**or**
- (d) successful completion of a University foundation program or an equivalent qualification.  
**or**
- (e) graduation from an approved course in an accredited secondary education school of 12 years of education and, in addition, evidence that the applicant is competent in written and spoken Greek or English.

### **The Selection of Students to be Admitted will be carried out:**

- (a) based on the overall average of a secondary school of education and evidence of an English language qualification; **or**
- (b) based on the G.C.S.E/ G.C.E results of the candidates, **or**
- (c) based on the candidate's success in the Foundation course of the Philips University.

### **Eligible candidates for admission:**

- (a) graduation from a six-year public or private school of secondary education formally registered by the Ministry of Education, and Culture, Sport and Youth of the Republic of Cyprus or the Ministry of Education, Research and Religious Affairs of the Republic of

Greece. In addition, evidence that the applicant is competent in written and spoken Greek or English;

**or**

(b) a General Certificate of Education with a pass mark in five subjects, including two subjects at Advanced Level and Ordinary Level passes in English Language or an equivalent qualification;

**or**

(c) a General Certificate of Education with a pass mark in four subjects, including three subjects at Advanced Level and Ordinary Level passes in English Language or an equivalent qualification;

**or**

(d) successful completion of a University foundation program or an equivalent qualification.

**or**

(e) graduation from an approved course in an accredited secondary education school of 12 years of education and, in addition, evidence that the applicant is competent in written and spoken Greek or English.

**or**

(f) the place secured by Cypriot males who have to carry out compulsory military service in the armed forces of the Ministry of Defence of the Republic of Cyprus, will be kept so that they can study at the University in the academic year following completion of their military service.

(g) those who do not apply for their place to be kept within the specified deadlines, will lose their place.



## APPENDIX 3

### ASSESSMENT METHODS

## Examination and Assessment Policy

The Board of the University believes that an effective student performance assessment system is crucial to academic standards and that such systems are conducive to student academic development and welfare. The application of continuous student assessment is just as important as end-of-semester assessment.

Students should be assessed fairly and the assessment should be related to the teaching objectives of the course. The University also believes that the student assessment procedures should be well documented, known and presented to the student well in advance, and applied in a timely and fair manner.

Since student performance is closely linked to by the teaching methods adopted, these methods are also assessed. As a result, the University ensures that student performance is maximized, and that students receive the fullest benefit from their educational experiences. Peer review and evaluation are significant components of the assessment of teaching methods. In this regard, the University encourages, and in practice enforces, a policy of peer evaluation where peers act in good faith and with the welfare of the student and their colleague in mind. The peer review of teaching staff is undertaken once every semester. Each member of the teaching staff is assessed by their peers in class with a view to evaluating the effectiveness of the teaching methods used and to recommending improvements where necessary.

Students are also encouraged to play a key role in the assessment of the teaching methodology employed because as pivotal figures of the University they should carry out this role. Thus, at least once a year, students are asked to evaluate the performance and effectiveness of their lecturers in class with

the aim of providing feedback and helping the lecturer improve their performance.

Examinations are normally held at the University and are invigilated by members of Academic Staff. Guidelines for invigilators are issued periodically.

Academic Staff are provided with assistance from the secretarial staff and by the Faculty Office which provides the stationery and other examination requisites. The Faculty operates a policy of the anonymous marking of examination scripts. Students are thus required to enter their University number and not their names on exam scripts. They are also required to complete an attendance register, so as to be informed about any missing students, and to have information in the event of the loss of scripts or fraud.

## Assessment

Students are assessed by a variety of methods depending on course choices and learning outcomes. These include the following:

- Exams
- Seminars
- Essays
- Coursework
- Individual or group project
- Case studies/role play simulation
- Project and oral presentation
- Students portfolios

We recommend that instructors use a mixture of assessment methods in order to support their students to develop a variety of skills and attributes.

As a general rule, all courses of the program have a minimum of 20% attributable to a mid-term assessment, and minimum of 50% attributable to a



final written examination, which normally last for three (3) hours. A maximum of 30% is attributable to continuous assessment during the semester based principally in class participation, tests, quizzes, essays, projects, case studies, student portfolios, video presentation, etc.

