

Doc. 300.1.2

Higher Education Institution's Response

Date: 2/6/2021

- **Higher Education Institution:**
CDA College

- **Town:** Pafos

- **Programme of study
Name (Duration, ECTS, Cycle)**

In Greek:

Πτυχίο στη Διοίκηση Επιχειρήσεων

(4 Χρόνια, Συν Προαιρετικό

Προπαρασκευαστικό Έτος /240 ECTS Πτυχίο)

In English:

Bachelor in Business Administration

(4 Years, Plus an Optional Foundation Year,

240 ECTS, Bachelor of Arts)

- **Language(s) of instruction:** English
- **Programme's status:** Currently Operating



The present document has been prepared within the framework of the authority and competencies of the Cyprus Agency of Quality Assurance and Accreditation in Higher Education, according to the provisions of the “Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Laws of 2015 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.300.1.1) must justify whether actions have been taken in improving the quality of the programme of study 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. 300.1.1).*
- *In case of annexes, those should be attached and sent on a separate document.*

1. Study programme and study programme's design and development (ESG 1.1, 1.2, 1.7, 1.8, 1.9)

Findings

The EEC finds strong evidence of compliance with respect to international standards concerning study programme and study programme's design and development.

The EEC encourages CDA College to further develop and strengthen the BA programme by rebalancing compulsory courses and optional/elective courses (including – compulsory or not – language courses and experiential learning activities such as applied research projects, internships, group project work, etc ... allowing to strengthen knowledge with practical relevance and impact and to assess “soft” competences and skills highly appreciated by the world of business).

Strengths

The College's vision and mission to focus on “small scale” learning and to invest in close relationships with the students it admits is best-practice. The highly motivated, dynamic and well-qualified team of teachers is highly engaged in programme design and innovation and students play an active participative role in the whole process.

Areas of improvement and recommendations

The EEC (see discussion and conclusions) suggests the School to grow the number of students (up to a maximum capacity allowing for small scale education) and develop the programme in terms of options and specialisations aligned with the strategies with respect to programme portfolio management.

Response of the Higher Education Institution (HEI)

The EEC (discussion and conclusions) suggests to grow the number of students (up to a maximum capacity allowing for small scale education) and develop the existing programme in terms of options and specialisations.

Following the suggestions of the EEC we developed more business options and specialisations. We developed three business specialisations which are the following (See Appendices 1,2,3):

- BA Business Administration – BUSINESS (See Appendix 1)
- BA Business Administration – MANAGEMENT (See Appendix 2)
- BA Business Administration – ACCOUNTING AND FINANCIAL MANAGEMENT (See Appendix 3)

All the business specializations in the program share a common set of generic business objectives, however, each business specialization has its own objectives. (See Appendices 1,2,3). Thus, with the development of the three business specializations students would have more options to choose from and this would also increase the number of enrolled students. As per the EEC's encouragement and suggestions of developing business specialisations and rebalancing of compulsory courses and optional/elective courses, CDA College has further

strengthened its BA programme. Additionally, we reinforced the final research project with 18 ECTS and we added internships. These will also allow students to gain additional and real knowledge with practical relevance and impact and to assess “soft” competences and skills highly appreciated by the world of business.

The comments of the EEC are very positive and the **1st section Study programme and study programme’s design and development** is evaluated as Compliant by the EEC. Only one subunit 1.4 **Information management** is evaluated as partially compliant, which has also been fully satisfied as below.

CDA College Information Management

CDA College strongly believes, welcomes and applauds transparency. CDA College publishes a range of information that is available to the public, parents and the students.

- College Website, Programs, Criteria, learning objectives, Lecturers
- College Prospectus
- Moodle – learning material to students
- Programs of study advertising leaflets and Emails
- Alumni information etc.

Key Performance Indicators (KPIs) are performance metrics that can be tracked, measured and analyzed. CDA College uses KPIs to understand how a program, department, course or a student is progressing toward their goals. KPIs are the tools to understand and measure the success of the College. Furthermore, these KPIs help the College to monitor and evaluate how well they're performing, and direct their policy formulation and target setting.

All educational information is provided to the public through various printed and electronic means such as:

- The College’s Prospectus, printed and electronic in the College Web site (<http://www.cdacollege.com/>)
- Publication of all the programs details, criteria, content etc. on the college web site.
- The information is continually updated for all the accredited programmes of study.
- International Studies guide
- Students can have more information through the College e-platform “Moodle” (<http://cdacollege.com/moodle/>)
- The students can get further information on courses through the Course Outline of their courses during the first week of each semester.
- Leaflets/letters sent through mail to the public

Additionally, more detailed formal information is provided to students such as:

- Admission procedures and requirements for all programmes of study
- Access to disabled students and facilities at the College
- Policies, regulations and guidance regarding Examinations, Assessment and Awards,
- Grading policies for all the programmes of study and also policy on moderation of marks, Complaints and appeals
- Profile of the student population
- Student progression, success and drop-out-rates

- Passing rates in all programmes of study
- Average time to students to graduate
- Learning resources and student support available
- Students satisfaction with their programmes
- Involvement of students in the development of the content of their studies
- Feedback from graduates on their employment and/or continuation of studies

What is the percentage of success of the students in the examinations?	CDA COLLEGE NICOSIA	
	Programme of Studies	Success Percentage (%) of Students in the Examinations
	Secretarial Studies	90%
	Executive Secretarial Studies	100%
	Higher Diploma in Office Administration	100%
	Hairdressing	1st Year: 75%, 2nd Year: 100%, 3rd Year: 100%
	Travel & Tourism Administration	1st Year: 60%, 2nd Year: 55%
	Information & Communication Technology	1st Year: 83%
	BA Business Administration	1st Year: 80%, 2nd Year: 76%, 3rd Year: 73%, 4th Year: 90%
	BA Police Management	1st Year: 100%, 4th Year: 50%
	Master in Business Administration	1st Year: 70%
	Aesthetics	2nd Year: 100%

The comments of the EEC are very positive and the **1st section Study programme and study programme's design and development** is evaluated as Compliant by the EEC. Only one, the subunit 1.4 Information management is evaluated as partially compliant, which has also been fully satisfied.

Please select what is appropriate for each of the following sub-areas: Sub-area

1 Policy for quality assurance

1.2 Design, approval, on-going monitoring and review

1.3 Public information

1.4 Information management

Non-compliant/ Partially Compliant/Compliant

Compliant

Compliant

Compliant

Partially Compliant

2. Student – centred learning, teaching and student assessment (ESG 1.3)

Findings

The EEC confirms compliance with the standards concerning student – centred learning, teaching and assessment. The small scale education strategy and the mission and vision of the College to bring higher education to the local/regional market where it is well connected with the business community is commended.

The Head of the program responsible for the program and the administration associated to it are experienced and committed to its delivery. This ensures that the program can be managed by the academics in charge without inappropriate non-academic interventions. There is also a team of dedicated administrators who are involved in student support processes (library, student visas and accommodation etc).

Strengths

The College’s mission and vision is a clear basis for the College’s unique distinctiveness and its competitive advantage. The “closeness” to the (local/regional) market needs (tourism, agriculture, education, health services) allows for impact and innovation through active (applied) research driven education.

Areas of improvement and recommendations

The EEC recommends the School to:

1. Be aware of the potential disadvantages of small-scale education (synergy, economies of scale, proximity versus objectivity, ...);
2. Improve its information management: a more formal, documented
3. And communicated mission and vision, together with performance indicators relating to e.g. student progression would strengthen compliance to internationally accepted standards and practices;
4. Put more weight to the final project and group work when assessing learning outcomes (including competences and skills) and improve documentation of achieved learning outcomes in this sense.

Response of the Higher Education Institution (HEI)

1. The EEC recommends investing on the College’s strength which is to focus on “small scale” learning and to invest in close relationships with the students. Furthermore, following the EEC’s suggestions regarding the disadvantages of a small-scale education, the College has developed a growth strategy by developing three business specializations within the current BA programme. This will provide more options to students and it will certainly increase the number of students. The development of the business specialisations will provide to students more brainstorming and critical thinking and focus on deferent business perspectives.

2. See previous reply 1.4 – Improvement of the Information management.
3. As per the EEC, the College’s vision and mission is the College’s strength which focus on “small scale” learning and invest in close relationships with the students. The highly motivated, dynamic and well-qualified team of teachers is highly engaged in programme design and innovation and students play an active participative role in the whole process. The College mission and vision will be further communicated by including the College’s performance indicators. The College’s mission and vision is a clear basis for the College’s unique distinctiveness and its competitive advantage. CDA College will further reinforce and communicate its mission by also including the performance indicators of the College, such as:
 - student’s progression,
 - access to disabled students and facilities at the College
 - success and drop-out-rates,
 - passing rates in all programmes of study,
 - Average time to students to graduate,
 - Learning resources and student support available and
 - Students satisfaction with their programmes,
 - these would strengthen compliance to internationally accepted standards and practices.
4. As per EEC’s suggestion we added more weight to the final project by increasing its ECTS from 12 to 18 ECTS and also we have increased the weight on group work and assignments and the addition of work internship.

The comments of the EEC are very positive and the **2nd section Student-centred learning, teaching and student assessment** is evaluated as Fully Compliant by the EEC.

Please select what is appropriate for each of the following sub-areas: Sub-area	<i>Non-compliant/ Partially Compliant/Compliant</i>
2.1 Process of teaching and learning and student-centred teaching methodology	Compliant
2.2 Practical training	Compliant
2.3 Student assessment	Compliant

3. Teaching Staff (ESG 1.5)

Findings

The EEC confirms compliance to the relevant standards and commends the College for its focus on attracting and developing adequate and qualified teaching staff.

Strengths

The EEC commends the College for its highly motivated, young and dynamic team of qualified, professional support staff and teaching faculty. Teaching faculty is strongly engaged and nourishes close connections with the students allowing for a distinctive “personal touch” and stimulating personal development and support.

Areas of improvement and recommendations

The EEC encourages the College to further increase the % of (international) PhD holding teaching staff.

Response of the Higher Education Institution (HEI)

The EEC praises the College for its highly motivated, young and dynamic team of qualified, professional support staff and teaching faculty. Teaching faculty is strongly engaged and nourishes close connections with the students allowing for a distinctive “personal touch” and stimulating personal development and support. The EEC finds ample evidence of teaching staff collaborating in the fields of teaching and research within the HEI and with partners outside (practitioners in their fields, employers, and staff members at other HEIs in Cyprus or abroad).

Moreover, as per the EEC’s suggestions the College has further increased the percentage (%) of PhD holding teaching staff, thus the teaching staff is further reinforced with 3 more PhD lecturers.

- Appendix 5 - Dr. Aristoniki Theodosiou
- Appendix 6 - Dr. Kalli Drousioti
- Appendix 7 – Dr. Demetris Savvides

Also see Appendix 4 the amended Lecturers list of the programme.

The comments of the EEC are very positive and the **3rd section Teaching Staff** is evaluated as Fully Compliant by the EEC.

Please select what is appropriate for each of the following sub-areas: Sub-area
3 Teaching staff recruitment and development

Non-compliant/ Partially Compliant/Compliant
Compliant

- | | | |
|-----|------------------------------------|-----------|
| 3.2 | Teaching staff number and status | Compliant |
| 3.3 | Synergies of teaching and research | Compliant |

4. Students admission, progression, recognition and certification

(ESG 1.4)

Findings

The EEC confirms compliance to standards with respect to student admission, progression, recognition and certification. The College has all required processes and structures in place to ensure and assure achievement of learning goals and objectives from admission to graduation.

Strengths

Small scale education advantages are fully exploited by highly engaged students and teaching and support staff, motivated and stimulated by exemplary leadership.

Areas of improvement and recommendations

The EEC recommends and encourages the school to improve explicit documentation and more formal communication of pre-defined and published regulations regarding student progression.

Response of the Higher Education Institution (HEI)

As per the EEC's suggestions the CDA College has improved its formal communication, regulations and information. As a part of our commitment to openness and transparency, CDA College publishes a range of information that is available to the public, parents and the students.

CDA College Information Management:

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The Key Performance Indicators (KPIs) are performance metrics that can be tracked, measured and analyzed. CDA College uses KPIs to understand how a program, department, course or a student is progressing toward their goals. KPIs are the tools to understand and measure the success of the College. Furthermore, these KPIs help the College to monitor and evaluate how well they're performing, and direct their policy formulation and target setting.

All educational information is provided to the public through various printed and electronic means such as:

- The College's Prospectus, printed and electronic in the College Web site (<http://www.cdacollege.com/>)
- Publication of all the programs details, criteria, content etc. on the college web site.

- The information is continually updated for all the accredited programmes of study.
- International Studies guide
- Students can have more information through the College e-platform “Moodle” (<http://cdacollege.com/moodle/>)
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- Policies, regulations and guidance regarding Examinations, Assessment and Awards,
- Policy on marking and grading for all the programmes of study and also policy on moderation of marks
- Complaints and appeals, Profile of the student population
- Student progression, success and drop-out-rates
- Passing rates in all programmes of study
- Average time to students to graduate, Learning resources and student support available
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	BA Police Management	1st Year: 100%, 4th Year: 50%
	Master in Business Administration	1st Year: 70%
	Aesthetics	2nd Year: 100%

The comments of the EEC are very positive and the **4th section Students admission, progression, recognition and certification** is evaluated as Fully Compliant by the EEC.

Please select what is appropriate for each of the following sub-areas: Sub-area

Non-compliant/ Partially Compliant/Compliant

4	Student admission, processes and criteria	Compliant
4.2	Student progression	Compliant
4.3	Student recognition	Compliant
4.4	Student certification	Compliant

5. Learning resources and student support (ESG 1.6)

Findings

The EEC confirms the quality and availability of learning resources and student support “beyond” compliance (best-practice).

Strengths

The EEC was impressed by the professionalism and engagement of a small but very effective, highly motivated and beyond-compliance team ensuring more than adequate fit-for-purpose resources. Students explicitly mentioned the very high quality of the services available to them (with a best-practice personal touch).

The EEC was equally impressed with the quality of student support covering the needs of a small, diverse student population, such as mature, part-time, employed and international students and students with special needs.

Areas of improvement and recommendations

Beyond compliance.

Response of the Higher Education Institution (HEI)

The EEC praises the program for its student-centred learning and flexible modes of learning and teaching, supported by appropriate learning resources. The comments of the EEC are very positive/beyond compliance and the 5th section **Learning resources and student support** is evaluated as Fully Compliant by the EEC.

Please select what is appropriate for each of the following sub-areas: Sub-area

Non-compliant/ Partially Compliant/Compliant

5	Teaching and Learning resources	Compliant
5.2	Physical resources	Compliant
5.3	Human support resources	Compliant
5.4	Student support	Compliant



6. Additional for distance learning programmes
(ALL ESG)

N/A



7. Additional for doctoral programmes
(ALL ESG)

N/A



8. Additional for joint programmes
(ALL ESG)

N/A

B. Conclusions and final remarks

Please provide constructive conclusions and final remarks which may form the basis upon which improvements of the quality of the programme of study under review may be achieved, with emphasis on the correspondence with the EQF.

