

15 February 2024

Prof. Mary Ioannidou-Koutselini
President of CY.Q.A.A.
5 Limassol Avenue
2112 Nicosia

Subject: Decision Deferral related to submission of modification actions related to the evaluation of the “School of Veterinary Medicine”, its “Department” and its program of study “Veterinary Medicine (5 Years/300 ECTS, Doctor of Veterinary Medicine, D.V.M.)”

Dear Professor Ioannidou-Koutselini,

Thank you for your letter on February 14, 2024 (file numbers 07.14.320.004, 07.14.327.111) with regards to the above topic. We hereby respectfully submit our response related to the additional clarifications, improvements, and documented improvement actions expected.

1- Faculty Recruitment

- As requested, please find in ([Attachment 1](#)) the relevant recruitment documentation for the start-up faculty of the Veterinary Medicine program.
- In addition, please see in ([Attachment 2](#)) the relevant description of the academic profile and research, as suggested by the EEC. The information presented provide ample evidence that the current full-time faculty recruitment is compatible both with the teaching needs, as well as the research focus of the School and Department of Veterinary Medicine.

2- External Partner Agreements

- In accordance with the CY.Q.A.A. requested action, please find in ([Attachment 3](#)) the signed agreements with the external Training Partners. The breadth of these external partner agreements adequately cover the needs for practical training in the EUC Veterinary Program as reviewed by the EEC.

3- Faculty Recruitment Procedures and Policies

- All faculty recruitment procedures and policies for the School of Veterinary Medicine will adhere to the policies set forth clearly in the EUC Charter. These policies have been outlined in the attached file ([Attachment 4](#)).

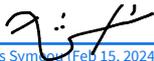
4- Timeline for the Development of the EUC Small Animal Veterinary Teaching Hospital (VTH)

- The EUC Small Animal Veterinary Teaching Hospital will be established in a remodelled building of 600sqm currently on the EUC Campus, as per attached detailed layouts ([Attachment 5](#)).
- The remodelling of the building and full function of the EUC VTH is scheduled for May 2026, several months before required.

We thank the CY.Q.A.A. and the EEC for their constructive feedback and recommendations and we are at your disposal for further clarifications.

Kind regards,

Sincerely,



Loizos Symeou (Feb 15, 2024 15:05 GMT+2)

Prof. Loizos Symeou
Vice Rector of Academic Affairs

Encls. (5)

Recruitment Start-up Faculty of the Veterinary Program

1. Raptopoulos, Dimitris
2. Protopapas, Kypros
3. Zenonos Markoullis, Kyriaki
4. Karagiannis, Christos
5. Christodoulides, Stephanos
6. Michael, Charalambia

CONTRACT OF APPOINTMENT

This Agreement (the "Agreement") is made on the **14th of February 2024** between:

European University – Cyprus Ltd., a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Egkomi, Nicosia, Cyprus (the "Employer"); and

Professor Raptopoulos Dimitrios with ID no. AE175529 of **Driopon 44 str., 1185 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 vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.

NOW IT IS HEREBY AGREED as follows: -

Term of Engagement

1. The Employer offers and the Employee accepts the appointment to the position of Faculty Member of **School of Veterinary Medicine** with the rank of **Professor in Veterinary Anesthesiology** as of the **September 1st 2024** subject to securing at his own cost the required residence and employment permit, if this is required.

Duties

2. (a) During the continuance of his/her appointment hereunder the Employee agrees to devote his/her full time to teaching for the University and to accept other collateral duties including, without limitation, the advising of students and administrative work as are usually associated with this position and may be prescribed by the University through its administrative officers.

(b) 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.
3. During the continuance of his/her appointment hereunder the Employee will not without the previous consent of the Employer enter the service of, or be employed in any capacity, or for any purpose whatsoever, or for any part of his/her time by any person, firm or company other than the Employer. Furthermore, the Employee will not be engaged or interested in undertaking or carrying on any business of a similar nature to or competing with the University and will in all things use his/her best endeavours to promote the interests of the University.

4. 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. The University prescribes to the principles of Academic Freedom and the Employee agrees to adhere to such principles.
5. The faculty & full time teaching personnel handbook (the "Faculty Handbook") and the Charter of the University and its internal regulations (the "Charter") provide more explanation about the Terms and Conditions of Work for the University's Faculty. The Faculty Handbook and the Charter are documents of the University in which University Policies, Regulations, Procedures and other related information are found. The Employee confirms that he/she has read the Faculty Handbook and the Charter as these are amended from time to time and agrees to abide by them.
6. As a staff member of European University Cyprus, the Employee must ensure compliance with the University's 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.
7. In addition to this Agreement, the Faculty Handbook, the Charter and the Code all other policy related documents (including without limitation the University's harassment policy) and/or declarations and instructions which may be issued by the Employer from time to time regarding training, travelling, safety at work, ethics, dress-code and any other matters with relation to the Employer's business and the workplace in general, collectively constitute the terms and conditions of the Employee's employment under this Agreement.

Hours of Work

8. The Employee agrees to be employed for full-time teaching which will be construed to 12 (twelve) credit hours of course-work a semester during a regular 16-week semester and 3-6 credit hours of course-work during the summer session, in addition to time spent for the additional duties and responsibilities of the Employee as these are set out in Annex 6 of the Charter, as this may be amended from time to time.
9. The Employer may, in its sole discretion, require the Employee to work from home without additional remuneration for any period of time it deems appropriate.
10. The Employee agrees to work extra time without pay, if the need arises.
11. The Employee also agrees to comply with such procedures for the recording of hours worked, as the Employer may require from time to time.

Remuneration

12. The Employer will, during the continuance of the Agreement, pay the Employee a monthly salary payable in arrears at the end of each month. The date of payment of the monthly salary can be changed by a decision of the Employer for operational purposes.

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13. The Employer agrees to pay the Employee a gross monthly salary of

14. The Employer will make all legal deductions before payment is made to the Employee.

Holidays

15. 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 of the Republic of Cyprus declares a day as a public holiday, the Employer, may or may not in its sole discretion grant this holiday.

Annual Leave

16. The Employee is entitled of one-month vacation which will be the month of August every year, while the rest of the year (September 1st to July 31st) is considered working period. This leave shall be reduced accordingly if during a year the Employee is employed for a period of less than 50 weeks. If, however, the Employee is employed for less than 13 weeks during the year then the Employee is not entitled to leave pursuant to the Paid Annual Leave Law No. 8/1967, as amended.

Disability

17. If the Employee is absent for a period greater than 12 months due to a medically proven disability, the Employer may at its discretion, subject to the provisions of the Termination of Employment Law, Law No. 24/1967 (the "Law"), terminate the Employee's employment by written notice to the Employee.

Intellectual Property

18. (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-efficients 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.

19. The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicenses, 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.
20. 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.

Personal data:

21. (a) The Employer shall collect, hold and process information relating to you (the "Personal Data") to the extent permitted by the relevant law. Such personal data may include your contact information, identity card number, passport number, age, sex, pay and other benefits, applications for employment, employment history, performance data, reference and data relating to your use of Employer's devices (such as computers and telephone devices) and your exchanges using Employer's e-mail. The Personal Data is required, inter alia, for the daily administration of the University, for implementing salary and other personnel policies, for budget and financial planning, and for meeting the University's reporting requirements.
- (b) The Personal Data will only be used so that the Employer can fulfil its obligations and exercise its rights under this Agreement, comply with any obligations imposed on the Employer by law and serve the Employer's lawful interests. Specific purposes for which your Personal Data may be used include pay and benefits administration, performance appraisal, compliance and audits and disciplinary and legal procedures. Please note that such data shall remain in the Employer's records and the Employer may use and process such data for as long as necessary to serve any of the above-mentioned purposes, irrespective of whether you are still in the Employer's service.
- (c) You have a right to access and, where appropriate, to require the correction and/or update and/or deletion of your Personal Data held by the Employer and to do so you should make your request in writing to the University's Human Resource Department. If your Personal Data held by the Employer is no longer up to date, you should inform the Employer immediately.
- (d) Your Personal Data is considered as confidential and not open to the public for inspection.

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- (e) Your Personal Data may, for any of the above-mentioned purposes, be disclosed on a confidential basis to the Employer's consultants and advisors. In addition, it may be disclosed to any governmental, regulatory, law enforcement or judicial authority as may be required by law, regulation, decree or court order.

Termination of Agreement

22. The appointment of the Employee may be terminated at any time by either party hereto giving to the other previous notice in writing in that behalf as is required by the Law or by the Employer paying to the Employee in addition to any other salary due to the Employee a sum equal to the notice required by the Law in lieu of notice and upon expiration of such notice (whether the same will expire at the end of any year of service or any other time whatsoever) or such payment being made by the Employer (as the case may be) the Employee's appointment shall forthwith be terminated.
23. In case of war or any event in which the University by reason of unforeseen factors not of its own doing cannot function, this Agreement is mutually terminated without any further notice.

Computers, Electronic Mail and Internet:

24. The Employer and/or the University maintains a number of computers on which information and documents are stored. The use of this information and documents will be made exclusively for the work of the Employer and/or the University. It is prohibited to copy, transfer outside of the campus, print or otherwise use such information outside the context of your duties.
25. Use of the Employers and/or the University e-mail and internet access shall be made exclusively for the work of the Employer and/or the University.
26. Please note that the Employer and/or the University reserve the right to check both computers and e-mail either by periodic inspections or by installing relevant software.
27. The Employee confirms that he has read a copy of the Acceptable Use Standard Policy (IT policy) of the University and agreed to abide by it.

Employer's property

28. 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.

Deductions

29. (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.

Counterparts

30. This Agreement may be signed in counterparts.

Stamp Duty

31. The Employee agrees to pay himself the duty for the stamping of the Agreement by the Commissioner of Stamp Duty and deliver a copy thereof to the Employer within 15 days of signing of this Agreement.

Governing Law and Jurisdiction

32. This 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.

Amendment:

33. 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.

34. 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).....

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European University – Cyprus Ltd., a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Egkomi, Nicosia, Cyprus (the "Employer"); and

Dr Protopapas Kypros with ID no. 690800 of **Ayiou Kyprianou 1 str., 2671 Ayioi Trimithias, Nicosia, Cyprus** (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 vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.

NOW IT IS HEREBY AGREED as follows: -

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Duties

2. (a) During the continuance of his/her appointment hereunder the Employee agrees to devote his/her full time to teaching for the University and to accept other collateral duties including, without limitation, the advising of students and administrative work as are usually associated with this position and may be prescribed by the University through its administrative officers.

(b) 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.
3. During the continuance of his/her appointment hereunder the Employee will not without the previous consent of the Employer enter the service of, or be employed in any capacity, or for any purpose whatsoever, or for any part of his/her time by any person, firm or company other than the Employer. Furthermore, the Employee will not be engaged or interested in undertaking or carrying on any business of a similar nature to or competing



with the University and will in all things use his/her best endeavours to promote the interests of the University.

4. 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. The University prescribes to the principles of Academic Freedom and the Employee agrees to adhere to such principles.
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Hours of Work

8. The Employee agrees to be employed for full-time teaching which will be construed to 12 (twelve) credit hours of course-work a semester during a regular 16-week semester and 3-6 credit hours of course-work during the summer session, in addition to time spent for the additional duties and responsibilities of the Employee as these are set out in Annex 6 of the Charter, as this may be amended from time to time.
9. The Employer may, in its sole discretion, require the Employee to work from home without additional remuneration for any period of time it deems appropriate.
10. The Employee agrees to work extra time without pay, if the need arises.
11. The Employee also agrees to comply with such procedures for the recording of hours worked, as the Employer may require from time to time.

Probationary Period



12. Newly appointed Employees will be employed for a probationary period of four (04) months from the first day of employment.
13. After the successful completion of the probationary period, if both parties mutually agree, the Employee will assume permanent employment status.

Remuneration

14. The Employer will, during the continuance of the Agreement, pay the Employee a monthly salary payable in arrears at the end of each month. The date of payment of the monthly salary can be changed by a decision of the Employer for operational purposes.
15. The Employer agrees to pay the Employee a gross monthly salary of
16. The Employer agrees to pay the Employee a thirteenth (13th) salary in December of each year, after the completion of the probationary period.
17. The Employer will make all legal deductions before payment is made to the Employee.

Holidays

18. 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
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When the government of the Republic of Cyprus declares a day as a public holiday, the Employer, may or may not in its sole discretion grant this holiday.

Annual Leave

19. The Employee is entitled of one-month vacation which will be the month of August every year, while the rest of the year (September 1st to July 31st) is considered working period. This leave shall be reduced accordingly if during a year the Employee is employed for a period of less than 50 weeks. If, however, the Employee is employed for less than 13 weeks during the year then the Employee is not entitled to leave pursuant to the Paid Annual Leave Law No. 8/1967, as amended.



Disability

20. If the Employee is absent for a period greater than 12 months due to a medically proven disability, the Employer may at its discretion, subject to the provisions of the Termination of Employment Law, Law No. 24/1967 (the "Law"), terminate the Employee's employment by written notice to the Employee.

Fringe Benefits

21. The Employer and the Employee mutually agree that the Employee is entitled if he/she chooses to participate in the Provident Fund, after the completion of the first calendar year of employment. The Employee has to inform in writing the Human Resources Department, if he/she chooses to participate in the Provident Fund.
22. The Employee will be entitled to participate in the University sponsored Medical Plan, after the completion of the probationary period. The Employee has to inform in writing the Human Resources Department, if he/she chooses to participate in the Medical Plan.

Intellectual Property

23. (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-efficients 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.
24. The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicenses, 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.
25. 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.

Personal data:

26. (a) The Employer shall collect, hold and process information relating to you (the “Personal Data”) to the extent permitted by the relevant law. Such personal data may include your contact information, identity card number, passport number, age, sex, pay and other benefits, applications for employment, employment history, performance data, reference and data relating to your use of Employer’s devices (such as computers and telephone devices) and your exchanges using Employer’s e-mail. The Personal Data is required, inter alia, for the daily administration of the University, for implementing salary and other personnel policies, for budget and financial planning, and for meeting the University’s reporting requirements.
- (b) The Personal Data will only be used so that the Employer can fulfil its obligations and exercise its rights under this Agreement, comply with any obligations imposed on the Employer by law and serve the Employer’s lawful interests. Specific purposes for which your Personal Data may be used include pay and benefits administration, performance appraisal, compliance and audits and disciplinary and legal procedures. Please note that such data shall remain in the Employer’s records and the Employer may use and process such data for as long as necessary to serve any of the above-mentioned purposes, irrespective of whether you are still in the Employer’s service.
- (c) You have a right to access and, where appropriate, to require the correction and/or update and/or deletion of your Personal Data held by the Employer and to do so you should make your request in writing to the University’s Human Resource Department. If your Personal Data held by the Employer is no longer up to date, you should inform the Employer immediately.
- (d) Your Personal Data is considered as confidential and not open to the public for inspection.
- (e) Your Personal Data may, for any of the above-mentioned purposes, be disclosed on a confidential basis to the Employer’s consultants and advisors. In addition, it may be disclosed to any governmental, regulatory, law enforcement or judicial authority as may be required by law, regulation, decree or court order.

Termination of Agreement

27. The appointment of the Employee may be terminated at any time by either party hereto giving to the other previous notice in writing in that behalf as is required by the Law or by the Employer paying to the Employee in addition to any other salary due to the Employee a sum equal to the notice required by the Law in lieu of notice and upon expiration of such notice (whether the same will expire at the end of any year of service or any other time whatsoever) or such payment being made by the Employer (as the case may be) the Employee’s appointment shall forthwith be terminated.
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29. The Employer and/or the University maintains a number of computers on which information and documents are stored. The use of this information and documents will be made exclusively for the work of the Employer and/or the University. It is prohibited to copy, transfer outside of the campus, print or otherwise use such information outside the context of your duties.
30. Use of the Employers and/or the University e-mail and internet access shall be made exclusively for the work of the Employer and/or the University.
31. Please note that the Employer and/or the University reserve the right to check both computers and e-mail either by periodic inspections or by installing relevant software.
32. The Employee confirms that he has read a copy of the Acceptable Use Standard Policy (IT policy) of the University and agreed to abide by it.

