Doc. 300.1.4

# Follow-up Report
(for a CYQAA accredited Institution/Department/ Programme of study)

**Date**: **17/12/2020**

- **Higher Education Institution: European University Cyprus**
- **Town: Nicosia**
- **Type of Evaluation:** Programmatic
- **Accredited on CYQAA Council's Summit Number:** 07.14.327.074
- **Date of Accreditation: 17/12/2019**

**<u>If applicable</u>:**

- **School/Faculty: School of Sciences & School of Medicine**
- **Department: Department of Health Sciences & Department of Medicine**
- **Programme of Study Name (Duration, ECTS, Cycle)**

  **Programme <u>PhD</u>**
  **In Greek:**
  «Δημόσια Υγεία, 180 ECTS/3 ΄Ετη (Διδακτορικό) »
  **In English:**
  "Public Health, 180 ECTS/3 Years (Doctor of Philosophy)

- **Programme's type:** Conventional
- **Language (s) of instruction:** English

The present document has been prepared within the framework of the authority and competencies of the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA), according to the provisions of the "Quality Assurance and Accreditation of Higher Education and the Establishment and Operation of an Agency on Related Matters Laws of 2015 to 2019" [N. 136 (I)/2015 to N. 35(I)/2019] and the European Standards and Guidelines (ESG).

## A. Internal Quality Assurance Committee

| ***Name*** | ***Position*** | ***Rank*** |
|---|---|---|
| Prof. Loizos Symeou | Vice-Rector for Academic Affairs, Chair of Committee on Internal Quality Assurance | European University Cyprus |
| Dr. Georgia Petroudi | Assistant Professor, Faculty Representative, School of Hum., Social and Ed. Sciences | European University Cyprus |
| Prof. Theodoros Xanthos | Professor, Faculty Representative, School of Medicine | European University Cyprus |
| Dr. Vasiliki Gkretsi | Assistant Professor, Faculty Representative, School of Sciences | European University Cyprus |
| Dr. Christiana Markou | Assistant Professor, Faculty Representative, School of Law | European University Cyprus |
| Dr. Christakis Sourouklis | Assistant Professor, Faculty Representative, School of Business Administration | European University Cyprus |
| Dr. Ioannis Karis | Adjunct Assistant Professor,<br>Quality Assurance Expert | European University Cyprus |
| Dr. Pieris Chourides | Associate Professor,<br>Head of Internal Process and Quality Unit,<br>Quality Assurance Expert | European University Cyprus |
| Ms Athanasia Ktena | Administrative Head,<br>Office of the VRAA,<br>Administration Representative | European University Cyprus |
| Mr Andreas Maliappis | Student Representative,<br>(Undergraduate Student) | European University Cyprus |
| Mr Michalis Katsouris | Student Representative,<br>(Graduate Student) | European University Cyprus |

B. **Guidelines on content and structure of the Follow-up Report**

- *CYQAA has a consistent follow-up process for considering the action taken by the institution toward the improvement and further development of the CYQAA externally evaluated and accredited institution / department / programme of study. The present Follow-up Report should recount, synoptically, institutional action taken toward the implementation of the remarks indicated in the CYQAA Final Report.*
- *The Follow-up report should provide evidence (via website links) and appendices at the end of the report on how the remarks of the Council of CYQAA have been adhered to.*
- *The remarks indicated in the CYQAA Final Report should be copied from the corresponding report and be followed by the institution's response.*
- *The institution may add any other institutional action taken towards the implementation of ESG aiming at the improvement of the institution / department / programme of study.*

## 1. Remarks on the CYQAA Final Report

The Agency requires the Institution, within six months and no later than December 2020, to further support the following:

(a) Recruit permanent academic staff who will integrate the programme of study in the field of Public Health. To appoint and send to the Agency the CV of the academic coordinator in the field of Public Health.

(b) Provide evidence on the research orientation of the programme of study, the synergy of research with teaching and students' involvement in research.

(c) Provide evidence on the actions taken with regard to staff training and visiting professorship.

(d) Provide evidence that research and consequently publication activities focus on public health challenges.

(e) Provide evidence on how the institution supports the academic staff who is involved in research.

## 2. Institution's Response

We thank the agency for their comments. Below is a detailed response for each point raised in the CYQAA Final Report:

**(a)** ***Recruit permanent academic staff who will integrate the programme of study in the field of Public Health. To appoint and send to the Agency the CV of the academic coordinator in the field of Public Health***

European University Cyprus has hired two new permanent faculty members, one at the School of Sciences (**Dr. Alexandros Heraclides, Associate Professor, Epidemiology and Public Health – see CV in Appendix 1**) and one at the School of Medicine (**Dr. Theodore Lytras, Assistant Professor, Public Health – see CV in Appendix 2**), to serve as co-coordinators of the program. Both have extensive experience in Public Health, with substantial research records and experience in teaching and academic programme administration. They bring diverse skills into the programme, in different areas of expertise, such as chronic disease epidemiology, infectious disease epidemiology and clinical research. The University profiles of the two newly hired faculty members can be found in the links below:
https://euc.ac.cy/el/faculty-profiles/alaxandros-heraclides/
https://euc.ac.cy/el/faculty-profiles/theodoros-lytras/

**(b)** ***Provide evidence on the research orientation of the programme of study, the synergy of research with teaching and students' involvement in research.***

1. **Research orientation of the programme of study**: European University Cyprus aspires to be a major player in the local and international Public Health scene, establishing new research projects and building bridges with other local and international institutions, thus facilitating synergies and cooperation in new and existing research projects in Epidemiology and Public Health. As a means of achieving the above, the two coordinators, in collaboration with other faculty at the Department of Health Sciences and the Department of Medicine, have set explicit research priorities (*Appendix 3: Research Priorities in Public Health*). These priorities address the most important public health issues both locally and internationally and reflect the

current international agenda in Public Health, as set by the UN, the WHO, the European Union and other organizations.

Another important aspect of this initiative is the strong emphasis on student involvement in the aforementioned research activities. The document presented in this report as Appendix 3, is available in the programme's webpage (see https://euc.ac.cy/en/programs/doctorate-public-health/), so that prospective students can have a clear idea of the research priorities of the faculty involved in the PhD in Public Health and thus choose the research area in which they are most interested in pursuing their PhD. Prospective students will be advised, after choosing a research area, to approach the PhD programme coordinators for a discussion of their research aspirations, as well as guidance on the faculty member to be approached in order to discuss further and decide on a specific topic, which will be the basis for their research proposal. Following this approach, the University ensures the active involvement of students in the research work conducted at the University, where students have the benefit of being involved in established research projects with the support of experienced researchers, while faculty have hands-on support in their projects from enthusiastic and hard-working young researchers.

2. **Synergy of research with teaching and students' involvement in research:**

The following activities have been implemented or planned to be implemented in the PhD in Public Health programme for enhancing the synergy between research and teaching and the involvement of students in research activities. These items have been discussed thoroughly and agreed by the Interdepartmental PhD in Public Health Committee, as evidenced in the meeting's minutes (*Appendix 4: PhD Public Health Interdepartmental Committee_2nd Meeting_Minutes_07.11.20*). Further details can be found below:



i. In the context of research-teaching synergy to facilitate more efficient learning for students and more manageable workload for faculty, the programme co-coordinators implemented a plan focusing on specific pre-defined learning outcomes in their teaching and relying more on guided self-directed learning by students as a means of more in-depth knowledge. This guided self-directed learning promotes independent and critical thinking and **learning through research and investigation (i.e. active learning)** and is facilitated by

synchronous and asynchronous activities, such as discussion fora and self-assessed exercises.

ii. In the context of research-teaching synergy for enhancing research skills of students via teaching, the programme co-coordinators implemented the concept of **evidence-based teaching**, by inclusion of examples from the published literature in the programme's taught courses in the PhD programme to support and enhance knowledge on important public health concepts. An example is teaching via applied examples from published papers, therefore transferring theoretical concepts (e.g. sampling, data collection, bias, confounding, study validity, etc.) to students and at the same time familiarising them with the structure, content and writing style of research articles.

iii. Additionally, the inclusion of **assignments in the programme's taught courses, which directly assess research skills**, is also enhancing research-teaching synergy and is particularly beneficial for student learning. Such activities include conducting critical evaluation of published research articles and presenting methodologically robust proposals with detailed description of deriving research questions and providing a detailed account and justification as regards sampling, data collection, and choice study design.

iv. PhD students, as part of their studies in the PhD Public Health programme, are required to attend **4 refereed scientific conferences/seminars and publish 2 research articles in peer-reviewed Journals**, all related to the discipline of their research interests and/or the area of their Ph.D. studies (as indicated in the new PhD Public Health Programme Guide, approved by CYQAA). Students will be encouraged to attend international conferences, which ideally should be specific to the area of Public Health (e.g. The European Public Health Association Conference, The World Congress on Public Health, The International Conference on Epidemiology and Public Health, The European Epidemiology and Public Health Congress, and others) and attempt to publish in relatively high impact factor Journals, such as (The European Journal of Public Health, The International Journal of Public Health, The European Journal of Epidemiology, The International Journal of Epidemiology, The Journal of Epidemiology and Community Health, etc.)

v. Introduction of a **Journal Club** for PhD students, with monthly meetings between academics and students to discuss research articles on specific topics of Public Health importance. The Journal Club has been already established and will have its first meeting in the Spring 2021 Semester, to give more time to students and faculty (particularly newly hired faculty) to settle in and adjust in their new duties and responsibilities.

vi. In Spring 2021 PhD students will be invited to attend **research meetings conducted by faculty**, given that the topic is relevant to the student's PhD project. During these meetings, students will have the opportunity to share their views as regards different aspects of the projects under discussion. This will provide a valuable experience, which is anticipated to enhance the students' research skills and confidence.

**(c)** ***Provide evidence on the actions taken with regard to staff training and visiting professorship*.**

1. **Staff training**:

The Interdepartmental PhD in Public Health Committee following the commitment of the University, as requested by CYQAA Final Report during the programme accreditation process, took action as regards training for enhancing skills in Public Health education and research for academics involved in the programme. The Committee approved the following, as evident in the Interdepartmental PhD in Public Health Committee meeting minutes (*Appendix 4: PhD Public Health Interdepartmental Committee_2nd Meeting_Minutes_07.11.20*):

i. **Dr Konstantinos Giannakou (Lecturer in Public Health)**[8], who is heavily involved in the PhD Public Health programme, will be attending an online training course, titled '**Writing Research Proposals for Epidemiologists'**, offered by **Utrecht University** and taking place between 31 May and 9 Jul 2021. The training course will be particularly useful for Dr Giannakou, as it is addressing his main involvement in the PhD programme, that is, the training of students for preparing their research proposal. The specific training activity has already been approved at the School level and the relevant faculty has already registered his participation.

ii. **Dr Demetris Lamnisos (Associate Professor in Statistics)**, who is heavily involved in the PhD Public Health programme, has been recommended for attending a training course, titled '**Geographical information system for Public Health'**, offered by **Imperial College London**. This training course will be particularly useful for Dr Lamnisos, since it addresses his primary research interest and is directly relevant to one of the major Public Health research priorities, as recently set by the PhD programme co-coordinators. The specific course was cancelled due to the COVID-19 pandemic and is not currently offered online. Dr Lamnisos will attend the course the next time it is available by the organising Institution.

iii. **Dr Alexandros Heraclides (Associate Professor in Epidemiology and Public Health)**, co-coordinator of the PhD Public Health programme, is recommended for attending an online training course, titled '**Environmental Epidemiology'**, offered by **Utrecht University**. This training course will be particularly useful for Dr Heraclides, since it addresses a research area (Climate change and health) in which he envisions to become much more active the near future as also noted in the major Public Health research priorities set by the PhD programme co-coordinators. The course will be taking place twice a year and Dr Heraclides will attend this during the following academic year, due to the excessive workload related to the development of new courses and generally the establishment and coordination of the new PhD Public Health programme.

In addition to the specialized training described above, European University Cyprus offers **continuous training to all faculty members**, with special emphasis on newly hired faculty, who receive compulsory training on several pedagogical aspects both for conventional and distance learning education. For example, the online course titled '**Faculty Professional Development'** provides hands on training on creating and managing courses on e-Learning Platforms, such as Moodle and Blackboard, as well as exam e-proctoring, particularly useful during the shift to online mode for all programmes of the University. Faculty also receive training on more specific topics, such as using specific software for detecting plagiarism in exams and assignments and applying adjustments for students with disabilities.