The EEC found clear evidence of standard compliance, but more importantly, the EEC was impressed by the dynamic, young and highly motivated and qualified faculty and the close relationships (personal touch and individual attention) between staff/faculty and students. This is, of course, due to the small number of students in the program, but it is also well “embedded” in the institution’s approach to HE, thereby establishing a competitive advantage and distinctive mission and vision.

The EEC commends the institution and the programme for having a direct impact on the local/regional economy of Pafos and the support the CDA College offers to business development by providing well-trained students in high demand on the “market”. The College has close connections to the business world and actively and effectively helps students to find jobs (direct career services) and support its students throughout the whole learning experience.

The institution has a clear mission and vision, and is encouraged to more explicitly formulate and communicate this mission and vision as the source of its competitive advantage and unique positioning. Key to the mission and vision are “proximity” and “local/regional impact on the economy” through higher education satisfying international standards.

Further improvement discussions and identified areas for further development concern:

1. Growth strategy of the College in terms of number of students (per programme) and number of programmes to be offered in Pafos

The EEC experts encourage the institution and programme management to grow the number of students without letting go of “small group education”. The BA programme is, as a general business administration bachelor programme, well suited to incorporate more specialized/optional/elective courses complementing a strong set of compulsory courses and allowing a focus on e.g. leadership and entrepreneurship. The EEC suggests the School to carefully consider the option of creating “options and specializations” within the (existing) BA programme, before starting new programmes that might cannibalize, weaken synergies and lead to a less efficient portfolio.

2. Programme structure with regard to the balance between compulsory courses and electives/options/specialization fields;

The 210 ECTS of compulsory courses can be relatively reduced without loss of content to allow for more optional/elective courses (including language courses important for the tourism industry, leadership and entrepreneurship) and/or specialization fields, certainly when student numbers increase over the years to come. Next to the possible reduction of the number of compulsory courses, the School might consider pedagogical strategies to further strengthen the balance between and practice within these courses (focused applications).

Another reason to revise the compulsory courses, is that the EEC encourages the School to increase the weight given to the final (compulsory) project and to engage all teaching staff in

this project. The final project, moreover, would allow for additional competence and skills based assurance of learning (on both individual and group level).

3. The role of active research activities and experiential (practical) learning in the context of “blended” learning pedagogies;

The EEC encourages the School to maintain an appropriate teaching versus research workload. Active (applied) research is what drives innovative education with impact on the economy and the business world and highly motivates students and qualified teaching staff. Research time and opportunities are equally important for the (international PhD) recruitment strategies of the institution. The creation of the Aristotelis research center formalizes this commitment to (applied) research.

4. Internationalization (internationalization-at-home) of staff and students and faculty/teaching staff recruitment (PhD level);

The EEC encourages the institution to further increase the % of teaching staff holding (international) PhD degrees. This is necessary for the further development of applied research and for educational innovation, but it is also key to the School’s ambition to attract international, diverse and qualified faculty (teaching staff).

5. The development of a clear strategy for the (young) programme’s future (including recruitment, (applied) research and programme portfolio strategies)

The EEC strongly encourages CDA to formally formulate, communicate and execute a clear (growth) strategy for the young BA programme in line with its mission and vision and leveraging the College’s competitive advantage supported by that distinctive mission and vision. The strategy should clarify and give direction to the programme portfolio development, the pedagogical innovations (content and delivery mode) and to the development of high quality (applied) research with impact.

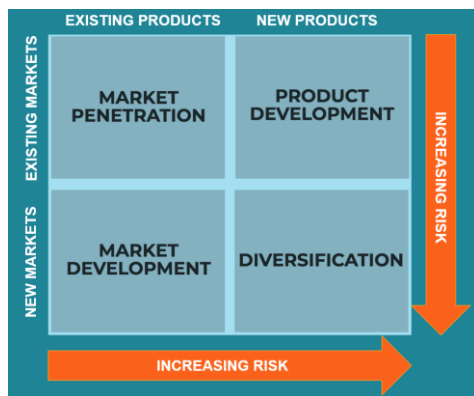
Finally, to conclude, the EEC is confident that the CDA College has the vision and the resources, financially and human, to execute a sustainable growth strategy for its programme in compliance with HE standards.

Response of the Higher Education Institution (HEI)

1. Growth strategy of the College in terms of number of students.

The EEC recommends investing on the College’s strength which is to focus on “small scale” learning and to invest in close relationships with the students. Moreover, following the EEC’s suggestions regarding the disadvantages of a small-scale education, the College has developed a growth strategy by developing three business specializations within the current BA programme. This will provide more options to students and it will certainly increase the number of students. The development of business specialisations will provide to students more brainstorming and critical thinking and more business choices. CDA College will apply two of Ansoff’s growth strategies, (see matrix below). As per Ansoff Growth Strategies (1960), there are four

basic growth strategies you can employ to expand your business: market penetration, product development, market expansion and diversification.



Ansoff, 1960

Therefore, as per Ansoff growth strategies matrix, CDA College will apply Market Penetration and Product Development growth strategies. Through market penetration and product development growth strategies will increase our students and additionally with the development of the three business specialisations of the programme we will open more educational horizons and business options for the registration of more students wishing different concentrations on business administration.

2. Programme structure with regard to the balance between compulsory courses and electives/options/specialisation fields;

The EEC (discussion and conclusions) suggests to grow the number of students (up to a maximum capacity allowing for small scale education) and develop the programme in terms of options and specialisations. Following the suggestions of the EEC we developed more business options and specialisations. We developed three business specialisations which are the following (See Appendixes 1,2,3):

- BA Business Administration – BUSINESS (See Appendix 1)
- BA Business Administration – MANAGEMENT (See Appendix 2)
- BA Business Administration – ACCOUNTING AND FINANCIAL MGT. (See Appendix 3)

The development of three business specializations offers to students more business options to choose and this will also increase the numbers of students to reach the maximum capacity. As per the EEC's encouragement through the development of business specialisations and rebalancing of compulsory courses and electives/options/specialisations fields, CDA College has further strengthened the BA programme. Additionally, by reinforcing the final research project research with 18 ECTS, the group project and the addition of work internships this will allow to strengthen knowledge with practical relevance and impact and to assess "soft" competences and skills highly appreciated by the world of business.

3. The role of active research activities and experiential (practical) learning in the context of "blended" learning pedagogies;

The EEC encourages the School to maintain an appropriate teaching versus research workload.

Thus CDA College Research Centre “Aristotelis” was established to provide an independent platform for researchers across the island. CDA College aims at excellence in research and is fully committed to developing and promoting research activity. Research, both pure and applied, being an essential academic activity is an integral part of CDA College’s mission. Research and advancement of knowledge as intellectual activities, are an integral part of our educational environment that fosters innovation and enthusiasm for excellence.

In addition, the College and the research team have set as their main objectives the constant presence in academic conferences, seminars and publications in prestigious research journals and the further cultivation and development of research culture at the College aiming at the exchange and formulation of innovative ideas and knowledge. The College has already set a policy with clear research incentives and all faculty staff should be involved and provide evidence of research activity every year. All faculty staff have the full support of the college on the research area. Additionally, the recruitment of three (3) more PhD holding teaching staff will also increase the research activities of the programme and will also induce new innovative teaching pedagogies. (Appendix 8)

4. Internationalisation (internationalisation-at-home) of staff and students and faculty/teaching staff recruitment (PhD level);

The EEC praises the College for its highly motivated, young and dynamic team of qualified, professional support staff and teaching faculty. Teaching faculty is strongly engaged and nourishes close connections with the students allowing for a distinctive “personal touch” and stimulating personal development and support. The EEC finds ample evidence of teaching staff collaborating in the fields of teaching and research within the HEI and with partners outside (practitioners in their fields, employers, and staff members at other HEIs in Cyprus or abroad).

Moreover, the teaching staff is further reinforced with the recruitment of three (3) more PhD lecturers.

- Appendix 5 - Dr. Aristoniki Theodosiou
- Appendix 6 - Dr. Kalli Droussioti
- Appendix 7 - Dr. Demetris Savvides

Finally, the revised list of lecturers consists of eleven (11) qualified and experienced lecturers, eight (8) of them are PhD holders with extensive research activities and innovative learning methods. (Appendix 4)

5. The development of a clear strategy for the (young) programme’s future (including recruitment, (applied) research and programme portfolio strategies).

The College has developed a clear strategy by leveraging the College’s competitive advantage of its mission and vision where we have also included the College’s performance indicators. Moreover, it consists of the recruitment strategy where we have recruited three (3) more qualified and experienced PhD lecturers who have reinforced the programme’s teaching staff (see Appendix 4). Additionally, the research activities of the programme were further reinforced and new innovative teaching methods were introduced. Furthermore, the programme portfolio strategies have been

also enhanced with the development of three (3) business specialisations. Thus, the amount of students will be increased and they will have more business choices. Moreover, CDA College aims at excellence in research through the CDA College Research Centre "Aristotelis and is fully committed to developing and promoting research activity. Research, both pure and applied, being an essential academic activity is an integral part of CDA College's mission. In addition, the College and the research team have set as their main objectives the constant presence in academic conferences, seminars and publications in prestigious research journals and the further cultivation and development of research culture at the College aiming at the exchange and formulation of innovative ideas and knowledge. The College has already set a policy with clear research incentives and all faculty staff have the full support of the college on the research area. (Appendix 8)

Finally, the EEC evaluated the programme in all the sections very positively (Compliant) and the College has already taken the appropriate actions and implemented all the suggestions mentioned by the EEC. In the above program, there is full compliance to the EEC's suggestions and the College applies high quality criteria and is constantly upgraded in accordance with the regulations of the Agency for Quality Assurance and Certification of Higher Education (CY.Q.A.A). As can be seen from our response, we have already taken immediate action and adopt the EEC's suggestions and recommendations for improvement and development of more business options and growth of the program.

CDA College will strengthen its position in the education market by further highlighting the strengths of the College and the new BBA specializations. The College firmly believes that the program "BA Business Administration" has a lot to offer to the Higher Education and to the vital business sector. We once again point out the very positive evaluation of the program by the EEC which was fully compliant in all sections and with the implementation of all the suggestions raised by the EEC and we look forward to your positive response.

Higher Education Institution academic representatives

<i>Name</i>	<i>Position</i>	<i>Signature</i>
Dr. Pantelis Ioannou	General Director	
Dr. Nikos Rodosthenous	Director of Research Centre «Aristotelis»	
Dr. Pavlos Panayi	Head of ICT Department	
Mr. Efstathios Michael	Director of C.D.A. College Pafos	
Mrs. Athina Kolinatri	Director of International Affairs	
Mrs. Katerina Kyriakidou	Director of C.D.A. College Nicosia	

Date: 02/06/2021

APPENTIX 1

BACHELOR IN BUSINESS ADMINISTRATION - BUSINESS

Program Generic Objectives

All the specializations in the program share a common set of objectives. The Generic Objectives of the BBA are to enable its graduates to:

- Make a constructive contribution to business settings in the national and international environment.
- Initiate entrepreneurial ventures or demonstrate entrepreneurship.
- Recognize the necessity to adapt to the constant challenges of the socio-economic, technological and global changes.
- Apply managerial capabilities, analytical and critical thinking, decision-making and problem-solving competencies, business communication skills, legal and ethical behaviour.
- Enhance analytical skills and decision making in reaching solutions to problems relating to any type of a business.
- Have a solid foundation to be able to pursue professional careers and/or continue for future academic prospects such as MBA, MSc, MA.
- Demonstrate specialized knowledge and competencies in their area of concentration (Business, Management, Accounting and Finance).

BA BUSINESS ADMINISTRATION - BUSINESS

Students enrolled in this 4 Years plus an Optional Foundation Year, program of study earn a Bachelor of Arts in Business Administration. The program seeks to prepare students for leadership roles in profit and nonprofit organizations and for post baccalaureate studies in business. The bachelor degree requires a minimum of 240 ECTS credits.

Indented Learning Outcomes

- To appreciate the emerging PESTEL environment of multicultural, political, global and domestic economic and financial theories and their application to the challenging business setting.
- To identify customer needs and understand the application of the business/marketing theories and the marketing mix (product/services, price, distribution, promotion, people, process, and physical evidence).
- To understand the business ethical situations, the laws regarding corporate governance, and the role of their personal integrity and values, cultural and gender diversity in the organization.
- To realize the importance of the evolving technology and the Internet, as they influence the roles and techniques of management in the global environment.
- To obtain well-developed problem solving skills, decision making through the application decision making theories, and adapt and innovate in a new competitive business environment.
- To possess leadership skills, understand group and individual dynamics, and be able to work in teams so incorporate them in the strategic planning of the business.

BA BACHELOR IN BUSINESS ADMINISTRATION – BUSINESS

Business Core Requirements: 102 ECTS – All Compulsory Courses

1. BUS101 Introduction to Business
2. MAR101 Introduction to Marketing
3. ACC101 Introduction to Accounting
4. ECO101 Principles of Microeconomics
5. ECO102 Principles of Macroeconomics
6. CSC190 Introduction to Computing
7. BUS418 Public Relations
8. MGT323 Introduction to Management
9. BUS301 Organizational Behaviour
10. BUS361 Corporate Business Law
11. MAR302 Market Research
12. BUS502 Change Management
13. BUS312 International Business
14. BUS302 Business Ethics
15. BUS405 Business Project - Thesis

Major Business (Concentration) Requirements: Students may select 13 Courses (78 ECTS)

1. BUS503 Business Economics
2. ACC122 Introduction to Managerial Accounting
3. ACC102 Financial Accounting
4. BUS235 Introduction to Finance
5. BUS504 Managerial Finance
6. BUS431 Financial Services
7. BUS313 International Finance
8. CSC391 Business Information Systems
9. BUS415 Human Resource Management
10. BUS416 Advanced Leadership Theory and Practice
11. BUS501 Innovation & Entrepreneurship
12. MAR202 Services Marketing
13. CSC492 E-Business
14. BUS261 Small Business Management
15. MAR201 Marketing Management
16. MAR402 Strategic Marketing Management
17. BUS401 Business Policy and Strategic Management
18. TOU401 International Tourism
19. HOT101 Introduction to Hospitality Industry
20. BUS505 Digital Marketing
21. TOU404 Crises and Disaster Management
22. BUS600 Internship

General Education: 36 ECTS – Students may select 5 courses (30 ECTS)

1. MTH102 Mathematics
2. MTH121 Statistics I
3. SOC101 Principles of Sociology
4. PSY101 Basic Psychology
5. MTH221 Statistics II
6. HIS145 European History

Languages: 48 ECTS - Students may select 5 courses (30 ECTS)

1. ENG101 English Communication
2. ENG205 Business English
3. ENG103 Public Speaking
4. ENG302 Advanced English
5. RUS101 Russian Language
6. FRA101 French Language
7. GER101 German Language
8. GRE101 Greek Language

APPENTIX 2

BACHELOR IN BUSINESS ADMINISTRATION – MANAGEMENT

Program Generic Objectives

All the specializations in the program share a common set of objectives. The Generic Objectives of the BBA are to enable its graduates to:

- Make a constructive contribution to business settings in the national and international environment.
- Initiate entrepreneurial ventures or demonstrate entrepreneurship.
- Recognize the necessity to adapt to the constant challenges of the socio-economic, technological and global changes.
- Apply managerial capabilities, analytical and critical thinking, decision-making and problem-solving competencies, business communication skills, legal and ethical behaviour.
- Enhance analytical skills and decision making in reaching solutions to problems relating to any type of a business.
- Have a solid foundation to be able to pursue professional careers and/or continue for future academic prospects such as MBA, MSc, MA.
- Demonstrate specialized knowledge and competencies in their area of concentration (Business, Management, Accounting and Finance).