Employer's property

33. 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.

Deductions

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 - (iii) any salary advance payment;
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Counterparts

35. This Agreement may be signed in counterparts.

Stamp Duty

36. The Employee agrees to pay himself the duty for the stamping of the Agreement by the Commissioner of Stamp Duty and deliver a copy thereof to the Employer within 15 days of signing of this Agreement.

Governing Law and Jurisdiction



37. This 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.

Amendment:

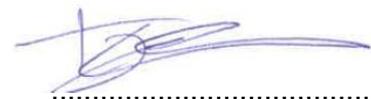
38. This Agreement contains all the terms of the Employee's with the Employer and replaces any employment agreement (oral or otherwise) with the Employer which is terminated by mutual agreement.

39. 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.

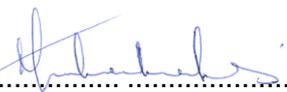


.....
EMPLOYER



.....
EMPLOYEE

WITNESSES

1) 

2) 



CONTRACT OF APPOINTMENT

This Agreement (the "Agreement") is made on the **14th of February 2024** between:

European University – Cyprus Ltd., a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Egkomi, Nicosia, Cyprus (the "Employer"); and

Dr Zenonos Markoullis Kyriaki with ID no. 767090 of **Kafkarides Vladimirou 16, 2546 Dali, Nicosia, Cyprus** (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 vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.

NOW IT IS HEREBY AGREED as follows: -

Term of Engagement

1. The Employer offers and the Employee accepts the appointment to the position of Faculty Member of **School of Veterinary Medicine** with the rank of **Lecturer in Veterinary Histology - Pathology** as of the **September 1st 2024** subject to securing at his own cost the required residence and employment permit, if this is required.

Duties

2. (a) During the continuance of his/her appointment hereunder the Employee agrees to devote his/her full time to teaching for the University and to accept other collateral duties including, without limitation, the advising of students and administrative work as are usually associated with this position and may be prescribed by the University through its administrative officers.

(b) 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.
3. During the continuance of his/her appointment hereunder the Employee will not without the previous consent of the Employer enter the service of, or be employed in any capacity, or for any purpose whatsoever, or for any part of his/her time by any person, firm or company other than the Employer. Furthermore, the Employee will not be engaged or interested in undertaking or carrying on any business of a similar nature to or competing with the University and will in all things use his/her best endeavours to promote the interests of the University.



4. 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. The University prescribes to the principles of Academic Freedom and the Employee agrees to adhere to such principles.
5. The faculty & full time teaching personnel handbook (the "Faculty Handbook") and the Charter of the University and its internal regulations (the "Charter") provide more explanation about the Terms and Conditions of Work for the University's Faculty. The Faculty Handbook and the Charter are documents of the University in which University Policies, Regulations, Procedures and other related information are found. The Employee confirms that he/she has read the Faculty Handbook and the Charter as these are amended from time to time and agrees to abide by them.
6. As a staff member of European University Cyprus, the Employee must ensure compliance with the University's 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.
7. In addition to this Agreement, the Faculty Handbook, the Charter and the Code all other policy related documents (including without limitation the University's harassment policy) and/or declarations and instructions which may be issued by the Employer from time to time regarding training, travelling, safety at work, ethics, dress-code and any other matters with relation to the Employer's business and the workplace in general, collectively constitute the terms and conditions of the Employee's employment under this Agreement.

Hours of Work

8. The Employee agrees to be employed for full-time teaching which will be construed to 12 (twelve) credit hours of course-work a semester during a regular 16-week semester and 3-6 credit hours of course-work during the summer session, in addition to time spent for the additional duties and responsibilities of the Employee as these are set out in Annex 6 of the Charter, as this may be amended from time to time.
9. The Employer may, in its sole discretion, require the Employee to work from home without additional remuneration for any period of time it deems appropriate.
10. The Employee agrees to work extra time without pay, if the need arises.
11. The Employee also agrees to comply with such procedures for the recording of hours worked, as the Employer may require from time to time.

Probationary Period

12. Newly appointed Employees will be employed for a probationary period of four (04) months from the first day of employment.
13. After the successful completion of the probationary period, if both parties mutually agree, the Employee will assume permanent employment status.



Remuneration

14. The Employer will, during the continuance of the Agreement, pay the Employee a monthly salary payable in arrears at the end of each month. The date of payment of the monthly salary can be changed by a decision of the Employer for operational purposes.
15. The Employer agrees to pay the Employee a gross monthly salary of
16. The Employer agrees to pay the Employee a thirteenth (13th) salary in December of each year, after the completion of the probationary period.
17. The Employer will make all legal deductions before payment is made to the Employee.

Holidays

18. 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
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When the government of the Republic of Cyprus declares a day as a public holiday, the Employer, may or may not in its sole discretion grant this holiday.

Annual Leave

19. The Employee is entitled of one-month vacation which will be the month of August every year, while the rest of the year (September 1st to July 31st) is considered working period. This leave shall be reduced accordingly if during a year the Employee is employed for a period of less than 50 weeks. If, however, the Employee is employed for less than 13 weeks during the year then the Employee is not entitled to leave pursuant to the Paid Annual Leave Law No. 8/1967, as amended.

Disability

20. If the Employee is absent for a period greater than 12 months due to a medically proven disability, the Employer may at its discretion, subject to the provisions of the Termination of Employment Law, Law No. 24/1967 (the "Law"), terminate the Employee's employment by written notice to the Employee.



Fringe Benefits

21. The Employer and the Employee mutually agree that the Employee is entitled if he/she chooses to participate in the Provident Fund, after the completion of first calendar year of employment. The Employee has to inform in writing the Human Resources Department, if he/she chooses to participate in the Provident Fund.
22. The Employee will be entitled to participate in the University sponsored Medical Plan, after the completion of the probationary period. The Employee has to inform in writing the Human Resources Department, if he/she chooses to participate in the Medical Plan.

Intellectual Property

23. (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-efficients 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.
24. The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicenses, 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.
25. 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.

Personal data:

26. (a) The Employer shall collect, hold and process information relating to you (the "Personal Data") to the extent permitted by the relevant law. Such personal data may include your contact information, identity card number, passport number, age, sex, pay and other benefits, applications for employment, employment history, performance data, reference and data relating to your use of Employer's devices (such as computers and telephone devices) and your exchanges using Employer's e-mail. The Personal Data is required,



inter alia, for the daily administration of the University, for implementing salary and other personnel policies, for budget and financial planning, and for meeting the University's reporting requirements.

- (b) The Personal Data will only be used so that the Employer can fulfil its obligations and exercise its rights under this Agreement, comply with any obligations imposed on the Employer by law and serve the Employer's lawful interests. Specific purposes for which your Personal Data may be used include pay and benefits administration, performance appraisal, compliance and audits and disciplinary and legal procedures. Please note that such data shall remain in the Employer's records and the Employer may use and process such data for as long as necessary to serve any of the above-mentioned purposes, irrespective of whether you are still in the Employer's service.
- (c) You have a right to access and, where appropriate, to require the correction and/or update and/or deletion of your Personal Data held by the Employer and to do so you should make your request in writing to the University's Human Resource Department. If your Personal Data held by the Employer is no longer up to date, you should inform the Employer immediately.
- (d) Your Personal Data is considered as confidential and not open to the public for inspection.
- (e) Your Personal Data may, for any of the above-mentioned purposes, be disclosed on a confidential basis to the Employer's consultants and advisors. In addition, it may be disclosed to any governmental, regulatory, law enforcement or judicial authority as may be required by law, regulation, decree or court order.

Termination of Agreement

- 27. The appointment of the Employee may be terminated at any time by either party hereto giving to the other previous notice in writing in that behalf as is required by the Law or by the Employer paying to the Employee in addition to any other salary due to the Employee a sum equal to the notice required by the Law in lieu of notice and upon expiration of such notice (whether the same will expire at the end of any year of service or any other time whatsoever) or such payment being made by the Employer (as the case may be) the Employee's appointment shall forthwith be terminated.
- 28. In case of war or any event in which the University by reason of unforeseen factors not of its own doing cannot function, this Agreement is mutually terminated without any further notice.

Computers, Electronic Mail and Internet:

- 29. The Employer and/or the University maintains a number of computers on which information and documents are stored. The use of this information and documents will be made exclusively for the work of the Employer and/or the University. It is prohibited to copy, transfer outside of the campus, print or otherwise use such information outside the context of your duties.
- 30. Use of the Employers and/or the University e-mail and internet access shall be made exclusively for the work of the Employer and/or the University.
- 31. Please note that the Employer and/or the University reserve the right to check both computers and e-mail either by periodic inspections or by installing relevant software.
- 32. The Employee confirms that he has read a copy of the Acceptable Use Standard Policy (IT policy) of the University and agreed to abide by it.



Employer's property

33. 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.

Deductions

34. (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.

Counterparts

35. This Agreement may be signed in counterparts.

Stamp Duty

36. The Employee agrees to pay himself the duty for the stamping of the Agreement by the Commissioner of Stamp Duty and deliver a copy thereof to the Employer within 15 days of signing of this Agreement.

Governing Law and Jurisdiction

37. This 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.

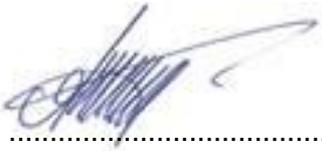
Amendment:

38. 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.

39. 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.

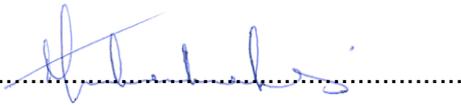


.....
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Dr Karagiannis Christos with passport no. AP3360885 of **Pelika 33, Marousi, Athens, Greece** (the "Employee"),

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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 vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.

NOW IT IS HEREBY AGREED as follows: -

Term of Engagement

1. The Employer offers and the Employee accepts the appointment to the position of Faculty Member of **School of Veterinary Medicine** with the rank of **Assistant Professor in Animal Behavioral Medicine** as of the **September 1st 2024** subject to securing at his own cost the required residence and employment permit, if this is required.

Duties

2. (a) During the continuance of his/her appointment hereunder the Employee agrees to devote his/her full time to teaching for the University and to accept other collateral duties including, without limitation, the advising of students and administrative work as are usually associated with this position and may be prescribed by the University through its administrative officers.

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13. After the successful completion of the probationary period, if both parties mutually agree, the Employee will assume permanent employment status.



A handwritten signature in blue ink, consisting of a stylized initial 'A' followed by a flourish.

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24. The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicenses, 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.
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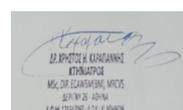
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Counterparts

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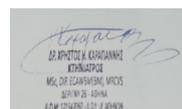
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Amendment:

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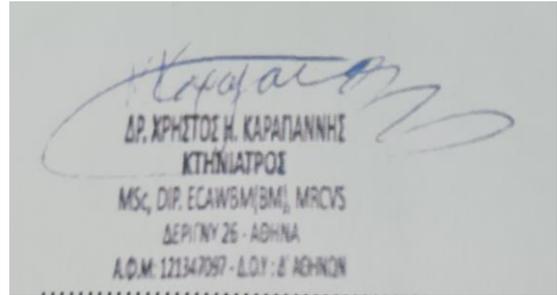
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A handwritten signature in blue ink, appearing to be 'L.' or similar.

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

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EMPLOYER



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EMPLOYEE

WITNESSES

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This Agreement (the "Agreement") is made on the **14th of February 2024** between:

European University – Cyprus Ltd., a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Egkomi, Nicosia, Cyprus (the "Employer"); and

Dr Christodoulides Stephanos with ID no. 807899 of **Glyfou str. 21, 2314 Lakatamia, Nicosia, Cyprus** (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 vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.

NOW IT IS HEREBY AGREED as follows: -

Term of Engagement

1. The Employer offers and the Employee accepts the appointment to the position of Faculty Member of **School of Veterinary Medicine** with the rank of **Assistant Professor in Medical Biochemistry – Nutrition and Metabolism** as of the **September 1st 2024** subject to securing at his own cost the required residence and employment permit, if this is required.

Duties

2. (a) During the continuance of his/her appointment hereunder the Employee agrees to devote his/her full time to teaching for the University and to accept other collateral duties including, without limitation, the advising of students and administrative work as are usually associated with this position and may be prescribed by the University through its administrative officers.

(b) 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.

3. During the continuance of his/her appointment hereunder the Employee will not without the previous consent of the Employer enter the service of, or be employed in any capacity, or for any purpose whatsoever, or for any part of his/her time by any person, firm or company other than the Employer. Furthermore, the Employee will not be engaged or interested in undertaking or carrying on any business of a similar nature to or competing



with the University and will in all things use his/her best endeavours to promote the interests of the University.

4. 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. The University prescribes to the principles of Academic Freedom and the Employee agrees to adhere to such principles.
5. The faculty & full time teaching personnel handbook (the "Faculty Handbook") and the Charter of the University and its internal regulations (the "Charter") provide more explanation about the Terms and Conditions of Work for the University's Faculty. The Faculty Handbook and the Charter are documents of the University in which University Policies, Regulations, Procedures and other related information are found. The Employee confirms that he/she has read the Faculty Handbook and the Charter as these are amended from time to time and agrees to abide by them.
6. As a staff member of European University Cyprus, the Employee must ensure compliance with the University's 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.
7. In addition to this Agreement, the Faculty Handbook, the Charter and the Code all other policy related documents (including without limitation the University's harassment policy) and/or declarations and instructions which may be issued by the Employer from time to time regarding training, travelling, safety at work, ethics, dress-code and any other matters with relation to the Employer's business and the workplace in general, collectively constitute the terms and conditions of the Employee's employment under this Agreement.

Hours of Work

8. The Employee agrees to be employed for full-time teaching which will be construed to 12 (twelve) credit hours of course-work a semester during a regular 16-week semester and 3-6 credit hours of course-work during the summer session, in addition to time spent for the additional duties and responsibilities of the Employee as these are set out in Annex 6 of the Charter, as this may be amended from time to time.
9. The Employer may, in its sole discretion, require the Employee to work from home without additional remuneration for any period of time it deems appropriate.
10. The Employee agrees to work extra time without pay, if the need arises.
11. The Employee also agrees to comply with such procedures for the recording of hours worked, as the Employer may require from time to time.

Probationary Period

12. Newly appointed Employees will be employed for a probationary period of four (04) months from the first day of employment.



13. After the successful completion of the probationary period, if both parties mutually agree, the Employee will assume permanent employment status.

Remuneration

14. The Employer will, during the continuance of the Agreement, pay the Employee a monthly salary payable in arrears at the end of each month. The date of payment of the monthly salary can be changed by a decision of the Employer for operational purposes.

15. The Employer agrees to pay the Employee a gross monthly salary of

16. The Employer agrees to pay the Employee a thirteenth (13th) salary in December of each year, after the completion of the probationary period.

17. The Employer will make all legal deductions before payment is made to the Employee.

Holidays

18. 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 of the Republic of Cyprus declares a day as a public holiday, the Employer, may or may not in its sole discretion grant this holiday.

Annual Leave

19. The Employee is entitled of one-month vacation which will be the month of August every year, while the rest of the year (September 1st to July 31st) is considered working period. This leave shall be reduced accordingly if during a year the Employee is employed for a period of less than 50 weeks. If, however, the Employee is employed for less than 13 weeks during the year then the Employee is not entitled to leave pursuant to the Paid Annual Leave Law No. 8/1967, as amended.

Disability

20. If the Employee is absent for a period greater than 12 months due to a medically proven disability, the Employer may at its discretion, subject to the provisions of the Termination



of Employment Law, Law No. 24/1967 (the "Law"), terminate the Employee's employment by written notice to the Employee.

Fringe Benefits

21. The Employer and the Employee mutually agree that the Employee is entitled if he/she chooses to participate in the Provident Fund, after the completion of the first calendar year of employment. The Employee has to inform in writing the Human Resources Department, if he/she chooses to participate in the Provident Fund.
22. The Employee will be entitled to participate in the University sponsored Medical Plan, after the completion of the probationary period. The Employee has to inform in writing the Human Resources Department, if he/she chooses to participate in the Medical Plan.