2. **Visiting professorship**:

In terms of visiting professorship, the co-coordinators of the Interdepartmental PhD Public Health committee has approved a proposition by the programme coordinators under two schemes: **(i) Visiting Lecturers for contribution in the programmes taught courses** and **(ii) Guest speakers as part of a Lecture Series on Public Health issues of Major Priority,** an initiative which intends to invite scientists and specialists working in diverse Public Health activities (schedule will be finalized before the Spring 2021 semester), in order for students to be exposed to a wide range of topics on which they may receive little exposure while through their taught courses and while working on their assigned research projects. Under these two schemes, the following activities have been approved by the Interdepartmental PhD in Public Health Committee meeting, as evident in the relevant minutes (*Appendix 4: PhD Public Health Interdepartmental Committee_2nd Meeting_Minutes_07.11.20*):

i. Visiting Lecturers for teaching in the programme's courses:

- **Dr Souzana Achilleos (Postdoctoral Research Fellow at the Cyprus University of Technology)** will provide a guest lecture on the '**Principles of Time Series Analysis'**, as part of course **PHE705** (Advanced Methods in Epidemiology and Biostatistics).

ii. Guest speakers as part of a Lecture Series on Public Health issues of Major Priority:

- **Dr Joris van Loenhout (Senior Research Fellow, Centre for Research on the Epidemiology of Disasters, Université catholique de Louvain, Belgium)** will give a talk on the **'Effect of Climate Change on Population Health'.** The talk has been scheduled for the 30th of March 2021.



- **Dr. Danai Pervanidou (Epidemiologist, National Public Health Organization, Athens, Greece)** will give a talk on **'Emerging and vector-borne diseases'.** The talk has been preliminarily scheduled for April 2021.

**(d)** ***Provide evidence that research and consequently publication activities focus on public health challenges.***

Both co-coordinators' research and publication activities focus on important topics in Public Health. Dr. Heraclides' research includes studies on chronic disease epidemiology, with emphasis on lifestyle factors (particularly diet) and gene-environment interactions in obesity, type 2 diabetes and neurodegenerative diseases and previously focused on psychosocial factors and their role in health inequalities. Dr. Lytras has published both primary studies and secondary research (systematic reviews and meta-analyses) about influenza, tuberculosis and other infectious diseases, outbreak investigations and disease surveillance, and occupational epidemiology (occupational exposures in Chronic Obstructive Pulmonary Disease).

Both newly hired programme coordinators are committed in setting a clear research orientation not only for the PhD programme but also for Public Health research, as a whole, at the University. It is important for both coordinators that their Public Health research agenda addresses current public health challenges, both nationally and internationally. Evidence for the above can be found in the explicit research priorities (*Appendix 3: Research Priorities in Public Health*) set by the coordinators and approved by the Interdepartmental PhD in Public Health Committee (*Appendix 4: PhD Public Health Interdepartmental Committee_2nd Meeting_Minutes_07.11.20*). These Public Health research priorities include the following: (1) Climate Change, Sustainable Development and Health, (2) Control of emerging and re-emerging infectious diseases, (3) Lifestyle and chronic disease epidemiology, (4) Reproductive, Perinatal and Paediatric Epidemiology and Women's Health, (5) Active and Healthy Ageing, (6) Tackling health misinformation and disinformation, (7) Population Health Intelligence and Precision Public Health, (8) Social Determinants of health, (9) Provision of accessible and equal care.

Appendix 3 includes specific information as regards internationally set Goals (e.g. UN Sustainable Development Goals), as well as Reports and Official Communications from the WHO and the European Commission, which indicate that the set Public Health priorities at EUC and are in alignment with both local (i.e. Cyprus) and international priorities.



**(e)** ***Provide evidence on how the institution supports the academic staff who is involved in research***

1. The EUC has a set **Research Policy** in order to promote and support research; this includes a **Teaching Hours Reduction scheme** to reduce the teaching load of faculty

members up to 50%, down to 6 hours per week (*Appendix 5: Research Policy Implementation Guide*). Such reductions are awarded for both current participation in funded research projects for the entire duration of the project, as well as on the basis of previous research activity (publications, etc.). Importantly, new faculty members are also eligible for a Teaching Hours Reduction from the first semester of their employment already.

2. Additionally, EUC has a **University Research Fund** to finance different research activities and grants (Internal Research Awards) to faculty members to pursue research and other creative work. More specifically, for faculty involved in the PhD Public Health programme, there is an available fund of 35,000 Euros in total per year for publication fees under the School of Sciences research budget, plus 1470 Euros per faculty per year for conference participation. There is also allocated budget for consumables, lab equipment, hardware, and software that might be additionally requested for research by faculty, subject to approval by the School and the Office of the Vice-Rector of Research and External Affairs.

C. **Other institutional action taken towards the implementation of ESG aiming at the improvement of the institution / department / programme of study.**

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## D. Signatures of the Internal Quality Assurance Committee

| *Name* | *Signature* |
|---|---|
| Prof. Loizos Symeou | |
| Dr. Georgia Petroudi | |
| Prof. Theodoros Xanthos | |
| Dr. Vasiliki Gkretsi | |
| Dr. Christiana Markou | |
| Dr. Christakis Sourouklis | |
| Dr. Ioannis Karis | |
| Dr. Pieris Chourides | |
| Ms Athanasia Ktena | |
| Mr Andreas Maliappis | |
| Mr Michalis Katsouris | |

Date: 9/12/2020

**Alexandros Heraclides**

Associate Professor of Epidemiology and Public Health (European University Cyprus)
a.heraclides.a@euc.ac.cy ; alex.heraclides@gmail.com

## A. EDUCATION AND TRAINING

### Academic Qualifications

2006-2009: PhD Epidemiology and Public Health, University College London (UCL), UK

2005-2006: MSc Social Epidemiology, UCL / London School of Hygiene & Tropical Medicine, UK

2003-2004: MSc Nutrition, King's College London, UK

2000-2003: BSc (Hons) Biology, University of Bedfordshire, UK

### Other Training

2017: Designing & Delivering Successful Training Programs - Train the Trainer, CARDET (Centre for the Advancement of Research and Development in Educational Technology)

2011: Training on Genetic and Molecular Epidemiology, Clinical Research Centre, Lund University, Sweden

## B. PROFESSIONAL EXPERIENCE

### Current Positions

2020- **European University Cyprus**
Associate Professor of Epidemiology and Public Health

### Past Positions

2014-2020 **University of Nicosia Medical School**
Associate Professor of Epidemiology and Public Health
Associate Head Department of Primary Care and Population Health
Director Master of Public Health
Coordinator Erasmus Mundus Joint MPH in Disasters (Epidemiology and Research Track)

2014-2020 **Institute of Medical and Biomedical Education, St' George's University of London**
Honorary Attachment Appointment – Research and Critical Appraisal Skills

2015- 2017 **Cyprus Institute of Neurology and Genetics**
Visiting Scientist (Genetic Epidemiology and Population Genetics)

2013-2014 **Neuroepidemiology and Ageing Research Unit, Imperial College London, UK**
Honorary Research Associate

2012-2014: **Cyprus Institute of Neurology and Genetics and the Cyprus School of Molecular Medicine**

Postdoctoral Research Fellow and Research Faculty Associate

2012-2014: **European University Cyprus**

Lecturer (part-time) in Epidemiology and Research Methods

2011-2014: **University of Nicosia**

Lecturer (part-time) in Epidemiology, Medical Statistics and Research Methods

2010-2011: **Molecular Epidemiology Group, German Institute of Human Nutrition (DIfE), Germany**

Postdoctoral Researcher (Gene-environment interactions)

2010-2012: **Epidemiology Unit, Steno Diabetes Center, Denmark**

Postdoctoral Research Fellow (Type 2 diabetes prediction)

2009-2010: **MRC Unit for Lifelong Health and Aging, UK; University of Wageningen, The Netherlands**

Research Associate

**Professional Memberships**

2013-2017 Member of the Cyprus Society of Human Genetics (CSHG)

2010-2014 Member of the European Association for the Study of Diabetes (EASD)

2009- Member of the European Diabetes Epidemiology Group (EDEG)

2006- Member of the Cyprus Nutrition and Dietetics Association

**Participation in local and international consortia**

2016- Member of the Cyprus Ministry of Health National Committee on the Promotion of Vaccinations in the Public.

2013-2017 Member of the international Leadership in Epidemiological Analysis of longitudinal Diabetes-related data (LEAD) Consortium.

2012-2017 Participated in the international InterAct Consortium aiming at discovering how genetic and lifestyle behavioural factors, interact in their influence on the risk of developing type 2 diabetes.

## C. RESEARCH EXPERIENCE

**Research projects involved (active)**

1. **International comparative study on the direct and indirect mortality burden of COVID-19 since the start of the epidemic** (*Principal Investigator initially then Research Partner*, University of Nicosia; University of Oviedo; Karolinska Institutet; European Commission, Joint Research Centre; Greek National School of Public Health; St George's, University of London; Imperial College London; University of Texas Medical Branch; University of South Carolina; Deakin University).

2. **The effects of home quarantine on lifestyle habits of adults during the COVID-19 pandemic in selected countries** (*Research Partner*, University of Nicosia)
3. **Prognostic significance of oestrogen receptor-β as a novel biomarker responsible for tamoxifen resistance in Cypriot breast cancer patients** (*Research Partner*, University of Nicosia, BOC Oncology Centre)
4. **Dietary determinants of cognitive function in the 1946 British birth cohort** (*Research Partner*, University of Nicosia; MRC Unit for Lifelong Health and Ageing at University College London)

**Research proposals (to be submitted)**

5. **Elucidating the ancestry of Cypriots through population genetics and genetic genealogy** (*Principal Investigator*, University of Nicosia; Durham University)
6. **Investigating past migratory patterns and admixture events, as well as evolution of certain diseases, through the analysis of ancient and modern mtDNA** (*Principal Investigator,* University of Nicosia; Durham University)
7. **Investigation of evolutionary mechanisms of vitamin D deficiency in the Cypriot population: identification of genetic and phenotypic determinants** (*Principal Investigator,* University of Nicosia)

**Previous research projects**

1. **Socioeconomic determinants of health behaviours and obesity in the adult Cypriot population** (*Principal Investigator*, University of Nicosia)
2. **Investigating the applicability of Internet of Things for continuous environmental monitoring and subsequently better healthcare and design of urban environments, as well as sustainable living for all - Snow-IoT project** (*Research Partner*, University of Nicosia; Ygeia Polyclinic; CyRIK).
3. **Geographical inequalities in breast cancer incidence, mortality and late stage at diagnosis in Cyprus** (*Research Partner*, University of Nicosia Medical School; Bank of Cyprus Oncology Center; Health Monitoring Unit, Ministry of Health)
4. **EARLY START – a randomized control trial to investigate the effect of a psychoeducational intervention on nutrition in pregnancy and infancy** (*Research Partner*, University of Nicosia Medical School; Cyprus University of Technology; University College London; University of Belgrade)
5. **Epidemiological investigation for identifying non-genetic factors associated with Multiple Sclerosis among Cypriot adults** (*Research Partner*, University of Nicosia; The Cyprus Institute of Neurology and Genetics; Newcastle University)
6. **Investigation of sociodemographic factors and anti-natal feeding practices as determinants of infant growth and development** (*Research Partner*, University of Nicosia, 2017-2019)

7. **Epidemiology and geographical clustering of monogenic neurological conditions in Cyprus: a population genetics approach** (*Principal Investigator*/*Research Partner*, The Cyprus Institute of Neurology and Genetics, 2012-2017)
8. **Epidemiology of Parkinson's Disease in Cyprus with a special emphasis on gene-environment interactions** (*Principal Investigator*/*Research Partner*, The Cyprus Institute of Neurology and Genetics, 2015-2018)
9. **Gene-environment interactions in relation to type 2 diabetes: the InterAct study** (*Principal Investigator*, German Institute of Human Nutrition, 2011-2017)
10. **The role of chromosomal telomere length for predicting disease risk in epidemiological studies** (*Research Partner*, Lund University, Sweden, 2011-2012)
11. Prediction of diabetes using traditional and novel risk factors (*Principal Investigator*, Steno Diabetes Center, Denmark, 2010-2011)
12. **Investigation of the effect of dairy product intake on blood pressure** (*Principal Investigator*, MRC Unit for Lifelong Health and Ageing at UCL, UK; Wageningen University, The Netherlands; Steno Diabetes Center, Denmark, 2009-2011)
13. **Psychosocial work stressors and risk of type 2 diabetes: Effect, impact and mechanisms in the Whitehall II study** (*PhD studentship*, University College London, PhD thesis, 2006-2009)
14. **Adult and childhood socioeconomic position as predictors of obesity in adulthood** (*MSc project,* University College London, 2006)
15. **Systematic review on biomarkers of oxidative stress and the role of phytochemicals as antioxidants** (*MSc project,* King's College London, 2005)

**Ongoing and Past Research Support**

- Funded project: Snow-IoT (IoT based Continuous Environmental Monitoring for Health Analytics) Research Project.