BA BUSINESS ADMINISTRATION - MANAGEMENT

The BBA in management provides students with a solid grounding in the core functions of management followed by the opportunity to develop an understanding of global business and develop advanced knowledge and practical skills in a variety of business roles. It introduces students to organizations in all sectors and familiarizes them to the techniques which draw from numerous business related subjects including marketing, organizational behaviour, managing organizations and people, accounting and interpreting financial data and business operations. The objectives are to enable students to develop and be able to apply critical thinking and interpersonal skills especially in problem solving situations which are useful in any business setting. The aim is to help students gain the necessary theoretical and practical experience they need for a variety of management careers.

Indented Learning Outcomes

- Explain the importance of OPLC framework (Organizing, Planning, Leading and Controlling).
- Develop an essential understanding of business management principles and their application in different organizational contexts.
- Develop analytical, decision making, problem-solving, creative and learning skills for managing business ventures.
- Appreciate the value of managing people and organizations by knowing the different management theories.
- Develop leadership and management skills which can be used to motivate employees Develop a critical awareness of economic, social, innovation, technological and ethical context of varied enterprises and business management.
- Develop a basic understanding of accounting and financial management concepts and how this relates to the functions of an organization.
- Understand the basic economic principles and theories of a business enterprise.
- Appreciate the fundamental principles of corporate and business law and know how they are applied in the development of a business enterprise.

BA Bachelor in Business Administration - MANAGEMENT

Business Core Requirements: 102 ECTS – All Compulsory Courses

16. BUS101 Introduction to Business
17. MAR101 Introduction to Marketing
18. ACC101 Introduction to Accounting
19. ECO101 Principles of Microeconomics
20. ECO102 Principles of Macroeconomics
21. CSC190 Introduction to Computing
22. BUS418 Public Relations
23. MGT323 Introduction to Management
24. BUS301 Organizational Behaviour
25. BUS361 Business and Corporate Law
26. MAR302 Market Research
27. BUS502 Change Management
28. BUS312 International Business
29. BUS302 Business Ethics
30. BUS405 Business Project - Thesis

Major Management (Concentration) Requirements: Students may select 13 Courses (78 ECTS)

1. BUS503 Business Economics
2. ACC122 Introduction to Managerial Accounting
3. MGT420 Leadership and Collaboration
4. BUS235 Introduction to Finance
5. BUS504 Managerial Finance
6. MGT421 Employee Relations
7. MGT422 Service Quality Management
8. CSC391 Business Information Systems
9. BUS415 Human Resource Management
10. BUS416 Advanced Leadership Theory and Practice
11. BUS501 Innovation & Entrepreneurship
12. MAR202 Services Marketing
13. CSC492 E-Business
14. BUS261 Small Business Management
15. MAR201 Marketing Management
16. MAR402 Strategic Marketing Management
17. BUS401 Business Policy and Strategic Management
18. TOU404 Crises and Disaster Management
19. TOU401 International Tourism
20. HOT101 Introduction to Hospitality Industry
21. BUS600 Internship

General Education: 36 ECTS – Students may select 5 courses (30 ECTS)

7. MTH102 Mathematics
8. MTH121 Statistics I
9. SOC101 Principles of Sociology
10. PSY101 Basic Psychology
11. MTH221 Statistics II
12. HIS145 European History

Languages: 48 ECTS - Students may select 5 courses (30 ECTS)

9. ENG101 English Communication
10. ENG205 Business English
11. ENG103 Public Speaking
12. ENG302 Advanced English
13. RUS101 Russian Language
14. FRA101 French Language
15. GER101 German Language
16. GRE101 Greek Language

APPENTIX 3

BACHELOR IN BUSINESS ADMINISTRATION - ACCOUNTING AND FINANCIAL MANAGEMENT

Program Generic Objectives

All the specializations in the program share a common set of objectives. The Generic Objectives of the BBA are to enable its graduates to:

- Make a constructive contribution to business settings in the national and international environment.
- Initiate entrepreneurial ventures or demonstrate entrepreneurship.
- Recognize the necessity to adapt to the constant challenges of the socio-economic, technological and global changes.
- Apply managerial capabilities, analytical and critical thinking, decision-making and problem-solving competencies, business communication skills, legal and ethical behaviour.
- Enhance analytical skills and decision making in reaching solutions to problems relating to any type of a business.
- Have a solid foundation to be able to pursue professional careers and/or continue for future academic prospects such as MBA, MSc, MA.
- Demonstrate specialized knowledge and competencies in their area of concentration (Business, Management, Accounting and Finance).

BA BUSINESS ADMINISTRATION - ACCOUNTING AND FINANCIAL MANAGEMENT

The BBA in Accounting and Financial Management provides a detailed understanding of financial systems and accounting concepts along with strong development of analytical skills and broad knowledge of other core business functions. The program provides students with a solid business foundation through the core business modules and advanced skills in accounting and finance management through the specialized curriculum. The aim is to help students prepare for a wide variety of accounting and financial related careers in any business environment in the public and private sectors globally. It also aims to prepare candidates to apply and become accredited by the global body for professional accountants such as the ACCA (the Association of Chartered Certified Accountants, the AIA (Association of International Accountants) or any other internationally recognized accounting bodies.

Indented Learning Outcomes

- Synthesize and process accounting concepts in a variety of professional settings.
- Be able to apply knowledge and skills to prepare, analyse, record and report financial information in accordance with generally accepted accounting principles
- Be able to appropriately apply advanced cost concepts to make and defend managerial decisions using internal and external information.
- Evaluate and apply tax concepts to prepare corporate and partnership tax returns.
- Prepare, analyse and use financial reports for decision-making
- Interact and communicate professionally and effectively with others in accounting settings
- Be able to follow standards of professional conduct and ethical issues related to the practice of accounting and the impact on stakeholders

BA Bachelor in Business Administration - ACCOUNTING AND FINANCIAL MANAGEMENT

Business Core Requirements: 102 ECTS – All Compulsory Courses

31. BUS101 Introduction to Business
32. MAR101 Introduction to Marketing
33. ACC101 Introduction to Accounting
34. ECO101 Principles of Microeconomics
35. ECO102 Principles of Macroeconomics
36. CSC190 Introduction to Computing
37. BUS418 Public Relations
38. MGT323 Introduction to Management
39. BUS301 Organizational Behaviour
40. BUS361 Corporate Business Law
41. MAR302 Market Research
42. BUS502 Change Management
43. BUS312 International Business
44. BUS302 Business Ethics
45. BUS405 Business Project - Thesis

Major Accounting and Finance (Concentration) Requirements: Students may select 13 courses (78 ECTS)

1. BUS503 Business Economics
2. ACC122 Introduction to Managerial Accounting
3. ACC102 Financial Accounting
4. BUS235 Introduction to Finance
5. BUS504 Managerial Finance
6. BUS431 Financial Services
7. BUS313 International Finance
8. CSC391 Business Information Systems
9. BUS401 Business Policy and Strategic Management
10. BUS415 Human Resource Management
11. ACC210 Advanced Cost & Management Accounting
12. ACC220 Introduction to Auditing
13. ACC310 Business Taxation (Cyprus)
14. ACC420 Advanced Business Taxation
15. ACC410 Performance Management
16. ACC461 Investments
17. ACC320 Advanced Auditing and Internal Review
18. BUS600 Internship

General Education: 36 ECTS – Students may select 5 courses (30 ECTS)

13. MTH102 Mathematics
14. MTH121 Statistics I
15. SOC101 Principles of Sociology
16. PSY101 Basic Psychology
17. MTH221 Statistics II
18. HIS145 European History

Languages: 48 ECTS - Students may select 5 courses (30 ECTS)

17. ENG101 English Communication
18. ENG205 Business English
19. ENG103 Public Speaking
20. ENG302 Advanced English
21. RUS101 Russian Language
22. FRA101 French Language
23. GER101 German Language
24. GRE101 Greek Language

APPENTIX 4

BUSINESS ADMINISTRATION
(4 Years, Plus an Optional Foundation Year, Bachelor of Arts/240 ECTS)
Pafos

A/A	Professors Name	Code	Courses	F/T or P/T
1.	Dr. Ambrosios Prodromou Head of the Program Doctorate in Business Administration – Swiss Management University- Switzerland. Master in Business Administration –St. Mark and St. John University – Plymouth UK. Bachelors in Business Administration – European Institute of Education.	BUS 312 BUS 401 BUS 101 BUS 405	International Business Business Policy & Strategic Management Introduction to Business Business Project – Thesis	F/T
2.	Dr. Iosif Kafkalas PhD Economics, MSc Economics, BSc Economics	ECO101 ECO102 BUS 313	Principles of Microeconomics Principles of Macroeconomics International Finance	F/T
3.	Dr. Valentina Christodoulou PhD in Sociolinguistics (Kings College of London), MA in “Gender, Sexulaties and Ethic Studies”, University of East London, Bachelor’s degree in English Language and Literature (National and Kapodistrian University of Athens)	ENG 101 ENG 205 ENG 103 ENG 302	English Communication Business English Public Speaking Advanced English	F/T
4.	Dr. Ifigenia Efthimiou PhD on Statistics – University of Aegean Master’s Degree “Statistics and Data Analysis – University of Aegean, BSc, Department of Statistics and Actuarial – Financial Mathematics – University of Aegean	MTH 102 MTH 121 MTH 221	Mathematics Statistics I Statistics II	P/T
5.	Dr. Marilia Kountouridou PhD Business Adm. Marketing MSc Advertising and Marketing – University of Leeds BEd In Primary Education – Frederick University, Cyprus	MAR 202 MAR 402 MAR 101	Services Marketing Strategic Marketing Introduction to Marketing	F/T
6.	Dr. Aristoniki Theodosiou PhD in Psychology – Aristotle University of Thessaloniki, MSc in Finance & Maritime Studies – Cyprus University of Technology,	PSY101 SOC101	Basic Psychology Principles of Sociology	F/T

	<p>MSc in Art Psychotherapy – The Arts & Psychotherapy Center of Athens,</p> <p>MSc in Total Quality Management & Innovative Implementations of Education – Aristotle University of Thessaloniki,</p> <p>Pgp in Counseling Psychology – North College & University of London,</p> <p>Bachelor In Psychology – Aristotle University of Thessaloniki</p>			
7.	<p>Dr. Drousiotou Kalli PhD in Philosophy University of Nicosia MA in Education University of Nicosia BA History & Archaeology Cyprus University</p>	GRE101	Greek Language	P/T
8.	<p>Dr. Demetris Savvides PhD in Law Masters of Science in Justice Studies Arizona State University, Tempe AZ, Master's in Business Administration Nicosia Cyprus, Cyprus International Institute of Management Bachelors of Science in Justice Studies Arizona State University, Tempe AZ, Bachelor in Laws (LL.B.) Sheffield University, Sheffield U.K.,</p>	BUS 361 BUS 302 BUS 261 MGT323	Business Law Business Ethics Small Business Management Introduction to Management	P/T
9.	<p>Theodoros Christodoulides MBA Business, BA Accounting & Finance, ACCA Chartered Accountant</p>	ACC 101 ACC 122 BUS 235 ACC 102 BUS 431	Introduction to Accounting Introduction to Managerial Accounting Introduction to Finance Financial Accounting Financial Services	F/T
10	<p>Dorita Chrysanthou Master om Business Administration (C.D.A College) MA in Marketing with HR Management, Middlesex University, Πτυχίο Οικονομικών Επιστημών (Πανεπιστήμιο Πάτρας)</p>	BUS 301 MAR 201 MAR 302 BUS 415	Organizational Behavior Marketing Management Market Research Human Resource Management	F/T
11	<p>Olga Pelekanou MBA, CDA College Nicosia, Bachelor of Science, Teacher of Computer Sciences & English, OMSK State Pedagogical University, Russian Bachelor of Computer Science, Frederick University</p>	CSC 190 CSC 391 CSC 492	Introduction to Computing Business Information Systems E- Business	F/T

APPENTIX 5

DR. ARISTONIKI THEODOSIOU

A. Education

PhD Psychology

MSc Finance & Maritime Studies

MSc Psychotherapy

MSc Total Quality Management & Innovative Implementation on Education

PgP Counselling Psychology

Bachelor Psychology

PUBLISHED ARTICLES

<i>Stigma Magazine:</i>	2010
Art Psychotherapy in Group Child Therapy	Vol. 44:38 2007
<i>Egkefalos Magazine:</i>	
Art Intervention to Patients with Mild Cognitive Impairment	Vol. 44:38 2007
Humane approach to patients with mild cognitive impairment	Vol. 44:38 2007
Progress of an Early Dementia Incident Under Cognitive Intervention	Vol. 44:24 2007
Progress of an Mild Dementia & Depression Incident Under Cognitive Intervention	Vol. 44:24 2007
<i>Stigmata Magazine:</i>	
Art therapy for Patients with Dementias	Vol. 15: 2007-10-16
<i>Other published articles include Psychopedagogic Issues and Special Didactics for the Supreme Council for Civil Personnel Selection (ASEP) (2008).</i>	

AUTHORSHIP & PUBLISHING

Exercises Art therapy for Socialization and Executive Function	Upbility Publications, 2016
A series of five fairytales for managing difficult situations and their use as diagnostic tools Thematic areas: Child & Death, Child & Abuse, Child & Divorce Child & Phobias, Child & Bullying	Thessaloniki, 2015
<i>Included in the list of approved books of the Directory of Primary Education of the Greek Ministry of Education and Culture</i>	
Oselotos Tales Collective Volume	Oselotos Publications, 2015
Book -Mom, Dad, Do You Listen to Me?-	Anazitiseis Publications, 2012
Book -Multiple sclerosis: Test of the soul-	Fyllis Publications, 2011
Novel -Kastella, Can You Paint Angels?-	Giourdas Publications, 2010
Book -Review of Counseling Topics-	Giourdas Publications, 2010

Online Publishing

Feature writer and essayist on personal website -aristonikisworld.mozello.com- and LinkedIn Personal Profile -Aristoniki Theodosiou-Tryfonidou-

Print Publishing

Feature writer and essayist on regular columns on local newspapers and portals, such as -Portal Thessaloniki: Arts & Culture-, -Portal Psychology Now-, Newspaper -Fileleftheros-, -Portal Psychological Lighthouse www.psixologikosfaros.gr-

Under Review

1. "The dirty rain, the fire and the ghosts of the forest as the surfacing, alienated self" A case-study of an alienated child
2. The construction of the female identity in pre-adolescence; a phenomenological study of the experience of girls and their mothers

RESEARCH

Parental Alienation Association in Greece and Cyprus
Scientific Collaborator

12/2014 - Present

- Designed and executed research for the study of cases of children who have been abused and who have experienced parental alienation.
- Compiled Project Proposal to the forthcoming DAPHNE program call, relating to the utilization of drama, art and play treatments in victimized children, placed under foster care and professionals' training on these techniques.
(Institute of Child Health, Mrs. Vassiliki Karvela and Dr George Nicolaidis, Mrs. Quintana - contact person of Alt Empordà County Council in Catalonia, Spain)

PROFESSIONAL TRAINING

Systemic Association of Northern Greece (Tasos Zisis)	2007 – 2010
Systemic Psychotherapist Training: <i>systemic-family therapy & Internship at the Mental Health Disorders Center of Ampelokipi</i>	
Psychoanalytic Medical Center of Thessaloniki	2006 - 2007
Psychotherapy Method Training: Cognitive - Analytical	Greece

INTERNSHIPS

Preteens from public and private schools , parents and teachers ▪ Thessaloniki School & Evolutionary Psychologist – Doctoral Research	2008 – 2012 702 hours
Medical & Child Medical Center of Papanikolaou Hospital ▪ Thessaloniki, Greece School & Evolutionary Psychologist – Psychotherapist	2006 – 2008 518 hours
The Greek Association of Alzheimer Disease ▪ Thessaloniki, Greece Psychologist – Psychotherapist	2005 – 2007 765 hours
Self-Help Promoting Pilot Program, Psychology School, Aristotle University of Thessaloniki Psychologist – Psychotherapist	2000 – 2003 200 hours

APPRENTIX 6

Βιογραφικό σημείωμα

Προσωπικά στοιχεία

Όνομα: Δρ. Κάλλη Δρουσιώτη
Διεύθυνση: Κυθήρων 31, 3101, Λεμεσός
Τηλέφωνο: 96849900, Email: kdrousioti@yahoo.com

Εκπαίδευση

Διδακτορικό στη Φιλοσοφία της Παιδείας, 2011-2016. Τίτλος διατριβής: Εγγεληνή και λακανική ανάγνωση της (κρυπτο)ουτοπίας: Κατανοώντας την ενοχοποίηση του εθνικού Άλλου ή/και του εθνικού Εαυτού, Πανεπιστήμιο Λευκωσίας.