Intellectual Property

23. (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-efficients 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.
24. The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicenses, 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.
25. 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.

Personal data:

26. (a) The Employer shall collect, hold and process information relating to you (the "Personal Data") to the extent permitted by the relevant law. Such personal data may include your contact information, identity card number, passport number, age, sex, pay and other



benefits, applications for employment, employment history, performance data, reference and data relating to your use of Employer's devices (such as computers and telephone devices) and your exchanges using Employer's e-mail. The Personal Data is required, inter alia, for the daily administration of the University, for implementing salary and other personnel policies, for budget and financial planning, and for meeting the University's reporting requirements.

- (b) The Personal Data will only be used so that the Employer can fulfil its obligations and exercise its rights under this Agreement, comply with any obligations imposed on the Employer by law and serve the Employer's lawful interests. Specific purposes for which your Personal Data may be used include pay and benefits administration, performance appraisal, compliance and audits and disciplinary and legal procedures. Please note that such data shall remain in the Employer's records and the Employer may use and process such data for as long as necessary to serve any of the above-mentioned purposes, irrespective of whether you are still in the Employer's service.
- (c) You have a right to access and, where appropriate, to require the correction and/or update and/or deletion of your Personal Data held by the Employer and to do so you should make your request in writing to the University's Human Resource Department. If your Personal Data held by the Employer is no longer up to date, you should inform the Employer immediately.
- (d) Your Personal Data is considered as confidential and not open to the public for inspection.
- (e) Your Personal Data may, for any of the above-mentioned purposes, be disclosed on a confidential basis to the Employer's consultants and advisors. In addition, it may be disclosed to any governmental, regulatory, law enforcement or judicial authority as may be required by law, regulation, decree or court order.

Termination of Agreement

- 27. The appointment of the Employee may be terminated at any time by either party hereto giving to the other previous notice in writing in that behalf as is required by the Law or by the Employer paying to the Employee in addition to any other salary due to the Employee a sum equal to the notice required by the Law in lieu of notice and upon expiration of such notice (whether the same will expire at the end of any year of service or any other time whatsoever) or such payment being made by the Employer (as the case may be) the Employee's appointment shall forthwith be terminated.
- 28. In case of war or any event in which the University by reason of unforeseen factors not of its own doing cannot function, this Agreement is mutually terminated without any further notice.

Computers, Electronic Mail and Internet:

- 29. The Employer and/or the University maintains a number of computers on which information and documents are stored. The use of this information and documents will be made exclusively for the work of the Employer and/or the University. It is prohibited to copy, transfer outside of the campus, print or otherwise use such information outside the context of your duties.
- 30. Use of the Employers and/or the University e-mail and internet access shall be made exclusively for the work of the Employer and/or the University.
- 31. Please note that the Employer and/or the University reserve the right to check both computers and e-mail either by periodic inspections or by installing relevant software.



32. The Employee confirms that he has read a copy of the Acceptable Use Standard Policy (IT policy) of the University and agreed to abide by it.

Employer's property

33. 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.

Deductions

34. (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.

Counterparts

35. This Agreement may be signed in counterparts.

Stamp Duty

36. The Employee agrees to pay himself the duty for the stamping of the Agreement by the Commissioner of Stamp Duty and deliver a copy thereof to the Employer within 15 days of signing of this Agreement.

Governing Law and Jurisdiction

37. This 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.

Amendment:

38. 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.



39. 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.

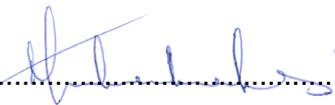


.....
EMPLOYER



.....
EMPLOYEE

WITNESSES

1).....


2).....




CONTRACT OF APPOINTMENT

This Agreement (the "Agreement") is made on the **15th of February 2024** between:

European University – Cyprus Ltd., a company incorporated in the Republic of Cyprus, with registration number HE 83353, of 6, Diogenous Street, 1516 Egkomi, Nicosia, Cyprus (the "Employer"); and

Dr Michael Charalambia with ID no. 926155 of **Andrea Kalvou 6, 8021 Paphos, Cyprus** (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 vacancy in its staff, a post for which the Employee has applied for and wishes to accept upon the following terms and conditions.

NOW IT IS HEREBY AGREED as follows: -

Term of Engagement

1. The Employer offers and the Employee accepts the appointment to the position of Faculty Member of **School of Veterinary Medicine** with the rank of **Lecturer in Small Ruminant Health** as of the **September 1st 2024** subject to securing at his own cost the required residence and employment permit, if this is required.

Duties

2. (a) During the continuance of his/her appointment hereunder the Employee agrees to devote his/her full time to teaching for the University and to accept other collateral duties including, without limitation, the advising of students and administrative work as are usually associated with this position and may be prescribed by the University through its administrative officers.

(b) 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.
3. During the continuance of his/her appointment hereunder the Employee will not without the previous consent of the Employer enter the service of, or be employed in any capacity, or for any purpose whatsoever, or for any part of his/her time by any person, firm or company other than the Employer. Furthermore, the Employee will not be engaged or interested in undertaking or carrying on any business of a similar nature to or competing with the University and will in all things use his/her best endeavours to promote the interests of the University.



4. 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. The University prescribes to the principles of Academic Freedom and the Employee agrees to adhere to such principles.
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8. The Employee agrees to be employed for full-time teaching which will be construed to 12 (twelve) credit hours of course-work a semester during a regular 16-week semester and 3-6 credit hours of course-work during the summer session, in addition to time spent for the additional duties and responsibilities of the Employee as these are set out in Annex 6 of the Charter, as this may be amended from time to time.
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Probationary Period

12. Newly appointed Employees will be employed for a probationary period of four (04) months from the first day of employment.
13. After the successful completion of the probationary period, if both parties mutually agree, the Employee will assume permanent employment status.



Remuneration

14. The Employer will, during the continuance of the Agreement, pay the Employee a monthly salary payable in arrears at the end of each month. The date of payment of the monthly salary can be changed by a decision of the Employer for operational purposes.
15. The Employer agrees to pay the Employee a gross monthly salary of
16. The Employer agrees to pay the Employee a thirteenth (13th) salary in December of each year, after the completion of the probationary period.
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18. The public holidays currently observed by the Employer are: -

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Disability

20. If the Employee is absent for a period greater than 12 months due to a medically proven disability, the Employer may at its discretion, subject to the provisions of the Termination of Employment Law, Law No. 24/1967 (the "Law"), terminate the Employee's employment by written notice to the Employee.



Fringe Benefits

21. The Employer and the Employee mutually agree that the Employee is entitled if he/she chooses to participate in the Provident Fund, after the completion of first calendar year of employment. The Employee has to inform in writing the Human Resources Department, if he/she chooses to participate in the Provident Fund.
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Intellectual Property

23. (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-efficients 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.
24. The Employee hereby grants to the Employer a non-exclusive, royalty-free, irrevocable and worldwide right, with rights to sublicense through multiple tiers of sublicenses, 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.
25. 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.

Personal data:

26. (a) The Employer shall collect, hold and process information relating to you (the "Personal Data") to the extent permitted by the relevant law. Such personal data may include your contact information, identity card number, passport number, age, sex, pay and other benefits, applications for employment, employment history, performance data, reference and data relating to your use of Employer's devices (such as computers and telephone devices) and your exchanges using Employer's e-mail. The Personal Data is required,



inter alia, for the daily administration of the University, for implementing salary and other personnel policies, for budget and financial planning, and for meeting the University's reporting requirements.

- (b) The Personal Data will only be used so that the Employer can fulfil its obligations and exercise its rights under this Agreement, comply with any obligations imposed on the Employer by law and serve the Employer's lawful interests. Specific purposes for which your Personal Data may be used include pay and benefits administration, performance appraisal, compliance and audits and disciplinary and legal procedures. Please note that such data shall remain in the Employer's records and the Employer may use and process such data for as long as necessary to serve any of the above-mentioned purposes, irrespective of whether you are still in the Employer's service.
- (c) You have a right to access and, where appropriate, to require the correction and/or update and/or deletion of your Personal Data held by the Employer and to do so you should make your request in writing to the University's Human Resource Department. If your Personal Data held by the Employer is no longer up to date, you should inform the Employer immediately.
- (d) Your Personal Data is considered as confidential and not open to the public for inspection.
- (e) Your Personal Data may, for any of the above-mentioned purposes, be disclosed on a confidential basis to the Employer's consultants and advisors. In addition, it may be disclosed to any governmental, regulatory, law enforcement or judicial authority as may be required by law, regulation, decree or court order.

Termination of Agreement

- 27. The appointment of the Employee may be terminated at any time by either party hereto giving to the other previous notice in writing in that behalf as is required by the Law or by the Employer paying to the Employee in addition to any other salary due to the Employee a sum equal to the notice required by the Law in lieu of notice and upon expiration of such notice (whether the same will expire at the end of any year of service or any other time whatsoever) or such payment being made by the Employer (as the case may be) the Employee's appointment shall forthwith be terminated.
- 28. In case of war or any event in which the University by reason of unforeseen factors not of its own doing cannot function, this Agreement is mutually terminated without any further notice.

Computers, Electronic Mail and Internet:

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- 30. Use of the Employers and/or the University e-mail and internet access shall be made exclusively for the work of the Employer and/or the University.
- 31. Please note that the Employer and/or the University reserve the right to check both computers and e-mail either by periodic inspections or by installing relevant software.
- 32. The Employee confirms that he has read a copy of the Acceptable Use Standard Policy (IT policy) of the University and agreed to abide by it.



Employer's property

33. 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.

Deductions

34. (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.

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- (i) any overpayment made to him/her (including overpayment of salary and overpayment of costs);
- (ii) any loan;
- (iii) any salary advance payment;
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Counterparts

35. This Agreement may be signed in counterparts.

Stamp Duty

36. The Employee agrees to pay himself the duty for the stamping of the Agreement by the Commissioner of Stamp Duty and deliver a copy thereof to the Employer within 15 days of signing of this Agreement.

Governing Law and Jurisdiction

37. This 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.

Amendment:

38. 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.

39. 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.

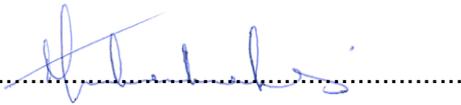


.....
EMPLOYER



.....
EMPLOYEE

WITNESSES

1) 

2) 



Name	Rank	Role	Degrees & Qualifications	Discipline	Teaching Experience	Research & Academic Profile	Other Qualifications
Raptopoulos, Dimitris	Professor	Dean	- Veterinary Degree , 1964-1969, Aristotle University of Thessaloniki - PhD Diploma,1976,Veterinary School, University of Thessaloniki - Diploma in Veterinary Anaesthesia (DVA), 1978, Royal College of Veterinary Surgeons, UK - Diploma in Veterinary Anaesthesia and Analgesia, 1995, EBVS and European College of Veterinary Anaesthesia and Analgesia (ECVAA)	Veterinary Anesthesiology	1972, September End of 2011,Veterinary School, University of Thessaloniki Thessaloniki Member of staff 1985, July 1985, December, Visiting Assistant Professor Gainesville, Florida, USA Visiting Assistant Professor 1992 July End of 1993,Vet School, University of Bristol Langford, Bristol, UK, Research Associate. •2019 EBVS Award for Outstanding Contributions to the Course of Veterinary Specialisation in Europe (2020) https://ebvs.eu/news/ebvs-award-2019	Research focused primarily on gastro-oesophageal reflux during anaesthesia, and preoperative fasting in dogs and cats. Publications 116; Chairman of Organizing/Scientific Committee 3 World & 3 European Congresses, over 140 presentations in congresses, Member of the Editorial Board, J of Veterinary Anaesthesia & Analgesis	2013 - 2018 EBVS Chief Executive Officer Running the Organisation and reviewing its documents 1995-2011 ECVAA President and member of Executive Committee, Chair of Education and Credentials Committee Running the College and developing its training programmes and examinations of candidates 2003-2007 University of Thessaloniki Member of the Senate 2003-2007 Dean, Veterinary School, University of Thessaloniki 2007-2010 University of Thessaloniki Elected Board Member of the Research Committee of the University
Protopapas, Kypros	Associate Professor	Chairperson	- Bachelor of Veterinary Medicine 1990-1995 Faculty of Veterinary Medicine, Aristotelion University of Thessaloniki - Residency in the Obstetric Clinic 1995-1996 Faculty of Veterinary Medicine, Aristotelion University of Thessaloniki - Master in Veterinary Medicine (MVetMed) degree 1996-1997 Royal Veterinary College, University of London - Residency in Equine Surgery and Doctor in Veterinary Medicine (DVetMed) degree 1997-2000 Royal Veterinary College, University of London - Master in Business Administration (MBA) degree 2021-2022 Mediterranean Institute of Management (Lefkosia, Cyprus)	Equine Medicine & Surgery, Obstetrics, Animal Reproduction	Clinical Teaching, Royal Veterinary College, University of London, Scholar of the Greek Scholarship Foundation	Focus in research has focused primarily on post-operative risk factors, metabolic disturbances and biochemical abnormalities following colic surgery in Horses. Publications - 8	Directs a modern rabbitry farm funded from the Cyprus Rural Development Programmes 2007- 2013 and 2014-2020 Practises veterinary profession in Cyprus, mainly equine practice in Nicosia Racetrack Was awarded the Master in Veterinary Medicine which included a project on Feeding Racehorses
Zenonos Markoullis, Kyriaki	Lecturer	Faculty, Teaching & Research	DVM, 2002, (Aristotle University of Thessaloniki, Greece). PhD, 2008, (LMU Faculty of Veterinary Medicine))	Veterinary Histology, Veterinary Pathology, Veterinary Cell Biology, Pathophysiology	Supervision of MSc Students.	Research focuses on compartive medicine - pathology. Post-doctoral researcher, Comparative Medicine, Helmholtz Center, LMU, Munich; Neuroscience, CING, Nicosia; Publications - 12; expertise in cell biology methodologies, animal models,histological methods, diagnostic methods & lab techniques	

Karagiannis, Christos	Assistant Professor	Faculty, Teaching & Research	DVM, 2008, (Aristotle University of Thessaloniki, Greece). MSc, 2011, Clinical Animal Behavior, University of Lincoln, UK, EBVS, European Veterinary Specialist in Behavioral Medicine, RCVS Veterinary Specialist in Behavioral Medicine	Animal Behavior, Animal Welfare, Ethics & Law, Animal Behavioral Medicine	Visiting Lecturer, National & Kapodistrian University of Athens, MSc Program in Animal Welfare, Ethics & Law. (2020-present) Visiting Lecturer, Veterinary School, Aristotle Univ of Thessaloniki, undergraduate & post-graduate level (2011-present)	Focus of research is on companion animal behavior and behavior disorders. Publications - 7; Membership Royal College of Veterinary Surgeons (MRCVS), American Veterinary Society of Animal Behavior (AVSAB)	Continuing Veterinary Education Center, Pets Pro Academy for Animal Behavioral Problems, and Veterinary Nursing (2016-present)
Christodoulides, Stephanos	Assistant Professor	Faculty Teaching & Research Staff	PhD Digestive Diseases & Nutrition, Queen Mary University of London, May 2019 QDip Researcher Development, Queen Mary University of London, May 2019 PG Cert Applied Sports Nutrition, St Mary's University College, London, Nov 2011 BSc (Hons) Dietetics (2.1), University of Plymouth, Feb 2011 MSc Clinical Nutrition (Distinction), University of Roehampton, London, Oct 2009 MSc Biochemistry (Distinction), University of Patras, Oct 2006 Certificate Oenology, University of Patras, Dec 2004 BSc (Hons) Chemistry (2.1), University of Patras, Jul 2003	Medical Biochemis - Nutrition & Metabolism	MD (Doctor of Medicine) and BDS (Bachelor of Dental Surgery) teaching at European University Cyprus (2019-present) -Course coordinator for the "Clinical Nutrition and Metabolism" (MD) course and the "Foundations of Nutrition" (BDS) course -Course instructor for the "Medical Biochemistry I" (MD) course and the "Medical Biochemistry II" (MD) course MSc teaching (Gastroenterology) at Queen Mary University of London (2015-2019) -Course coordinator for the "Nutrition and Gastrointestinal Health and Disease" course	Research focuses on nutrition and gastrointestinal health and disease Gut microbiota, transit time and gastrointestinal health Dietary interventions (probiotics, prebiotics, fibre, FODMAPs, whole foods, dietary advice) Publications - 14 in peer-reviewed nutrition and gastroenterology journals (more than 800 citations. Research grant on probiotics	Registered Clinical Dietitian, UK (HCPC registration - DT26111) Registered Clinical Dietitian, CY (CyRBFSTD registration - 437) Registered Nutritionist, UK (UKVRN registration - ARN4841) Registered Sports Nutritionist, UK (SENr registration - 0018GRAD) British Dietetic Association (BDA) - Full Member Nutrition Society (NS) - Full Member Association for Nutrition (AfN) European Society for Clinical Nutrition & Metabolism (ESPEN)
Michael, Charalambia	Lecturer	Faculty Teaching & Research Staff	DVM, 2019, University of Thessaly, Greece. MSc, 2022, Animal Biotechnology, Cyprus Univ of Technology. PhD 2024, School of Vet Medicine, University of Thessaly,	Animal Husbandry and Production, Small Rumenent Health, One Health	Teaching Assistant for School of Veterinary Medicine, University of Thessaly, Greece	Research has focused on ruminant production and husbandry, and has also focused on One Health Scientific Publications- 28,	Member of Cyprus Veterinary Council

External Partner Agreements

1. Bovine Partner - LK Dairy Farm LTD
2. Poultry Partner – Neli Emporion Kreation LTD
3. Poultry Abattoir Partner - Neli Emporion Kreation LTD
4. Rabbitry Abattoir Partner – Protopapas Agricultural Enterprises LTD
5. Fishery Partner – Blue Island Plc
6. Feed Mill Partner – Kokita Ergostasio Zootrofon LTD
7. MJSC Sports Ltd
8. Vita Trace
9. Cypra Ltd
10. Porcine Partner – L.A. TOP Genetics LTD
11. Ministry of Agriculture
12. Veterinary Services

February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, LK Dairy Farm LTD agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, LK Dairy Farm LTD has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of LK Dairy Farm LTD and with the support of the academic veterinary faculty of EUC.

