



Προς
Καθ. Μαίρη Κουτσελίνη-Ιωαννίδου
Πρόεδρο Συμβουλίου Φορέα Διασφάλισης και Πιστοποίησης
Ποιότητας της Ανώτερης Εκπαίδευσης

Θέμα: **Δεύτερη Αξιολόγηση του Προγράμματος Σπουδών με την**
Επωνυμία «Shipping and Maritime Studies (M.Sc.)»

Αναφέρομαι στην σχετική επιστολή σας ημερομηνίας 3 Μαρτίου 2017 που λήφθηκε στις 9 Μαρτίου 2017 (Αρ. Φακ. 07.14.327.009) και παρακαλώ σημειώστε τα ακόλουθα:

1. Δείτε συνημμένα τις προσυμφωνίες εργοδότησης των προτεινόμενων μελών του διδακτικού προσωπικού:

- (α) Δρ. Γιώργος Βουλγαράκης, Ευρωπαϊκό Πανεπιστήμιο Κύπρου, (Παράρτημα 1α)
- (β) Δρ. Θεόδωρος Συριόπουλος, Πανεπιστήμιο Αιγαίου, (Παράρτημα 1β)
- (γ) Δρ. Θεόδωρος Πελαγίδης, Πανεπιστήμιο Πειραιώς, (Παράρτημα 1γ)

2. Παρατήρηση Φορέα υπ'αρ. 3

Ο συγκεκριμένος καθηγητής επέδειξε ενδιαφέρον 4 μήνες μετά από την αξιολόγηση του προγράμματος και 20 ημέρες μετά από την λήψη απόφασης από το Φορέα, υπέγραψε δε σχετική δήλωση στις 29/12/2016 (επισυνάπτεται, ως παράρτημα 2). Το Πανεπιστήμιο ενήργησε καλή τη πίστει, αφού μάλιστα βεβαιώθηκε ότι στο νόμο δεν υπάρχει άλλη προϋπόθεση για συνεργασία με μέλος της Επιτροπής Εξωτερικής Αξιολόγησης παρά μόνο να μην έχει οποιαδήποτε σχέση συνεργασίας με το επηρεαζόμενο ίδρυμα τα τελευταία τρία χρόνια.

Εν πάση περιπτώσει, δεδομένης και της – άγνωστης σε εμάς – υπογραφής εκ μέρους του δέσμευσης προς το Φορέα, για τα επόμενο δύο χρόνια, το Πανεπιστήμιο δεν έχει οποιανδήποτε ένσταση όπως αποσύρει το όνομα αυτό από τους δυνητικούς καθηγητές, δεδομένου μάλιστα (α) ότι οι ανάγκες του προγράμματος καλύπτονται από τους υπόλοιπους και (β) του αναμενόμενου αποτελέσματος από την προκήρυξη θέσης/ων πλήρους/ων μέλους/ών ΔΕΠ.

Στη διάθεσή σας,

Καθ. Ανδρέας Φ. Μακρής
Αντιπρύτανης Ακαδημαϊκών Υποθέσεων

Συν.: (2)

CONTRACT OF APPOINTMENT

This Agreement (the "Agreement") is made the **25th day of September 2017** between:

EUROPEAN UNIVERSITY - CYPRUS LIMITED, a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Engomi, Nicosia, Cyprus (the "Employer"); and

Dr George Voulgarakis of Doxa Patri 14, 11471 Athens, Greece (the "Employee").

Collectively referred to as the Parties and Party means any one of them.

WHEREAS

- A. The Employer is the proprietor of a University called European University Cyprus (the "University") and currently operates a campus in Nicosia.
- B. The Employer wishes to fill a part time vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.
- C. The Agreement is subject to the provisions of Part Time Employees Law of 2002, as amended, and its conditions are periodically revised to ensure non-discrimination compared to full time employees.

IT IS HEREBY AGREED as follows:-

1. Term of Engagement

(a) The Employer offers and the Employee accepts the appointment to the post of **Scientific Collaborator** for the period of one semester **commencing on 25th day of September 2017 until 20th day of January 2018** (the "Period"). The Employer offers and the Employee accepts the appointment subject to securing at his own cost the required residence and employment permit, if this is required. At the end of the Period the employment and hence the Agreement will be automatically terminated.