  Funding body: Cyprus RPF RESTART 2016-2020 (ENTERPRISES/0618/0057)

  Duration: 2019-2021

  Role: Research Partner
- Funded project: EARLY START – a randomized control trial to investigate the effect of a psychoeducational intervention on nutrition in pregnancy and infancy.

  Funding body: University of Nicosia Seed Grants

  Duration: 2019-2021

  Role: Research Partner
- Funded project: Prognostic significance of oestrogen receptor-β as a novel biomarker responsible for tamoxifen resistance in Cypriot breast cancer patients.

  Funding body: University of Nicosia Seed Grants

  Duration: 2019-2021

Role: Research Partner

- Travelling Research Grant: Erasmus+ Staff Mobility for Training: Research training on population genetics.
  Funding body: Erasmus+
  Duration: June 2018
- Travelling Research Grant: Travelling grant for training on gene-environment interactions at the Genetic and Molecular Epidemiology Group, Lund University, Sweden.
  Funding Body: InterAct Consortium
  Duration: May-June 2011 (collaboration continued from distance up to 2013)
- Data Analysis Grant: Part-time research support for analysing data in the 1946 British birth cohort at the MRC Unit for Lifelong Health and Ageing at UCL, London, UK
  Funding Body: Division of Human Nutrition, Wageningen University, The Netherlands
  Duration: May-June 2010 (collaboration continued from distance up to 2012)

**Peer-Reviewed Publications**

1. Al Abdi T, Andreou E, Papageorgiou A, **Heraclides A**, Philippou E. Personality, Chrono-nutrition and Cardiometabolic Health: A Narrative Review of the Evidence. Adv Nutr. 2020. 11(5);5:1201–1210
2. Zervides C, Sassis L, Kefala-Karli P, Christou V, Derlagen A, Papapetrou P, **Heraclides A**. Assessing radiation protection knowledge in diagnostic radiography in the Republic of Cyprus. A questionnaire survey. *Radiography* (Lond.) 2020;26(2):e88-e93
3. Georgiou A, Demetriou CA, Christou YP, **Heraclides A**, Leonidou E, Loukaides P, Yiasoumi E, Pantziaris M, Kleopa KA, Papacostas SS, Loizidou MA, Hadjisavvas A, Zamba-Papanicolaou E. Genetic and environmental factors contributing to Parkinson's disease: a case-control study in the Cypriot population. *Frontiers in Neurology* 2019 10:1047. doi:10.3389/fneur.2019.01047
4. Deligiannidou G, Philippou E, Vidakovic M, Berghe WV, **Heraclides A**, Grdovic N, Mihailovic M, Kontogiorgis C. Natural Products Derived from the Mediterranean Diet with Antidiabetic Activity: from Insulin Mimetic Hypoglycemic to Nutriepigenetic Modulator Compounds. *Current Pharmaceutical Design.* 2019;25(15):1760-1782. doi: 10.2174/1381612825666190705191000
5. Hileti D, Vichas C, Singhal A, **Heraclides A**, Iasonides M and Lanigan J. Developmental factors and risk of obesity in infants living in Cyprus – a prospective longitudinal study, *Journal of Human Nutrition and Dietetics*, 2019; 32(S1):41-42
6. Philippou E, Pot GK, **Heraclides A**, Richards M, Bendayan R. Dietary glycaemic index and cognitive function: prospective associations in adults of the 1946 British birth cohort. *Public Health Nutrition*. 2018;22(8):1

7. Demetriou CA, **Heraclides A**, Salafori C, Tanteles GA, Christodoulou K, Christou Y, Zamba-Papanicolaou E. Epidemiology of Huntington Disease in Cyprus: A 20-Year Retrospective Study. *Clin Genet.* 2018; 93(3):656-664.

8. Georgiou A, Demetriou CA, **Heraclides A**, Christou YP, Leonidou E, Loukaides P, Yiasoumi E, Panagiotou D, Manoli P, Thomson P, Loizidou MA, Hadjisavvas A, Zamba-Papanicolaou E. Mitochondrial superclusters influence age of onset of Parkinson's disease in a gender specific manner in the Cypriot population: A case-control study. *PLoS One*. 2017;12(9):e0183444. doi: 10.1371/journal.pone.0183444.

9. **Heraclides A**, Bashiardes E, Fernández-Domínguez E, Bertoncini S, Chimonas M, Christofi V, King J, Budowle B, Manoli P, Cariolou MA. Y-chromosomal analysis of Greek Cypriots reveals a primarily common pre-Ottoman paternal ancestry with Turkish Cypriots. *PLoS One* 2017,12(6): e0179474. https://doi.org/10.1371/journal.pone.0179474.

10. Vassilopoulou E, Christoforou C, Andreou E, **Heraclides A**. Effects of food allergy on the dietary habits and intake of primary schools' Cypriot children. *European Annals of Allergy and Clinical Immunology* 2017; 49(4):181-185

11. Nicolaou S, **Heraclides A**, Markides K, Charalambous A. Prevalence and social determinants of smoking in the adult population of Cyprus. *Hippokratia.* 2016; 20(4):284-291.

12. **Heraclides A**, Meidtner K, Buijsse B, van der Schouw YT, et al Investigation of gene–diet interactions in the incretin system and risk of type 2 diabetes: the EPIC-InterAct study. *Diabetologia,* 2016; 59: 2613–21

13. Varda E, Demetriou CA, **Heraclides A**, Christou YP, Zamba-Papanicolaou E. Quality of Life of Cypriot Patients Suffering with Huntington's Disease. *PLOS Currents Huntington Disease*. 2016 Oct 25. Edition 1.

14. Papandreou D, Andreou E, **Heraclides A**, Rousso I. Is beverage intake related to overweight and obesity in school children? *Hippokratia.* 2013; 17:42-46

15. **Heraclides A**, Jensen TM, Rasmussen SS, Eugen-Olsen J, Haugaard SB, Borch-Johnsen K, Sandbæk A, Lauritzen T, Witte DR. The association between the immune marker soluble urokinase plasminogen activator receptor (suPAR) and incident diabetes is modified by smoking and body weight status among people with impaired glucose regulation. *Diabetologia*, 2013; 56: 1542-6

16. Frank LK, **Heraclides A**, Danquah I, Bedu-Addo G, Mockenhaupt FB, Schulze MB. Measures of general and central obesity and risk of type 2 diabetes in a Ghanaian population. *Trop Med Int Health*. 2013; 18:141-51

17. Mühlenbruch K, **Heraclides A**, Steyerberg E, Joost H, Boeing H, Schulze MB. Assessing improvement in disease prediction using Net Reclassification Improvement: Impact of risk cut-offs and number of risk categories. *Eur J Epidemiol*, 2013; 28:25-33

18. Struijk EA., **Heraclides A**., Witte DR , Soedamah Muthu SS, Geleijnse JM, Toft U, Lau CJ. Dairy product intake in relation to glucose regulation indices and risk of type 2 diabetes. (*Nutr Metab Cardiovasc Dis.* 2013; 23:822-8
19. Ahmad S, **Heraclides A**, Sun Q, Elgzyri T, Rönn T, Ling C, Isomaa B, Eriksson K, Groop L, Franks PW, Hansson O. Telomere length in blood and skeletal muscle in relation to measures of glycaemia and insulinaemia *Diabetic Medicine* 2012; 29:e377-81
20. **Heraclides A,** Mishra G, Hardy R, Geleijnse M, Black S, Prynne C, Kuh D, Soedamah-Muthu S. Dairy Intake, blood pressure and incident hypertension in a general British population: the 1946 birth cohort *Eur Jour Nutr* 2012 ;51:583-91
21. **Heraclides A**, Chandola T, Witte DR, Brunner EJ. Work Stress, Obesity and the Risk of Type 2 Diabetes: Gender-Specific Bidirectional Effect in the Whitehall II Study. *Obesity* 2012; 20:428-433
22. **Heraclides A**, Witte D, Brunner EJ. The association between father's social class and adult obesity is not explained by educational attainment and an unhealthy lifestyle in adulthood *Eur J Epidemiol*, 2008; 23:573-79
23. **Heraclides A**, Chandola T, Witte DR, Brunner EJ. Psychosocial stress at work doubles the risk of type 2 diabetes in middle-aged women: Evidence from the Whitehall II study. *Diabetes Care,* 2009; 32: 2230-5
24. Chandola T, **Heraclides A**, Kumari M. Psychophysiological biomarkers of workplace stressors and health. *Neuroscience & Biobehavioral Reviews*, 2010;35: 51-7
25. **Heraclides A**, Brunner EJ. Social mobility and social accumulation across the life-course in relation to adult overweight and obesity: The Whitehall II study. *JECH,* 2010; 64: 714-9

**Publication Indices**

- Citations: 635 (Scopus), 1117 (Google Scholar)
- Scopus h-index: 13
- Google Scholar i10-index: 12

**Prepared for Publication**

1. **Quattrocchi A,** Kolokotroni O, Charalambous A, **Heraclides A**. Social inequality in overweight and obesity in Cyprus. *European Journal of Public Health* (prepared for publication).

**Other Publications**

1. **Heraclides A**. Stress and T2DM [online]. 2014 [cited 2014 Apr 25]; *Diapedia* 3104972863 rev. no. 11. Available from: http://www.diapedia.org/type-2-diabetes-mellitus/3104972863/stress-and-t2dm

2. **Heraclides A.** Genes, lifestyle and their role in cardiometabolic disease. *European Nutrition Leadership Platform Newsletter*. September 2012 (awarded best ENLP article of 2011)

**Conference participation (oral presentations)**

1. **Heraclides A.** Anti-vaccer movement: MMR and autism - scientific evidence. *20th Meeting of the Cyprus Paediatric Society* (2017, Nicosia, Cyprus) (invited speaker)
2. **Heraclides A.** Overview of evidence on MMR vaccine and risk of autism. *Vaccines: Myths and Realities Seminar* (2017, Nicosia, Cyprus) (invited speaker)
3. **Heraclides A**, Kolokotroni E, Charalambous A. Demographic and socioeconomic determinants of overweight and obesity in the adult Cypriot population. *2nd Cyprus Public Health Day* (2016, Limassol, Cyprus)
4. **Heraclides A**. Epidemiology and environmental determinants of Parkinson's Disease. *Parkinson's Disease Day Congress* (2014, Nicosia, Cyprus) (invited speaker)
5. **Heraclides A**. Epidemiology and global population burden of Alzheimer's Disease *The 1st Pancyprian Meeting in Public Health* (2013, Nicosia, Cyprus) (invited speaker)
6. **Heraclides A.** Nutrigenetics and nutrigenomics: Scientific breakthrough, but what is the benefit for public health nutrition and everyday dietetic practice? *7th Cyprus Dietetic and Nutrition Association Conference (*2012, Nicosia, Cyprus) (invited speaker)
7. **Heraclides A**, Struijk EA., Witte DR , Soedamah Muthu SS, Geleijnse JM, Toft U, Lau CJ. The role of dairy product consumption in glucose metabolism among a sample of high-risk Danish individuals: The Inter99 study. *European Diabetes Epidemiology Group (EDEG)* (2012*,* Swansea, Wales)
8. **Heraclides A**, Witte DRW, Chandola T, Brunner EJ. Improvement of type 2 diabetes prediction with addition of simple social variables in a standard prediction algorithm: The Whitehall II study. *EDEG* (2011*,* Jerez de la Frontera, Spain)
9. **Heraclides A**, Chandola T, Witte DR, Brunner EJ. Psychosocial stress, obesity and risk of type 2 diabetes: evidence for a gender-specific bidirectional effect during a 20-year follow-up in the Whitehall II study. *Conference of Epidemiological Longitudinal Studies in Europe (CELSE)* (2010*,* Paphos, Cyprus)
10. **Heraclides A**, Vistisen D, Brunner EJ, Tabak A Kivimaki M, Ferrie J, Witte DR. Low-cost screening model with standard cardiometabolic risk factors for prediction of incident type 2 diabetes: the Whitehall II study. *European Association for the Study of Diabetes (EASD)* (2010, Stockholm, Sweden)