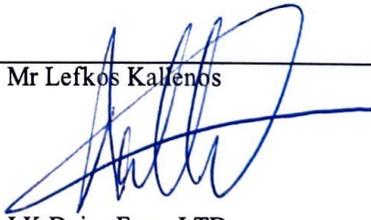
European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of LK Dairy Farm LTD.

The University shall provide the LK Dairy Farm LTD with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and LK Dairy Farm LTD agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The LK Dairy Farm LTD acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and LK Dairy Farm LTD, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mr Lefkos Kallenos</p>  <p>LK Dairy Farm LTD Director</p>
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Partner Farm Profile - EUC Veterinary Medicine School			
Name of the Farm	LK DAIRY FARM LTD	Address	AGRICULTURE AREA OF DALI
Year of establishment	JAN 2022	Primary Function	MILK PRODUCTION
Farm in Numbers	Number of Animals	Average Production per Month (last 12 months)	Average Production per year (last 3 years)
	<ul style="list-style-type: none"> • 3 Lely Robots • 1 Lely Vector • 200 milking cows • 150 Heifers Total: 350 animals	<ul style="list-style-type: none"> • 150,000 L milk per month • 2000 kg meat 	N/A
Pictures of the farm			

Use this space to insert here some pictures of the farm

Pictures of the farm



Pictures of the farm



Pictures of the farm

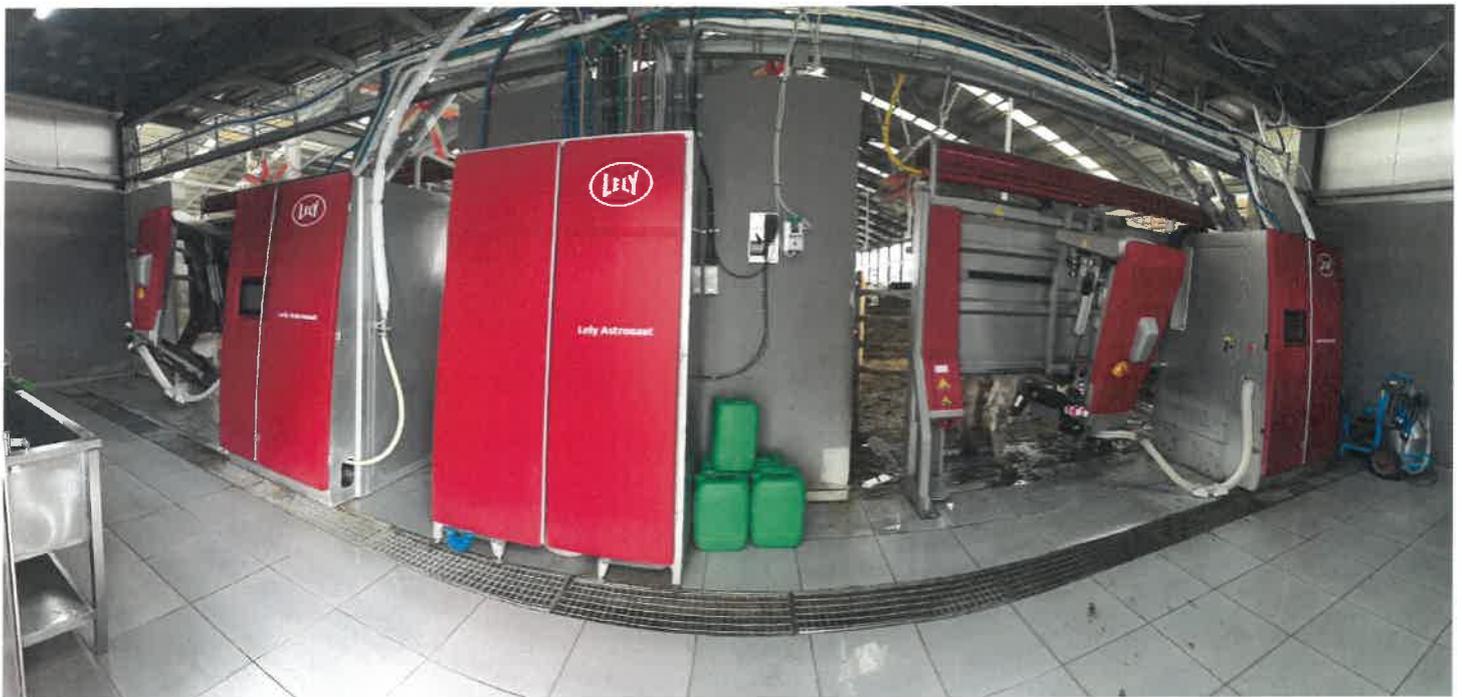


Pictures of the farm











February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, NELI FARM agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, NELI FARM has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of NELI FARM and with the support of the academic veterinary faculty of EUC.

European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of NELI FARM.

The University shall provide the NELI FARM with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and NELI FARM agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The NELI FARM acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and NELI FARM, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mrs Anna Pipi</p>  <p>ΝΕΛΙ ΦΑΡΜ ΚΡΕΑΤΩΝ ΑΤΑ</p> <p>NELI FARM Manager</p>
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Partner Farm Profile - EUC Veterinary Medicine School



Name of the Farm	Neli Emporion Kreaton Ltd	Address	Platotnos 81 2660 Kokkinotrimithia Lefkosia - Cyprus	
Year of establishment	1980	Primary Function	Poultry Meat Production	
Farm in Numbers	Number of Animals	Average Production per Month (last 12 months)	Average Production per year (last 3 years)	
	Broilers: 2,500,000/ year	520,000 kg of poultry meat	6,250,000 kg of poultry meat	

Pictures of the farm



February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, NELI POULTRY ABATTOIR agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, NELI POULTRY ABATTOIR has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of NELI POULTRY ABATTOIR and with the support of the academic veterinary faculty of EUC.

European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of NELI POULTRY ABATTOIR.

The University shall provide the NELI POULTRY ABATTOIR with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and NELI POULTRY ABATTOIR agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The NELI POULTRY ABATTOIR acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and NELI POULTRY ABATTOIR, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mrs Anna Pipi</p>  <p>ΝΕΛΙ ΠΟΥΛΤΡΥ ΑΒΑΤΤΟΙΡ</p> <p>NELI POULTRY ABATTOIR Manager</p>
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Partner Poultry Abattoir Profile - EUC Veterinary Medicine School



Name of the Unit	Neli Emporion Kreaton Ltd	Address	Platotnos 81 2660 Kokkinotrimithia Lefkosia - Cyprus
Year of establishment	1980	Primary Function	Products based on Poultry Meat
Production in Numbers	Average Production per year (last 3 years)		
	Miscellaneous poultry based meat preparations using 6,250,000 kg of meat		
Pictures of the Poultry Abattoir			



February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, K. Protopapas Agricultural Enterprises Ltd agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, K. Protopapas Agricultural Enterprises Ltd has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of K. Protopapas Agricultural Enterprises Ltd and with the support of the academic veterinary faculty of EUC.

European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of K. Protopapas Agricultural Enterprises Ltd.

The University shall provide the K. Protopapas Agricultural Enterprises Ltd with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and K. Protopapas Agricultural Enterprises Ltd agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The K. Protopapas Agricultural Enterprises Ltd acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and K. Protopapas Agricultural Enterprises Ltd, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mr Kyros Protopapas</p>  <p>K. Protopapas Agricultural Enterprises Ltd Director</p>
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Partner Farm- Abattoir Profile - EUC Veterinary Medicine School



Name of the Farm	K. Protopapas Agricultural Enterprises Ltd	Address	Agioti Trimithias Lefkosia, Cyprus	
Year of establishment	2015	Primary Function	Rabbit Meat Production	
Farm in Numbers	Number of Animals	Average Production per Month (last 12 months)	Average Production per year (last 3 years)	
	Does: 400	830 rabbits 1,250 kg of rabbit meat	10,000 rabbits 15,000 kg of rabbit meat	

Pictures of the farm



February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, Blue Island PLC agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, Blue Island PLC has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of Blue Island PLC and with the support of the academic veterinary faculty of EUC.

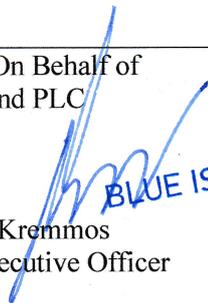
European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of Blue Island PLC.

The University shall provide the Blue Island PLC with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and Blue Island PLC agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The Blue Island PLC acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and Blue Island PLC, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>For and On Behalf of Blue Island PLC</p>  <p>BLUE ISLAND PLC</p> <p>Yiannos Kremmos Chief Executive Officer</p>
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Fish Farm Profile - EUC Veterinary Medicine School



Name of the Fish Farm	Blue Island Plc	Address	10 Polyfimou Str., Strovolos Industrial Area, 2033, Strovolos, Nicosia	
Year of establishment	1993	Primary Function	Fish farming & trading of fresh fish	
Fish Farm in Numbers	Number of Animals	Fish Farm size		Number of personnel
	2,200 tons per year	<ul style="list-style-type: none"> • 140,000 sq. m. • 66 cages 		30 in farming 7 in hatchery

Pictures of the Fish Farm



Pictures of the Fish Farm



February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, KOKITA Ergostasion Zootrofon Ltd agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, KOKITA Ergostasion Zootrofon Ltd has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of KOKITA Ergostasion Zootrofon Ltd and with the support of the academic veterinary faculty of EUC.

European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of KOKITA Ergostasion Zootrofon Ltd.

The University shall provide the KOKITA Ergostasion Zootrofon Ltd with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and KOKITA Ergostasion Zootrofon Ltd agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The KOKITA Ergostasion Zootrofon Ltd acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and KOKITA Ergostasion Zootrofon Ltd, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mrs Markita Markidou</p>  <p>KOKITA Ergostasion Zootrofon Ltd Director</p>
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ΚΥΠΡΙΑΚΟΣ ΟΡΓΑΝΙΣΜΟΣ ΠΡΟΩΘΗΣΗΣ ΠΟΙΟΤΗΤΑΣ
ΚΥΠΡΙΑΚΟΣ ΦΟΡΕΑΣ ΔΙΑΠΙΣΤΕΥΣΗΣ



ΠΙΣΤΟΠΟΙΗΤΙΚΟ ΔΙΑΠΙΣΤΕΥΣΗΣ αρ. L007-4

Το Διοικητικό Συμβούλιο
του Κυπριακού Οργανισμού Προώθησης Ποιότητας,
ως ο αρμόδιος Κυπριακός Φορέας Διαπίστευσης,
δυνάμει του Άρθρου 7 του Νόμου 156(I)/2002

ΔΙΑΠΙΣΤΕΥΕΙ ΤΟ

PANKEMI LAB

στην Αραδίππου

το οποίο αξιολογήθηκε σύμφωνα με τα Κριτήρια Διαπίστευσης για Εργαστήρια
Δοκιμών όπως αυτά καθορίζονται από το πρότυπο

CYS EN ISO/IEC 17025:2017

ως **ικανό να διεξάγει τις Μεθόδους** που καθορίζονται στο Πεδίο Εφαρμογής
που περιέχεται στο **Παράρτημα** του παρόντος του οποίου αποτελεί
αναπόσπαστο μέρος. Το **Πεδίο Εφαρμογής** μπορεί να τροποποιηθεί μόνο μετά
από απόφαση του Κυπριακού Φορέα Διαπίστευσης.

Κυπριακός Φορέας Διαπίστευσης είναι Μέλος της Πολυμερούς Συμφωνίας
της Ευρωπαϊκής συνεργασίας για τη Διαπίστευση (EA-MLA) στον
αναφερόμενο τομέα.

Το παρόν Πιστοποιητικό Διαπίστευσης, με αρ. **L007-4**, ισχύει από **14 Ιουλίου
2022 μέχρι 10 Μαρτίου 2024**.

Η διαπίστευση χορηγήθηκε για πρώτη φορά στις 11 Μαρτίου 2008.

Αντώνης Ιωάννου
Διευθυντής

Ημερομηνία : **14 Ιουλίου 2022**

Σημ.: Το αρχικό πιστοποιητικό, με αριθμό L007, είχε εκδοθεί με την προηγούμενη ονομασία
(Εργαστήριο Ranchris Animal Premix Ltd)

Το εργαστήριο αυτό είναι διαπιστευμένο σύμφωνα με το αναγνωρισμένο Διεθνές Πρότυπο
ISO/IEC 17025:2017. Η διαπίστευση αυτή αποδεικνύει την τεχνική επάρκεια για ένα καθορισμένο
πεδίο και τη λειτουργία ενός Συστήματος Διαχείρισης Ποιότητας του Εργαστηρίου (βλ. joint ISO
-ILAC-IAF Communiqué 04/2017)



Παράρτημα
του Πιστοποιητικού Διαπίστευσης αρ. L007-4

ΠΕΔΙΟ ΕΦΑΡΜΟΓΗΣ ΤΗΣ ΔΙΑΠΙΣΤΕΥΣΗΣ

για το

Pankemi Lab

Ισχύει από 11 Μαρτίου 2020 μέχρι 10 Μαρτίου 2024.