(b) This appointment is conditional upon the Employer securing accreditation and students' enrolment for the program of **Shipping and Maritime Studies (M.Sc.)** and if not secured the offer made to the Employee and his appointment to this post is withdrawn as if never made and the Agreement terminates.

(c) If the condition set out in clause 1(b) is fulfilled the following terms will apply to the employment of the Employee with the Employer

2. Duties

- **Teach course(s) of 42 (forty two) hours per course** for the abovementioned period
- Maintain accurate grades rosters for students.
- Attend departmental meetings if so asked.
- Advise on the purchasing of library materials.
- Instructors are bound to teach each course according to the provided syllabus.
- Lessons may be cancelled only in extraordinary circumstances (illness, prearranged absence, etc.). In such cases the department has to be informed in advance and the classes missed have to be rescheduled.
- The Employer shall have no obligation to allocate or assign to the Employee any powers or duties or to give or supply to the Employee any work, and the Employer may at any time and/or from time to time during the period of notice specified below place the Employee on paid leave and exclude him/her from its offices without giving any explanation. The Employee's salary will not cease to be payable for the sole reason that the Employee has been placed on paid leave or has been excluded in the aforesaid manner.
- It is understood that the University places confidence and trust in the integrity and character of the Employee. It is therefore agreed that the Employee shall at all times conduct himself/herself in a manner which is in keeping with the high personal moral and intellectual standards of the University.

- As a member of the Laureate universities network, the Employee has adopted the Laureate Code of Conduct and Ethics (the "Code"). It is the responsibility of each Employee to read the Code carefully and uphold its standards. The Code, as well as other informative related documents are listed on the University's intranet. The Employee confirms that he/she has read the Code, as these are amended from time to time and agrees to abide by them.

3. Hours of Work

The Employee's working hours each week are approximate three (3).

To comply with the provisions of the relevant law, you agree to work extra time, if the need arises.

You also agree to comply with such procedures for the recording of hours worked, as the Employer may require from time to time.

4. Holidays

The public holidays currently observed by the Employer are:-

- New Year's Day
- January 6th - (Epiphany Day)
- Green Monday
- March 25th
- April 1st
- Good Friday
- Easter Monday
- May 1st
- Ascension Day
- August 15th
- October 1st
- October 28th
- December 24th – (Christmas Eve)
- December 25th – (Christmas Day)
- December 26th – (Boxing Day)

When the government declares a day as a public holiday, the Employer, may or may not in its sole discretion grant this holiday.

5. Intellectual Property

- (a) The Employee hereby assigns, transfers and sets over (and agrees to assign, transfer, and set over) absolutely and without reservation to the Employer any and all rights, titles and interests of the Employee in and to any intellectual property rights of any kind (including but not limited to patents, trademarks, copyrights, know how, trade secrets, designs, mask works, moral rights and artist's rights) which the Employee may create, discover, make, invent, conceive, develop or design, solely or jointly with others, during performance of this Agreement, or which was directly or indirectly created, discovered, made, invented, conceived, developed or designed at the expense of the Employer ("Work Product"). Such Work Product may include, without limitation, products, improvements, processes, reports, recommendations, strategic plans, models (including, without limitation, all co-efficient and mathematical equations comprising same, the form of the model, underlying algorithms, outputs arising from use of the model and derivative works), questionnaires, interview responses, algorithms, computer programs and software (including, without limitation, source code, documentation, "look and feel", screen displays, structure, sequence, and organization), know-how, methods, processes, devices, and other technologies, and all documentation and copies of all of the foregoing in every form and medium. The Employee agrees he/she shall retain no rights to use the Work Product and agrees not to challenge the validity of the Employer's ownership of the Work Product.
- (b) The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicensees, to distribute, reproduce, make derivative works of, publicly perform, and publicly display in any form or medium, whether now known or later developed, make, have made, use, sell, import, and offer for sale any and all pre-existing, independently developed, or third party technology which Employee intends to provide to the Employer for use in connection with the Work Product by the Employer ("Licensed Technology").