11. **Heraclides A**, Chandola T, Witte DR, Brunner EJ. Cardiometabolic and inflammatory but not behavioural factors partly mediate the association between psychosocial stress and type 2 diabetes. *EDEG* (2010, Porto Heli, Greece):
12. **Heraclides A**, Chandola T, Witte DR, Brunner EJ. Comparison of measures of central and general obesity in relation to type 2 diabetes risk during a 15-year follow-up: The Whitehall II study. *EDEG* (2009, Wageningen, The Netherlands)
13. **Heraclides A**, Witte DR, Brunner EJ. Psychosocial work stress increases risk of type 2 diabetes in women: The Whitehall II study. *EDEG* (2008, Elsinore, Denmark)
14. **Heraclides A**, Witte DR, Brunner EJ. Socioeconomic position indicators across the life-course in relation to central and overall obesity in adulthood. *EDEG* (2007, Cambridge, UK)
15. **Heraclides A**, Witte DR, Brunner EJ. Social environment across the life-course in relation to central and overall obesity in adulthood. *Royal Geographical Society* (2007, London, UK)

**Other oral presentations**

**Heraclides A.** Epidemiology and Global Spread of COVID-19. *Open Event University of Nicosia Primary Care Centre* (2020, Nicosia, Cyprus)

**Reviewer in international scientific journals**

- 2008- Journal of Epidemiology and Community Health
- 2009- Diabetologia
- 2011- Obesity
- 2011- Nutrition Reviews
- 2011- Nutrition
- 2011- The American Journal of Clinical Nutrition

## D. TEACHING AND SUPERVISION

**Teaching experience**

2012-current: **University of Nicosia Medical School, Cyprus**

***Bachelor of Medicine, Bachelor of Surgery, St George's University of London Medical School at the University of Nicosia*** **(4-year Postgraduate Medical Degree)**

Modules taught:

- *'Epidemiology'* (Years 1-2)
- *'Research and Critical Appraisal Skills'* (*Medical Statistics)*. (Years 1-2)

***Doctor of Medicine (MD) degree*** **(6-year Undergraduate Medical Degree)**

Modules taught:

- '*Research Methods and Essential Medical Statistics'* (Year 1)

***MSc Family Medicine* (RCGP-accredited)**

Modules taught:

- '*Research Methodology in Family Medicine'*

***Master of Public Health***

Modules taught:

- '*Principles of Epidemiology and Public Health'*
- '*Research Methodology in Public Health (contributor)'*

Specific topics of teaching (apply to all programmes):

Types of variables and distributions, basic summary statistics, measures of disease frequency and association, sampling distributions and statistical inference, random error and systematic error (bias) in research, confounding, effect mediation and statistical adjustment, effect modification (interaction), types of study design, hierarchy of evidence, causality, internal and external study validity, systematic reviews and meta-analyses, survival analysis, analysis of randomised controlled trials, diagnostic testing (sensitivity/specificity), communication of risk.

Duties in addition to teaching:

Designing and running interactive tutorials, preparation of exam questions, marking of scripts.

Audience:

Year 1-4 Medical students, Postgraduate students (MPH, MSc Family Medicine).

2012-2014: **European University Cyprus, Cyprus**

Modules taught:

- '*Epidemiology I (Epidemiology I)*' (MSc Public Health)
- '*Epidemiology II (Epidemiology II)*' (MSc Public Health)
- '*Research Methodology'* (PhD Public Health, PhD Physiotherapy)

Duties in addition to teaching:

Designing and running interactive tutorials, preparation of exam questions, marking of scripts.

Audience:

Postgraduate students (MSc/PhD Public Health, PhD Physiotherapy).

2011-2012: **University of Nicosia, Cyprus**

Modules taught:

- '*Cell Biology*' (in collaboration with the University of Hertfordshire),
- '*Research Methods*' (in collaboration with the University of Hertfordshire)
- '*Applied Nutrition Research*' (in collaboration with the University of Hertfordshire)
- '*Environmental Health*' (BSc Human Biology).

- *'Biostatistics'*. (BSc Human Biology / BSc Nutrition and Dietetics).
- '*Research Methods in Nutrition*' (BSc Nutrition and Dietetics).
- '*Human Nutrition*' (BSc Nutrition and Dietetics).
- '*Human Biology'* (BSc Nutrition)

Duties in addition to teaching:

Designing and running interactive tutorials, preparation of exam questions, marking of scripts.

Audience:

Undergraduate Human Biology students and Nutrition and Dietetics students.

2009-2010: **Steno Training and Application of Resources (STAR) Project, Denmark**

Tasks: Teaching in international courses on new developments, hot topics and global perspectives within the field of diabetes epidemiology.

Topics taught:

- *Epidemiology of type 2 diabetes in a global perspective*
- *Lifestyle determinants of type 2 diabetes*
- *Psychosocial determinants of type 2 diabetes*
- *Prevention of type 2 diabetes with lifestyle modification*
- *Diagnosis and screening of type 2 diabetes*

Audience: GPs from China, India, the Middle East and North Africa

Location:

Wuhan (China), Mumbai (India), Tunis (Tunisia), Hammamet (Tunisia).

2007-2009: **UCL, Department of Epidemiology and Public Health, UK**

Topics taught:

- '*Causality in Epidemiology*'
- '*Case definition and measures of disease frequency*'
- '*Cohort studies*'

Duties in addition to teaching:

Preparation of teaching material, marking of assignments.

Audience: Postgraduate students (MSc Social Epidemiology).

2007-2008: **London School of Hygiene and Tropical Medicine, UK**

Practicals taught:

- *'Crude and stratified rates'*
- '*Survival analysis'*

Duties in addition to teaching:

Preparation of teaching material, marking of assignments.

Audience: Postgraduate students (MSc Epidemiology).

2006-2008: **Royal Free and University College Medical School, UK**

Practicals taught:

- *'Dyslipidemia & Randomised Trials and Systematic Reviews'*

Audience:

Year 3 Medical students (MBBS programme).

**Supervision experience**

PhD or other related supervision:

2017-current: **University of Nicosia**

Student: Tamara Al Adbi (secondary supervisor)

PhD Project: Investigation of the interplay between personality traits and meal regularity in relation to cardiometabolic risk factors

2016-2019: **Newcastle University (Medicine and Surgery Research MD)**

Student: Paul Johnson (secondary supervisor)

MD Project: Investigation of non-genetic determinants of Multiple Sclerosis in the Cypriot population

2013-2017: **The Cyprus School of Molecular Medicine (Cyprus Institute of Neurology and Genetics)**

Student: Andrea Georgiou (primary supervisor 2013-2014 / secondary supervisor 2015-2017)

PhD Project: Epidemiology and genetic determinants of Parkinson's Disease in the Cypriot population

2011-2013: **German Institute of Human Nutrition (DIfE)**

Student: Kristin Muehlenbruch (secondary supervisor)

PhD Project: Improving the predictive power of the German Diabetes Risk Score

Student: Laura Schulken (secondary supervisor)

PhD Project: Investigation of predictors of type 2 diabetes in a sub-Saharan African population

**MSc supervision:**

2016-2017: **University of Nicosia Medical School (MSc Family Medicine programme)**

Student: Inas Akasem (primary supervisor)

Project: Vitamin D status in a Primary Care clinic: A Cross-Sectional Study on the role of skin pigmentation and sun exposure.

2012-2013: **The Cyprus School of Molecular Medicine (Cyprus Institute of Neurology and Genetics)**

Student: Chryso Salafori (primary supervisor)

Project: Epidemiology of Huntington's Disease in Cyprus and the search for a founder effect

Student: Eleni Varda (primary supervisor)

Project: Quality of life among Huntington's Disease patients and carriers of the HTT mutation in the Cypriot population

2012-2013: **European University Cyprus**

Student: Andria Hadjikou (primary supervisor)

Project: Interactions between modifiable lifestyle factors and the APOE ε4 allele in relation to Alzheimer's Disease: systematic review

Student: Stella Achilleos (primary supervisor)

Project: Central obesity in relation to dementia and other measures of cognition: systematic review

Student: Michaelina Hadjiyianni (primary supervisor)

Project: Prediction of prevalent type 2 diabetes using a risk score in the Cypriot population

Student: Ivan Benjamin (primary supervisor)

Project: Epidemiology of dementia in a primary care setting in the city of Nicosia

2011-2012: **University of Nicosia**

Student: Marina Charalambous

Project: Association between psychological stress and eating habits among Cypriot University students

Student: Nikoleta Andreou

Project: Measures of central and overall obesity in relation to type 2 diabetes in the Cypriot population

Student: Christia Chimona

Project: The association between television viewing, video game playing and childhood obesity

Student: Ibrahim Bazalo

Project: Determinants of adherence to a healthy lifestyle intervention program on diet, physical activity and their combination

Student: Andreas Laouris

Project: Quality and quantity of dietary carbohydrate and fat in relation to type 2 diabetes risk: systematic review

2010-2011: **Steno Diabetes Center, Denmark**

Student: Ellen Struijk

Project: Consumption of dairy products in relation to indices of glucose metabolism

**Other project supervision:**

2015-2016 **University of Nicosia Medical School (MBBS4 programme)**

Student: Jennifer Yau

Project: Seasonal variation in Vitamin D levels in a primary care setting in Cyprus.

Student: Gary Michael Grace

Project: Descriptive epidemiological investigation and basic demographic determinants of Vitamin D status in the Cypriot population.

Student: Sanvir Singh

Project: Socioeconomic determinants of alcohol abuse in the Cypriot population.

**External examiner**

2016: **The Cyprus School of Molecular Medicine (Cyprus Institute of Neurology and Genetics)**

Programme: MSc in Molecular Medicine

Student: Styliana Mina

PhD Project: Pesticide use and Parkinson's Disease

## E. PROGRAMME DEVELOPMENT, COORDINATION AND ADMINISTRATIVE DUTIES

**Programme development**

2016-2018: **University of Nicosia Medical School, Cyprus**

**Master of Public Health (MPH) – Distance Learning**

Task: Designed and developed the MPH programme at the University of Nicosia Medical School (passed accreditation by the Cyprus Agency of Quality Assurance and Accreditation in Higher Education).

2018-2020: **University of Nicosia Medical School (Cyprus), University of Oviedo (Spain), Karolinska Institutet (Sweden)**

**Erasmus Mundus Joint Master of Public Health in Disasters (Epidemiology and Research Track)**

Task: Designed and developed the Epidemiology and Research Track of the Erasmus Mundus Joint MPH in Disasters programme at the University of Nicosia Medical School.

**Programme coordination**

2018-current: **University of Nicosia Medical School, Cyprus**

Director Master of Public Health (MPH) – Distance Learning

2019-current: **University of Nicosia Medical School (Cyprus), University of Oviedo (Spain), Karolinska Institutet (Sweden)**

Coordinator Erasmus Mundus Joint Master of Public Health in Disasters (Epidemiology and Research Track)

**Other Administrative experience**

2014- **University of Nicosia Medical School, Cyprus**

Research and Critical Appraisal Skills Subtheme Lead:

Responsible for all issues related to the delivery and assessment of Research and Critical Appraisal Skills (Medical Statistics) in the MBBS4 programme of St George's University of London Medical School delivered by the University of Nicosia, Cyprus.

Case Analysis Project (CAP) Lead:

Project in which 2nd year Medical students (St George's MBBS4 programme) have to prepare a short report involving an epidemiological and public health perspective of a common condition observed during their clinical placements.

Module Lead:

'*Research Methods and Essential Medical Statistics*' (Undergraduate Doctor of Medicine – MD, Year 1).

Course Lead:

'*Research Methodology'* (MPH Research Project).

Course Lead:

'*Principles of Epidemiology and Public Health'* (Master of Public Health).

2014-2019 **University of Nicosia Medical School, Cyprus**

Case Analysis Project (CAP) Lead:

Project in which 2nd year Medical students (St George's MBBS4 programme) have to prepare a short report involving an epidemiological and public health perspective of a common condition observed during their clinical placements.

Module Lead:

'*Research Methodology'* (MSc Family Medicine).

2011-2012: **University of Nicosia, Cyprus**

Module Lead:

- ''*Cell Biology*' (in collaboration with the University of Hertfordshire),
- '*Research Methods*' (in collaboration with the University of Hertfordshire)
- '*Applied Nutrition Research*' (in collaboration with the University of Hertfordshire)
- '*Environmental Health*' (BSc Human Biology).
- *'Biostatistics'*. (BSc Human Biology / BSc Nutrition and Dietetics).
- '*Research Methods in Nutrition*' (BSc Nutrition and Dietetics).
- '*Human Nutrition*' (BSc Nutrition and Dietetics).
- '*Human Biology'* (BSc Nutrition)

2009-2010: **Steno Training and Application of Resources (STAR) Project, Steno Diabetes Center, Denmark**

Responsible for organizing international courses on new developments, hot topics and global perspectives within the field of diabetes epidemiology, targeted at GPs in developing countries.