Μεταπτυχιακό στις Επιστήμες της Αγωγής, 2008-2010 (Excellent distinction), Πανεπιστήμιο Λευκωσίας.

Πτυχίο Ιστορίας και Αρχαιολογίας, 2001-2005, Πανεπιστήμιο Κύπρου.

Δημοσιεύσεις

Επιστημονικά περιοδικά (κρίση άρθρων από ομότιμους ειδικούς)

Drousioti, K. (2018). Ethnic/National identity incrimination in and through social constructionism. *The European Legacy*. doi: 10.1080/10848770.2018.1549387

Δρουσιώτη, Κ. (2018). «Διπλογλωσσία στην Κύπρο»: Αναπάντητα ερωτήματα και αθέατες πτυχές του ελληνοκυπριακού συγκειμένου. *Το Βήμα των Κοινωνικών Επιστημών*, 11(69), 90 – 118.

Δρουσιώτη, Κ. (2015). Η αποδόμηση της ενοχοποιημένης εθνικής ταυτότητας ως προϋπόθεση ειρηνικής συνύπαρξης με τον εθνικό Άλλο στο κείμενο της Elenas Ioannidou *Language policy in Greek Cypriot education: tensions between national and pedagogical values*. *Το Βήμα των Κοινωνικών Επιστημών*, 12 (65), 102 – 129.

Αγγελίδης, Π., & Δρουσιώτη, Κ. (2012). Συμπεριληπτική εκπαίδευση στο μάθημα των Φυσικών Επιστημών. Στο Μ. Ευαγόρου & Λ. Αβρααμίδου (Επιμ.), *Θεωρητικές και διδακτικές προσεγγίσεις στις Φυσικές Επιστήμες* (σσ. 195-207). Ζεφύρι: Διάδραση.

Υπό έκδοση

Drousioti, K. (2019). *Scapegoating, jouissance and the lack of the symbolic: What does the subject desire and why?* Manuscript submitted for publication.

Drousioti, K., & Papastephanou, M. (2019). *Incriminatorial Utopias: Utopian visions creating scapegoats*. Manuscript submitted for publication.

Πρακτικά συνεδρίων

Drousioti, K. (in press). *What is and is not Utopia*. In Kujawska, K. (Ed.), *15th ISSEI Conference proceedings*. Poland: Łódź Publications.

Παρουσιάσεις σε συνέδρια

Drousioti, K. (Forthcoming-2019, July). Inclusion versus exclusion: an unavoidable dichotomy? Paper will be presented at the 16th International Conference of ISSEI, Zaragoza.

Drousioti, K. (2018, May). Incrimination of an Otherness and Utopian visions. Paper presented at the Two Day Conference on Political Education (participation of local young scholars, PhD students, Oslo PhD students and of an international team of Professors/Supervisors), Nicosia.

Drousioti, K. (2017, May). *Constructionism and Identity: (both) operating in incriminatory lines*. Paper presented at the Two Day Conference on Political Education (participation of local young scholars, PhD students, Oslo PhD students and of an international team of Professors/Supervisors), Limassol.

Drousioti, K. (2016, July). *What is and is not Utopia*. Paper presented at the 15th International Conference of ISSEI, Lodz.

APPENTIX 7

Dr. Demetris Savvides

10 Chrysanthou Mylona

Apt. 101, 2014 Strovolos

Tel. 99549450 / 22315376

savvides@ciim.ac.cy

Objective:

Successfully address through professional work the challenge of applying advanced theoretical and practical legal knowledge to systematic, analytical processes in the development of Cyprus Business law framework, including include Private involvement in the oil and gas industry, corporate and commercial law, tax practice, corporate practice as well as mergers and acquisitions, joint ventures and Public Private Partnership law.

Education:

MILITARY OFFICERS SCHOOL OF ARTILLERY, Athens, Greece, Nov 1986- April 1987

Second Lieutenant with the Military Reserves

ARIZONA STATE UNIVERSITY, Tempe AZ, U.S.A., May 1992

Bachelors of Science in Justice Studies

ARIZONA STATE UNIVERSITY, Tempe AZ, U.S.A., May 1994

Masters of Science in Justice Studies

SHEFFIELD UNIVERSITY, Sheffield U.K., June 1997

Bachelor in Laws (LL.B.)

CYPRUS INTERNATIONAL INSTITUTE OF MANAGEMENT (December 1215)

Master's in Business Administration Nicosia Cyprus (Thesis: **BOT Process and the Administration of Cyprus Airways**) Grade A-

UNIVERSITY OF MAASTRICHT LAW SCHOOL. SEPT. 2016

Ph.d in Laws (Cand)

Private Involvement and the Metamorphosis of Legal Governance in the Oil and Gas Industry in Cyprus and in the EU Markets

Super. Dr Shoemaker Sarah and Prof Chris Bovis

Professional Experience:

Tempe Police Department, Tempe AZ, USA 01/1991- 05/1992

Assistant Crime Analyst

Responsible for providing information to assist operational personnel in the identification of specific crime trends and in the arrest of criminal offenders. The primary purpose was to identify crime trends and patterns/series, in order to establish links between offenders and modus operandi information from a number of offences so that to provide investigative leads, help solve crimes, and clear cases after apprehension and arrests.

Arizona State Supreme Court Tempe AZ, USA 01/1992- 05/1992

Research Assistant

Juvenile offenders remanded to the Adult Level of the Criminal Court

Phoenix Police Department, Phoenix AZ USA 08/1992- 06/1994

Research Associate

Concerned with effective implementation of organisational strategies in the City of Phoenix supporting community policing or problem-oriented policing. I provided information for resource allocation purposes, including patrol scheduling and beat configuration. I was also responsible for identifying unusual crime activities over certain levels or at different seasonal times, for identifying unusual community conditions and for organising police service more effectively and efficiently by matching demands for service with service delivery.

A.M KYPROSUN MARINE SERVICES LTD September 1997-2003

Tel: +357-5-348113, +357-5-345240

Fax: +357-5-347110, +357-5-747174

E-mail: andmich@globalsoftmail.com

Legal Consultant

Working with lawyers world wide P&I, Insurance, and other ship owning companies providing supporting evidence through surveys and investigations for all Marine claims, including Accidents, Cargo, Fraud, Crew, Valuations through a global network of associates.

S. Kazepis Auto Recycling and Engineering Company Ltd, September 1997 until present

Partner-Director

Member of the Cyprus Chambers of Commerce

Setting up an auto recycling company, conducting business research into feasibility, environmental and marketing matters concerning the market for end of life vehicles; filing requests for receiving funding from a variety of sources wishing to extend support to auto recycling companies as an alternative to a better sustainable environment in Cyprus; Supervising the construction operations for building the necessary facilities and the purchasing of the necessary equipment.

Attorney General's Office, Nicosia Cyprus, September 2003 until September 2005

Researcher-Legal Trainee

Working on the preparation of criminal cases for court, researching into matters of criminal procedure and human rights, as well as, into the development of the law of civil wrongs in Cyprus.

West Union Group LTD, Nicosia Cyprus September 2005 until 2009

Head Legal Consultant

As part of my business consultancy duties to my company's clients, I assist international clients to more effectively run and manage their offshore companies: including domiciliary services, nominee directors and shareholders, offshore office services, mail forwarding, contract and invoicing services, accounting services. I also help them source bank credit facilities from local and international banks, to meet the required finance for the existing business for their trade requirements as well as for the new projects.

Kesconsult & Management Limited Nicosia Cyprus January 2009- until Present

Director-Head Legal Consultant

Phone: +35722254035

E-mail: Kesconsult@cablenet.com.cy

As part of my business consultancy duties to my company's clients, I assist international clients to more effectively run and manage their offshore companies

Andreas Tamasios law office September 2009 until -Present

Advocate

General Legal Practice in different fields of law with specialization in Corporate Laws, Drafting and vetting of Joint Venture Agreements, Foreign Collaboration Agreements and various Commercial and Distributorship Agreements, Due Diligence of Companies

Teaching

CYPRUS INTERNATIONAL INSTITUTE OF MANAGEMENT

Lecturer of law (January/2012-present)

1. Company Law and Procedure-Executive Education Program
2. Business Entities and Tax Governance in Cyprus Business organization – M.Sc Financial Services
3. Company Law and Corporate Finance- M.Sc Financial Services
4. Business and Company law in Cyprus- Bachelor in Business Administration
5. Business and Company law in Cyprus- Master in Business Administration

UNIVERSITY OF NICOSIA

Lecturer of law in the Engineering Department (January/2017-present)

1. CEE 401 Engineering Contract Law and PPP Methods

Membership

Cyprus Law Council

Registered Lawyer since 2010 with litigation experience in civil, corporate and criminal matters

Chartered Institute of Taxation- ADIT (Candidate)

European Institute of Public Administration (EIPA) –Cyprus Associate. Team Leader Prof. Stylianides T.

Publications:

“Juvenile remanded to the adult court” Arizona State Supreme Court Publications 1992

“The Effectiveness of the Competitive Dialogue Paradigm Procedure under EU Consolidated Public Procurement Directive (2004/18/EC as an Award Procedure for Public Private Partnerships” EPPPL - European Public Private Partnership Law Review 1 (2011)

“The Introduction of Procurement Process in the Domain of Solid Waste Management in the City of Limassol, Cyprus: Evaluation of its Effectiveness, Assessment of its Implementation and Identification of Obstacles towards its Success” EPPPL - European Public Private Partnership Law Review 2 (2011).

“BOT Airport Projects in Cyprus.” EPPPL - European Public Private Partnership Law Review 3 (2015).

“The Conceptualization of a Build-Operate-Transfer (BOT) Project”. European Public Private Partnership Law 2 (2016)

“The current legal and policy outlook of Public Procurement and PPP in Cyprus.” European Public Private Partnership Law 1 (2017)

“The Notion of Value for Money in the Organisation of Public Private Partnerships in Cyprus” European Public Private Partnership Law (forthcoming)

“Economic Analysis of Public Private Partnerships.” European Public Private Partnership Law (forthcoming)

APPRENTIX 8

RESEARCH ACTIVITIES - BUSINESS ADMINISTRATION - PAFOS



RESEARCH AT CDA COLLEGE
Academic Staff Research
BUSINESS ADMINISTRATION
PAFOS

Εγχειρίδιο Έρευνας
Ακαδημαϊκού Προσωπικού
ΔΙΟΙΚΗΣΗ ΕΠΙΧΕΙΡΗΣΕΩΝ
ΠΑΦΟΣ

May 2021

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RESEARCH AT CDA COLLEGE

CDA College Research Centre “Aristotelis” is an autonomous, non-for-profit research organization based in Cyprus that was established to provide an independent platform for researchers across the island.

CDA College aims at excellence in research and is fully committed to developing and promoting research activity. Research, both pure and applied, being an essential academic activity is an integral part of CDA College’s mission. Research and advancement of knowledge as intellectual activities, are an integral part of our educational environment that fosters innovation and enthusiasm for excellence. Research at CDA College is concentrated in the areas of Humanities and Social Sciences, Pure and Applied Sciences, Marketing, Economics and Management and other emerging global issues.

In addition, the College and the research team have set as their main objectives the constant presence in academic conferences, seminars and publications in prestigious research journals and the further cultivation and development of research culture at the College aiming at the exchange and formulation of innovative ideas and knowledge. The College has already set a policy with clear research incentives and all faculty staff should be involved and provide evidence of research activity every year. All faculty staff have the full support of the college on the research area.

CDA College Research Centre has established a formal and clear research policy which will enhance the research quality and education standards at CDA College.

THE MISSION OF THE RESEARCH CENTRE

"To enhance theoretical and empirical research, to develop solutions and guide thinking to current and future problems, and create new knowledge taking into consideration leading-edge technology and socio-economic developments globally. »

As a research team we aim for higher achievements both internally as an academic institution, and externally in the public and private sector. Thus, our current and future research projects cover areas that sustain quality of life and performance, and contribute to a better implementation and monitoring of improvements and changes.

With the increased complexity and demands for a better achievement, both internally as an academic institution and also externally in the Public and Private sector, we aim to carry out research and development projects which will enhance and sustain quality of life and performance, and contribute to a better implementation and monitoring of improvements and changes.

RESEARCH POLICY

A clear and detailed research policy is introduced for more transparency and equity with well identified research objectives and encouraging research incentives. The Budget of the Research Centre is €100,000 per year and this amount may be increased if there are more research requests by the faculty members.

THE OBJECTIVES OF “ARISTOTELIS” RESEARCH CENTRE

1. To raise research levels to international standards and aim to activate and advance researches further.
2. To establish a research system corresponding to the promotion of academic researches.
3. To develop a research performance evaluation system to encourage the teaching staff to carry out research activities.
4. To provide a professional management, coordination and quality service in order to successfully carry out research activities
5. To promote research identity of CDA College and develop with other organizations, public and private institutions, professional bodies, academic and research institutions, and society in general.
6. To cultivate and enhance research culture and develop a research environment to encourage CDA College faculty staff to be active.
7. To organize meetings, seminars and forums for research suggestions and collaborations.
8. To establish links with CDA College, EU and International research bodies and academic institutions for cooperation and sharing of research information and also participating in EU research funding projects.