The Employee agrees to identify in writing any components of Licensed Technology provided to the Employer hereunder.

- (c) The Employee further agrees to execute any further documents in the future necessary to effect such an assignment and/or to assist the Employer in securing intellectual property protection for the Work Product, including the giving of testimony, and to assist in obtaining any extension, validation, reissue, continuance or renewal of such intellectual property protection, and to assist in the maintenance, enforcement, license, assignment, transfer or conveyance of rights with respect to the Work Product, for no additional consideration.

6. Employers Property

Upon termination of the Employee's employment, the Employee must immediately deliver to the Employer all documents, records, compact discs, materials, equipment, building and parking access cards or other property of the Employer or its customers, which are in the Employee's possession. The Employee must not keep copies, extracts or parts thereof.

7. Deductions

- (a) The Employer has the right at any time during the Employee's employment or upon termination in any way, to deduct from the Employee salary and/or benefits and/or any other amount payable to the Employee, all amounts the Employee owes the Employer and the Employee hereby grants authorization to the Employer for this deduction.
- (b) Examples of amounts that may be owed to the Employer and the conditions under which the Employer may exercise its right to recover amounts from the Employee by deduction from the Employee's salary and other payments (this list is not exhaustive and its purpose is to give an example) are:-
 - (i) any overpayment made to him/her (including overpayment of salary and overpayment of costs);
 - (ii) any loan;
 - (iii) any salary advance payment;

- (iv) any unauthorized expenses; and
- (v) any period of leave beyond regular and any unauthorized period of absence from work.

8. Remuneration

The Employer agrees to pay the Employee a gross total amount of €3200 (three thousand two hundred euro) per course. The payments will be made in four (4) equal installments at the end of each month, subject to on time completion and submission of the monthly timesheet. The Employer will make all legal deductions before payment is made to the Employee.

9. Termination of Agreement

The employment of the Employee may be terminated at any time by either Party giving to the other previous two weeks' notice in writing. If the Employer exercises this right no compensation is payable to the Employee.

10. Counterparts

The Agreement may be signed in counterparts.

11. Governing Law and Jurisdiction

The Agreement shall be governed by and construed in accordance with the laws of Cyprus and the Parties hereby irrevocably agree to submit to the non-exclusive jurisdiction of the Cyprus courts.

12. Amendments

This Agreement contains all the terms of the Employee's with the Employer and replaces any employment agreement (oral or otherwise) with the Employer which is terminated by mutual agreement.

No change, amendment of any provision or waiver of any provision shall apply unless made in writing and signed both by the Employee and by the Employer.

IN WITNESS WHEREOF we have hereunto set our respective signatures and seals
on the day and year herein before given.

EMPLOYER

EMPLOYEE

WITNESSES

CONTRACT OF APPOINTMENT

This Agreement (the "Agreement") is made the 25th day of September 2017 between:

EUROPEAN UNIVERSITY - CYPRUS LIMITED, a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Engomi, Nicosia, Cyprus (the "Employer"); and

Dr Theodoros Syriopoulos of 22 Kountouriotou street, 82100 Chios, Greece (the "Employee").

Collectively referred to as the Parties and Party means any one of them.

WHEREAS

- A. The Employer is the proprietor of a University called European University Cyprus (the "University") and currently operates a campus in Nicosia.
- B. The Employer wishes to fill a part time vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.
- C. The Agreement is subject to the provisions of Part Time Employees Law of 2002, as amended, and its conditions are periodically revised to ensure non-discrimination compared to full time employees.

IT IS HEREBY AGREED as follows:-

1. Term of Engagement

(a) The Employer offers and the Employee accepts the appointment to the post of Scientific Collaborator for the period of one semester commencing on 25th day of September 2017 until 20th day of January 2018 (the "Period"). The Employer offers and the Employee accepts the appointment subject to securing at his own cost the required residence and employment permit, if this

is required. At the end of the Period the employment and hence the Agreement will be automatically terminated.