*** Ισχύει από 19 Μαΐου 2021 μέχρι 10 Μαρτίου 2024.**

**** Ισχύει από 14 Ιουλίου 2022 μέχρι 10 Μαρτίου 2024.**

Υλικά /Προϊόντα υποβαλλόμενα σε δοκιμές	Τύποι δοκιμών/ Μετρούμενες ιδιότητες	Μέθοδοι /Τεχνικές
ΧΗΜΙΚΕΣ ΔΟΚΙΜΕΣ		
Ζωοτροφές	Προσδιορισμός των στοιχείων Ca, Na, P, Mg, K, Fe, Zn, Cu, Mn, Co μετά από χώνευση υπό πίεση σε φούρνο μικροκυμάτων, με χρήση φασματομετρίας ICP-OES	CYS CEN/TS 15621:2017
	Προσδιορισμός των στοιχείων As, Cd, Pb μετά από χώνευση με φασματομετρία ICP-OES	Μέθοδος βασισμένη στο CYS EN 15510:2007 και EPA 3052 Rev. 0 Dec1996
	Προσδιορισμός ολικών αζωτούχων ουσιών (ακατέργαστη πρωτεΐνη)	OJ L54/15, 2009
	Προσδιορισμός ακατέργαστης τέφρας	OJ L54/50, 2009
	Προσδιορισμός ακατέργαστων λιπών και ελαίων με εκχύλιση	OJ L54/37, 2009
	Προσδιορισμός ακατέργαστης κυτταρίνης	OJ L54/40, 2009
Νερά (πόσιμα, επιφανειακά, υπόγεια και απόβλητα)	Προσδιορισμός των στοιχείων Ca, Na, Mg, B, (Al, Cd, Co, Cu, Cr, Fe, Mn, Mo, Ni, P, Pb, Sb, και Zn)* με χρήση φασματομετρίας ICP-OES	CYS EN ISO 11885:2009
	Προσδιορισμός σκληρότητας υπολογιστικά	APHA 23rd Edition, 2017, 2340B
Νερά (απόβλητα)	Προσδιορισμός του χημικώς απαιτούμενου οξυγόνου COD	APHA 23rd Edition, 2017, 5220B
Νερά (απόβλητα)	Προσδιορισμός του χημικώς απαιτούμενου οξυγόνου COD (closed)*	APHA 23rd Edition, 2017, 5220D
Νερά (πόσιμα, επιφανειακά, υπόγεια)	Προσδιορισμός χλωριούχων ιόντων (αργυρομετρία)	APHA 23rd Edition, 2017, 4500 Cl-B
Νερά και νερά απόβλητα	Προσδιορισμός Χλωριωμένων διφαινυλίων (PCBs) σε νερά με εκχύλιση και μέτρηση σε GC MS/MS*	Based on ISO 17858:2007
Νερά (πόσιμα, επιφανειακά, υπόγεια, θαλασσινά και απόβλητα)	Προσδιορισμός ολικού οργανικού άνθρακα (TOC)**	Test kit Macherey-Nagel MN075, MN078

Νερά (πόσιμα, επιφανειακά, υπόγεια, θαλασσινά και απόβλητα)	pH **	APHA 4500-H+
Νερά (πόσιμα, επιφανειακά, υπόγεια, θαλασσινά και απόβλητα)	Αγωγιμότητα**	APHA 2510
Νερά (πόσιμα, επιφανειακά, θαλασσινά και υπόγεια)	Θειικά ιόντα (SO ₄ ²⁻)**	APHA 4500-SO ₄ ²⁻ - E
Νερά (πόσιμα, επιφανειακά, υπόγεια, θαλασσινά και απόβλητα)	Ολικό Άζωτο (TN)**	Test kit Macherey-Nagel MN0831, MN0881
Νερά (πόσιμα, επιφανειακά, υπόγεια και θαλασσινά)	Νιτρώδη ιόντα (NO ₂ ⁻) **	APHA 4500-NO ₂ ⁻
Νερά (πόσιμα, επιφανειακά, υπόγεια και θαλασσινά)	Νιτρικά ιόντα (NO ₃ ⁻) **	Βασισμένη σε ISO7890-1, MN985064
Προϊόντα ζωϊκής και φυτικής προέλευσης	Προσδιορισμός αζώτου (πρωτεΐνης) με τη μέθοδο Kjeldahl*	ISO 1871:2009
Κρέατα και προϊόντα κρέατος	Προσδιορισμός περιεκτικότητας σε λίπος*	ISO 1443:1973
Κρέατα και προϊόντα κρέατος	Προσδιορισμός περιεκτικότητας σε τέφρα*	ISO 936:1998
Γαλακτοκομικά Προϊόντα και τρόφιμα με βάση το γάλα	Προσδιορισμός περιεκτικότητας σε λίπος με τη βαρομετρική μέθοδο αναφοράς Weibull-Berntrop*	ISO 8262-3:2005 IDF 124-3:2005
Δημητριακά, όσπρια και υποπροϊόντα τους	Προσδιορισμός περιεκτικότητας σε τέφρα*	ISO 2171:2007
Τρόφιμα	Προσδιορισμός στοιχείων Ca Cu Fe Mg Mn P K Na Zn** ICP-OES	EN 16943:2017
Φρούτα και λαχανικά με υψηλή υγρασία	Προσδιορισμός φυτοφαρμάκων (84 ενώσεις)** 2,3,5,6-Tetrachloroaniline, 3,4-Dichloroaniline, Acetochlor, Alachlor, Aldrin, Allidochlor, Anthraquinone, Benfluralin, BHC-alpha, BHC-beta, BHC-gamma, Bifenthrin, Biphenyl, Chlorbense, Chlordane-cis, Chlordane-trans, Chlorfenson, Chlorpyrifos, Chlorpyrifos-	GC-MS/MS Agilent QUECHERS EN 15662:2018

	<p>methyl, Clomazone, Cycloate, DDD-o,p', DDD-p,p', DDE-o, p', DDE-p,p', DDT-o,p', Diallate I, Diazinon, Dichlorobenzonitrile, 2,6-, Dichlorobenzophenone, 4,4'-, Dieldrin, Dimethachlor, Diphenamid, Diphenylamine, Endosulfan ether, Endosulfan I (alpha), Endrin, Endrin ketone, EPN, Ethalfuralin, Ethylan, Fenson, Fenvalerate I, Fluquinconazole, Flutolanil, Heptachlor exo-epoxide, Hexachlorobenzene, Isazofos, Isodrin, Isopropalin, Methoxychlor olefin, Metolachlor, Mirex, Nitrofen, Nonachlor, cis-, Nonachlor, trans-, Oxadiazon, Oxyfluorfen, Pebulate, Pendimethalin, Pentachloroanisole, Pentachlorobenzene, Pentachlorothioanisole, Permethrin, (1R)-cis-, Permethrin, (1R)-trans-, Phenothrin I, Pirimiphos-ethyl, Pirimiphos-methyl, Pretilachlor, Prodiamine, Profluralin, Propachlor, Propisochlor, Propyzamide, Pyrazophos, Pyridaben, Quinalphos, Tebufenpyrad, Tetradifon, Tetramethrin I, Tolyfluanid, Transfluthrin, Triallate, Trifluralin</p>	
ΒΙΟΧΗΜΙΚΕΣ ΔΟΚΙΜΕΣ		
Νωπό Γάλα	Καταμέτρηση Σωματικών Κυττάρων σε γάλα με χρήση Φθορισμο-οπτο-ηλεκτρονικού μετρητή*	ISO 13366-2:2006 / IDF 148-2:2006
Γάλα και γαλακτοκομικά προϊόντα	Ανίχνευση και Ποσοτικοποίηση Αφλατοξίνης M1**	Ποσοτική Ενζυμική Δοκιμή Ανοσοπροσρόφησης - ELISA ISO 14675:2003 / IDF 186:2003
ΜΙΚΡΟΒΙΟΛΟΓΙΚΕΣ ΔΟΚΙΜΕΣ		
Νερά πόσιμα, επιφανειακά, κολυμβητηρίων	Καταμέτρηση καλλιεργήσιμων μικροοργανισμών - Καταμέτρηση αποικιών με εμβολιασμό σε θρεπτικό μέσο καλλιέργειας άγαρ	ISO 6222:1999
	Ανίχνευση και καταμέτρηση εντερικών Enterococci - Μέρος 2: Μέθοδος διήθησης μεμβράνης	ISO 7899-2:2000
Νερά πόσιμα, κολυμβητηρίων	Ανίχνευση και καταμέτρηση Pseudomonas aeruginosa - Μέθοδος διήθησης μεμβράνης	ISO 16266:2006
	Καταμέτρηση Escherichia coli και κολοβακτηριδίων - Μέρος 1: Μέθοδος διήθησης μεμβράνης για νερά με χαμηλή βακτηριακή χλωρίδα	ISO 9308-1:2014 Amd 1:2016
Τρόφιμα, Ζωοτροφές, Κόπρανα ζώων, Περιβαλλοντικά δείγματα	Οριζόντια μέθοδος ανίχνευσης, καταμέτρησης και οροτύπησης Salmonella - Μέρος 1: Ανίχνευση Salmonella spp. (εκτός Annex D που αφορά Ανίχνευση S. typhi και S. Paratyphi)	ISO 6579-1:2017 + Amd.1:2020 (εκτός Annex D που αφορά Ανίχνευση S. typhi και S. Paratyphi)
Τρόφιμα/ Ζωοτροφές	Οριζόντια μέθοδος καταμέτρησης του ολικού αριθμού μικροοργανισμών – Μέρος 1: Καταμέτρηση αποικιών στους 30 °C με την τεχνική ενσωμάτωσης	ISO 4833-1:2013

	Οριζόντια μέθοδος καταμέτρησης <i>Escherichia coli</i> θετικού σε β-γλυκουρονιδάση – Μέρος 2: Τεχνική καταμέτρησης αποικιών στους 44 °C χρησιμοποιώντας 5-βρωμο-4-χλωρο-3-ινδόλιο β-D-γλυκουρονίδιο	ISO 16649-2:2001
	Οριζόντια μέθοδος ανίχνευσης και καταμέτρησης <i>Enterobacteriaceae</i> - Μέρος 2: Τεχνική καταμέτρησης αποικιών	ISO 21528-2:2017
Τρόφιμα	Μέθοδος ανίχνευσης <i>Listeria monocytogenes</i>	AFNOR validated - No BKR 23/02-11/02 (detection) – Compass <i>Listeria</i> Method
Περιβαλλοντικά δείγματα	Μέθοδος ανίχνευσης <i>Listeria</i> spp.	
Καλλυντικά	Ανίχνευση <i>Candida albicans</i>	ISO 18416:2015
	Ανίχνευση <i>Pseudomonas aeruginosa</i>	ISO 22717:2015
	Ανίχνευση <i>Staphylococcus aureus</i>	ISO 22718:2015
	Καταμέτρηση και ανίχνευση των αερόβιων μεσόφιλων βακτηριδίων	ISO 21149:2017
Γάλα	Ανίχνευση αντιμικροβιακών ουσιών**	ISO 13969:2003, Delvotest-T

Δικαίωμα υπογραφής των εκθέσεων δοκιμών έχει η κα Ανδρούλλα Μαρκίδου.

Γενικές Παρατηρήσεις:

Το Παράρτημα αναφέρεται μόνο σε δοκιμές που διεξάγονται στις εγκαταστάσεις του Εργαστηρίου, στη διεύθυνση: Βιομηχανική Περιοχή, 7102, Αραδίππου



Αντώνης Ιωάννου
Διευθυντής

Ημερομηνία: 14 Ιουλίου 2022

Partner Feed Mill Profile - EUC Veterinary Medicine School



Name of the Unit	KOKITA Ergostasio Zootrofon Ltd	Address	Aradipou, Larnaka
Year of establishment	2007	Primary Function	Animal feed preparations
Production in Numbers	Average Production per year (last 3 years)		
	Miscellaneous feed preparation for Horses, Large Ruminants, Small Ruminants, Pigs, Broilers, Hens, Rabbits. Total Quantity: 24,000 tones annually		
Pictures of the Unit			



February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, MJSC Sports Ltd agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, MJSC Sports Ltd has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of MJSC Sports Ltd and with the support of the academic veterinary faculty of EUC.

European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of MJSC Sports Ltd.

The University shall provide the MJSC Sports Ltd with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and MJSC Sports Ltd agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The MJSC Sports Ltd acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and MJSC Sports Ltd, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Name: Mr Michalis Avraam</p>   <p>MJSC Sports Ltd Director</p>
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Partner Farm Profile - EUC Veterinary Medicine School				
Name of the Farm	MJSC Sports Ltd	Address:	Deutera, Lefkosia	
Year of establishment	2014	Primary Function:	Thoroughbred Racehorse breeding	
Farm in Numbers	Number of Animals	Average Foals Production per year		
	Brood Mares: 17	Foals: 13		
Pictures of the farm				



February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, Vita Trace Nutrition Ltd agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, Vita Trace Nutrition Ltd has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of Vita Trace Nutrition Ltd and with the support of the academic veterinary faculty of EUC.

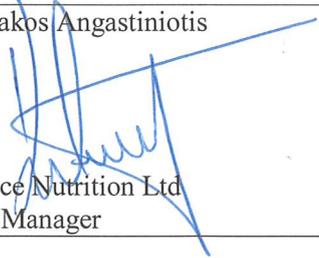
European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of Vita Trace Nutrition Ltd

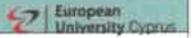
The University shall provide the Vita Trace Nutrition Ltd with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and Vita Trace Nutrition Ltd agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The Vita Trace Nutrition Ltd acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and Vita Trace Nutrition Ltd, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mr Kyriakos Angastiniotis</p>  <p>Vita Trace Nutrition Ltd General Manager</p>
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Partner Farm Profile - EUC Veterinary Medicine School



Name of the Company	Vita Trace Nutrition Ltd	Address	<u>Strovolos industrial area, Nicosia</u>	
Year of establishment	1978	Primary Function:	Supports livestock farmers, animal nutrition & animal professionals	
	<u>Number of personnel</u>	<u>Services</u>		<u>Services</u>
	60	<ul style="list-style-type: none"> • Analytical Services • Diagnostic Equipment • Livestock Nutrition & Health products 		<ul style="list-style-type: none"> • Veterinary & Pharmaceutical Products • Pet Nutrition & Health Products <ul style="list-style-type: none"> • Farm management
Pictures of the farm				



Farm Management



Analytical Services



Diagnostic Equipment



Livestock Nutrition & Health Products



Veterinary & Pharmaceutical Products



Pet Nutrition & Health Products

February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, Cypra Ltd agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, Cypra Ltd has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of Cypra Ltd and with the support of the academic veterinary faculty of EUC.

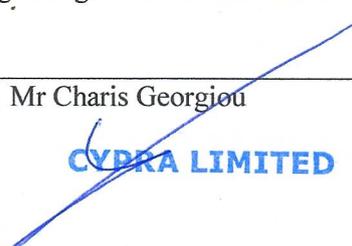
European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of Cypra Ltd

The University shall provide the Cypra Ltd with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and Cypra Ltd agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The Cypra Ltd acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and Cypra Ltd, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mr Charis Georgiou</p>  <p>CYPRALIMITED</p> <p>Cypra Ltd Director</p>
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Partner Abattoir Profile - EUC Veterinary Medicine School

Name of the Unit	Cypra Ltd	Address	Kato Moni, Lefkosia
Year of establishment	2006	Primary Function	Mammal's meat production
Production in Numbers (animals)	Average Production per year (last 3 years)		
	Small Ruminants: 137,000 Large Ruminants: 21,000 Pigs: 351,000		

Pictures of the Abattoir



February 14, 2024

Agreement for Practical Training for EUC. School of Veterinary Medicine Students

With the present, L.A. Top Genetics ltd agrees to collaborate with European University Cyprus (EUC), School of Veterinary Medicine for the practical training of EUC Veterinary medical students. With this agreement, L.A. Top Genetics ltd has agreed to allow Veterinary Students to complete defined aspects of their practical training under supervision at the premises of L.A. Top Genetics ltd and with the support of the academic veterinary faculty of EUC.

European University Cyprus with the Ministry of Health Cyprus, will provide appropriate insurance to the student(s) across the duration of practical training activities. Whereby, EUC has covered all expenses accrued with the insurance malpractice coverage.

The student will be bound by a confidentiality agreement and agrees to act professionally and follow instructions as set out by the instructors/supervisors on site, as per the policies of L.A. Top Genetics ltd.