THE RESEARCH CRITERIA AT CDA COLLEGE

1. CDA has set a research budget of €100.000 per year and this amount may be increased if there is more need for research.
2. Develop a research performance evaluation system to encourage the teaching staff to carry out research activities.
3. The research budget is set to €40,000 the projects on the Business research area
4. The research budget is set to €30,000 Travel and Tourism
5. Another €30,000 for other research areas.
6. The research proposals will be sent to the Research centre for approval.
7. The research proposals will be sent to the Research centre for approval.
8. All the academic members should undertake research each year and the research centre will keep records for each research output.
9. Encourage faculty staff to participate to seminars/conferences and all expenses paid by the research centre.
10. The lecturers of all CDA campuses to undertake an individual or a group research on their specialization areas.
11. Lecturers will get teaching hours off for the research undertaken.
12. An amount paid for a complete research is based on the research length and quality.
13. Lecturers will get extra payment if they entered into EU Research Funding Projects.
14. Establish links with both EU and International research bodies and academic institutions for cooperation and sharing of research information and also participating in EU research funding projects.
15. Based on the lecturers' research output and publications each year, they will get a reward, promotion and remuneration increase.

Furthermore, CDA College publishes once a year its annual research journal “**The Cyprus Research Facts**” it publishes faculty's articles and invites articles from domestic and foreign writers.

CDA College also publishes once every semester the College Newspaper “**The College Views**” inviting articles from students, faculty and others on all areas.

Additionally, the College Publishes the “**Cyprus Research Facts**” our College research journal once a year. The research journal will contribute to the enhancement of the College research, image and prestige. All the CDA faculty staff participate and contribute to the achievement of this great objective. The “Cyprus Research Facts” journal will publish papers in all areas of Humanities and Social Sciences, Pure and Applied Sciences, Economics, Business, Marketing, Tourism and Management etc. To facilitate the whole process, we have already created an e-mail which is: business.studies@cdacollege.ac.cy

Furthermore, the College strongly supports faculty research activities, through financial and other means. The College will also take part to the European and International Research programmes and encourages and supports faculty research activities, attend conferences, seminars, through a reduction of teaching load etc. Every year the College keeps a research report (Faculty Research & Development Booklet) requesting evidence from the teaching staff for their research activities, attendance of seminars and training, teachers exchanging programme etc.

Research Output and Credits

The college strongly supports faculty research activities, through financial and other means. The College provides subsidy of existing staff to get PhD. Additionally, here below is a booklet of faculty research and development showing publications in journals.

As already mentioned in the faculty handbook and self-study the College encourages and supports faculty research activities, attend conferences, seminars and reduction of teaching load. Every year the College will keep a research report requesting evidence from the teaching staff for their research activities.

CDA Faculty Staff Ranking/Teaching Load and Research

The teaching load of each rank for faculty members on a Research track is shown in the table below. Faculty members will be expected to produce a research output worth of at least the number of research credits shown in the table below.

Faculty Staff Teaching Load and Research

Academic Rank	Fall Semester Hours per week	Spring Semester Hours per week	Summer Session Hour per week	Research Credits
Assistant Lecturer	22	22	6	
Lecturer	15	15	6	60
Senior Lecturer	15	15	6	60
Assistant Professor	12	12	6	100
Associate Professor	12	12	6	120
Professor	12	12	6	140

Notes:

1. Any teaching in excess of the total yearly load is considered to be overtime.
2. Faculty members who serve as Department Heads will receive a teaching relief of 6 hours per academic year.
3. In cases where a faculty member is allocated a lesser load than the one specified above then other duties may be assigned such as teaching short courses or undertaking major administrative work.

Additionally, the College has already introduced a policy with clear research incentives and credits as specified below:

Research Output and Credits Table

Research Output		
Group A		Credits
1.	Article published in a high ranked (category A or B) refereed journal listed in a journal Rating Ranking/Quality List	200
2.	Article published in a ranked (category C or D) refereed journal listed in a journal Rating Ranking/Quality List	100
3.	Article published in a unranked refereed journal listed in a journal Rating Ranking/Quality List	60
4.	Article published in the Cyprus Research Facts	40
Group B		
5.	Proposal submitted for funded research	30
6.	Winning a high score after submitting a proposal for funded research	40
7.	Winning a proposal for funded research	100
8.	Carrying out funded research	100
Group C		
9.	Paper published in refereed conference proceedings of a conference taking place abroad	45
10.	Paper published in refereed conference proceedings of a conference taking place locally	30
11.	Abstract published in refereed conference proceedings of a conference taking place abroad	15
12.	Abstract published in refereed conference proceedings of a conference taking place locally	10
Group D		
13.	Article published in popular press (e.g newspaper, magazine)	10
14.	Chapter / Case study published in a book	20
15.	Book published	40-100

The college strongly supports faculty research activities, through financial and other means. The College provides subsidy of existing staff to get PhD. Additionally, here below is a booklet of faculty research and development showing publications in journals.

As already mentioned in the faculty handbook and self-study the College encourages and supports faculty research activities, attend conferences, seminars and reduction of teaching load. Every year the College will keep a research report requesting evidence from the teaching staff for their research activities.

BUSINESS FACULTY STAFF RESEARCH ACTIVITIES

1. DR AMVROSIOS PRODROMOU

EDUCATION & PROFESSIONAL QUALIFICATIONS

- **Doctorate of Business Administration** – Swiss Management Center (SMC) University, Switzerland
- **Master in Business Administration (MBA)** – St. Mark and St. John University Plymouth, England
- **BA Business Administration (BBA – Hons)** – European Institute of Education
- **Professional Postgraduate Diploma in Business Administration** – Northern Council of Further Education (NCFE) UK
- **Diploma in Management** – University of Leicester
- **Member** of the Pafos Chamber Commerce and Industry
- **Member** of the Chartered Management Institute (MCMI) – UK

CONFERENCES AND UNIVERSITY TRAINING

- **University of Huddersfield** 2019 Partner Conference (from 14th until 15th of March, 2019) in Huddersfield, England – UK
- **Newton College** (Brno & Prague Branches) Under the Framework of ERASMUS+ ‘Staff Mobility for Training and Teaching Programme (from 28th of April until 3rd of May, 2019), in Czech Republic
- **Swansea University** ‘Familiarisation Training’ (from 10th until 13th of June, 2019), in Swansea, Wales – UK

PUBLICATIONS

- i. Προδρόμου, Α. (2015). *‘Οικονομική Κρίση ή Κρίση του Οικονομικού Συστήματος’* © 2015: Αμβρόσιος Προδρόμου PrintXpress Ltd Nicosia Cyprus (Book) House of Cyprus and Cyprological Publications
<http://www.mam.com.cy/en-gb/books/social-science/44181/>
- ii. Prodromou, A. & Michaelides, K. (2017). *Scientific Personnel Selection Erasmus + Programme – KA2 Strategic Partnership Project Title: ‘Effective Methods for Scientific Personnel Selection’* Financed by European Commission through A.N.P.C.D.E.F.P. Contract Number: 2016-1-RO01-KA202-024579
- iii. Pârvulescu, V.L., Merlan, Z.C., Stelian, C., Albu, C., Turc, D., Răileanu, L, Vitale, I., de Carlo, A., Michaelides, C., Prodromou, A. (2018). *‘Support Guide – Scientific Personnel Selection’* Erasmus+ Programme Strategic Partnership Financed by European Commission through A.N.P.C.D.E.F.P. Contract Number: 2016-1-RO01-KA202-024579
- iv. Prodromou, A. (2018). Project Anger Management: The Cyprus Police and Security Forces Case Study-A Comprehensive Overview. *Review Pub Administration Manag* 6: 252. doi:10.4172/2315-7844.1000252

- v. Prodromou, A. (2018). *Health through Movement Erasmus+ Programme – Strategic Partnership Project Title: “Health through Movement” Partnership Financed by European Commission No. project: 2018-1-RO01-KA202-049152*
- vi. Prodromou, A. (2019). *Health Through Movement: The principles of a life based on physical activity (Output 2)*. Erasmus+ Programme – Strategic Partnership No. project: 2018-1-RO01-KA202-049152
- vii. : Prodromou, A. (2019). *Health Through Movement: Psychology of physical activity in humans (Output 2)*. Erasmus+ Programme – Strategic Partnership No. project: 2018-1-RO01-KA202-049152
- viii. Prodromou, A. (2019). *SUSTAIN IT: Sustainable Tourism Innovative Training IO2 - Capacity Gap Assessment. Country Snapshot –CYPRUS*. Financed by the European Commission. Contract Number: 2018-1-IS01-KA202-038795
- ix. Prodromou, A. (2019). *‘Communication in Tourism’ Strategic Partnership Project Title: ‘Communication in Tourism’ Partnership Financed by European Commission through No. Project: 2018-1-RO01-KA202-049151*
- x. Turc, M., Buga, N., Cenea, M., Pricopi, O., Verdes, C., Fugaru, F.M.B., Parvulescu, L.V., Merlan, C.Z., Prodromou, A., Michaelides, C/, Vitale, I., Rubio, C.A., Trondheim, Kommune, Phoenix Haga (2019). *“A Partnership for Change: reducing work related anger and violent emotions Strategic Partnership financed by the European Commission Project n.: 2017-RO01-KA202-037420*
- xi. Prodromou, A. (2019). *Business Ethics and Corporate Social Responsibility: A Necessity for Contemporary Businesses. Examples to Follow in the Globalised Environment. The Cyprus Research Facts, 9/2019, 57-68.*
http://cdacollege.com/newuploaded_files/147.pdf
- xii. Prodromou, A. (2019). *‘Talking to my Teenager’ Erasmus+ Programme – Strategic Partnership No. project: 2019-1-RO01-KA204-063050* Founded by the European Commission

ERASMUS+ PROJECTS & INTERNATIONAL PARTICIPATIONS


- Permanent participation in ERASMUS+ Projects in KA1 (Students’ Mobility and Training).
 - Duties: Training High-School students in: in several Business-related subjects such as: Marketing, Human Resource Management, Project Management etc.
- Participation in ERASMUS+ KA2 Projects representing several Organisations such as:
 - i. Paphos Chamber of Commerce and Industry;
 - ii. Pafos Regional Board of Tourism;
 - iii. Rivensco Consulting Ltd;
 - iv. Organisation for the Promotion of European Issues (OPEI)
- Participations in KA2 Projects
 - i. *‘European Incubator for Business Ideas’* Participation in Partners’ Meeting in Liverpool – UK (24th – 25th November 2016)
 - ii. *‘European Incubator for Business Ideas’* Participation in Partners’ Meeting

- in Fatima – Portugal (7th – 8th June 2017)
- iii. *Digital Inclusion "Erasmus Plus KA2 Strategic Partnership for Adult Education - Exchanges of Practices"* Participation in Partners' Meeting in Pafos - Cyprus (4th – 6th of May 2018)
 - iv. *Diabetes Runners and Cyclists for more sport for all in Europe SportGiveChance* in Spoleto, Umbria – Italy (28th of August – 3rd of September, 2018)
 - v. *Digital Inclusion "Erasmus Plus KA2 Strategic Partnership for Adult Education - Exchanges of Practices"* in London, England – UK (14th – 16th of June, 2019)
 - vi. *A Partnership for Change: Reducing Work Related Anger and Violent Emotions. Scientific Research, Protocols and Needs Analysis for Anger, Violence, and Stress Reduction.* In Bologna and Rimini – Italy (26th – 30th of August, 2019)

WORK EXPERIENCE

- **OASEN Greek and Italian Restaurant Pafos:** Food and Beverage (Operational Manager) – (1999 – 2008)
- **Green Forest Nurseries Pafos and Limassol:** Marketing, Administration, and Operations Manager – (2008 – 2015)
 - ✓ **Achievements at Green Forest Nurseries:**
- i. Winner of the Cyprus Innovation Award in the Primary Sector 2019 (<http://www.innovationaward.oeb.org.cy/brabeuthentes>)
- ii. Winner of the European Business Awards 2012/2013 in Innovation 'The Award for Environmental & Corporate Sustainability' (<https://www.businessawardseurope.com/vote/entry/1/4958>)
- **IMA Institute of Management Limassol:** Visitor Lecturer (2015 - 2016 & 2016 – 2017)
- **Unilink Education Consultants:** Official Representative in Pafos (2015 – present)
- **C.D.A. College Pafos:** Lecturer (2017 – 2018, 2018 – 2019, & 2019 – 2020 Head of the Business Administration Department)

2. DR. IFIGENIA EFTHYMIΟΥ

 **Education**

October 2010 – March 2015: Doctoral Thesis on Statistics and specifically on the domain of "*Design and Analysis of Experiments*", Department of Mathematics, School of Sciences, University of the Aegean, Samos, Greece. Supervisors: Stelios D. Georgiou and Stelios Xanthopoulos. , Grade: "EXCELLENT" (10/10).

October 2008 - June 2010: Master's Degree "Statistics and Data Analysis", Department of Statistics and Actuarial – Financial Mathematics of the University of The Aegean, Samos, Greece, Grade: "VERY GOOD" (7.75/10).

October 2004 – February 2008: BSc, Department of Statistics and Actuarial – Financial Mathematics of the University of The Aegean, Samos, Greece, Grade: "VERY GOOD" (7.65/10).

 **Scholarships**

October 2008 - June 2009: Scholarship from the Postgraduate Programme of Studies "Statistics and Actuarial - Financial Mathematics", of the Department of Statistics and Actuarial – Financial Mathematics, School of Sciences, University of the Aegean, Samos, Greece.

September 2005 - June 2006: Scholarship and award from the programme of the State Scholarships Foundation of Greece (I.K.Y) for my performance during the academic year 2005-2006.

Teaching Experience

▪ Undergraduate courses:

Department of Commerce, Finance and Shipping of the Cyprus University
of Technology

- ❖ Statistical Methods I (spring semester 2018)

- I was assigned to teach, as an assistant professor, the laboratory component of the following semiannual courses:

Department of Statistics and Actuarial – Financial Mathematics, School
of Sciences, University of the Aegean, Samos, Greece:

- ❖ "Analysis of Variance and Design of Experiments" (spring semester of academic years: 2011-2013).
- ❖ "Multivariate Analysis" (fall semester of academic years: 2011-2013).
- ❖ "Regression Analysis" (fall semester of academic years: 2011-2013).
- ❖ "Probabilities I" (spring semester of academic years: 2012-2013).
- ❖ "Microeconomic Theory" (fall semester of academic years: 2013-2014).

Supervision of theses by postgraduate students:

Supervision of two (2) postgraduate theses along with Mrs. Stella Stylianou (Assistant Professor of the Department of Statistics and Actuarial – Financial Mathematics, School of Sciences, University of The Aegean, Samos, Greece) as a supervisor.

Society Memberships

Regular member of the following scientific organization:

- ❖ Greek Statistical Institute (ΕΣΙ).