(b) This appointment is conditional upon the Employer securing accreditation and students' enrolment for the program of Shipping and Maritime Studies (M.Sc.) and if not secured the offer made to the Employee and his appointment to this post is withdrawn as if never made and the Agreement terminates.

(c) If the condition set out in clause 1(b) is fulfilled the following terms will apply to the employment of the Employee with the Employer

2. Duties

- Teach course(s) of 42 (forty two) hours per course for the abovementioned period
- Maintain accurate grades rosters for students.
- Attend departmental meetings if so asked.
- Advise on the purchasing of library materials.
- Instructors are bound to teach each course according to the provided syllabus.
- Lessons may be cancelled only in extraordinary circumstances (illness, prearranged absence, etc.). In such cases the department has to be informed in advance and the classes missed have to be rescheduled.
- The Employer shall have no obligation to allocate or assign to the Employee any powers or duties or to give or supply to the Employee any work, and the Employer may at any time and/or from time to time during the period of notice specified below place the Employee on paid leave and exclude him/her from its offices without giving any explanation. The Employee's salary will not cease to be payable for the sole reason that the Employee has been placed on paid leave or has been excluded in the aforesaid manner.
- It is understood that the University places confidence and trust in the integrity and character of the Employee. It is therefore agreed that the Employee shall at all times conduct himself/herself in a manner which is in keeping with the high personal moral and intellectual standards of the University.

- As a member of the Laureate universities network, the Employee has adopted the Laureate Code of Conduct and Ethics (the "Code"). It is the responsibility of each Employee to read the Code carefully and uphold its standards. The Code, as well as other informative related documents are listed on the University's intranet. The Employee confirms that he/she has read the Code, as these are amended from time to time and agrees to abide by them.

3. Hours of Work

The Employee's working hours each week are approximate three (3).

To comply with the provisions of the relevant law, you agree to work extra time, if the need arises.

You also agree to comply with such procedures for the recording of hours worked, as the Employer may require from time to time.

4. Holidays

The public holidays currently observed by the Employer are:-

- New Year's Day
- January 6th - (Epiphany Day)
- Green Monday
- March 25th
- April 1st
- Good Friday
- Easter Monday
- May 1st
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- August 15th
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- December 24th – (Christmas Eve)
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- December 26th -- (Boxing Day)

When the government declares a day as a public holiday, the Employer, may or may not in its sole discretion grant this holiday.

5. Intellectual Property

- (a) The Employee hereby assigns, transfers and sets over (and agrees to assign, transfer, and set over) absolutely and without reservation to the Employer any and all rights, titles and interests of the Employer in and to any intellectual property rights of any kind (including but not limited to patents, trademarks, copyrights, know how, trade secrets, designs, mask works, moral rights and artist's rights) which the Employee may create, discover, make, invent, conceive, develop or design, solely or jointly with others, during performance of this Agreement, or which was directly or indirectly created, discovered, made, invented, conceived, developed or designed at the expense of the Employer ("Work Product"). Such Work Product may include, without limitation, products, improvements, processes, reports, recommendations, strategic plans, models (including, without limitation, all co-efficient and mathematical equations comprising same, the form of the model, underlying algorithms, outputs arising from use of the model and derivative works), questionnaires, interview responses, algorithms, computer programs and software (including, without limitation, source code, documentation, "look and feel", screen displays, structure, sequence, and organization), know-how, methods, processes, devices, and other technologies, and all documentation and copies of all of the foregoing in every form and medium. The Employee agrees he/she shall retain no rights to use the Work Product and agrees not to challenge the validity of the Employer's ownership of the Work Product.
- (b) The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicensees, to distribute, reproduce, make derivative works of, publicly perform, and publicly display in any form or medium, whether now known or later developed, make, have made, use, sell, import, and offer for sale any and all pre-existing, independently developed, or third party technology which Employee intends to provide to the Employer for use in

connection with the Work Product by the Employer ("Licensed Technology"). The Employee agrees to identify in writing any components of Licensed Technology provided to the Employer hereunder.