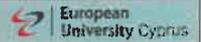
The University shall provide the L.A. Top Genetics ltd with a Practical Training Manual and Academic Programme describing the learning outcomes that the student is expected to complete. Both the University and L.A. Top Genetics ltd agree to keep each other informed should any changes or problems arise regarding the completion of the student's practical training.

In order to log the student activities, the student will compile an electronic logbook with the specific hours and days of their training along with a list of activities, procedures and topics that they have successfully covered under the institution's auspices. The L.A. Top Genetics ltd acknowledges that these documents must be signed by the Clinical Instructor or Partner Head.

On behalf of the University and L.A. Top Genetics ltd, the undersigned agree to the aforementioned,

<p>Professor Elizabeth O. Johnson Dean</p>  <p>European University Cyprus School of Medicine</p>	<p>Mr Loukas Andreou</p>  <p>L.A. Top Genetics ltd Director</p>
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Partner Farm Profile - EUC Veterinary Medicine Program



Name of the Farm	L.A TOP GENETICS LTD	Address	AGIA VARVARA, NICOSIA, 2060
Year of establishment	2003	Primary Function	Pig Genetics / Semen production / Meat production
Farm in Numbers	Number of Animals	Average Production per Month (last 12 months)	Average Production per year (last 3 years)
	Sows : 800 Pigs : 12000	1,260,000 kg of meat 100,000 Semen Doses	3,200,000 kg of meat 300,000 Semen Doses

Pictures of the farm



Pictures of the farm





ΚΥΠΡΙΑΚΗ ΔΗΜΟΚΡΑΤΙΑ

ΥΠΟΥΡΓΕΙΟ ΓΕΩΡΓΙΑΣ, ΑΓΡΟΤΙΚΗΣ ΑΝΑΠΤΥΞΗΣ ΚΑΙ ΠΕΡΙΒΑΛΛΟΝΤΟΣ
ΓΕΝΙΚΗ ΔΙΕΥΘΥΝΣΗ ΓΕΩΡΓΙΑΣ ΚΑΙ ΑΓΡΟΤΙΚΗΣ ΑΝΑΠΤΥΞΗΣ
Γραφείο Γενικού Διευθυντή

Αρ. Φακ.: 07.15.004

2 Οκτωβρίου 2023

Κυρία Ελίζαμπεθ Τζόνσον
Κοσμήτορα Ιατρικής Σχολής
Ευρωπαϊκό Πανεπιστήμιο Κύπρου

Αγαπητή κυρία Τζόνσον,

Θέμα: Εγκαθίδρυση Κτηνιατρικής Σχολής στο Ευρωπαϊκό Πανεπιστήμιο Κύπρου

Αναφέρομαι στο πιο πάνω θέμα και σε συνέχεια της επιστολής σας, ημερομηνίας 8 Μαρτίου 2023, επιθυμώ να σας πληροφορήσω ότι το Υπουργείο Γεωργίας, Αγροτικής Ανάπτυξης και Περιβάλλοντος είναι καταρχήν θετικό ως προς την ανάπτυξη της προτεινόμενης συνεργασίας με το Ευρωπαϊκό Πανεπιστήμιο Κύπρου και την υπό δημιουργία Κτηνιατρική Σχολή.

Στο πλαίσιο της συνεργασίας αυτής θα μπορούσαν να εντοπιστούν από τις δύο πλευρές συγκεκριμένοι τομείς και πεδία συνεργασίας, που θα συμπεριληφθούν σε ένα Μνημόνιο Συναντίληψης για συνεργασία μεταξύ του Υπουργείου Γεωργίας, Αγροτικής Ανάπτυξης και Περιβάλλοντος και του Ευρωπαϊκού Πανεπιστημίου Κύπρου. Πιο συγκεκριμένα, στη βάση και των ερευνητικών πεδίων που προτείνονται στην πιο πάνω επιστολή σας, διαφαίνεται ότι θα μπορούσε να προωθηθεί η συνεργασία μεταξύ των δύο μερών σε σημαντικούς τομείς δράσης:

Ενδεικτικά, και στη βάση εισηγήσεων των εμπλεκόμενων Τμημάτων του Υπουργείου (Κτηνιατρικές Υπηρεσίες, Τμήμα Γεωργίας, Ινστιτούτο Γεωργικών Ερευνών και Τμήμα Περιβάλλοντος), αναφέρονται οι ακόλουθοι :

- Η πρόληψη και αντιμετώπιση ζωικών ασθενειών.
- Η ορθολογική χρήση κτηνιατρικών σκευασμάτων.
- Η κτηνιατρική δημόσια υγεία και ασφάλεια τροφίμων ζωικής προέλευσης.
- Η ευημερία παραγωγικών ζώων και η προστασία ζώων κατά τη μεταφορά και τη σφαγή τους.
- Η αναγνώριση ειδών ζώων και η περίθαλψη ζώων.
- Ο έλεγχος συνθηκών διαβίωσης ζώων ζωολογικών κήπων ή θεματικών πάρκων.

- Η ζωική παραγωγή και η ορθολογική διαχείριση κτηνοτροφικών μονάδων.
- Θέματα αναγνώρισης της εγχώριας πανίδας.
- Η διαχείριση χωροκατακτητικών ξένων ειδών ζώων και η προστασία της εγχώριας πανίδας.
- Η προστασία ειδών ζώων απειλούμενων με εξαφάνιση.
- Η βελτίωση της μεθοδολογίας υπολογισμού εκπομπών αερίων του θερμοκηπίου από τα παραγωγικά ζώα.

Ως εκ των πιο πάνω, το Υπουργείο Γεωργίας, Αγροτικής Ανάπτυξης και Περιβάλλοντος παραμένει στη διάθεσή σας για την προώθηση όλων των απαιτούμενων ενεργειών με σκοπό την ετοιμασία και οριστικοποίηση ενός κειμένου συνεργασίας για την ενδυνάμωση της συνεργασίας του με το Ευρωπαϊκό Πανεπιστήμιο Κύπρου και την υπό δημιουργία Κτηνιατρική Σχολή.

Παραμένω στη διάθεσή σας για οποιαδήποτε πρόσθετη πληροφορία χρειαστείτε ή/τυχόν διευκρινίσεις.

Με εκτίμηση,



Ανδρέας Α. Γρηγορίου
Γενικός Διευθυντής

- Κοιν.:
- Υπουργό Γεωργίας, Αγροτικής Ανάπτυξης και Περιβάλλοντος
 - Γενικό Διευθυντή Περιβάλλοντος
 - Διευθύντρια Τμήματος Γεωργίας
 - Διευθυντή Κτηνιατρικών Υπηρεσιών
 - Αν. Διευθυντή Ινστιτούτου Γεωργικών Ερευνών
 - Αν. Διευθυντή Τμήματος Περιβάλλοντος



ΚΥΠΡΙΑΚΗ ΔΗΜΟΚΡΑΤΙΑ
ΥΠΟΥΡΓΕΙΟ ΓΕΩΡΓΙΑΣ, ΑΓΡΟΤΙΚΗΣ ΑΝΑΠΤΥΞΗΣ
ΚΑΙ ΠΕΡΙΒΑΛΛΟΝΤΟΣ



Αρ. Φακ:
Αρ. Τηλ: + 357 22 805200
Αρ. Φαξ: + 357 22 335803
E-mail : director@vs.moa.gov.cy

4 Απριλίου 2023

Κα Ελισάβετ Τζιόνσον
Κοσμήτορα Ιατρικής Σχολής
E-mail: E.Johnson@euc.ac.cy

Θέμα: Εγκαθίδρυση Κτηνιατρικής Σχολής στο Ευρωπαϊκό Πανεπιστήμιο Κύπρου (ΕΠΚ)

Αναφορικά με το σχετικό με το πιο πάνω θέμα, ημερομηνίας 21/3/2023 ηλεκτρονικό σας μήνυμα σας με το οποίο μας διαβιβάστηκε η ημερομηνίας 3/3/2023 ομότιτλη επιστολή σας, σας γνωρίζεται πως, η Υπηρεσία μας αντιμετωπίζει θετικά το συγκεκριμένο αίτημα για το οποίο, ήδη υπήρξε επικοινωνία σας και με το ΥΓΑΑΠ, στο οποίο επίσης απευθυνθήκατε προκειμένου το θέμα να τύχει δέουσας διαχείρισης.

Προς τούτο και συμφώνως των όσων επισημαίνετε ήδη στην επιστολή σας, η όποια συνομολόγηση συνεργασίας μας θα επισημοποιηθεί σε μελλοντικό στάδιο, μέσω υπογραφής σχετικού κειμένου μνημονίου συνεργασίας του ΕΠΚ και των ΚΥ, με το οποίο να συγκεκριμενοποιείται η φύση, το επίπεδο, το περιεχόμενο και τα πεδία της μεταξύ μας συνεργασίας στους διάφορους τομείς της Κτηνιατρικής Επιστήμης.

Παραμένοντας στη διάθεση σας, σας ευχαριστούμε για την επικοινωνία και την επιθυμία συνεργασίας του Ευρωπαϊκού Πανεπιστημίου με τις Κτηνιατρικές Υπηρεσίες.


Δρ. Χριστόδουλος Πίτσας
Διευθυντής



Κοιν: ΓΔ ΥΓΑΑΠ

University Staff Recruitment and Selection Policy

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1. EUC Recruitment Policies as per the Charter

The EUC Charter ([Appendix 10.1.6, pg 70](#)) clearly defines the policies for faculty selection and appointment. Recognizing the University's commitment to excellence in teaching and research and aiming at ensuring the recruitment, selection, and appointment of faculty members with high potential and ability, as well as at providing support for the continued development of their skills as good teachers and researchers, the Senate adopts the following Faculty Selection

Procedures:

Needs Assessment – Advertising vacancy

- Early in the Spring Semester (as a general rule), the Human Resources department (henceforth H.R. department), in consultation with the Vice Rector of Academic Affairs, instructs the Schools to consider possible vacant positions for the forthcoming year.
- The decision to employ additional faculty member is based on the identified departmental/school needs, which ensure that there will be sufficient instructors to support academic programs in the coming year(s). It is additionally based on variables, such as projected student intake, likely demand for specific programs and anticipated offerings of courses, faculty leave of absence or teaching load reduction due to research and/or pursuit of higher degrees, etc. The faculty vacancies are announced c/o the Department of Human Resources in the daily Press and the University webpage.
- The Department Chairperson, with the approval of the Council of the Department, identifies vacant position(s) and forwards them to the Dean of the School. Consequently, the Dean of the School forwards the Department/School suggestions to the Vice Rector of Academic Affairs. After a consultation between the Vice Rector of Academic Affairs and the H.R. department, the latter makes the final decision. After a final decision has been reached, the Dean forwards the list with the vacant position(s) to the Rector, for Senate approval. Vacant position(s) are specific indicating position, desired rank, and specialization.
- The H.R. department prepares the advertisements and makes all the necessary arrangements for its distribution to the relevant advertising media: including local newspapers, higher education journals, University website, as well as through Job Search agencies.
- The advertising vacancy requests that the applicants send a complete dossier, which including the following documents:
 - Cover letter and vita;
 - Official transcripts of all undergraduate, graduate and PhD studies;
 - A research proposal
 - Candidate's Teaching & Research Portfolio consisting of: Statement of Teaching Philosophy - Statement of Research Philosophy - Teaching Evaluations (where applicable)
 - Three external letters of recommendation, preferably from recognized experts in the candidate's field of expertise (submitted independently of the candidate). These can also be from former supervisors or colleagues with whom the applicant has

collaborated, preferably over the last five years. The letters should not be from relatives of the applicant.

- List of publications and research funding

Note: All of the candidate's minimal qualifications for appointment to the appropriate rank must have been completed, prior to the deadline of the advertised vacancy for the submission of the required dossier, as described above.

Faculty Selection Committee:

- The Dean of the School, in consultation with the Chairperson of the Department, forms a Faculty Selection Committee for each vacancy.
- The Faculty Selection Committee:
 - The Faculty Selection Committee consists of a minimum of three full-time faculty members who hold a higher rank to the one the candidate is considered for, except for the rank of Professor, for which the faculty members should hold the rank of Professor. In the case that the conditions in a School are such, where there are not faculty members available in a higher rank, then the Committee can be constituted by additional Faculty members of another Department/School in a higher rank. In the case that the above provisions are not possible, the Committee can also consist of Department/School members in an equal, to the one the candidate is considered for, rank.
 - The Dean, in consultation with the Department Chairperson, designates the Chair and the members of the Faculty Selection Committee, which should consist of appropriate academic members (based on the academic discipline of the announced vacancy (ies) and the nominations received).
 - The Dean, in consultation with the Department Chairperson, may designate up to 2 (two) non-voting Department members holding the specialization of the applicant.
 - The Dean, in consultation with the Department Chairperson, may designate up to 2 (two) non-voting Department members holding the specialization of the applicant.
 - The Dean, in consultation with Department Chairperson, may designate external faculty member (s) either from other departments of EUC or from other academic institutions to participate in the Faculty Selection Committee.
 - The final composition of the Faculty Selection Committee is approved by the Council.
 - The Department Chair may invite Student Representatives to participate in the Demonstration (Demo) Lecture by the candidate.

Evaluation points (where feasible) for each application are:

- Specialization or/and professional activities
- Teaching experience/skills
- Research
- References
- Publications
- Service to the community/society

- National / International academic recognition of accomplishment / achievements / Funding and Grants
- Teaching potential and communicative abilities
- Invitations to teach due to reputation/or/and key note speeches
- Evidence of effective postdoctoral, graduate and undergraduate supervision where applicable (theses, projects, and internships).
- New courses developed; involvement in curriculum development.
- Compliance / Compatibility with the wider University Culture

Ensures that selection criteria and methods of assessment are applied consistently for all candidates.

Acknowledgement of receiving application and application evaluation:

Applications are submitted to the H.R. department, which acknowledges the receipt of the documents to the applicant. The H.R. department forwards the complete file containing all the documents submitted by the respective applicants to the Department Chairperson through the Dean of the School.

The Department Chairperson reviews the documentation and if additional information is needed he/she contacts the applicant. A copy of all the documents submitted by each applicant is distributed to the members of the Faculty Selection Committee.

The Faculty Selection Committee:

- Confirms and evaluates the submitted documentation/ information/ degrees, in terms of their validity;
- Ensures that all of the candidate's minimal qualifications (e.g. Doctorate title) for appointment to the appropriate rank were completed, prior to the deadline of the advertised vacancy for the submission of the required dossier;
- Reviews and evaluates the applicants' credentials: selects applicants who meet the criteria, eliminates those applicants who are clearly unqualified, and decides on those candidates to invite for an on-campus interview;

In the case of a limited number of suitable candidates, the Faculty Selection Committee can use its discretion to decide to continue or not the selection process. The Faculty Selection Committee, through its Chair, communicates its suggestions to the Department Chairperson, who informs the Dean of the School. The School Dean respectively informs the Vice Rector of Academic Affairs and the H.R. department, as well as the Rector, for Senate approval. In the case of non-suitable candidates, the Chair of the Faculty Selection Committee informs the Department Chairperson about the Committee's decision not to recommend any candidate. The Department Chairperson informs the Dean of the School, who subsequently informs the H.R. department, as well as the Vice Rector of Academic Affairs. The recruitment process is terminated. The H.R. department informs the applicants accordingly and prepares a new advertising vacancy.

Addressing scientific, educational & clinical merit

On-campus Interviews: The Faculty Selection Committee through its Chair invites candidates for on-campus interviews. The interview (max. 1.1/2 hrs) for each candidate is composed of three parts: Part I. Candidates are asked to provide a brief personal presentation of themselves and the primary aspects noted on their Curriculum Vitae, including: education, special training, post-doctoral work, positions, number of publications, citations, H-Factor, grants, funding, etc. Part II. Candidates are asked to present a brief seminar on any subject that they deem suitable. This may highlight their research activities, results and relevant publications, or a particular educational approach that they have documented and used that is relevant to the post applied. An essential component of this presentation is the candidate's vision and plans for research, education and/or clinical training development at EUC. Part III. Candidates are asked to present a brief demonstration lecture appropriate for medical students and relevant to the subjects taught for the particular post that they have applied for. Faculty Selection Committee and possibly Student Representatives of the department council, who may be invited to participate.