Conferences

Participation and presentation of a paper in the following scientific conferences:

[1]. Twenty-sixth Panhellenic Conference of Statistics, May 2013, Piraeus, Greece. A joint paper with Mr. S. Georgiou was presented, titled: "Latin Hypercube Designs".

[2]. Twenty-seventh Panhellenic Conference of Statistics, April 2014, Thessaloniki, Greece. A joint paper with Mr. S. Georgiou was presented, titled: "Sliced Latin Hypercube Designs".

Presentation of a poster in the following scientific conferences:

[1]. Design and Analysis of Experiments Conference (DAE 2012), October 17-20, 2012. Department of Statistics, University of Georgia, Georgia, USA. Presentation of the poster: "Designs for computer experiments constructed from block-circulant matrices" (with S. Georgiou and G. Stylianou).

Research Interests

Statistical Experimental Designs, Factorial Designs, Computer Experiments, Analysis of Variance, Regression Analysis, Latin hypercube Designs, Nearly orthogonal Latin hypercube Designs, Sequences with Zero Autocorrelation, Orthogonal Matrices and Designs, Orthogonal Arrays, Saturated and Supersaturated designs, Biostatistics, Data Analysis, Linear Models.

Papers and Publications

Publications in International Journals

[1]. Georgiou, S.D. and Efthimiou, I. (2012). Some classes of orthogonal Latin hypercube designs. *Statist. Sinica*.

[2]. Ifigenia Efthimiou, Stelios D. Georgiou, and Min-Qian Liu. (2014). Construction of nearly orthogonal Latin hypercube designs *Metrika*.

Papers in Refereed Conference Proceedings

[1]. I. Efthimiou and S. Georgiou, "Latin Hypercube Designs", in the Proceedings of the 26th PanHellenic Conference in Statistics, May 2013, Piraeus, Athens.

3. DR. IOSIF KAFKALAS

PhD Economics,
MSc Economics,
BSc Economics

A. RESEARCH PUBLISHED

- Kafkalas, I. (2018). Decision Analysis Framing and Motivation Application in Business and Tourism. *European Journal of Economics and Business Studies*, 4(2), 131-137.
- Kafkalas, I., P. Kalaitzidakis and V. Tzouvelekas (2014). Tax evasion and public expenditures on tax revenue services in an endogenous growth model. *European Economic Review* 70, 438-453.
- Kafkalas, I. (2017). A New Framework for Performance Measurement. *Cyprus Research Facts*.

B. RESEARCH IN PROGRESS

- **TEAMPEST - 7th F.P European Commission Project**
 - "Theoretical Developments and Empirical Measurement of the External Costs of Pesticides". Knowledge Based Bio-Economy (KBBE), theme 2: Food, Agriculture and Fisheries, and Biotechnology
 - Position: Modeling optimal decisions under uncertainty and effective measurement of efficiency and productivity in agriculture.
<http://www.eng.auth.gr/mattas/teampest/>
- **Economic Analysis of Crime**
 - "Effectiveness of policies against crime; Severity and certainty of punishment over deterrence".
 - ELKE National Research Funds, Greek Ministry of Education
 - Position: Development of illicit behavior model and application on crime datasets from Greece and the USA.
- **FoodIMA - 6th F.P European Commission Project**
 - "EU Food Industry Dynamics and Methodological Advances".
 - Methodological tools for economic assessment of the EU food chain.
 - Position: Research assistant, data management and analysis, setting an online literature database.
<http://www.eng.auth.gr/mattas/foodima.htm>
- **CARERA - 6th F.P European Commission Project**
 - "The impact of CAP reform on the employment levels of rural areas".
 - Sustainable Management of Europe's Natural Resources.
 - Position: Research assistant, data management and analysis.
<http://www.eng.auth.gr/mattas/carera.htm>

C. ACADEMIC AND PROFESSIONAL PRESENTATIONS

- Nicosia Risk Forum 2018, Uncertainty in the Tourism sector; Safety and Security Management in an evolving environment. Kafkalas i. and N. Rodosthenous.
- ICSS 2018, Leuven: Decision Analysis Framing and Motivation: Application in Business and Tourism.
- Heraclitus 2012, Greece: Optimal decision-making under uncertainty and heterogeneity. Poster and presentation, NSRF-ESF Program.
- EWEPa 2011, Verona: Incorporating heterogeneity into productivity and efficiency analysis. Robert G. Chambers and Iosif Kafkalas.
- NAPW 2010, Houston: Stochastic Production Frontiers in the Event-specific Framework. Robert G. Chambers and Iosif Kafkalas.
- EWEPa 2009, Pisa: Measuring Stochastic Agricultural Productivity. Robert G. Chambers and Iosif Kafkalas.

D. MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS AND ORGANIZATIONS

- Reviewer in British Food Journal
- Member of the Cyprus Association of Economists

E. GRANTS and AWARDS

- Heraclitus NSRF grant for PhD studies, European Social Fund.
- National Scholarships; Top 3rd entry in B.A of Economics, UoC, Greece.
- Vardinoyannis Foundation; Scholarship for top regional postgraduate and undergraduate students

4. DR VALENTINA CHRISTODOULOU

Date of Birth: 23/09/1983

Nationality: Cypriot

Address: 9 Aristidou Street
Paphos, 8020 Cyprus

Telephone: 00357-26950294

Cell Phone: 00357-99005405

Email: christodoulouvalentina10@gmail.com

EDUCATION AND QUALIFICATIONS

- **2007-2011: PhD in Sociolinguistics**

Kings College of London

Thesis: 'Language and identity management across media: A Communities of practice (CoP) study of a London-based Greek-Cypriot student Society'

- **2005-2006: Master of Arts in 'Gender, Sexualities and Ethnic Studies'**

University of East London

Degree: Thesis Title: 'Homophobia in Contemporary Cypriot Society' . Grade: Merit

Grade: Merit

- **2001-2005: Bachelor's degree in 'English Language and Literature**

National and Kapodistrian University of Athens Grade: Merit

EMPLOYMENT HISTORY

- 9/2014 – present: Lecturer in English (September 2014-present)
Paphos Erasmus Officer - CDA College Paphos
- 2011-2014: English Teacher
- 2012- 2014 English Language Immersion Co-ordinator
- 2012-2013 Acting Head of English Department - Private American School of Paphos
- 2008- 2011: Deputy Head Teacher and Acting Head Teacher at Bishop Christophoros Camberwell Greek School Bishop Christophoros Camberwell Greek School
- 10/2007- 6/2011: Teacher of Greek as a Second language at Bishop Christophoros Camberwell Greek School at a Secondary School Level.
- 2/ 2008- 6/2011 Teacher of Greek as a second language at Bishop Christophoros Camberwell Greek School at Evening Adult classes.

TEACHING EXPERIENCE

**September 2014 – present: CDA College
Lecturer in English**

Teaching Subjects:

- English I (Secretarial studies Certificate)
- English II (Secretarial studies Certificate)
- English and American Literature (Travel and Tourism Administration Diploma)
- Travel Writing (Travel and Tourism Administration Diploma)
- Commercial Correspondence (Travel and Tourism Administration Diploma)
- Business Communication (Travel and Tourism Administration Diploma)
- English (Beauty Therapy Diploma)
- English Terminology (Beauty Therapy Diploma)
- English I (Hairdressing Higher Diploma)
- English II (Hairdressing Higher Diploma)
- English communication (BA in Business Administration)
- Business English (BA in Business Administration)

AWARDS

- **Church of Cyprus Honorary Diploma on Essay Writing** (June 1999): School Competition on Essay Writing celebrating the 2nd millennium since the birth of Christ.

GRANTS

- **A.G Leventis Foundation Educational Grant**
2007-8, 2008-9 & 2009-10

CONFERENCES AND SEMINARS ATTENDED

- **Σεμινάριο 'Διατροφήν'** (Nutrition) (Paphos, 21 March 2017)
- **Σεμινάριο 'Η σημασία της αυτοπεποίθησης και πώς να την αυξήσουμε'** (The importance of confidence and how to increase it) (Paphos, 13 October 2016)
- **Σεμινάριο 'Digital Marketing'** (Paphos, 5 May 2016)
- **Πρόγραμμα Κατάρτισης 'Εκπαίδευση Υπευθύνων Ασφάλειας και Υγείας στην Εργασία'** (Training of Health and Safety Executives in the Workplace) (Paphos, 30 May-3 June 2016)
- **Σεμινάριο 'Πρώτες βοήθειες στην Εργασία Επείγοντα Περιστατικά'** (First Aid in the Workplace- Emergencies) (Paphos, 13 January 2016)
- **Σεμινάριο 'Οι διαστάσεις της μετανάστευσης. Ρατσισμός και αποδοχή μεταναστών στα σχολεία.'** (Immigration Dimensions: Racism and acceptance of immigrants in schools) (Paphos, 8 December 2015)
- **Σεμινάρια στην Διδακτική της Ελληνικής, Τμήμα Επιστημών Αγωγής, Πανεπιστήμιο Κύπρου.** 'Διαπολιτισμική εκπαίδευση και διδασκαλία της γλώσσας του

σχολείου: Η περίπτωση της Κύπρου' (Intercultural Communication and the teaching of the school language: the case of Cyprus) (7 November 2013)

- "Breaking Classroom Silences: addressing sensitive issues in education", European University Cyprus (October, 2013)
- **Σεμινάρια στην Διδακτική της Ελληνικής. Τμήμα Επιστημών Αγωγής, Πανεπιστήμιο Κύπρου.** 'Η Διδασκαλία της Ελληνικής γλώσσας ως Δεύτερης Γλώσσας (Γ2): Περιπτωσιακή μελέτη σε γυναίκες Ρομά στον οικισμό στα Πολεμίδια' (Teaching Greek as a foreign language: Case study of women of the Roma settlement in Polemidia) (8 October 2013)
- Οι πολλαπλές Διαστάσεις της Δυσλεξίας (Multiple Dimensions of Dyslexia) (Paphos, 2013)
- Ερευνητικές Κατευθύνσεις στο χώρο των Γλωσσών
(Research directions in the area of Languages) (Limassol, 2012)
- Integrating Course-books and Digital Materials in the Modern Classroom Seminar (Paphos, 2012)
- **18th International Sociolinguistics Symposium** (Southampton, 2010)
- **17th International Sociolinguistics Symposium** (Amsterdam, 2008)
- **Η Διδασκαλία της Ξένης Γλώσσας σε Ενηλίκους- Εμπειρίες και Προοπτικές ('Teaching Foreign Languages to Adults'- Experience and Perspectives)** (Athens, 2002)

Publications

- Christodoulou, V. (2014) The Construction of Membership Identities in a Greek-Cypriot Student Society: Forms of Participation and Language Choices In *Proceedings of the 11th International Conference in Greek Linguistics*, Rhodes 26-29 September 2013, 237-247.
- Christodoulou, V. (2015) "Society of Shame": manifestations of homophobia in contemporary Cypriot society - a case study.' In *The Cyprus Research Facts: CDA College, Volume 6*, 29-46.

WORK IN PROGRESS

- Christodoulou, V. (2016) *Community-Making Processes across time and space: Mediated communication in establishing bonds within a Community of Practice.* (In preparation)
- Christodoulou, V. and Ioannidou, E. (2016) *Voicing and Silencing within class: the case of a multilingual/multi-ethnic class of a private school in Cyprus.* (In preparation)

PRESENTATIONS GIVEN

- **Literacy and Contemporary Society: Bridging sociocultural, philosophical, pedagogical and technological dimensions, Nicosia, 23-14 October 2015**

- Christodoulou, V. and Ioannidou, E. "Power, Rights and Accessibility to Classroom Discourse: The Case of a Multiracial/ Multilingual Class of a Private School in Cyprus."
- **12th International Conference on Greek Linguistics. Berlin, 16-19 September 2015.**
- Christodoulou, V. and Ioannidou, E. "Voicing and silencing within class: the case of legitimacy, power and access to discourse in a multilingual/multi-ethnic class of a private school in Cyprus."
- **Rethinking Language, Diversity and Education Conference, 28-31 May 2015.**
- Christodoulou, V. and Ioannidou, E. 'Rights, (Power) and Accessibility to discourse: the case of a multilingual/ multiracial class of a private school in Cyprus.'
- **13^ο Παγκύπριο Συνέδριο Παιδαγωγικής Εταιρείας Κύπρου 'Μπροστά στις εκπαιδευτικές προ(σ)κλήσεις: Από τη θέση και την αντίθεση στη σύνθεση', 10-12 Οκτωβρίου 2014**
- Χριστοδούλου, Β και Ιωαννίδου, Ε. 'Δικαίωμα, (Εξουσία) και προσβασιμότητα στο Λόγο: η περίπτωση μιας πολυφυλετικής/πολύγλωσσης τάξης ιδιωτικού σχολείου στην Κύπρο.'
- **11th International Conference on Greek Linguistics. Rhodes, 26-29 September 2013.**
- Christodoulou, V. 'The construction of Membership identities in a Greek-Cypriot student Society: Forms of Participation and Language Choices.'
- **Σεμινάρια στην Διδακτική της Ελληνικής. Πανεπιστήμιο Κύπρου, 7 Φεβρουαρίου 2012.**
- Christodoulou, V. 'Καθορίζοντας Πλαίσιο Δράσης: Ο ρόλος της Ελληνοκυπριακής Ταυτότητας στην διαμόρφωση πρακτικών και συμμετοχής στην Κυπριακή Κοινότητα Πρακτικής ΑΕΙ.'
- **'Modern Greek Studies Postgraduate Research Seminar. King's College London, 26 November 2010.**
Christodoulou, V. 'Ο Κυπραίος θέλει Κυπραίο (The Cypriot needs Cypriots): language choice and national identity constructions'
- **18th International Sociolinguistics Symposium, Southampton, 1-4 September 2010**
Christodoulou, V. 'Language and Identity Management Across Media: A CoP Study of a Greek-Cypriot student Society' (Poster Presentation)
- **Language, Discourse and Communication Research Day, King's College London, 17 March 2010.**
Christodoulou, V. 'Translation as/in transcription: working with non-English data for linguistic analysis'
- **Modern Greek Studies Postgraduate Research Seminar. King's College London, 5 February 2010.**
Christodoulou, V. 'Member positions and relations: shaping communicative and participatory practices.'

- **Research Workshop in Language and Literacy. King's College London, 9 December 2008.**

Christodoulou, V. 'Language and identity management across media: A Communities of Practice study of a Greek-Cypriot student society – Communication over time'

- **Micro-Discourse Analysis. King's College London, 27 November 2008.**
- Christodoulou, V. 'A Greek-Cypriot student Society's communication over time: analysing a Facebook 'Wall' thread.