## F. SOCIAL CONTRIBUTION

2020-current: **External Collaborator of Ministry of Health Epidemiological Committee the Epidemiological Surveillance of the COVID-19 pandemic**

Description and tasks: Actively involved in the above-mentioned committee contributing in the analysis of overall (all-cause) mortality over the pandemic and the identification of mortality differences compared to previous years.

2017-current: **Member of Ministry of Health Committee for Tackling the Phenomenon of Vaccine Refusal Among Children**

Description and tasks: Actively involved in the above-mentioned governmental public health initiative aiming to tackle the alarming phenomenon of vaccine hesitancy and preventing its devastating consequence in the society. Participating in educational campaigns at schools, as well as targeting healthcare professionals and the general public.

2015-current: **Cyprus Genetic Ancestry Project**

Description and tasks: Initiative for elucidating the ancestry of the Cypriot population via uniparental and autosomal genetic analysis. The initiative comprises both scientific projects (participation in research projects) as well as analysis of direct-to-consumer data (Cyprus DNA project, https://www.familytreedna.com/groups/cypriot-dna/activity-feed). Periodically receives media coverage, particularly as regards similarities and differences between Greek Cypriot and Turkish Cypriot DNA.

## G. LANGUAGES AND OTHER SKILLS

**Languages:**

Mother tongue: Greek

Other languages: English (fluent)

**Research skills:** Set up and design of analysis plans; Advanced data analysis in STATA, SPSS and SAS. Basic knowledge of R and ADMIXTURE; Writing up of scientific manuscripts for publication in accredited international journals.

**Statistical techniques:** Multivariate linear and logistic regression; Cox proportional hazards regression; Survival analysis; Outcome prediction using ROC analysis and reclassification analysis; Linear Mixed Modeling for trajectories of change; Multiple Imputation analysis; Principal Component Analysis; Pairwise genetic distance (population genetics); Admixture Analysis (population genetics).

**IT skills:** Advanced use of Word Processing, Spreadsheet, Presentation, Database and Reference Management software. Advanced use of distance learning platforms and environments, such as Camtasia Studio, Office Mix, WebEx, and Moodle.

**Communication and presentation skills:** Experienced in giving presentations at the highest level as well as for lay audiences; Enthusiastic and motivated about teaching and presenting.

**Interpersonal skills:** Able to work with initiative as a member of a team; Excellent communication skills and constructive team player; Very patient listener; Respectful of colleagues, collaborators and students.

**Other skills:** Efficient time management and organisational skills; Efficient prioritisation of workload and efficient in multi-tasking; Able to remain calm and productive under pressure.

## G. HOBBIES AND INTERESTS

Human evolution, History and Archaeology, Hiking, Agriculture, Sailing, Mountain biking.

## H. REFEREES

- **Dr Ourania Kolokotroni**: Clinical Associate Professor of Epidemiology and Public Health and Head of the Department of Primary Care and Population Health, University of Nicosia Medical School (email: papageorgiou.a@unic.ac.cy ; Phone: +357 22 471924)
- **Prof. Alexia Papageorgiou:** Professor of Clinical Communication and Chair of the Centre of Medical Education, University of Nicosia Medical School (email: kolokotroni.o@unic.ac.cy ; phone: +357 22 471913)
- **Prof. Dr. Matthias Schulze:** Head of Department of Molecular Epidemiology, German Institute of Human Nutrition Potsdam, Germany (e-mail: mschulze@dife.de ; phone: +49(0)33200 88-2434).

# Theodore Lytras MD, MPH, PhD

Epidemiologist – Occupational Physician

## Personal information


| | |
|---|---|
| Date/place of birth: | 19 August 1980 / Thessaloniki, Greece |
| Family status: | Married, with two daughters |
| Address: | Parnithos 201, 13675 Acharnes, Attica, Greece |
| | Charilaou Michail 7A, 2408 Engomi, Nicosia, Cyprus |
| Phone: | (+30) 6946 81 42 71, (+30) 213 024 1786 |
| e-mail: | t.lytras@euc.ac.cy , thlytras@gmail.com |
| ORCID iD: | 0000-0002-4146-4122 |
| LinkedIn: | linkedin.com/in/theodore-lytras-38417313b |
| Reseachgate: | researchgate.net/profile/Theodore_Lytras |
| GitHub: | github.com/thlytras |


An experienced epidemiologist and public health practicioner with research interests in environmental and occupational health, infectious disease epidemiology, study design and methods, clinical and translational research. Enthusiastic for modern technology and software programming, and their applications to public health. Enjoys teaching and interacting with students. Open-minded and practical, eager to take initiatives, an effective organizer and a good collaborator.

## Education

**Universitat Pompeu Fabra, Barcelona, Spain** 2013 – 2018

PhD in Biomedicine (with grade: “Excellent cum laude”)

Thesis title: The role of occupational exposures in Chronic Obstructive Pulmonary Disease

Supervisors: Jan-Paul Zock and Manolis Kogevinas

**University Hospital of Ioannina, Ioannina, Greece** 2010 – 2014

Certificate of Specialist Training in Occupational Medicine

Thesis title: A systematic quality appraisal of Occupational Asthma guidelines using the AGREE II instrument

**National School of Public Health, Athens, Greece** 2007 – 2008

Masters' in Public Health (MPH)

Thesis title: Evaluating the completeness of tuberculosis surveillance in Greece

Supervisor: Takis Panagiotopoulos

**University of Ioannina, School of Medicine** 1998 – 2004

Degree in Medicine (Ptychio Iatrikis – with grade "Very Good")

## Professional experience

**Assistant Professor of Public Health,**

**School of Medicine, European University Cyprus** 2020 - present

- Co-coordinator, interdepartmental PhD programme in Public Health and MPH programme
- Coordinator of medical undergraduate courses MED205 "Family Medicine and Public Health" and RES303 "Research Methodology in Health Sciences"

**Epidemiologist, National Public Health Organisation** 2014 – 2020

(formerly known as: Hellenic Centre for Disease Control and Prevention)

- Department of Database Design, Statistics and Data Management (Feb 2020 – current)
  - Head of Department; leading a team of 2 epidemiologists and 2 statisticians
  - Supporting the data management and analysis needs of other departments; participating in the design and implementation of epidemiological surveillance and other public health interventions
  - Actively involved in analyzing and interpreting the epidemiological data related to the COVID-19 pandemic, including epidemic modelling
- Office of Scientific Advisors (Jan 2017 – Feb 2020)
  - Worked on varied public health projects such as: syndromic surveillance in refugee / migrant camps, the measles epidemic, Bayesian methods for disease surveillance, crude mortality monitoring and influenza-attributable mortality estimation
  - Trained other colleagues in applied epidemiological data analysis
- Department of Epidemiological Surveillance and Intervention (Apr 2014 – Jan 2017)
  - Responsible for respiratory disease surveillance (mainly influenza and tuberculosis)

- Designed and implemented the first influenza vaccine effectiveness studies in Greece

**Occupational Physician (private practitioner)** 2014 – present

- Working (part-time) for different small and medium-sized businesses

**Resident in Occupational Medicine, University Hospital of Ioannina** 2010 – 2014

- Including a 6-month internship in Hellenic Petroleum S.A. (Occupational Health Dept)

**Epidemiologist, Hellenic Centre for Disease Control and Prevention** 2008 – 2010

- Department of Epidemiological Surveillance and Intervention
  - Responsible for respiratory disease surveillance (mainly influenza and tuberculosis)
  - Participated in surveillance and response during the 2009 H1N1 influenza pandemic
  - First responder during the 2010 West Nile Virus epidemic in Northern Greece

**Rural Physician, Health Centre of Skopelos, Greece** 2006 – 2007

- Primary care provider in a demanding healthcare facility on an tourist island

**Army Physician (mandatory military service)** 2004 – 2005

- 80th Armored National Guard Battalion, Kos island, Greece
- Artillery Training Centre, Thiva, Greece

## Publications (as of 4 October 2020)

Pubmed: 61 items (20 items as first author, 1 as last/senior author)
Scopus: 61 documents, 1530 citations, h-index = 21

***Peer-reviewed Publications in International Biomedical Journals (PubMed-indexed)***

1. **Lytras T**, Beckmeyer-Borowko A, Kogevinas M, Kromhout H, Carsin AE, Antó JM, Bentouhami H, Weyler J, Heinrich J, Nowak D, Urrutia I, Martínez-Moratalla J, Gullón JA, Pereira Vega A, Raherison Semjen C, Pin I, Demoly P, Leynaert B, Villani S, Gislason T, Svanes Ø, Holm M, Forsberg B, Norbäck D, Mehta AJ, Keidel D, Vernez D, Benke G, Jõgi R, Torén K, Sigsgaard T, Schlünssen V, Olivieri M, Blanc PD, Watkins J, Bono R, Squillacioti G, Buist AS, Vermeulen R, Jarvis D, Probst-Hensch N, Zock JP. Cumulative Occupational Exposures and Lung Function Decline in Two Large General Population Cohorts. ***Ann Am***

***Thorac Soc***. 2020 Oct 22. doi: 10.1513/AnnalsATS.202002-113OC. Epub ahead of print. PMID: 33090904.

2. Maltezou HC, Theodora M, **Lytras T**, Fotiou A, Nino E, Theodoridou M, Rodolakis A. Knowledge, attitudes and practices about vaccine-preventable diseases and vaccinations of children among pregnant women in Greece. ***Vaccine***. 2020 Nov 10;38(48):7654-7658. doi: 10.1016/j.vaccine.2020.10.003. Epub 2020 Oct 17. PMID: 33077302.

3. Vestergaard LS, Nielsen J, Richter L, Schmid D, Bustos N, Braeye T, Denissov G, Veideman T, Luomala O, Möttönen T, Fouillet A, Caserio-Schönemann C, An der Heiden M, Uphoff H, **Lytras T**, Gkolfinopoulou K, Paldy A, Domegan L, O'Donnell J, De' Donato F, Noccioli F, Hoffmann P, Velez T, England K, van Asten L, White RA, Tønnessen R, da Silva SP, Rodrigues AP, Larrauri A, Delgado-Sanz C, Farah A, Galanis I, Junker C, Perisa D, Sinnathamby M, Andrews N, O'Doherty M, Marquess DF, Kennedy S, Olsen SJ, Pebody R; ECDC Public Health Emergency Team for COVID-19, Krause TG, Mølbak K. Excess all-cause mortality during the COVID-19 pandemic in Europe - preliminary pooled estimates from the EuroMOMO network, March to April 2020. ***Euro Surveill***. 2020 Jul;25(26):2001214. doi: 10.2807/1560-7917.ES.2020.25.26.2001214. PMID: 32643601; PMCID: PMC7346364.

4. **Lytras T**, Dellis G, Flountzi A, Hatzianastasiou S, Nikolopoulou G, Tsekou K, Diamantis Z, Stathopoulou G, Togka M, Gerolymatos G, Rigakos G, Sapounas S, Tsiodras S. High prevalence of SARS-CoV-2 infection in repatriation flights to Greece from three European countries. ***J Travel Med***. 2020 Apr 16. pii: taaa054. doi: 10.1093/jtm/taaa054. [Epub ahead of print] PubMed PMID: 32297940.

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***Editorials/Comments/Letters in International Biomedical Journals (PubMed-indexed)***

1. **Lytras T**, Tsiodras S. Lockdowns and the COVID-19 pandemic: What is the endgame? ***Scand J Public Health***. 2020 Sep 26:1403494820961293. doi: 10.1177/1403494820961293. Epub ahead of print. PMID: 32981448.

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***Pre-prints (not yet published in peer-reviewed journals)***

1. **Lytras T**, Sypsa V, Panagiotakos D, Tsiodras S. An improved method to estimate the effective reproduction number of the COVID-19 pandemic: lessons from its application in Greece. ***medRxiv*** 2020.09.19.20198028

2. Sypsa V, Roussos S, Paraskevis D, **Lytras T**, Tsiodras S, Hatzakis A. Modelling the SARS-CoV-2 first epidemic wave in Greece: social contact patterns for impact assessment and an exit strategy from social distancing measures. ***medRxiv***. 2020 May 29;2020.05.27.20114017.

3. **Lytras T**, Panagiotakopoulos G, Tsiodras S. Estimating the ascertainment rate of SARS-CoV-2 infection in Wuhan, China: implications for management of the global outbreak. ***medRxiv***. 2020 Mar 26;2020.03.24.20042218.