Selection and Appointment: The Faculty Selection Committee evaluates candidates according to the set criteria and makes recommendations according to the policies, as to the acceptability, strengths, and weaknesses of the candidates. The Faculty Selection Committee members vote to reach an agreement on the ranking of suitable candidates. Moreover, prior to making a conclusive hiring suggestion, among the suitable candidates, the Faculty Selection Committee reaches a decision, in regards to the candidate's rank of appointment, based on the 'framework of minimum suggested/expected requirements in Research and Scholarly Publications and/or recognized creative work for Faculty Ranking'. Additionally, the Faculty Selection Committee, prior to reaching a decision, takes into consideration the potential compatibility of the candidate with the mission of School and the Program. Each eligible voting member has one vote. In case of a tie, the Chair of the Committee shall cast the deciding vote.

The Faculty Selection Committee forwards a detailed faculty selection report to the Department Chairperson within two months after the approval of the composition of the Committee by the Council of Department. The report includes the following information:

- The number of applications received
- The criteria used in determining the short list
- The names of persons who are not short-listed, followed by relevant supporting comments
- The names of persons who are short-listed and invited for the interview
- The final ranking of the persons that appear in the short list and the committee's recommendation, followed by relevant supporting comments
- The rank of appointment for the person(s), who's hiring is suggested, as well as the discipline in which the applicant(s) is/are suggested.

The Department Chairperson presents the Report of the Faculty Selection Committee to the Department Council during its next meeting, for approval. The

decision of the Departmental Council, accompanied by the Faculty Selection Report and all relevant application material, is forwarded to the Dean of the School, who forwards his/her recommendation, together with the decision of the Council of Department and all documents, to the School Council. The School Council reaches a final decision during its next meeting; whereas the decision of the Council of the School and all documents are forwarded to the Senate via the Rector, within 10 working days after the School Council decision. The Senate determines that all procedural guidelines have been properly followed. The Rector forwards the Senate's approval together with all documents to the University Council. The Council, after examining the legality of the procedures followed in alignment to the Charter, the Internal Regulations and the relevant Laws, ratifies the decision.

The Department of Human Resources: The decision of the University's Council is forwarded to the H.R. department for appropriate action. In consultation with the selected candidate and the Department Chairperson and Dean, the H.R. department clarifies the appointment's starting date and other contract details. The H.R. department sends an official appointment letter to the selected candidate asking for his/her approval. Once the candidate's official positive reply has been received and the contract has been signed, the H.R. department sends appropriate letters to unsuccessful candidates and informs the Department Chairperson and Dean.

Records: Full records of the process are kept in the appropriate files of the School. In addition, a complete record with the Faculty Selection Report, memorandum(s) of the Department and School decisions, as well as the Curriculum Vitae of the successful applicant(s) is/are also kept by the Office of the Rector/Vice Rector of Academic Affairs and the H.R. department.

Measures to Prevent Discrimination in Appointments: Recognizing the desire of the University to prevent discrimination and to be in compliance with the Cyprus and E.U. legislation, the Senate reaffirms the commitment of the University to non-discrimination in employment decisions. Whenever an academic staff vacancy occurs, the following conditions must be observed:

- The Faculty Selection Committee gives careful and detailed consideration to all qualified applicants regardless of race, religious beliefs, color, sex, disability, marital status, age or ancestry.
- When interviewing candidates for a vacant staff position, the Faculty Selection Committee, may not request information about religious beliefs, political affiliations, family or marital status, age, ancestry or place of origin or physical disability, which could lead to discriminatory action.

2. Monitoring of Academic Faculty & Staff

The level of scholarly productivity of the faculty is outstanding. Participation in scholarship is expected of all faculty members and is judged in part by quantitative measures including publications, citations, h-index, senior authorship, and reputation among the leaders of their respective fields. Senior

faculty have achieved and maintained a national and international reputation for their scholarship. Faculty members are expected to participate actively in scientific for with presentations at national and international meetings.

A demonstrable contribution to teaching is expected of all faculty. Each faculty member receives details as to their academic responsibilities by Administration of the School. The Administration, as well as the Structure & Function and Clinical Training Committees periodically examine these responsibilities. In addition, teaching quality is monitored by student evaluations. The office of the Vice Rector of Academic affairs along with a Senate Subcommittee has created the questionnaire. The questionnaire assesses both the instructor and the course. The instructor is sent a link, which diverts students to the specific questionnaire. The Links are individual for each instructor and courses and are created by the MIT department. The link is being sent to the instructor 3 weeks before the end of the 13 week period of instruction. The Instructor projects the link for the students to see and then leaves the room. All students who participate in the course complete the questionnaire anonymously. The allowed time for completion of the questionnaire is 20 minutes. The link remains active for the entire period of 3 weeks. Then the data are collected by MIT and a summary of the findings is sent to the Course Coordinator, the Chair and the Dean.

All academic staff are expected to maintain an academic workload that incorporates teaching, research and community contribution. Maintenance of research activity is key to knowledge renewal and contributes heavily to the evidence-based practice and principles that cut across the School of Medicine program. The School's increasing activity in Medical Education Research is evidenced by increasing research output and by hosting and co-organizing with the International Network for Health Workforce Education the 2nd International Congress of Health Workforce Education and Research (May 2019). This meeting is dedicated to international medical educators, research and policy makers around the world with the theme "Future Education in Healthcare".

Feedback to Faculty: There are adequate policies and procedures for provision of feedback to faculty regarding their academic performance and progress toward promotion. The Dean and the Chair conducts a periodic professional development review of each regular, full-time faculty member. In addition, students evaluate faculty using an anonymous online questionnaire.

Faculty Engagement & Retention: Understanding the strategic role played by faculty satisfaction is vital to the success of an institution. One of the crucial missions of the Founding Chair will be to understand that engaging and retaining valuable faculty members helps create a productive and positive work environment, and save in turnover costs. The medical school will suffer losses in money, time and effectiveness, if it fails to retain its faculty. Engaged faculty are more interested in their work, invest in the success of their institution, raise the level of organization, pursue longer careers, foster greater student/patient satisfaction and give more than is expected of them in their workplace.

A key part of the strategic management plan for faculty recruitment and retention, begins with the process of integrating new faculty into their new work

environment. This includes “Onboarding and orientation” programs, which will shorten time to productivity and contribute to the faculty’s ability to make an impact immediately. The School offers a New Faculty Orientation, which introduces the curriculum, the facilities and other necessary information for the new faculty to integrate effectively and quickly into the program.

Faculty Recruitment

The strategy for building the faculty ranks includes the early recruitment of senior core faculty members who also serve as senior research leader faculty. These are professor or associate professor-level faculty who will be expected to ensure the smooth running of the medical curriculum and rapidly advance the medical school’s research vision. Throughout each educational cycle, full-time faculty and scientific collaborators are recruited to support basic and clinical teaching aspects of the six-year program.

Recruitment of full time academic faculty has been staged over a period of time. For the full time faculty, the aim has been to build a team that will potentially work together for many years. In developing and composing the team, an effort will be made to recruit individuals at different stages in their careers, to avoid the risk of having a core team that is primarily junior in experience. Currently, there is a healthy mix of experienced and younger faculty members that ensures a balance of time-tested wisdom of the senior faculty and new ideas from the junior faculty.

Faculty members are selected based on experience and qualifications from academic, educational, research and clinical work. The profile of the Academic staff is of the highest quality and each member possesses a different area of expertise, forming teaching teams, which teach parts of the preclinical and the clinical curriculum.

Balance between teaching and other academic activities of faculty

Teaching Hours Reduction for Research Purposes: The University rewards members of staff who excel in research by awarding them Teaching Hours Reduction (THR). A THR may be awarded if the member of staff fulfills the conditions in one or more of the three schemes outlined below. Charter ([Appendix 10.1.6, pages 97-101](#))

A member of staff may be awarded a THR under more than one of the schemes described below if he/she is eligible. The minimum teaching per semester can be reduced down to 6 hours per week based on the accumulated research load reduction hours. An exemption may be considered for Deans and Chairs.

All allocations of THR under the three schemes outlined below will be made after a recommendation of an ad-hoc committee chaired by the Vice Rector for Research and External Affairs. The committee will take into account scheduling constraints and other considerations for the sustainable development of research activity at the university. The committee will meet at an appropriate time in each semester in order to make the THR allocations in time for the

preparation of the schedule of classes for the next semester.

Award of a THR for participation in research projects: Members of staff are eligible to apply for a Teaching Hours Reduction (THR) when conducting funded research for the full duration and until the completion of relevant funded projects. Should their application meets with success, funded project coordinators are entitled to a three-hour teaching reduction per semester for the whole duration of the project, whereas research partners are eligible for a THR equivalent to at least one third of the duration of the project.

Based on the policy of the University with regard to THR requests, Faculty, research and Other Teaching Personnel (OTP) members are expected to submit a written request to the Chairperson of his/her Department before the beginning of the academic year/semester. The Chairperson will process the THR request by way of making a relevant recommendation to the Dean of School. The Dean will then forward his/her recommendation to the Vice Rector for final approval. After the deadline expires, applications for teaching hours reduction will not be accepted. The deadlines for submitting a request for teaching load reduction per semester are the following:

For the Fall Semester: 1st of May

For the Spring Semester: 31st of October

If a research proposal was awarded a grant after the special case of approval of a research/grant proposal (i.e. RPF, EU etc.) while an academic year is in progress, a THR request should be submitted and be approved prior to the beginning of the next semester, during which the teaching load reduction will be applied. The research project should commence at least one month before the beginning of the next semester for the THR to be awarded.

Award of a THR for writing a book: A three-hour teaching reduction per semester is awarded for the purpose of writing a book upon submission of a publishing contract by a reputable publisher. A total of two THR allocations (maximum 6 credits) will be made under the scheme for each book contract. The same deadlines and application procedure apply as in the scheme described in section 7.1.

Award of a THR by accumulation of points: A third scheme for the award of a THR takes into account the research activity of members of staff and the points they have accumulated according to the predefined tables. A THR of 3 hours per week is awarded to faculty members once they accumulate 100 (one hundred) points and the same number of points are automatically deducted from his/her accumulated total. Points accumulated over time but not utilized by a member of staff will simply remain at his/her disposal. Note that members of staff may consider the year 2016 as the starting point for calculating points accumulated through research. The calculation of points will be valid after it has been approved by the Dean of the School and the Vice Rector for Research and External Affairs.

Recognition of meritorious academic activities

Annual Awards for Excellence in Teaching (in Memory of Dr. Mary Eleftheriadou): The University offers two annual Awards for Excellence in Teaching. Candidates for the awards are following nomination (self, peer or students) and assessment by a designated review panel for qualities including accessibility and supervision, quality and effectiveness, willingness, cooperation and flexibility.

Internal Research Awards: The University's "Internal Research Awards" (IRA) are launched on an annual basis by the Senate Research Committee, are announced by the Vice Rector for Research & External Affairs and financed by the University Research Fund and external sponsors as described in Section above.

Purpose: IRAs are awarded to EUC faculty in order to pursue research and other creative work. IRAs provide support for exploratory research projects, which might result in proposals submitted for external funding or in creative work that is likely to enhance the recognition of the faculty and research personnel and the University at large. IRAs may be used for funding travel, equipment, supplies, PhD student assistants' scholarships, student assistants, research assistants and other expenses. Funding for this program comes from the University Research Fund.

Eligibility for the awards: All full-time faculty members of the University who have the rank of Assistant Professor or higher are eligible to apply for the awards. Specific eligibility criteria may apply for each type of award.

Application Procedure The Vice Rector for Research and External Affairs initiates the selection process by issuing a call for proposals. The deadline for the submission of proposals will be announced. Application materials will be available from the office of the Vice Rector for Research and External Affairs and the proposals will be submitted electronically to the office of the Vice Rector.

Clinical service functions used in teaching & learning

"Train-the-Trainers" Program: To facilitate teaching activities of the clinical scientific collaborators and the clinical instructors, the Medical School hosts "Train-the-Trainers" seminars on-campus. Topics covered in these seminars include:

- *School rules and regulations*
- *Preclinical training. Integration and implication of the S&F curriculum*
- *Introduction to Simulation.*
- *Task trainers with explanation of procedure, use of checklists*
- *Complex scenario on simulator, use of checklist, evaluation and debriefing*
- *Structure of clinical training*
- *Logbooks*
- *Essentials of an OSCE)*
- *Mini-CEX: brief evaluation of how a student takes a medical history*
- *Practical Demonstrations include:*

- *Complex simulation scenario*
- *Mock OSCE stations with actor/mannequin*

Ensuring Knowledge of Faculty of Curriculum

New Faculty Orientation (NFO) Program: The School of Medicine has established the New Faculty Orientation (NFO) seminar, which aims to familiarize new faculty (primarily full-time, but also part-time) with the educational model of EUC, the basic principles and means of teaching, and EUC rules and policies. A typical NFO program is shown in [\(Appendix 10.1.5\)](#)

Instructor Training, Development, Support & Appraisal

Faculty Professional Development Program: Faculty members attend 28 hours of core compulsory courses in the Faculty Professional Development Program. [\(Appendix 10.5.3\)](#)

Core courses include:

Core	Axis 1 - Professional Development of Academic Staff	2 hrs
Core	Axis 2 – Unit 1 - Designing the learning process through the incorporation of new technologies	2 hrs
Core	Axis 2 – Unit 3 - Distance Education	4 hrs
Core	Axis 4 - Unit 2 - Assessing Student Population Needs	2 hrs
Core	Axis 5 - Unit 1 - Knowledge and Learning	4 hrs
Core	Axis 5 - Unit 2 - Methods and Techniques of Teaching	4 hrs
Core	Axis 6 - Unit 1 - Assessment and Evaluation in Higher Education	2 hrs
Core	Axis 6 - Unit 2 - Types of Evaluation	4 hrs
Core	Axis 7 - Hybrid Learning	4 hrs

In addition, 8 hours of elective courses are offered to further faculty professional development. These include:

Elective	Axis 2 – Unit 2 - Professional Development of Academic Staff and the Integration of new technologies in education – Using Mobile Devices	4 hrs
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Elective	Axis 2 - Unit 4 - Professional Development of Academic Staff and the Integration of new technologies in education	4 hrs
Elective	Axis 4 - Unit 1 - Assessing Student Population Needs	2 hrs
Elective	Axis 5 - Unit 3 - How to make the best presentation	1 hr
Elective	Axis 5 - Unit 4 - Interactive Learning Methods and Peer Teaching	2 hrs
Elective	Axis 6 – Unit 3 - Assessment and Evaluation in Higher Education	3 hrs

3. Basic Principles and Standards of Evaluation of Faculty

Teaching: Effective teaching is given the greatest weight and other factors cannot compensate for a failure to satisfy it. It involves mastery of the subject matter, the ability to stimulate the intellectual capabilities of students, and effectiveness in communicating the skills, methods and content of one's discipline. It includes a spirit of study necessary to keep courses continually revised and the undertaking of efforts to sustain and improve teaching skills. Effective teaching also includes success in stimulating the intellectual development of one's colleagues through disciplinary and interdisciplinary work, including course development and participation in faculty training schemes/programs organized by the University and/or other Educational Institution(s), seminars and colloquia.

Research: European University Cyprus requires scholarly work that may be made public in various forms. All research, however, must involve the deployment of disciplined learning, closely informed by thorough research, for the sake of edifying and serving audiences that extend beyond the boundaries of the immediate University community. Research can take many forms, such as published research in various forms, article(s) in a scholarly periodical(s), chapter(s) in scholarly publication(s), book(s), paper(s) presented at a professional conference(s), contribution in research conference/event organization or any other form of artistic activity and research (i.e. composition and arrangement of music works, performance and conducting of music works, workshops, master classes, clinics and seminars) or any other equivalent form.

Service to the University, Community, and Profession, and Self-Development: In addition, to support the University's mission, purpose and objectives, the University also assumes of its faculty a congenial and collegial relationship. This includes civility in discourse and a willingness to carry one's share of the load in teaching, advising, participation in institutional research, and committee work. The quality of contributions, not merely the numbers of committees and assignments, remains a significant consideration.