ACTIVITIES and INTERESTS

- Member of the Cyprus Pedagogical Association (2013-present)
- Member of the Mental Health Association of Paphos (2010-present)
- Member of the International Pragmatics Association (2010-present)
- Convenor of the Modern Greek Postgraduate Seminar for Semester A at the Department of Byzantine and Modern Greek Studies (September-December 2009)
- Co-organizer of Graduate Research Fair for Centre of Language, Discourse and Communication/Byzantine and Modern Greek Studies (22nd October 2009)
- Secretary of the School Committee at Bishop Christophoros Camberwell Greek School (2010-2011)

RESEARCH INTERESTS

- Sociolinguistics
- Discourse Analysis
- Education
- Computer Mediated Communication
- Language and New Media
- Language and Literacy
- Intercultural Communication

ADDITIONAL SKILLS

- Languages: Greek (Native language)
English (Native Proficiency)
- IT Skills: MS Office

5. DR. ARISTONIKI THEODOSIOU

B. Education

PhD Psychology

MSc Finance & Maritime Studies

MSc Psychotherapy

MSc Total Quality Management & Innovative Implementation on Education

PgP Counselling Psychology

Bachelor Psychology

PUBLISHED ARTICLES

<i>Stigma Magazine:</i>	2010
Art Psychotherapy in Group Child Therapy	Vol. 44:38 2007
<i>Egkefalos Magazine:</i>	
Art Intervention to Patients with Mild Cognitive Impairment	Vol. 44:38 2007
Humane approach to patients with mild cognitive impairment	Vol. 44:38 2007
Progress of an Early Dementia Incident Under Cognitive Intervention	Vol. 44:24 2007
Progress of an Mild Dementia & Depression Incident Under Cognitive Intervention	Vol. 44:24 2007
<i>Stigmata Magazine:</i>	
Art therapy for Patients with Dementias	Vol. 15: 2007-10-16
<i>Other published articles include Psychopedagogic Issues and Special Didactics for the Supreme Council for Civil Personnel Selection (ASEP) (2008).</i>	

AUTHORSHIP & PUBLISHING

Exercises Art therapy for Socialization and Executive Function	Upbility Publications, 2016
A series of five fairytales for managing difficult situations and their use as diagnostic tools	
Thematic areas: Child & Death, Child & Abuse, Child & Divorce	Thessaloniki, 2015
Child & Phobias, Child & Bullying	
<i>Included in the list of approved books of the Directory of Primary Education of the Greek Ministry of Education and Culture</i>	
Oselotos Tales Collective Volume	Oselotos Publications, 2015
Book -Mom, Dad, Do You Listen to Me?-	Anazitiseis Publications, 2012
Book -Multiple sclerosis: Test of the soul-	Fyllis Publications, 2011
Novel -Kastella, Can You Paint Angels?-	Giourdas Publications, 2010
Book -Review of Counseling Topics-	Giourdas Publications, 2010

Online Publishing

Feature writer and essayist on personal website -aristonikisworld.mozello.com- and LinkedIn Personal Profile -Aristoniki Theodosiou-Tryfonidou-

Print Publishing

Feature writer and essayist on regular columns on local newspapers and portals, such as -Portal Thessaloniki: Arts & Culture-, -Portal Psychology Now-, Newspaper -Fileleftheros-, -Portal Psychological Lighthouse www.psixologikosfaros.gr-

Under Review

1. "The dirty rain, the fire and the ghosts of the forest as the surfacing, alienated self" A case-study of an alienated child
2. The construction of the female identity in pre-adolescence; a phenomenological study of the experience of girls and their mothers

RESEARCH

Parental Alienation Association in Greece and Cyprus
Scientific Collaborator

12/2014 - Present

- Designed and executed research for the study of cases of children who have been abused and who have experienced parental alienation.
- Compiled Project Proposal to the forthcoming DAPHNE program call, relating to the utilization of drama, art and play treatments in victimized children, placed under foster care and professionals' training on these techniques.
(Institute of Child Health, Mrs. Vassiliki Karvela and Dr George Nicolaidis, Mrs. Quintana - contact person of Alt Empordà County Council in Catalonia, Spain)

PROFESSIONAL TRAINING

Systemic Association of Northern Greece (Tasos Zisis)	2007 – 2010
Systemic Psychotherapist Training: <i>systemic-family therapy & Internship at the Mental Health Disorders Center of Ampelokipi</i>	
Psychoanalytic Medical Center of Thessaloniki	2006 - 2007
Psychotherapy Method Training: Cognitive - Analytical	Greece

INTERNSHIPS

Preteens from public and private schools , parents and teachers ▪ Thessaloniki School & Evolutionary Psychologist – Doctoral Research	2008 – 2012 702 hours
Medical & Child Medical Center of Papanikolaou Hospital ▪ Thessaloniki, Greece School & Evolutionary Psychologist – Psychotherapist	2006 – 2008 518 hours
The Greek Association of Alzheimer Disease ▪ Thessaloniki, Greece Psychologist – Psychotherapist	2005 – 2007 765 hours
Self-Help Promoting Pilot Program, Psychology School, Aristotle University of Thessaloniki Psychologist – Psychotherapist	2000 – 2003 200 hours

6. DR. MARILIA KOUNTOURIDOU

EDUCATION

PhD Candidate – Business Administration – Marketing Present European University	Sep. 2017 –
MSc. Advertising and Marketing 2016 University Of Leeds (pass with Distinction) UK	Sep. 2015 – Sep. Leeds, West Yorkshire,
BEd. Bachelor in Primary Education 2014 (First, Grade achieved: 9, 46 out of 10) Cyprus	Sep. 2010 – Jun. Frederick University
Linopetra Lyceum, Cyprus Grade achieved: 19.2 out of 20 (Awarded one of the highest achievement awards)	Sep. 2007 – 2010 Limassol, Cyprus

AWARDS & ACHIEVEMENTS

- **University of Leeds:** Marketing Division induction prizes, Award of MA Advertising and marketing, Global team challenge – Best presentation.
- **Frederick University:** Full year scholarship for the first year, 20% scholarship for the rest semesters.
- **Certificate in Book-Keeping and Accounts (Pass with Distinction)**
- **Certificate (Accounting Olympiad)**

RESEARCH PUBLICATIONS

- Facebook Impact on Consumer Intention-to-Buy <https://bit.ly/2VhJz76>
- Examining the influence of a promotional message type on Facebook brand page, on consumer purchase intention <https://bit.ly/2Drdnr>
- Strategy and Organizational Science: The Effect of Big-Five Personality Traits on Workplace Deviant Behaviour: <https://bit.ly/2TOFMJu>
- Bachelor Thesis: “To examine whether the integration of educational technology into the educational process is successful in the context of a qualitative teaching with the specific software in the mathematics course” – Qualitative Research
- 2019, Erasmus research project “Social entrepreneurship to battle youth social exclusion” (NEETs)

WORK EXPERIENCE

- **Marketing Coordinator - trade.io (Financial Sector)** **Feb 2018- Limassol**
Social Media Marketing:
 - Manage company social media channels, including Facebook, Twitter, Instagram, LinkedIn, Reddit, Medium
 - Develop and implement social media strategy to align with business goals

- Prepare weekly social media plans
- Publish engaging content on a daily basis
- Work with the in-house creative production team to create, develop and produce a range of designs including images, GIFs, etc
- Monitoring online review, comments and messages and responding to each one.
- Create competitions
- Stay up-to-date with current trends
- Competitors analysis
- Perform Research to find new ideas
- Prepare social media reports

Email Marketing:

- Create weekly newsletters and email campaigns
- Work closely with designers and developers to generate responsive and dynamic emails creatives to bring in new traffic
- Prepare email open rate reports

• **Marketing and Event Coordinator – Powerhouse** **Jul 2017 – Feb 2018, Nicosia**

- Manage company social media channels, including Facebook and Instagram
- Manage the production of marketing materials, including brochures, flyers, newsletters etc.
- Liaise with designers, arrange the effective distribution of marketing materials
- Client service
- Organize various events including press conferences, business seminars, new product launches, promotions etc
- Oversee event happenings and act quickly to resolve problems
- Booking venues and schedule speakers
- Research vendors (catering, decorators, musicians etc.) and choose the best combination of quality and cost

• **Marketing and Public Relation Assistant - M.S.P.S** **Aug 2016 – Jul 2017 Nicosia**

Main Clients: Lidl Cyprus, Lidl Food Academy, Ancoria Bank.

• **Sales Promotion (Part time)** **2014 -2016**

- Bank on Cyprus, Cytavision, Keo, Primetel telecommunications.

COMPUTER SYSTEMS

- **Microsoft Office (ECDL):** Word, Excel, Windows, Internet Theory of computing, Access and PowerPoint, Outlook
- **SPSS** for Statistical Analysis.
- **Email Marketing:** MailChip and Hubspot

LANGUAGES

- Greek: Mother Language
- English: Fluent

ACTIVITIES & INTERESTS

Travelling, reading psychological books, watching documentaries, chatting with friends, shopping,

7. DR. DROUSIOTI KALLI

Προσωπικά στοιχεία

Όνομα: Δρ. Κάλλη Δρουσιώτη
Διεύθυνση: Κυθήρων 31, 3101, Λεμεσός
Τηλέφωνο: 96849900, Email: kdrousioti@yahoo.com

Εκπαίδευση

Διδακτορικό στη Φιλοσοφία της Παιδείας, 2011-2016. Τίτλος διατριβής: Εγελιανή και λακανική ανάγνωση της (κρυπτο)ουτοπίας: Κατανοώντας την ενοχοποίηση του εθνικού Άλλου ή/και του εθνικού Εαυτού, Πανεπιστήμιο Λευκωσίας.

Μεταπτυχιακό στις Επιστήμες της Αγωγής, 2008-2010 (Excellent distinction), Πανεπιστήμιο Λευκωσίας.

Πτυχίο Ιστορίας και Αρχαιολογίας, 2001-2005, Πανεπιστήμιο Κύπρου.

Δημοσιεύσεις

Επιστημονικά περιοδικά (κρίση άρθρων από ομότιμους ειδικούς)

- Drousioti, K. (2018). Ethnic/National identity incrimination in and through social constructionism. *The European Legacy*. doi: 10.1080/10848770.2018.1549387
- Δρουσιώτη, Κ. (2018). «Διπλογλωσσία στην Κύπρο»: Αναπάντητα ερωτήματα και αθέατες πτυχές του ελληνοκυπριακού συγκειμένου. *Το Βήμα των Κοινωνικών Επιστημών*, 11(69), 90 – 118.
- Δρουσιώτη, Κ. (2015). Η αποδόμηση της ενοχοποιημένης εθνικής ταυτότητας ως προϋπόθεση ειρηνικής συνύπαρξης με τον εθνικό Άλλο στο κείμενο της Elenas Ioannidou *Language policy in Greek Cypriot education: tensions between national and pedagogical values*. *Το Βήμα των Κοινωνικών Επιστημών*, 12(65), 102 – 129.
- Αγγελίδης, Π., & Δρουσιώτη, Κ. (2012). Συμπεριληπτική εκπαίδευση στο μάθημα των Φυσικών Επιστημών. Στο Μ. Ευαγόρου & Λ. Αβρααμίδου (Επιμ.), *Θεωρητικές και διδακτικές προσεγγίσεις στις Φυσικές Επιστήμες* (σσ. 195-207). Ζεφύρι: Διάδραση.

Υπό έκδοση

- Drousioti, K. (2019). *Scapegoating, jouissance and the lack of the symbolic: What does the subject desire and why?* Manuscript submitted for publication.
- Drousioti, K., & Papastephanou, M. (2019). *Incriminatory Utopias: Utopian visions creating scapegoats*. Manuscript submitted for publication.

Πρακτικά συνεδρίων

Drousioti, K. (in press). *What is and is not Utopia*. In Kujawinska, K. (Ed.), *15th ISSEI Conference proceedings*. Poland: Łódź Publications.

Παρουσιάσεις σε συνέδρια

Drousioti, K. (Forthcoming-2019, July). Inclusion versus exclusion: an unavoidable dichotomy? Paper will be presented at the 16th International Conference of ISSEI, Zaragoza.

Drousioti, K. (2018, May). Incrimination of an Otherness and Utopian visions. Paper presented at the Two Day Conference on Political Education (participation of local young scholars, PhD students, Oslo PhD students and of an international team of Professors/Supervisors), Nicosia.

Drousioti, K. (2017, May). *Constructionism and Identity: (both) operating in incriminatory lines*. Paper presented at the Two Day Conference on Political Education (participation of local young scholars, PhD students, Oslo PhD students and of an international team of Professors/Supervisors), Limassol.

Drousioti, K. (2016, July). *What is and is not Utopia*. Paper presented at the 15th International Conference of ISSEI, Lodz.

8. DR. DEMETRIS SAVVIDES

10 Chrysanthou Mylona
Apt. 101, 2014 Strovolos
Tel. 99549450 / 22315376
savvides@ciim.ac.cy

Objective:

Successfully address through professional work the challenge of applying advanced theoretical and practical legal knowledge to systematic, analytical processes in the development of Cyprus Business law framework, including include Private involvement in the oil and gas industry, **corporate** and **commercial law, tax practice, corporate practice** as well as mergers and acquisitions, joint ventures and Public Private Partnership law.

Education:

MILITARY OFFICERS SCHOOL OF ARTILLERY, Athens, Greece, Nov 1986- April 1987
Second Lieutenant with the Military Reserves

ARIZONA STATE UNIVERSITY, Tempe AZ, U.S.A., May 1992
Bachelors of Science in Justice Studies

ARIZONA STATE UNIVERSITY, Tempe AZ, U.S.A., May 1994
Masters of Science in Justice Studies

SHEFFIELD UNIVERSITY, Sheffield U.K., June 1997
Bachelor in Laws (LL.B.)

CYPRUS INTERNATIONAL INSTITUTE OF MANAGEMENT (December 1215)
Master's in Business Administration Nicosia Cyprus (Thesis: **BOT Process and the Administration of Cyprus Airways**) Grade A-

UNIVERSITY OF MAASTRICHT LAW SCHOOL. SEPT. 2016

Ph.d in Laws (Cand)

Private Involvement and the Metamorphosis of Legal Governance in the Oil and Gas Industry in Cyprus and in the EU Markets

Super. Dr Shoemaker Sarah and Prof Chris Bovis

Professional Experience:

Tempe Police Department, Tempe AZ, USA 01/1991- 05/1992
Assistant Crime Analyst

Responsible for providing information to assist operational personnel in the identification of specific crime trends and in the arrest of criminal offenders. The primary purpose was to identify crime trends and patterns/series, in order to establish links between offenders and modus operandi information from a number of offences so that to provide investigative leads, help solve crimes, and clear cases after apprehension and arrests.



Arizona State Supreme Court Tempe AZ, USA 01/1992- 05/1992

Research Assistant

Juvenile offenders remanded to the Adult Level of the Criminal Court

Phoenix Police Department, Phoenix AZ USA 08/1992- 06/1994

Research Associate

Concerned with effective implementation of organisational strategies in the City of Phoenix supporting community policing or problem-oriented policing. I provided information for resource allocation purposes, including patrol scheduling and beat configuration. I was also responsible for identifying unusual crime activities over certain levels or at different seasonal times, for identifying unusual community conditions and for organising police service more effectively and efficiently by matching demands for service with service delivery.

A.M KYPROSUN MARINE SERVICES LTD September 1997-2003

Tel: +357-5-348113, +357-5-345240

Fax: +357-5-347110, +357-5-747174

E-mail: andmich@globalsoftmail.com

Legal Consultant

Working with lawyers world wide P&I, Insurance, and other ship owning companies providing supporting evidence through surveys and investigations for all Marine claims, including Accidents, Cargo, Fraud, Crew, Valuations through a global network of associates.