- (c) The Employee further agrees to execute any further documents in the future necessary to effect such an assignment and/or to assist the Employer in securing intellectual property protection for the Work Product, including the giving of testimony, and to assist in obtaining any extension, validation, reissue, continuance or renewal of such intellectual property protection, and to assist in the maintenance, enforcement, license, assignment, transfer or conveyance of rights with respect to the Work Product, for no additional consideration.

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8. Remuneration

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10. Counterparts

The Agreement may be signed in counterparts.

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The Agreement shall be governed by and construed in accordance with the laws of Cyprus and the Parties hereby irrevocably agree to submit to the non-exclusive jurisdiction of the Cyprus courts.

12. Amendments

This Agreement contains all the terms of the Employee's with the Employer and replaces any employment agreement (oral or otherwise) with the Employer which is terminated by mutual agreement.

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IN WITNESS WHEREOF we have hereunto set our respective signatures and seals
on the day and year herein before given.

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EMPLOYEE

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EUROPEAN UNIVERSITY - CYPRUS LIMITED, a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Engomi, Nicosia, Cyprus (the "Employer"); and

Dr Theodore Pelagidis of 9 Pallinidos Athinas, 15351 Pallinis 15351, Greece (the "Employee").

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WHEREAS

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- (b) The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicensees, to distribute, reproduce, make derivative works of, publicly perform, and publicly display in any form or medium, whether now known or later developed, make, have made, use, sell, import, and offer for sale any and all pre-existing, independently developed, or third party technology which Employee intends to provide to the Employer for use in

connection with the Work Product by the Employer ("Licensed Technology"). The Employee agrees to identify in writing any components of Licensed Technology provided to the Employer hereunder.

- (c) The Employee further agrees to execute any further documents in the future necessary to effect such an assignment and/or to assist the Employer in securing intellectual property protection for the Work Product, including the giving of testimony, and to assist in obtaining any extension, validation, reissue, continuance or renewal of such intellectual property protection, and to assist in the maintenance, enforcement, defense, assignment, transfer or conveyance of rights with respect to the Work Product, for no additional consideration.

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7. Deductions

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- (b) Examples of amounts that may be owed to the Employer and the conditions under which the Employer may exercise its right to recover amounts from the Employee by deduction from the Employee's salary and other payments (this list is not exhaustive and its purpose is to give an example) are:-
 - (i) any overpayment made to him/her (including overpayment of salary and overpayment of costs);
 - (ii) any loan;

- (iii) any salary advance payment;
- (iv) any unauthorized expenses; and
- (v) any period of leave beyond regular and any unauthorized period of absence from work.

8. Remuneration

The Employer agrees to pay the Employee a **gross total amount of €3200 (three thousand two hundred euro) per course**. The payments will be made in four (4) equal installments at the end of each month subject to on time completion and submission of the monthly timesheet. The Employer will make all legal deductions before payment is made to the Employee.

9. Termination of Agreement

The employment of the Employee may be terminated at any time by either Party giving to the other party two weeks notice in writing. If the Employer exercises this right no compensation is payable to the Employee.

10. Counterparts

The Agreement may be signed in counterparts.

11. Governing Law and Jurisdiction

The Agreement shall be governed by and construed in accordance with the laws of Cyprus and the Parties hereby irrevocably agree to submit to the non-exclusive jurisdiction of the Cyprus courts.

12. Amendments

This Agreement contains all the terms of the Employee's with the Employer and replaces any employment agreement (oral or otherwise) with the Employer which is terminated by mutual agreement.

No change, amendment of any provision or waiver of any provision shall apply unless made in writing and signed both by the Employee and by the Employer.

IN WITNESS WHEREOF we have hereunto set our respective signatures and seals
on the day and year herein before given.

EMPLOYER

EMPLOYEE

WITNESSES

1).....

2).....

DRAFT

29/12/2016

ΠΡΟΣ: ΕΥΡΩΠΑΙΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ
ΚΥΠΡΟΥ

Αξιότιμοι Κύριοι

Με την παρούσα σας δηλώνω ότι προτίθεμαι να διδάξω στο Ναυτιλιακό
Τμήμα του Ευρωπαϊκού Πανεπιστημίου Κύπρου

Με εκτίμηση,

Ν. Νικητάκος
Καθηγητής