The University values contributions to planning and governance, leadership in achieving the goals of the University (which include student recruitment and retention), working with students outside the classroom and extending the resources of the University to the wider community

Significant and extended service to professional societies, committees pertaining to higher education formed and appointed by the government, and academic associations; contribution in event organization; training activity; appraisals of manuscripts submitted for publication to university presses or scholarly journals; grant proposals/applications submitted to government agencies or learned and professional societies; review of grant applications submitted to government agencies or learned and professional societies: all of these activities would count as instances of professional development. As educators, professional development includes activities and efforts to improve teaching/instructional capabilities, qualifications, etc. No amount of these activities, however, should compensate for deficiencies in Teaching or Research.

Evaluation of Faculty: Each full-time faculty member and special teaching personnel is evaluated every two years and the evaluation document(s) are submitted to the Chairperson by June 30. One form of scholarship per year (e.g. research, publication, etc.) will be minimal requirements for each member with the rank of faculty. Each faculty member engages in the process of self-evaluation as a positive force towards continued professional development and accomplishment. The aim of this initial step in the review process is to demonstrate the faculty member's performance in the areas of (i) Teaching, (ii) Research, and (iii) Service to the University, Community, and Profession and Self -Development.

The School recognizes that any of the following evaluation categories may receive different weight at particular periods in a faculty member's careers. For instance, some faculty members may be striving more intensively to develop new methods of teaching, while other members may be more fully engaged in the pursuit of research. The general weight of each evaluated area is as follows:

Teaching: 30-60%

Research: 30-60%

Community / University Service 10-30%

Teaching: Based on above Basic Principles and Standards, the faculty members (and accordingly the special teaching personnel members) should prepare a list/statement that discusses accomplishments in courses taught, and activities aimed at sustaining and improving teaching effectiveness. It involves mastery of the subject matter, the ability to stimulate the intellectual capabilities of students, and effectiveness in communicating the skills, methods and content of one's discipline. It includes a spirit of study necessary to keep courses continually revised, and the undertaking of efforts to sustain and improve teaching skills.

Effective teaching also includes success in stimulating the intellectual

development of one's colleagues through disciplinary and interdisciplinary work, including course development and participation in faculty training schemes/programs organized by the University and/or other Educational Institution(s), seminars and colloquia. Effort and energy in activities such as course development, course revision, and/or development of new technologies/instructional publication/activities/methodology and/or teaching material to enhance the learning environment should be noted, as well as summaries of student evaluations.

Research: Based on above Basic Principles and Standards, the faculty member should prepare a list/statement that discusses current research in progress and/or completed. Research can take many forms, such as published research in various forms, article(s) in scholarly periodical(s), book(s), chapter(s) in scholarly publication(s), paper(s) presented at professional conference(s), contribution in research conference/event organization or any other form of artistic activity and research (i.e. composition and arrangement of music works, performance and conducting of music works, workshops, master classes, clinics and seminars) or any other equivalent form.

The faculty member is encouraged to note the degree of support received from the University (e.g. teaching load reduction, time-off, research grant, etc.) that contributed to the completion of his/her scholarly endeavors.

Service to the University, Community and Profession, and Self – Development: Based on above Basic Principles and Standards, the faculty member should prepare a list/statement that discusses contributions made to the University and the Community in the area of service. Activities such as committee memberships and offices held, participation in special education/training programs, outreach activities classroom working and recruitment of students, and working with students outside the classroom should be outlined. Activities demonstrating involvement in community service and commitment to social responsibility should be noted, such as membership in community organizations and volunteer work; also other activities extending the resources of the University to the wider community.

Significant and extended service to professional societies, committees pertaining to higher education formed and appointed by the government, and academic associations; appraisals of manuscripts submitted for publication to university presses or scholarly journals; grant proposals/applications submitted to government agencies or learned and professional societies; review of grant applications submitted to government agencies or learned and professional societies; contribution in event organization; participation in training seminars; pursuing of additional qualification/degrees; etc. will be taken into consideration.

A checklist (criteria) for each performance category with indicative rating of each activity/behavior and a Description of Each Behavior has been developed based primarily on the suggestions made by the faculty, the above basic principles and standards, and the content of the above evaluation categories.

Process of Faculty Evaluation: The interim performance feedback review process will provide the basis for the review of the performance of faculty (and accordingly the special teaching personnel member). In doing so, both the faculty and the administration reaffirm their commitment to the principles of academic freedom.

Interim Performance Feedback Review

- The Review is based on the above stated Evaluation Categories, and is related to the University's and School's mission, purpose, strategy and objectives.
- The Chair and Dean are charged with conveying the expectations to faculty.
- An Interim Performance Feedback Review is used for recording an individual's performance, and is submitted to the Chair by each faculty member by June-July of the interim year.
- The Dean with input from the Chair and Program Coordinator review/assess each faculty member. A formulated Performance Evaluation Scoring Worksheet is used for assessing Faculty every two years. The Dean submits all appropriately completed and signed review documents of each faculty to the Review Committee in September.
- The Review Committee consists of the Chair, the Dean, one high-rank Faculty member and a representative of the Administration. The appointed faculty members and the administration representative review the evaluation documents in the Dean's office prior to the Review Committee meeting. The committee reviews the evaluation documents, gives instructions for clarification/remedy in cases of ambiguity, verify the outcome of the annual review of each faculty member, and make the final assessment. The member under evaluation has the right to refuse the participation of any of the appointed faculty members. The outcome of the assessment by the Review Committee is normally decided by consensus, otherwise by majority.
- The Dean and the Chair jointly meet with each faculty member under evaluation to discuss the results of the review/assessment.

4. Faculty Promotion

The process of faculty promotion is outlined in the EUC Charter ([Appendix 10.1.6, pg 72](#)). Promotion is on the basis of competency, qualifications, experience and other relevant factors. A major requirement for promotion from one rank to another is excellence in teaching, research and service to the Community, and sustained commitment and dedication to the University. Advancement in rank is not merely a matter of routine or seniority, but it is based primarily on merit. It should be noted that any Faculty member hired through the faculty selection and appointment procedure must complete at least three (3) years of service to the appointed rank, in order to be eligible for promotion; provided that he/she meets all other criteria for promotion.

AS PER THE CHARTER

5.3. Procedures for Promotion

The procedure for promotion is as follows:

Faculty Members who consider themselves eligible for promotion have the responsibility to submit their application to the Dean of their School, whilst informing the Chairperson of the pertinent Department by **October 31st**.

In the case that the applicant is the Dean of the School, then he/she must submit his/hers application to the Vice-Rector of Academic Affairs (who initiates the rest of the procedure).

In order for an applicant to be considered eligible for promotion, **all of the criteria** for appointment to the rank must have been completed, prior to the **October 31st deadline**.

Applications received after the above deadline shall not be reviewed for that academic year.

5.3.4. The Committee on Promotion shall review all requests for promotion and make its recommendations in accordance with the procedures detailed in the Charter and are consistent with the Law. The Committee on Promotion has the responsibility to solicit the appropriate information in order to make recommendations for promotion with respect to the promotion criteria outlined above.

5.3.4.1. Membership of the Committee on Promotion

5.3.4.1.1. The **Committee on Promotion** shall consist of the following members (care of the Dean of the pertinent School):

- **Two full-time Faculty members from each Department of the School.**
- **One representative Faculty member from each of the other Schools of the University.**

Notes:

- a) All Committee members should hold a higher rank to the one the candidate is considered for, except for the rank of Professor, for which all members should hold the rank of Professor. In the case that the conditions in a School are such, where there are not faculty members available in a higher rank, then the Committee can be constituted by additional Faculty members of another Department/School in a higher rank. In the case that the above provisions are not possible, the Committee can also consist of pertinent Department/School members in an equal, to the one the candidate is considered for, rank.
- b) A voting right reserve only the members that are present during the meetings of the Committee on Promotion.
- c) A quorum shall consist of two-thirds of the voting members.
- d) Each eligible member shall have one vote in Committee meetings and Committee elections. In case of a tie, the Chair of the Committee shall cast the winning vote.

5.3.4.1.2. There shall be at least one external reviewer who is a full-time active academician in the discipline of the candidate, and who holds an academic rank higher or equal to the rank for which the faculty member is being considered. The external reviewer(s) shall not be co-author(s), nor shall he/she maintain a proved close relationship of any kind, or be a family member of the candidate.

5.3.4.1.3. The Chair of the Committee is elected by the members at the first meeting of the Committee.

5.3.5. The Dean of the School forwards the application and the candidate's academic portfolio to the Chair of the Committee on Promotion by November 15th.

5.3.6. The Committee on Promotion prepares a list of prospective external reviewers and investigates whether the candidate holds a strong objection(s) towards any individual on the list serving as external reviewer; or whether any of the requirements in point 5.3.4.1.2 are being violated. Then the Committee on Promotion makes the final selection of an external reviewer.

The Chair of the Committee on Promotion forwards copies of the candidate's academic portfolio to all members of the Committee (including the external reviewers) within a week and arranges for a review meeting within forty-five (45) days from the day the Chair of the Committee received the application and the candidate's academic portfolio.

5.3.8. The final decision and report of the Committee on Promotion is forwarded by the Chair of the Committee to the Council of Department, via the Chairperson of Department, within two (2) weeks from the conclusion of the Committee's deliberations. The Council of the Department determines that all procedural guidelines have been properly followed, ensures that all appropriate criteria were satisfied and reaches to an appropriate decision.

5.3.9. The Chairperson of the Department forwards the decision of the Council of Department, the portfolio and the reports to the Council of School via the Dean of School, within a month from the date he/she receives the Committee's decision and accompanying material.

5.3.10. The Council of School reaches a decision after reviewing the decision of the Council of Department, the portfolio and the report of the Committee on Promotion and ensures that all appropriate criteria for promotion are satisfied and all procedures have been followed. The Dean of School then forwards the decision of the Council of School together with the decision of the Council of Department, the portfolio and the report of the Committee on Promotion to the Senate, via the Rector, within a month from the date he/she receives the decision of the Council of Department and the accompanying material.

5.3.11. The Senate reaches a decision after reviewing the decision of the Council of School, the decision of the Council of Department, the portfolio and the report of the Committee on Promotion and ensures that all appropriate criteria for promotion are satisfied and all procedures have been followed.

The Rector then forwards the decision of the Senate, together with the decision of the Council of School, the decision of the Council of Department, the portfolio and the report of the Committee on Promotion, to the University Council via the President, within a month from the date he/she receives the decision of the Council of School and the accompanying material. The Council, after examining the legality of the procedures followed in alignment to the Charter, the Internal Regulations and the relevant Laws, ratifies the decision.

5.3.13. The Dean of School and/or the Rector and/or the President may require from the Committee on Promotion further elaboration of specific issues/ areas of the application.

5.3.14. The ratified final decision of the Council is communicated immediately to the pertinent Dean of School via the Rector. The candidate (with copy to the pertinent Chairperson of Department) shall be informed immediately of the decision in writing by the Dean of the School.

5.3.15. The approved promotion becomes effective at the beginning of the new academic year.

Notes:

(a) The schedule of weeks includes academic weeks and not weekends and/or Christmas holidays, which should not be counted as part of the time period stated in each clause. The procedure is expected to start on November 1st and be concluded by the 31st of March.

(b) Special Teaching Personnel promotion procedures are similar to those applied for Faculty Promotion, as per described in the Internal Regulations and Guidelines on Election Procedures.

EUC Small Animal Veterinary Teaching Hospital (VTH)

Development Timeline

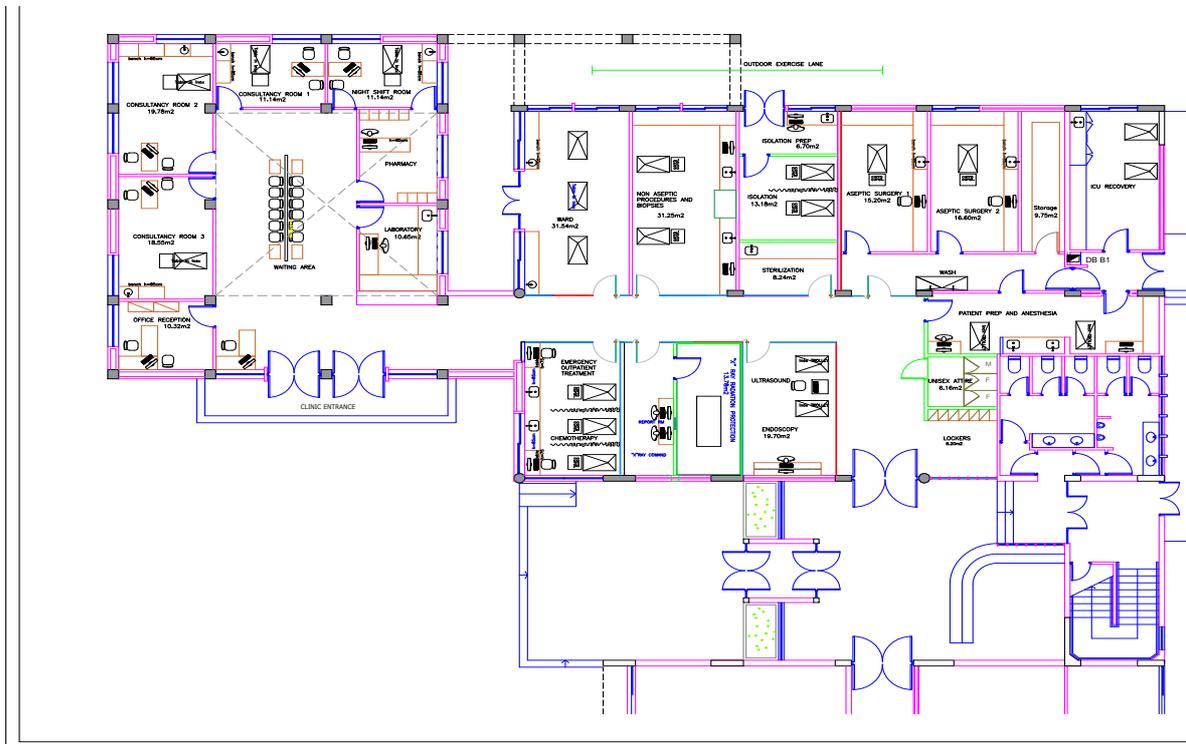
1- Definition of VTH Site – Fall 2022

- Existing building on the EUC Campus
- Close to Vet School
- Separate entrance / Location



2- Preliminary Architectural Drawings – Fall 2023

- Architectural plans to include full range of diagnostic & therapeutic facilities within the VTH, including:
 - Consultation rooms
 - Reception
 - Waiting area
 - Outpatient treatment rooms
 - Aseptic Surgery room
 - Sterilization
 - Non-aseptic procedures and biopsy room
 - Clinical Pathology
 - Anesthesia
 - Diagnostic imaging (ultrasound, x-ray)
 - Endoscopy
 - Outdoor exercise lane
 - Treatment
 - ICU and recovery room
 - Pharmacy
 - Isolation facilities



3- Review of Additional Provisions – Spring 2024

- Disposal of biomedical waste material
- Application of effective Infection Control, Prevention & Biosecurity (ICPB)
- Define removal of anesthetic gases from operating rooms
- Gas storage and pipeline design
- Pressure control within operating room and other spaces

4- Finalization of Architectural Drawings with Additional Provisions – Summer 2024

- Finalization of drawings to include all provisions as per EAVE regulations and Cyprus National Requirements
- Detailed drawings including bench spaces, equipment, etc.

5- Initiation of Procurement Procedures for Equipment Specifications, furnishings etc – Fall 2024

6- Initiation of Internal Modification of Building - Jan 2025

7- Completion of Internal Modifications of Building – Fall 2025

8- Installation of Equipment & Support Furniture – Jan/Feb 2026

- Training of Technical staff on all equipment

9- Installation of Small Furniture – March 2026

10- Testing, calibration, fine-tuning of installation

- Operation license application - April 2026

11-Completion of Small Animal VTH – May 2026