***Abstracts, posters and oral presentations in international conferences***

1. **Lytras T**, Andreopoulou A, Mouratidou E, Gkolfinopoulou K, Tsiodras S. Association Between Type-Specific Influenza Circulation and Incidence of Severe Laboratory-confirmed Cases; Which Subtype Is the Most Virulent? Open Forum Infect Dis. 2019 Oct 23;6(Suppl 2):S595.
    - Poster presented in IDWeek 2019, Washington DC, USA

2. Mouratidou E, Andreopoulou A, Triantafylou E, Lambrou A, **Lytras T**, Georgakopoulou T. Epidemiology of Legionnaire's disease in Greece during 2008-2018: focus on foreign travellers
    - Poster presented in the European Scientific Conference on Applied Infectious Disease Epidemiology (ESCAIDE) 2019, Nov 2019, Stockholm, Sweden

3. Mouratidou E, Lambrou A, Andreopoulou A, Gioula G, Exindari M, Kossyvakis Ath, Mentis A, Georgakopoulou T, **Lytras T**. Influenza vaccine effectiveness against hospitalization with laboratory-confirmed influenza in Greece: a pooled analysis across five seasons, 2013/14 to 2017/18
    - Poster presented in the European Scientific Conference on Applied Infectious Disease Epidemiology (ESCAIDE) 2019, Nov 2019, Stockholm, Sweden

4. Gkolfinopoulou K, **Lytras T**, Triantafyllou E, Mellou K, Pervanidou D, Kalkouni O, Lambrou A, Chrysostomou A, Andreopoulou A, Gouzelou S, Katsaounos P, Baka A, Tsiodras S, Georgakopoulou T, Panagiotopoulos T. Epidemiological Surveillance in Points of Care for Refugees/Migrants: The 2016–2017 Experience in Greece. Open Forum Infect Dis. 2018 Nov 26;5(suppl_1):S171–S171.
    - Poster presented in IDWeek 2018, San Francisco, USA

5. **Lytras T**, Gkolfnopoulou K. FluHMM: A simple and flexible Bayesian algorithm for sentinel influenza surveillance and outbreak detection
    - Poster presented at the 6th ESWI Influenza Conference, September 2017, Riga, Latvia

6. Baka A, Andreopoulou A, Mouratidou E, Spala G, **Lytras T**, Kalkouni O, Koukouli S, Velioti E, Georgakopoulou T, Hadjichristodoulou C, Tsiodras S. Severe Influenza Cases in Season 2015–2016, Greece: Surveillance and Risk Factors for Poor Outcome. Open Forum Infect Dis [Internet]. 2016 Dec 1;3(suppl_1). Available from: https://academic.oup.com/ofid/article/3/suppl_1/640/2637018
    - Poster presented in IDWeek 2016, New Orleans, USA

7. Moual NL, Zock J-P, Dumas O, **Lytras T**, Andersson E, Lillienberg L, Schlünssen V, Benke G, Kromhout H. O46-1 Development of an updated asthma-specific job-exposure matrix to evaluate occupational exposure to 33 specific agents. Occup Environ Med. 2016 Sep 1;73(Suppl 1):A87–A87.
    - Oral presentation in the 25th EPICOH conference, Sep 2016, Barcelona, Spain

8. **Lytras T**, Carsin A-E, Kromhout H, Vermeulen R, Antó JM, Bakke P, Benke G, Blanc P, Dorado S, Hellgren J, Holm M, Jarvis D, Mehta AJ, Miedinger D, Mirabelli MC, Norbäck D, Olivieri M, Schlünssen V, Urrutia I, Villani S, Kogevinas M, Zock J-P. O40-4 Lung function decline and copd prevalence in relation to occupational exposures in a prospective cohort study: the ecrhs III. Occup Environ Med. 2016 Sep 1;73(Suppl 1):A78–A78.
    - Oral presentation in the 25th EPICOH conference, Sep 2016, Barcelona, Spain

9. **Lytras T**, Kromhout H, Antó JM, Bakke P, Benke G, Blanc P, Dorado S, Hellgren J, Holm M, Jarvis D, Mehta AJ, Miedinger D, Mirabelli MC, Norbäck D, Olivieri M, Schlünssen V, Urrutia I, Villani S, Kogevinas M, Zock J-P. Chronic cough and phlegm in relation to occupational exposures in a prospective cohort study (ECRHS III). European Respiratory Journal [Internet]. 2015 Sep 1;46(suppl 59). Available from: https://erj.ersjournals.com/content/46/suppl_59/PA349
    - Poster presentation (oral) in the ERS (European Respiratory Society) International Congress 2015, Amsterdam, The Netherlands

***Peer-Reviewer for the following journals during the past 5 years (in alphabetical order)***

Alimentary Pharmacology and Therapeutics
BMC Infectious Diseases
British Journal of Clinical Pharmacology
Clinical Microbiology and Infection
Environmental Research
Epidemiology & Infection
Eurosurveillance
Future Microbiology
Human Vaccines and Immunotherapeutics
International Journal of Infectious Diseases
International Journal of Occupational and Environmental Health
Journal of Occupational and Environmental Medicine
Journal of Infection and Public Health
Pharmacoepidemiology and Drug Safety
PLoS One
Scientific Reports
Transactions of the Royal Society of Tropical Medicine and Hygiene
Vaccine

## Teaching experience

- Instructor/facilitator (2014 – present) in the "Field Epidemiology and Outbreak inverstigation" courses for the "MSc in International Medicine and Health Crisis Management" at the National and Kapodistrian University of Athens School of Medicine
- Instructor/facilitator (2013 – 2019) in various postgraduate epidemiological courses at the National School of Public Health ("Epidemiology II", "Disease Surveillance and Outbreak Investigation", and the occupational medicine training programme)
- Instructor (2015 – present) in the "MSc in Informatics and Computational Biomedicine" at the University of Thessaly School of Science. Lecture given: "The role of bias in epidemiological research".
- Instructor/facilitator in the workshop "Introduction to Meta-analysis" organized by the University of Cyprus Medical School, 8-10 December 2017

- Instructor/facilitator in the seminar “Use of Epi Info 7 for outbreak investigation and survey analysis”, organized by the Montenegro Institute of Public Health and the (Greek) National School of Public Health, 25-29 September 2017
- Organizer and instructor of a training seminar “Applied biostatistics using R – theory & practice” (two cohorts of 10 trainees, 24 teaching hours each) for colleagues at the Hellenic Pasteur Institute, March – June 2017

***Supervision of students***

- Supervised the research activities of Ms Elisavet Mouratidou, an EPIET fellow (European Programme for Intervention Epidemiology Training), leading to 2 conference abstracts and 1 peer-reviewed publication (as last/senior author)

## Other qualifications and experience

***Other paid work***

- Expert GRADE methodologist for the European Crohn’s and Colitis Organisation (ECCO), 2018 – present.
  Member of the guideline development team for the ECCO Guidelines on Therapautics in Crohn’s Disease” (published in November 2019) and the new ECCO Guidelines on Therapeutics in Ulcerative Colitis (under development).
- Institute of Child Health, project “Development of Guidelines for Monitoring the Health and Development of Children aged 0-18”, 2013 – 2016.
  Member of the guideline development team.

***Software***

Developer of several software packages (https://github.com/thlytras/), including 3 packages for the R software environment that are featured on CRAN (the Comprehensive R Archive Network):

- **miniMeta**: An interactive web application to run meta-analyses, using R & Shiny
- **rspiro**: An implementation of spirometry equations (GLI-2012, NHANES3) in R
- **FluMoDL**: A package to estimate influenza-attributable mortality with distributed-lag nonlinear models

***Postgraduate courses and seminars attended***

- European Centre for Disease Prevention and Control (ECDC) "Winter Workshop 2019: The science of using science to support policymaking for prevention and control of communicable diseases", Feb 2019, Stockholm. *(A 3-day course organized by ECDC)*
- European Centre for Disease Prevention and Control (ECDC) "Principles of Public Health Surveillance and Time Series Analysis", Sep 2016, Veyrier-du-lac, France. *(A 3-day course on time series analysis methods, organized by ECDC and EpiConcept)*
- European Educational Programme in Epidemiology (EEPE) "28th Residential Summer Course in Epidemiology", Jun-July 2015, Florence, Italy. *(A 3-week intensive postgraduate course in epidemiology and biostatistics. https://eepe.org/ )*
- "Course on principles and computer tools for outbreak investigations", Oct 2014, Paris, France. *(A one-week course organized by ECDC and EpiConcept)*
- "Statistical Practice in Epidemiology using R", Jun 2010, Tartu, Estonia. *(A one-week biostatistics course organized by the University of Tartu. http://goo.gl/EWPonw )*
- European Centre for Disease Prevention and Control (ECDC) "Introduction to intervention epidemiology", Jan-Feb 2009, Veyrier-du-Lac, France. *(A 3-week epidemiology cource organized by ECDC and EpiConcept)*
- Advanced Trauma Life Support (ATLS), Nov 2005, Ioannina, Greece. *(An accredited course on prehospital emergency care)*

***Awards given***

- WHO Regional Office for Europe fellowship grant to attend the 6th ESWI influenza conference in Riga, Latvia, September 2017, covering all costs.
- EEPE fellowship to attend the "28th Residential Summer Course in Epidemiology", Jun-July 2015, covering the full costs of the course.

***Languages***

- Fluent in English, hold the “Cambridge Proficiency in English” certificate since 1995
- Basic skills in German, hold the “Zertifikat Deutsch als Fremdsprache” certificate from Goethe-Institut since 1996
- Native Greek speaker

# Research Priorities in Public Health
# (Department of Health Sciences and Department of Medicine)

## 1. Climate Change, Sustainable Development and Health

- Overview: Temperature rise in the Eastern Mediterranean (including Cyprus) occurs at a much higher rate than the average global. Similarly, patterns of rainfall in the Eastern Mediterranean (including Cyprus) are changing, becoming much less frequent and more intense (violent). Additionally, dust storms are becoming much more common, particularly in the southern Mediterranean (including Cyprus). All of the above, as well as the destruction of natural habitats pose new threats in terms of public health, including increased mortality and morbidity resulting from frequent extreme heatwaves and dust storms, increased frequency of natural disasters (such as floods), possible rise in vector-borne parasitic and viral diseases, as well as psychological consequences related to the aforementioned phenomena.

- Specific research topics of interest:
    - Indicators of climate change (temperature, precipitation, atmospheric dust) and the effects on human health in the Cypriot population
    - One Health (achieving optimal health outcomes recognizing the interconnection between people, animals, plants, and their shared environment) in the context of Cyprus

- Local priority:
    - **Cyprus Smart Specializing Strategy**: Health Priority B2 (Diagnosis – Prevention / Risk Factors: Exposure to Environmental Factors; Health Priority B4 (Health promotion and quality of life: Effect of climate change)
    - **Cyprus Research & Innovation Strategy Framework**: Mitigation of climate change

- International priority:
    - **United Nations**: Sustainable Development Goal 13 (Health and climate action)
    - **WHO**: Global strategy on health, environment and climate change: the transformation needed to improve lives and well-being sustainably through healthy environments
    - **European Commission**: European Green Deal

- Faculty members involved: Dr. Alexandros Heraclides, Dr. Theodore Lytras, Dr. Demetris Lamnisos, Dr. Klea Panayidou

## 2. Control of emerging and re-emerging infectious diseases

- Overview: This research area focuses on the control of emerging and re-emerging infectious diseases. The past century has seen a dramatic decrease in the frequency and burden of infectious diseases, particularly in the developed world. The WHO estimates that vaccinations prevent an estimated 2-3 million deaths worldwide each year. Despite this, the past 40 years have seen an alarming appearance of new infectious diseases with the potential to create large-scale epidemics (e.g., Ebola, Zika Virus) and pandemics (HIV/AIDS, different influenza A subtypes, different SARS coronaviruses). Additionally, the alarming phenomenon of vaccine hesitancy is threatening the historical achievements made in reducing the burden of infectious diseases, which have plagued humanity for centuries. As a result, Vaccine-Preventable Diseases, such as measles and pertussis, are re-emerging in the developed world.