S. Kazepis Auto Recycling and Engineering Company Ltd, September 1997 until present

Partner-Director

Member of the Cyprus Chambers of Commerce

Setting up an auto recycling company, conducting business research into feasibility, environmental and marketing matters concerning the market for end of life vehicles; filing requests for receiving funding from a variety of sources wishing to extend support to auto recycling companies as an alternative to a better sustainable environment in Cyprus; Supervising the construction operations for building the necessary facilities and the purchasing of the necessary equipment.

Attorney General's Office, Nicosia Cyprus, September 2003 until September 2005

Researcher-Legal Trainee

Working on the preparation of criminal cases for court, researching into matters of criminal procedure and human rights, as well as, into the development of the law of civil wrongs in Cyprus.

West Union Group LTD, Nicosia Cyprus September 2005 until 2009

Head Legal Consultant

As part of my business consultancy duties to my company's clients, I assist international clients to more effectively run and manage their offshore companies: including domiciliary services, nominee

directors and shareholders, offshore office services, mail forwarding, contract and invoicing services, accounting services. I also help them source bank credit facilities from local and international banks, to meet the required finance for the existing business for their trade requirements as well as for the new projects.

Kesconsult & Management Limited Nicosia Cyprus January 2009- until Present

Director-Head Legal Consultant

Phone: +35722254035

E-mail: Kesconsult@cablenet.com.cy

As part of my business consultancy duties to my company's clients, I assist international clients to more effectively run and manage their offshore companies

Andreas Tamasios law office September 2009 until -Present

Advocate

General Legal Practice in different fields of law with specialization in Corporate Laws, Drafting and vetting of Joint Venture Agreements, Foreign Collaboration Agreements and various Commercial and Distributorship Agreements, Due Diligence of Companies

Teaching

CYPRUS INTERNATIONAL INSTITUTE OF MANAGEMENT

Lecturer of law (January/2012)

6. Company Law and Procedure-Executive Education Program
7. Business Entities and Tax Governance in Cyprus Business organization – M.Sc Financial Services
8. Company Law and Corporate Finance- M.Sc Financial Services
9. Business and Company law in Cyprus- Bachelor in Business Administration
10. Business and Company law in Cyprus- Master in Business Administration

UNIVERSITY OF NICOSIA

Lecturer of law in the Engineering Department (January/2017-present)

2. CEE 401 Engineering Contract Law and PPP Methods

Membership

Cyprus Law Council

Registered Lawyer since 2010 with litigation experience in civil, corporate and criminal matters

Chartered Institute of Taxation- ADIT (Candidate)

European Institute of Public Administration (EIPA) –Cyprus Associate. Team Leader Prof. Stylianides T.

Publications:

“Juvenile remanded to the adult court” Arizona State Supreme Court Publications 1992

“The Effectiveness of the Competitive Dialogue Paradigm Procedure under EU Consolidated Public Procurement Directive (2004/18/EC as an Award Procedure for Public Private Partnerships” EPPPL - European Public Private Partnership Law Review 1 (2011)

“The Introduction of Procurement Process in the Domain of Solid Waste Management in the City of Limassol, Cyprus: Evaluation of its Effectiveness, Assessment of its Implementation and Identification of Obstacles towards its Success” EPPPL - European Public Private Partnership Law Review 2 (2011).

“BOT Airport Projects in Cyprus.” EPPPL - European Public Private Partnership Law Review 3 (2015).

“The Conceptualization of a Build-Operate-Transfer (BOT) Project”. European Public Private Partnership Law 2 (2016)

“The current legal and policy outlook of Public Procurement and PPP in Cyprus.” European Public Private Partnership Law 1 (2017)

“The Notion of Value for Money in the Organisation of Public Private Partnerships in Cyprus” European Public Private Partnership Law (forthcoming)

“Economic Analysis of Public Private Partnerships.” European Public Private Partnership Law (forthcoming).

9. MRS. PELEKANOU OLGA

I. EDUCATION - ACADEMIC QUALIFICATIONS

2007 - 2011 The Degree Bachelor of Science in Computer Science, Frederick University, Computer Science, the School of Engineering and Applied Sciences.

1999 - 2004 The Degree Bachelor of Science in Computer Science, Omsk State Pedagogical University, the faculty of Computer Science

II. PROFESSIONAL EXPERIENCE – Pelekanou Olga

2009-2012 **Courses Taught at CDA College**

- Operating Systems (COM221)
- Introduction to Computer Applications (COM111)
- Users Support (COM212)
- Introduction to Multimedia (INF221)
- Computer Systems Architecture (COM121)
- Visual Programming 1 (COM123)
- System Analysis and Design (INF123)
- Introduction to Relational Databases (INF121)
- Communication and Networks I (COM211)
- Software Engineering (COM213)
- Business Project Management (INF213)
- Visual Programming II (COM215)
- Introduction to Computer application (COM111)
- Introduction to Computing (COM113)
- Introduction to Programming (COM115)
- Final Project (PRO221)
- Management and Information Systems (INF111)
- Computer Graphics and Design (INF221)
- Introduction to Programming (COM115)
- Business English I (ENG101)
- Business English II (ENG121)
- Presentation Skills (ENG202)
- Business English II (ENG102)
- Commercial Correspondence (ENG201)
- Travel Writing (ENG102)
- Russian I LAN103
- Russian II LAN103

2008-2009 **Courses Taught at EDITC LTD/MMC LTD**

- Micromedia Adobe Flash
- Micromedia Dreamweaver
- Frontpage
- Photoshop
- Visual Basic

- Movie Maker
- Audacity
- ECDL
- Advanced Word
- Advanced Excel

2008-2009 **Courses Taught at Intercollege**

- Βασικές Αρχές Πληροφορικής
- Microsoft Word (Επεξεργασία Κειμένου)
- Power Point () Παρουσιάσεις και Γραφικά)
- Υπηρεσίες Δικτύου Πληροφοριών
- Access
- (Βάσεις Δεδομένων)
- Excel (Φύλλα εργασίας)
- Χρήση Η/Υ και Διαχείριση Αρχείων
- Advanced Word
- Advanced Excel

2008 **Courses Taught at Open School, DHMOS MESA GEITONIAS**

- Βασικές Αρχές Πληροφορικής
- Microsoft Word (Επεξεργασία Κειμένου)
- Power Point () Παρουσιάσεις και Γραφικά)
- Υπηρεσίες Δικτύου Πληροφοριών
- Access
- (Βάσεις Δεδομένων)
- Excel (Φύλλα εργασίας)
- Χρήση Η/Υ και Διαχείριση Αρχείων

2007-2008 **Courses Taught at Φροντιστήριο Digipro**

- Βασικές Αρχές Πληροφορικής
- Microsoft Word (Επεξεργασία Κειμένου)
- Power Point () Παρουσιάσεις και Γραφικά)
- Υπηρεσίες Δικτύου Πληροφοριών
- Access
- (Βάσεις Δεδομένων)
- Excel (Φύλλα εργασίας)
- Χρήση Η/Υ και Διαχείριση Αρχείων

2007 **Courses Taught at Φροντιστήριο Future Net**

- Microsoft Word
- Power Point
- Υπηρεσίες Δικτύου Πληροφοριών

2006 **Programmer, web-designer**

1. Sbi-WebNet Solutions Ltd

2004 - 2006 **Courses Taught at Private English-Russian School- L.I. T.C**

- Microsoft Office

- Βασικές Αρχές Πληροφορικής
- Χρήση Η/Υ και Διαχείριση Αρχείων
- Επεξεργασία Κειμένου
- Φύλλα εργασίας
- Βάσεις Δεδομένων
- Παρουσιάσεις και Γραφικά
- Υπηρεσίες Δικτύου Πληροφοριών

III. RESEARCH AND PUBLICATIONS

2. Pelekanou, O., (2012). Creating of Water Fountain in Autodesk Maya, the Cyprus Research Facts, (Paper accepted for publication in C.D.A. College, Cyprus).

IV. CONFERENCE AND SEMINARS

2012 Train the Trainer

- Mediterranean Management Centre
- 2009 ECDL for adults

10. MRS. DORITA CHRYSANTHOU

I. EDUCATION - ACADEMIC QUALIFICATIONS

2006 – 2007 MA in Marketing with Human Resource Management (Middlesex University, London)

2000 - 2005 BA in Economic Sciences (University of Patras, Greece)

II. PROFESSIONAL EXPERIENCE

2010 – Present Lecturer at CDA College

Courses Taught:

- Market Research for BA Business Studies
- Organizational Behavior for BA Business Studies
- Introduction to Management for BA Business Studies
- Introduction to Management for BA Travel and Tourism Management
- Organizational Behavior I&II for Higher Diploma in Office Administration
- Human Resource Management I&II for Higher Diploma in Office Administration
- Time Management I&II for Higher Diploma in Office Administration
- Advanced Secretarial Duties I&II for Diploma in Executive Secretarial Studies
- Secretarial Duties I&II for Certificate in Secretarial Studies
- Office Organisation I&II for Certificate in Secretarial Studies

2009- 2010 Marketing Manager at Andreas Heracleous Consultant Engineers, Limassol

- Responsible for sales and promotion of the company's properties
- Development and execution of a market plan
- Meetings with potential clients
- Networking with Clients and Real Estate Agents
- Responsible for the maintenance of company's website

2007 – 2009 Recruitment Consultant/Headhunter at Miles Associates, London

- Identification of potentially suitable candidates by screening various sources of information, including the internet and Bloomberg.
- Making initial contact with candidates via telephone.
- Meeting suitable candidates from Analyst to Managing Director level and assessing their personality and professional skills, as well as gaining information about them and their team.
- Candidate short listing and selection after careful screening and interpersonal assessment

III. RESEARCH AND PUBLICATIONS

1. "Factors affecting brand extension success based on consumers' perceptions" published in "CDA College Research Journal".

IV. RESEARCH NOT PUBLISHED

1. Livesmart Company and the launching of 08 Smartcard
2. Exploring two basic models of Organizational Buying Behaviour (OBB)

V. CONFERENCES AND SEMINARS

2006 Presentation of Smartcard 08 by Livesmart Company, Liverpool

2009 JP Morgan's conference for expansion in EMEA area, the risks and how to succeed, London

11. THEODOROS CHRISTODOULIDES

A. PERSONAL INFORMATION

NAME: THEODOROS
SURNAME: CHRISTODOULIDES
BIRTH DATE: 15/01/1981
PLACE OF BIRTH: PAPHOS
NATIONALITY: CYPRIOT
MARITAL STATUS: MARRIED
ADDRESS: KARPASIAS 26-28, MEZ. 5, 8200 YEROSKIPOU, PAPHOS
TELEPHONE: 99562777
E-MAIL: theodoroschr@yahoo.com

B. EDUCATION

1. NEAPOLIS UNIVERSITY PAFOS –
MASTER OF BUSINESS ADMINISTRATION (MBA) – September 2015
2. ASSOCIATION OF CHARTERED CERTIFIED ACCOUNTANTS (ACCA) –
MEMBER - November 2010
3. UNIVERSITY OF CYPRUS –
DEGREE IN PUBLIC & BUSINESS ADMINISTRATION /ACCOUNTING – June 2004
4. SAINT NEOPHYTE'S LYCEUM –
ECONOMICS DIRECTION – June 1998

C. PROFESSIONAL EXPERIENCE

1. E.MYRIANTHOS ACCOUNTANTS LTD - 09/2016 TO 30/06/2017 (AUDIT DEP/NT)
2. INTERTUTORIAL CENTER – 2017 (TEACHING ACCA P3 BUSINESS ANALYSIS)
3. DTM-K LTD – 06/2015 TO 08/2016 (ACCOUNTING & AUDIT DEPARTMENT)
4. PAPHOS COOPERATIVE CREDIT INSTITUTION LTD – 10/2013 TO 04/2014
5. COOPERATIVE CREDIT INSTITUTION OF AMARGETI LTD – 09/2009 TO 10/2013
6. MANOLIS PRIVATE INSTITUTE LTD – 06/2009 TO 06/2012 (PART TIME)
(TEACHING LCCI ACCOUNTING)
7. MGI GREGORIOU & CO LTD – 09/2007 TO 09/2009
(ACCOUNTING & AUDIT DEPARTMENT)
8. PRICEWATERHOUSECOOPERS LTD – 02/2006 TO 03/2007
(TAX DEPARTMENT)

D. SKILLS

I. LANGUAGES

	<u>READING</u>	<u>WRITING</u>	<u>SPEAKING</u>
1. GREEK	EXCELLENT	EXCELLENT	EXCELLENT
2. ENGLISH	EXCELLENT	EXCELLENT	VERY GOOD
3. RUSSIAN	BEGINNER	BEGINNER	BEGINNER

II. COMPUTER'S KNOWLEDGE

ICT EUROPE EXAMINATIONS: WORD, EXCEL, INTERNET, WINDOWS, ACCESS,
GENERAL COMPUTING AND POWER POINT.

III. CERTIFICATES - LCCI ACCOUNTING

1. LCCI-ACCOUNTING THIRD LEVEL - 1997
2. LCCI-BOOK KEEPING AND ACCOUNTS LEVEL TWO - 1996
3. LCCI-BOOK KEEPING LEVEL ONE – 1995

IV. COMPETITIONS

CFA INSTITUTE – CYPRUS UNIVERSITIES' RESEARCH CHALLENGE 2015
(REPRESENTING NEAPOLIS UNIVERSITY PAFOS)

V. SEMINARS

- “Διαχείριση Ανθρώπινου Δυναμικού”
- “Κεφάλαιο Κίνησης, Στρατηγικός Σχεδιασμός και Κατάρτισμός Επιχειρηματικού Πλάνου”
- “Συγχωνεύσεις και Εξαγορές”
- “Εξυπηρέτηση Πελατών και Επαγγελματική Συμπεριφορά”
- “Λογιστική για Διευθυντές”
- “Διευθυντικά Συστήματα Μέτρησης και Διεύθυνσης Απόδοσης”
- “Βασικά Τραπεζικά κριτήρια Δανεισμού και Εξειδικευμένες Μορφές Χρηματοδότησης”
- “Κρίσιμα Τραπεζικά Ερωτήματα & Νομικές Απαντήσεις στο Νέο Ευρωπαϊκό Πλαίσιο”
- “Διαχείριση Χορηγήσεων στα ΣΠΙ κατά την παρούσα Οικονομική Κρίση”
- “Η ικανότητα του ΣΠΙ για Επιχειρησιακή Συνέχεια σε Στιγμές Κρίσης”
- “Πρόληψη και Αντιμετώπιση Διαρρήξεων και Ληστειών στα ΣΠΙ”

E. OTHER INFORMATION

- I have never been accused for any crime / Free of criminal records.
- I have fulfilled my military services as an Officer, with I1 ability.

F. PERSONAL INTERESTS AND HOBBIES

- Daily Internet browsing and watching news.
- Watching documentaries and reading economic and scientific books/magazines.
- Fishing .