Each Department is responsible for notifying students of the assessment requirements for each course offered. This, however, does not absolve the student from the responsibility of acquainting himself/herself with the assessment requirements by referring to the relevant publications.

Students who fail to submit coursework by the due date, and who do not have an extension or certified mitigating circumstances, fail in that piece of work. Departments normally permit a student to resubmit one piece of coursework per subject. Coursework may also take the form tests which are held under examination conditions. Coursework is normally marked and returned to students within one week.

### **Grading System**

- The assigning of grades is the exclusive right of the lecturer. Change of a grade by the lecturer is possible only in exceptional cases and only with the written approval of the Chair of the Department and the Dean of the Faculty.
- The grading system is numerical and ranges from 0 to 100. The minimum passing grade is fifty (50).

The Philips University employs the grading system as shown in the table below:

Grade	Description	Quality Points
A 85-100%	Pass	4.00
B+ 80-84%	Pass	3.60
B 75-79%	Pass	3.30
B- 70-74%	Pass	3.00
C+ 65-69%	Pass	2.60
C 60-64%	Pass	2.00
C 55-59%	Pass	2.00
D 50-54%	Pass	1.00
F Below 50%	Fail	None
INC Incomplete	NC	None
Auditor (Listener)	NC	None
Withdrawal	NC	None

**Note:** The Grade Point Average (GPA) is determined by dividing the total Grade Points by the total number of credits.

### Marking Scheme and Assessment Policy

The work of each student for each course is graded according to the following grading scale: A, B+, B-, C+, C, C-, D or F. The lowest grade that is a pass is D (50%). The symbol F (Fail) means that the student is not entitled to any credits. Students who for any reason have not completed the requirements for a particular course, do not receive credits for the course. The symbol (NC) does not affect the GPA. The designation INC (incomplete) indicates that an examination was not taken, or that part of classwork was not completed. Students receive this grade only when a small part of the work of the semester has not been completed and the student has presented convincing reasons to the lecturer as to why they have not been able to complete the course requirements during the specified timeframe. The pending work should be

completed within the following semester. The lecturer and the students should mutually agree on a work schedule so that the course does not remain incomplete.

- The designation 'AU' denotes that the student attends the course as an auditor. Students who wish to attend a course regularly but do not wish to receive a grade or credit, may audit the course provided that there is sufficient space and consent from the Department.
- Grades awarded at the end of the semester are final grades and cannot be changed even if additional work is submitted.
- Students wishing to improve their grades must repeat the course/courses before graduation.
- Students wishing to withdraw from the Philips University should consult the Chair of the Department. The official letter given to the student will indicate the date of departure from the University and the designation (NC) No credit will appear alongside to each course.
- The pass grade for each course is 50%.
- The exam results at the end of the semester contribute to 50 % of the grade. 30% of the grade is based on continuous assessment based principally in class participation, tests, projects, essays, case studies, student portfolios, video presentation, etc.
- In order to successfully pass a course, the student should achieve the minimum grade of 50%.

- If assessment of a course is based solely on the completion of assignments, students must achieve the minimum pass grade, 50%, in order to pass the course. The provisions of the Internal Regulations are applied for all other cases.

### Compensation

- (a) A student who scores below 50%, but not below 40%, in one subject in any semester, may nevertheless pass the subject by compensation provided that their overall performance merits the pass.
- (b) The project in Years III and IV must be passed independently of the other subjects and may not be used as compensation for a subject failed.
- (c) The compensation mechanism does not operate where a student is required to resit one or more papers. Compensation may not be carried forward to resit examinations.
- (d) A candidate who scores less than 50% in the project and does not benefit from a discretionary recommendation issued by the examiners may submit a new project not later than two years after the submission date of the original project.
- (e) In the case of a revised project being presented for consideration in the Autumn Examination in the same year, the examiners may, at their discretion, decide not to call the candidate for a viva-voce examination.