- Specific research topics of interest:
    - COVID-19 surveillance for symptomatic and asymptomatic cases to determine the actual prevalence and burden of the infection
    - Knowledge, attitudes, and perceptions regarding the COVID-19 pandemic as determinants of the success of control measures
    - Phylogenetic and phylogeographic analysis of specific infectious diseases
    - The effects of vaccine hesitancy and refusal on the re-emergence of Vaccine-Preventable Diseases
    - Relationship between nutrition, immunity and infection

- Local priority:
    - **Cyprus Smart Specializing Strategy**: Health Priority B2 (Diagnosis – Prevention / Risk Factors: Tackling Disease and Increasing Productivity)
    - **Republic of Cyprus Press and Information Office**: The COVID-19 Pandemic is a Public Health emergency in the Republic of Cyprus

- International priority:
    - **United Nations**: Sustainable Development Goal 3.b (Support the research and development of vaccines); Joint United Nations Programme on AIDS (UNAIDS); Gavi, the Vaccine Alliance
    - **WHO**: Prioritizing diseases for research and development in emergency contexts; Global comprehensive surveillance strategy for Vaccine Preventable Diseases; Immunization Agenda 2030; Global Health Strategy on HIV/AIDS 2016–2021
    - **European Commission**: European strategy against COVID-19; Joint Action on Vaccination; EC Recommendation to strengthen the EU cooperation on vaccine-preventable diseases

- Faculty members involved: Dr. Theodore Lytras, Dr. Ioannis Mamais, Dr. Alexandros Heraclides, Dr. Konstantinos Giannakou, Dr. Klea Panayidou

## 3. Lifestyle and chronic disease epidemiology

- Overview: Chronic (non-communicable) diseases, such as cardiovascular and cerebrovascular disease, cancer, obesity and type 2 diabetes, chronic obstructive pulmonary disease, depression, and neurodegenerative diseases are the leading causes of death and disability worldwide, particularly in the developed world. The WHO estimates that the aforementioned diseases account for 70% of all deaths and close to 50% of the global burden of disease, while in Europe the attributable mortality rises to 85%. Major chronic diseases are associated with common and preventable lifestyle factors, such as unhealthy diet, sedentary lifestyle, high alcohol consumption and smoking. Lifestyle epidemiology involves research to examine the role of nutrition, physical activity and other lifestyle factors in health and chronic disease aetiology. Additionally, in the new era of genomic research, the concept of gene-lifestyle interactions is gaining increasing popularity in research, as a new tool for a more complete investigation of the role of lifestyle in chronic disease epidemiology.

- Specific research topics of interest:
    - Nutritional epidemiology (investigation of dietary factors in relation to cardiovascular disease, cancer, and other chronic diseases)
    - Investigation of the health effects of the Mediterranean diet and its individual components (with emphasis on the traditional Cypriot diet)
    - Investigation of the health effects of herbs (with emphasis on traditional Cypriot herbal remedies)
    - Gene-lifestyle interactions in relation to chronic diseases
    - New types of eating disorders (e.g. intuitive eating, orthorexia)

- Local priority:
    - **Cyprus Smart Specializing Strategy**: Health Priority B2 (Diagnosis – Prevention/Risk Factors: Understanding of qualitative / quantitative association between diet and phenotype / genotype); Health Priority B4 (Health promotion and quality of life: Effect of Exercise and Dietary Habits)
- International priority:
    - **United Nations**: Sustainable Development Goal 3.4 (Reduce by one-third premature mortality from NCDs through prevention and treatment)
    - **WHO**: Global action plan for the prevention and control of NCDs 2013-2020
    - **European Commission**: Europe Beating Cancer Plan; EU Action Plan on Childhood Obesity

- Faculty members involved: Dr. Alexandros Heraclides, Dr. Konstantinos Giannakou, Dr. Demetris Lamnisos

## 4. Reproductive, Perinatal and Paediatric Epidemiology and Women's Health

- Overview: According to the WHO, about 300,000 women die annually due to complications during pregnancy or childbirth. Most of these deaths are preventable via the necessary medical interventions. The major causes of maternal and perinatal morbidity and mortality include haemorrhage, infection, high blood pressure, unsafe abortion, and obstructed labour. This research area focuses on the determinants of health and disease in reproduction and childhood development as well as research in the epidemiology and prevention of maternal, perinatal and childhood diseases. The importance of maternal and perinatal health is highlighted by the paradigm of the life-course approach to health, which highlights the importance of early life as setting the base for a healthy life ahead.

- Specific research topics of interest:
    - Prenatal and early life exposures and child growth and development
    - Birth outcome research and social disparities in pregnancy outcomes
    - Epidemiology and prevention of pregnancy complications (e.g. preterm birth, preeclampsia, etc.) and postnatal disorders (e.g. postpartum depression).
    - Quality of care during pregnancy, childbirth
    - Awareness/knowledge of health-related risks in women with prior preeclampsia
    - Risk and prognostic factors of common health issues in women (e.g. ovarian and breast cancer, endometriosis, etc.)
    - Risk factors for common health issues in women (e.g. endometriosis, etc.)

- Local priority:
    - **Cyprus Smart Specializing Strategy**: Health Priority B2 (Diagnosis – Prevention / Risk Factors: Tackling Disease and Increasing Productivity; Quality, Safety and Effectiveness of intervention and early detection programmes)

- International priority:
    - **UN**: Sustainable Development Goals 3.1 and 3.2 (Reduce the global maternal and newborn mortality); Joint Programme on Reproductive, Maternal, Newborn, Child, and Adolescent Health
    - **WHO**: Global Strategy for Women's, Children's and Adolescent's Health 2016-2030; Improving the Quality of Care for Reproductive, Maternal, Neonatal, Child and Adolescent Health in the WHO European Region; Standards for improving quality of maternal and newborn care in health facilities

- Faculty members involved: Dr. Konstantinos Giannakou

## 5. Active and Healthy Ageing

- Overview: Due to advancements in medicine and healthcare, as well as disease prevention, people worldwide are living longer. According to the WHO, the number of people aged 60 years and older, for the first time in history, outnumbers the number of children younger than 5 years. The pace of population ageing is much faster than in the past and the world's population aged over 65 years is expected to approach 2 billion by 2050 (15% of the total population), with the proportion reaching 25% in Europe. It is therefore unavoidable that conditions of ageing, such as dementia and Alzheimer's Disease, osteoporosis, hearing loss, falls and related injuries, will become much more frequent in populations. The same goes for diseases that are closely linked to ageing, such as cardiovascular diseases, cerebrovascular diseases, type 2 diabetes, and some forms of cancer. The WHO declares that every person, in every country in the world, should have the opportunity to live a long and healthy life. Healthy ageing id defined as "the process of developing and maintaining the functional ability that enables wellbeing in older age." Functional ability and active ageing is about having the capabilities that enable all elderly people to meet their basic needs, acquire new knowledge and skills, make decisions, be mobile, build and maintain relationships, and contribute to society. Research in the field of active and health ageing focuses on identifying the major determinants of morbidity, disability and quality of life in order to promote health and independence among the elderly population.

- Specific research topics of interest:
    - Environmental and genetic determinants of healthy longevity in the Cypriot population
    - Health promotion intervention programs for ensuring active and healthy aging
- Local priority:
    - **Cyprus Smart Specializing Strategy**: Health Priority B4 (Health promotion and quality of life: Healthy and Active Ageing)
    - **Cyprus Research & Innovation Strategy Framework**: Strategic Enabler 2 (Healthy Ageing)
- International priority:
    - **United Nations**: DESA United Nations Programme on Ageing
    - **WHO**: Global Strategy and Action Plan on Ageing and Health; Decade of Healthy Ageing 2020-2030
    - **European Commission**: 2018 Ageing Report: Policy challenges for ageing societies; European Innovation Partnership on Active and Healthy Ageing
- Faculty members involved: Dr. Alexandros Heraclides, Dr. Demetris Lamnisos. Dr. Konstantinos Giannakou

## 6. Tackling health misinformation and disinformation

- Overview: During the current digital era, the communication landscape has transformed in unprecedented ways, providing opportunities to people for quickly and easily seeking and sharing information (including health information) globally. It is estimated that nearly 75% of adults in the developed world seek for health information online, with more than 1 billion health-related searches occurring on Google every day. As a fundamental principle of democracy and a declared human right, freedom of speech enables the publication, circulation and reproduction of health claims without any regulations or restrictions. Unfortunately, this sets the ground for the phenomenon of inaccurate, false and misleading information on all types of health matters, directly posing a novel risk on public health. Health misinformation is defined as the inadvertent spread of misleading and false health information, whereas health disinformation reflects the deliberate and coordinated spread of misleading and false health information and claims. Alarmingly, evidence suggests that false information diffuses significantly farther, faster, deeper and more broadly than the truth, in all categories of information. During the COVID-19 pandemic, misinformation and disinformation have risen to such an unprecedented extent, that the WHO was forced to coin the term "infodemic" to describe the rapid spread of misleading or fabricated news, images, and videos, which like a virus, is highly contagious and grows exponentially, posing serious threats for public health.

- Specific research topics of interest:
    - Investigation of the extent, determinants, and consequences of disinformation about the COVID-19 pandemic
    - Investigation of the extent, determinants, and consequences of vaccine hesitance and refusal in Cyprus
    - Investigation of the extent and consequences of misinformation about nutritional health claims about herbal and natural remedies
    - Investigation of the extent and consequences of inaccurate and misleading food labeling
- Local priority:
    - **Cyprus Smart Specializing Strategy**: Health Priority B2 (Diagnosis – Prevention / Risk Factors: Tackling diseases and increasing productivity)
- International priority:
    - **United Nations/WHO**: Joint statement by WHO, UN, UNICEF, UNDP, UNESCO, UNAIDS, ITU, UN Global Pulse, and IFRC: Managing the COVID-19 infodemic: Promoting healthy behaviours and mitigating the harm from misinformation and disinformation; Global nutrition policy review 2016-2017: Guidelines for labelling of nutrients
    - **European Commission**: Action Plan on disinformation: Commission contribution to the European Council; EC Statement - Fighting disinformation; EU Nutrition and Health Claims legislation

- Faculty members involved: Dr. Alexandros Heraclides, Dr. Konstantinos Giannakou, Dr. Demetris Lamnisos

## 7. Population Health Intelligence and Precision Public Health

- Overview: Advances in computational and data sciences for data management, integration, and visualization along with engineering innovations have prompted demands for more comprehensive and coherent strategies to address fundamental questions in public health. Theory, methods, and models from artificial intelligence (AI) and data science are changing the public health landscape in community settings and have already shown promising results in multiple applications in public health including, geocoding health data, digital public health, predictive modelling and decision support, and mobile health. Population health intelligence uses tools and methods from artificial intelligence and data science to extract health and non-health data at different levels of granularity, harmonize and integrate information about populations and communities to tailor preventive interventions for at-risk groups and improve the overall health of the population. One aspect interrelated with and enhanced by Population Health Intelligence is that of 'personalization and precision' in public health, usually referred to as Precision Public Health. Precision Public Health describes the application and combination of new and existing technologies, which more precisely describe and analyse individuals and their environment over the life course, to tailor preventive interventions for at-risk groups and improve the overall health of the population. The overall aim of Precision Public Health is to provide 'the right intervention to the right population at the right time', through disciplines such as public health genomics and spatial analysis that incorporates location-based information into public health.

- Specific research topics of interest:
    - Public Health Genomics in the context of precision public health
    - Artificial intelligent applications for Public Health (including geospatial applications and predictive modelling to identify populations at high risk for disease).
    - Spatial analysis applications for Public Health (such as linking characterizations of the environment to changes in health, exploring small area socio-economic inequalities in health, identifying and evaluating suspected cancer clusters and mapping the risk of a disease)
- Local priority:
    - **Cyprus Smart Specializing Strategy**: Health Priority A (e-Health)
    - **Cyprus Research & Innovation Strategy Framework**: Strategic Enabler 9 (Digital Transformation)
- International priority:
    - **United Nations**: Sustainable Development Goal 3 (Ensure healthy lives and promote well-being for all at all ages)
    - **WHO**: Global strategy on digital health 2020-2024
    - **European Commission**: Communication on the Transformation of Digital Health and Care

- Faculty members involved: Dr. Demetris Lamnisos, Dr. Klea Panayidou, Dr. Alexandros Heraclides

## 8. Social Determinants of Health

- Overview: The Social Determinants of Health topic area identifies ways to create social and physical environments that promote good health for all.

- Specific research topics of interest:
    - Explore how programs, practices, and policies in these areas affect the health of individuals, families, and communities
    - Establish common goals, complementary roles, and ongoing constructive relationships between the health sector and these areas
    - Maximize opportunities for collaboration related to social determinants of health
    - Inequalities in various groups in the social determinants of health
    - Exposure to toxic substances and other physical hazards
    - Stress and disease risks
    - Health promotion
    - Promotion of Primary Emergency Care

- International priority:
    - **United Nations**: Sustainable Development Goal 10 (Reduced Inequalities)
    - **WHO**: Closing the gap in a generation: health equity through action on the social determinants of health - Final report of the commission on social determinants of health
    - **European Commission**: Health inequalities in the EU: Final report of a consortium

- Faculty members involved: Dr. Theodore Lytras, Dr. Alexandros Heraclides, Dr. Demetris Lamnisos

## 9. Provision of Accessible and Equal Care

- Overview: The pillar is mostly associated with prevention of diseases and unwanted effects of specific therapies along with ways to improve them.