## Resits

- Where a student does not pass by compensation, the student will be allowed to resit the subjects failed on one or more examination occasions.
- An average mark of 50% must be attained in all resit subjects.
- A student who successfully passes a failed subject is credited with the mark earned in the resit examination.
- A student who fails to achieve a minimum of 50% in a subject assessed solely by coursework will be referred in the subject. The Head of Department will offer the student the opportunity of completing the subject by examination, or through additional coursework.

## Project

- In Year IV, when a candidate has satisfied the examiners in all subjects, but has not yet met the stipulated criteria in relation to a compulsory project, the Examiners shall deem the student's results deferred pending satisfactory completion of the project.
- The project must be passed on the second attempt

## Appeals procedure

Students have the right of appeal against their results, within 5 days of the publication of the results. Appeals must be made in writing to the Head of Department. The grade appeal procedure is itemized below and should be followed in all instances making sure each step is fully exhausted before going on to the next one.

**Step 1** The lecturer should be contacted to discuss the grade disparity and every effort should be made to resolve the problem at this level.

**Step 2** The student must make the appeal in writing to the Deputy Rector, noting specific objections to the grade received. After consultation with the lecturer concerned, the Deputy Rector will decide accordingly and may refer the case to the Appeals Committee.

**Step 3** An Appeals Committee will be appointed to mediate in the dispute. The Committee will review both the written and oral arguments in the case. The committee will consist of:

- (i) one Administrative Officer of the program;
- (ii) one Faculty member who teaches in the program; and
- (iii) one student who is currently enrolled in the program.

**Step 4** The student and lecturer will be informed of the Committee's decision and, barring written objections by either party, the recommendation of the Committee will be accepted.

## Graduation

Upon completion and graduation from their field of study, students should:

- Have successfully completed at least 240 European Credit Transfer units (ECTS) for their undergraduate studies or 90 credits for postgraduate studies;
- Have completed the exam material;
- Have obtained the necessary ECTS from the core and elective courses;
- Have obtained a Grade Point Average (GPA) of at least 2.00 during the last four years;

### Undergraduate Degrees are classified as follows:

3.60 to 4.00	First Class
3.20 to 3.59	Second Class. 1 <sup>st</sup> Division
2.80 to 3.19	Second Class. 2 <sup>nd</sup> Division
2.40 to 2.79	Third Class
2.00 to 2.39	Ordinary Degree

- only courses that have been graded with 50 and above are taken into account for the calculation of the Grade Point Average (GPA), because only those courses can be awarded with credits. The courses which are calculated collectively cover the required credits. This includes all the courses that the student has successfully passed, even if they have successfully completed more courses than their program of studies requires.
- students wishing to improve their grades in a course which has been graded above 50, have to resit the exam. Resits are allowed only once.
- if a student has repeated a course because they have to or in order to improve their grades, and the number of credits has changed, the new number of credits will be recorded.
- an Incomplete grade is given only in exceptional substantiated circumstances (certified medical or personal reasons). The procedure for grading an incomplete course, is the following:
  - a form is completed by the lecturer and the student is directed to the Council of the Department and the Student and Welfare Services of the University. The form contains the approval of the Chair of the Department.

- there must be provisions for completing the mark before the end of the following semester.
- if the mark is not completed within agreed deadline then the incomplete mark is automatically changed to zero (0).
- the marking and assessment of a thesis that is carried out for two or more semesters, is conducted in the following way:  
At the end of each semester, before the final semester of completion of the thesis, the supervisor submits written assessment of the student's progress to the Department. The assessment is communicated to the student. The designation Satisfactory (S) and US (Unsatisfactory) is given in the assessment. The carrying out of the thesis and the assessment are subject to the regulations recommended by the Council of the Department and approved by the Council of the Faculty. The final mark of the thesis is submitted within the deadline specified for all subjects.
- the analytic grading in all subjects, as well as all possible failures, withdrawals, or exemptions from subjects, are registered in the final report of the analytic grading. The weighting of each subject grade in European Credit Units (ECTS) is registered in the Department Study Guide and the Analytic Grade report. Additionally, each graduate is provided with a Diploma Supplement in English free of charge.
- in the case of failure in a core subject, the student is obliged to repeat the course. In the case of failure in an elective subject, the student is obliged to repeat the same subject once. Failure in any subject is reported in the reports issued both after the end of each semester as well as in the final year reports, but not on the Diploma Supplement. It rests on the discretion of the lecturer to let the student who failed to participate in the subject (which is obligatory), but the student is not credited with the ECTS of the particular subject.



- at the end of each semester, all Departments presents the grades in all subjects, without name identification on scoreboards.
- seven days following the completion of an examination, the final grading is submitted to the Director of Student Affairs and Student Welfare. In the case of subjects attended by more than 50 students, the final grades could be submitted 10 days after the completion of the examination. In the case of Departments being involved in the process of grade approval by the Department Council, any changes to grades, should be submitted to the Student and Welfare Services of the University within a timeframe of 10 days.
- The Senate approves student grades and the conferring of awards.



## APPENDIX 4

### RESEARCH POLICY AND MILESTONES

## PREAMBLE

Research and scholarship is central to the mission of the University. It is the cornerstone of the continuing creation of the knowledge which is the foundation of all disciplines. It directly contributes to social well-being, health, culture, economic development and the advancement of society.

Research and scholarship can flourish only in a climate of academic freedom which includes freedom of inquiry and the right to disseminate the results thereof, freedom to challenge conventional thought, freedom from institutional censorship, and the privilege of conducting research on human and animal subjects. However, with academic freedom comes the responsibility to ensure that all research and scholarship: is informed by the principles of honesty, integrity, trust, accountability and collegiality; meets high scientific and ethical standards; is conducted with honest and thoughtful inquiry, rigorous analysis, and accountability for the use of professional standards; and seeks to increase knowledge in ways that do not harm but which benefit society.

Philips University, within the framework of Its Vision, Mission and Research Policy as stipulated in the Charter and Internal Rules and Regulations, systematically pursues the cultivation of these values in the University community. They are advanced by the ongoing education of its members in matters of research integrity, and by adopting and following appropriate policies within which research and scholarship should be conducted, policies which all major funding agencies require universities to have in place.

This Regulation, therefore, establishes a general framework for the conduct of research. It is premised on individual responsibility for the selection and conduct of research and scholarship as individual members of the University community are best positioned, through special knowledge, to be aware of both the manner in which their Research and scholarly activity is being conducted and the

consequences of such activity. Special responsibility rests with Researchers to remain aware of the consequences of their Research and to balance the potential benefits against the possibility of harmful applications.

This Regulation should be interpreted in a manner that is consistent with the vision of the University as a research and scholarly community committed to the principles of academic freedom, honesty, integrity, trust, accountability and collegiality, and the idea that fair play must prevail at all times.

This Regulation does not replace the policies and guidelines of agencies sponsoring research or which have oversight of particular research activities.

## MILESTONES

### YEAR 1:

1. Fully manned and operational Research centre.
2. Definition and organization of common research interests and fields with partner universities (Aristoteles University of Thessaloniki, National and Kapodistrian University of Athens, University of Crete etc.)
3. Definition of a strategic research plan
4. Further expansion of Research Partner network to include at least another 5 participants.
5. Tackling of external (Local, European or International) funds for at least two projects.
6. Introduction of Faculty Self-assessment report system and encouragement of Faculty to achieve at least one publication and one participation in international conferences in their respective fields.

### YEAR 2:

1. Establishment of research centres or groups at School and department levels, reflecting the research interests of all academic and administrative staff and the general strategic plan.

2. Establishment of research awards annual competition scheme for faculty.
3. Introduction of research impact measuring metrics and indicators for benchmarking.
4. Organization of at least one international conference at School or Department level.
5. Organization of at least two diffusion seminars with faculty and student participation.
6. Organization of 4 public lectures.

### **YEAR 3:**

1. Development of Masters programs and engaging students in research process.
2. Organization of at least one international conference per School/ Department, annually.
3. Research Forum with partner institutions for measuring the up to now results, reflection and development of a new Strategic Plan.

### **YEAR 4:**

1. Development of Doctorate Programs and engagement of students in research.