- Specific research topics of interest:
    - Obesity, diabetes and metabolic syndromes
    - Cardiovascular risk factors, morbidity, mortality
    - Prevention & management of chronic diseases
    - Community cardiac arrest/resuscitation
    - Prevention/management of mental health problems
    - Primary health care
    - School screening
    - Prevention of Addiction
    - Infection Control

- Local priority:
    - **Cyprus Research & Innovation Strategy Framework**: Strategic Enabler 2 (Access to high-quality healthcare services)

- International priority:
    - **European Commission**: Inequalities in access to healthcare - A study of national policies

- Faculty members involved: Dr. Theodore Lytras

Ευρωπαϊκό Πανεπιστήμιο Κύπρου

**Meeting:** 2nd Interdepartmental PhD in Public Health Committee meeting

**Meeting date:** 27/11/2020 **Time:** 11:00-12:00

**Venue:** Online

**Chairs:**

- Dr Alexandros Heraclides, Associate Professor, School of Sciences, Co-coordinator Interdepartmental PhD in Public Health
- Dr Theodore Lytras, Assistant Professor, Medical School, Co-coordinator Interdepartmental PhD in Public Health

**Committee members:**

- Dr Dimitris Lamnisos, Associate Professor, School of Sciences
- Dr Constantinos Tsioutis, Assistant Professor, Medical School
- Dr Konstantinos Giannakou, Lecturer, School of Sciences
- Dr Zoi-Dorothea Pana, Lecturer, Medical School

**Items discussed (minutes):**

1. **Setting the research orientation of the PhD in Public Health programme, with a focus on public health challenges (Remarks on the CYQAA Final Report, Points b and d).**

   Following the request from the Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA), the co-coordinators of the Interdepartmental PhD in Public Health, presented the research orientation of the PhD in Public Health programme (Remarks on the CYQAA Final Report, Point b), by proposing explicit research priorities, which set the scene for the Public Health research at the University. These priorities include the following: (1) Climate Change, Sustainable Development and Health, (2) Control of emerging and re-emerging infectious diseases, (3)

Lifestyle and chronic disease epidemiology, (4) Reproductive, Perinatal and Paediatric Epidemiology and Women's Health, (5) Active and Healthy Ageing, (6) Tackling health misinformation and disinformation, (7) Population Health Intelligence and Precision Public Health, (8) Social Determinants of health, (9) Provision of accessible and equal care.

According to the Final Report of the CYQAA, these research priorities should focus on public health challenges (Remarks on the CYQAA Final Report, Point c). In order to address this, the co-coordinators presented evidence indicating that indeed these priorities have been identified as major public health challenges by international organisations, such as the United Nations (UN Sustainable Development Goals), the WHO, and the European Commission.

The Interdepartmental PhD in Public Health Committee agreed with the research priorities as proposed by the programme co-coordinators and will themselves work towards the relisation of the proposed research agenda.

**2. Addressing the issue of research-teaching synergy and student's involvement in research (Remarks on the CYQAA Final Report, Point b).**

The programme co-coordinators proposed some activities introduced in the PhD in Public Health programme, which enhance the synergy between research and teaching and the involvement of students in research activities:

(a) In the context of research-teaching synergy to facilitate more efficient learning for students and more manageable workload for faculty, the programme co-coordinators proposed a plan for focusing on specific pre-defined learning outcomes in their teaching and relying more on guided self-directed learning by students as a means of more in-depth knowledge. This guided self-directed learning is facilitated by synchronous and asynchronous activities, such as discussion for a and self-assessed exercises.

(b) In the context of research-teaching synergy for enhancing research skills of students via teaching, the programme co-coordinators described the application of evidence-based teaching, by inclusion of examples from the published literature in the programme's taught courses in the PhD programme, in order to support and enhance knowledge on important public health concepts. An example is teaching via applied examples from published papers, therefore transferring theoretical concepts (e.g. sampling, data collection, bias, confounding,

study validity, etc.) to students and at the same time familiarising them with the structure, content and writing style of research articles.

(c) Additionally, the inclusion of assignments in the programme's taught courses, which directly assess research skills, is also enhancing research-teaching synergy and is particularly beneficial for student learning. Such activities include conducting critical evaluation of published research articles and presenting methodologically robust proposals with detailed description of deriving research questions and providing a detailed account and justification as regards sampling, data collection, and choice study design.

(d) PhD students, as part of their PhD in Public Health studies, will be required to attend 4 refereed scientific conferences/seminars, in Cyprus or abroad, all related to the discipline of their research interests and/or the area of their Ph.D. studies (as indicated in the new PhD Public Health Programme Guide, approved by CYQAA). The Committee agreed that students will be encouraged to submit their Abstracts and/or attend international conferences, which ideally should be specific to the area of Public Health (e.g. The European Public Health Association Conference, The World Congress on Public Health, The International Conference on Epidemiology and Public Health, The European Epidemiology and Public Health Congress, and others)

(e) Introduction of a Journal Club for PhD students, with monthly meetings between academics and students to discuss research articles on specific topics of Public Health importance. The Journal Club will be implemented in the Spring 2020 Semester, to give more time to students and faculty (particularly newly hired faculty) to settle in and adjust in their new duties and responsibilities.

(f) PhD students will be invited to attend research meetings conducted by faculty, given that the topic is relevant to the student's PhD project. During these meetings, students will have the opportunity to share their views as regards different aspects of the projects under discussion. This will provide a valuable experience, which is anticipated to enhance the students' research skills and confidence.

The Interdepartmental PhD in Public Health Committee agreed with the propositions of the programme co-ordinators.

**3. Addressing the issues of staff training and visiting professorship (Remarks on the CYQAA Final Report, Point c)**

The programme co-coordinators reminded them Interdepartmental PhD in Public Health Committee for the commitment of the University, as requested by CYQAA Final Report during the programme accreditation process, that academics involved in the programme receive training for enhancing their skills in Public Health education and research, in addition to the general 'Faculty Professional Development' training offered by the University. The co-ordinators presented the following actions to the Committee:

(a) Dr Konstantinos Giannakou (Lecturer in Public Health), who is heavily involved in the PhD Public Health programme, is recommended for immediately attending an online training course, titled 'Writing Research Proposals for Epidemiologists', offered by Utrecht University and taking place between 31 May and 9 Jul 2021. The training course will be particularly useful for Dr Giannakou, as it is addressing his main involvement in the PhD programme, that is the training of students for preparing their research proposal.

(b) Dr Demetris Lamnisos (Associate Professor in Statistics), who is heavily involved in the PhD Public Health programme, is recommended for attending a training course, titled 'Geographical information system for Public Health', offered by Imperial College London once offered. This training course will be particularly useful for Dr Lamnisos, since it addresses his primary research interest and is directly relevant to one of the major Public Health research priorities, as recently set by the PhD programme co-coordinators. The Committee was informed by Dr Lamnisos that the specific course was cancelled due to the COVID-19 pandemic and is not currently offered online. Dr Lamnisos will attend the course the next time it is available by the organising Institution.

(c) Dr Alexandros Heraclides (Associate Professor in Epidemiology and Public Health), co-coordinator of the PhD Public Health programme, is recommended for attending an online training course, titled 'Environmental Epidemiology', offered by Utrecht University. This training course will be particularly useful for Dr Heraclides, since it addresses a research area (Climate change and health) in which he envisions to become much more active the near future as also noted in the major Public Health research priorities set by the PhD programme co-coordinators. The course will be taking place twice a year and Dr Heraclides will attend this during the following academic year, due to the excessive workload related to

the development of new courses and generally the establishment and coordination of the new PhD Public Health programme.

As regards, visiting professorship, an issue again requested in the CYQAA Final Report, the programme co-coordinators presented the following actions:

(a) Visiting Lecturers for teaching in the programme's courses: Dr Souzana Achilleos (Postdoctoral Research Fellow at the Cyprus University of Technology) will provide a guest lecture on the Principles of Time Series Analysis, as part of course PHE705 (Advanced Methods in Epidemiology and Biostatistics) course.

(b) Guest speakers as part of a Lecture Series on Public Health issues of Major Priority:

- Dr Joris van Loenhout (Senior Research Fellow, Centre for Research on the Epidemiology of Disasters, Université catholique de Louvain, Belgium) will give a talk on the 'Effect of Climate Change on Population Health'.

- Dr. Danai Pervanidou (Epidemiologist, National Public Health Organization, Athens, Greece) will give a talk on "Emerging and vector-borne diseases".

The Interdepartmental PhD in Public Health Committee agreed with the propositions of the programme co-ordinators, in regard to faculty training and visiting professorship.

European University Cyprus

# INTERNAL REGULATION ON

# RESEARCH POLICY

**54th Senate Decision: 21 December 2017**
**60th Senate Decision: 2 October 2018**
**70th Senate Decision: 13 December 2019**

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## Introduction

Within the framework of further contribution to the research community, the mission of the European University Cyprus (from now on referred to as the University or EUC) is to develop a pioneering and innovative research infrastructure with the objective of generating new knowledge. The university focuses on both fundamental and applied research and wherever possible the commercial application or exploitation of the research results.

The policy is guided by the following broad objectives:

1) The establishment of an interdisciplinary approach for researchers with attractive conditions for accessible movement among institutions, disciplines, sectors and countries, without financial and administrative obstacles.

2) The creation of state of the art research infrastructures, including research centres, foundations, units and/or laboratories, which are integrated and networked and accessible to research teams from across the EUC.

3) Introduction of a simple and harmonized regime for intellectual property rights in order to enhance the efficiency of knowledge transfer, in particular between public research and industry.

4) Optimization of research programs and priorities, for example by developing joint principles for the administration of European, national and regional funding programs.

5) The strengthening of international cooperation enabling faculty and other scholars in the world to participate in various research areas, with special emphasis on developing multilateral initiatives to address global challenges.

6) The transfer of research-based knowledge to EUC students

Research is conducted by faculty members, research associates/research personnel and PhD students either on their own or within the framework of external (national, European, international) and internal funding programs that are launched by the University.

The Research Policy provides a code of conduct for research and is intended for all staff, including people with honorary positions, faculty members, special teaching personnel, scientific collaborators, special scientists, research associates, and students carrying out research at or on behalf of the University.

All groups mentioned above must familiarize themselves with the Research Policy to ensure that its provisions are observed.

## 1. EUC Research Ethics Policy

### 1.1 Scope and Purpose

1. The aim of the EUC Research Ethics policy is to promote and encourage a high quality research and enterprise culture, with the highest possible standards of integrity and practice. The policy applies to all academic, contract research and administrative staff, all research students, as well as undergraduate and masters students who are undertaking research. In short, the policy applies to all disciplines and research activities within the University, or sub-contracted on its behalf.

2. All staff and students are expected to act ethically when engaged in University business. Any research involving animals, human participants, human tissue or the collection of data on individuals requires ethical consideration. While particular attention must be paid to the interests of potentially vulnerable groups, such as children, the University recognises that it has a duty of care towards all members of the wider community affected by its activities. The University also recognises that it has a duty of care to its own staff, and that this includes the avoidance of harm to those undertaking research.

3. The University will establish a framework for research ethics governance in which its Research Ethics Committee will have a central approval, monitoring and training role. The University will establish a Research Ethics Committee with representatives from all the Schools. The Research Ethics Committee will put in place the procedures needed to obtain approval.

   It is, however, recognised that it may not always be appropriate or practicable for ethical approval to be sought from the Research Ethics Committee especially when it comes to short or undergraduate projects. Normally undergraduate or taught projects will not require clearance from the Research Ethics Committee and the matter can be dealt with at School and/or Department level. However, when active intervention is involved whether physically invasive or psychologically intrusive the Research Ethics Committee will need to be consulted. In particular, university staff has an obligation to ensure that not only their own research but any undergraduate or masters student research conducted under their supervision is ethically sound. Where research projects are subject to external approval, the School or Department responsible must ensure that this approval is sought and given. Where approval for a project has been given by a Research Ethics Committee at another university, as may be the case with a collaborative project, the EUC Research Ethics Committee must be provided with proof of this.

4. For some research projects it may be necessary to obtain the approval of the Cyprus National Bioethics Committee. Researchers should consult directly with the Cyprus National Bioethics Committee. Contact details and more information on the approval process can be found on http://www.bioethics.gov.cy .

## 1.2 General Principles

1. The EUC Research Ethics Policy is based on widely accepted principles and practices governing research involving human participants. The key elements are:
   - Minimal risk of harm to participants and researchers;
   - Potential for benefit to the society;
   - Maintenance of the dignity of participants:
   - Minimal risk of harm to the environment;
   - Voluntary informed consent by participants, or special safeguards where this is not possible;
   - Transparency in declaring funding sources;
   - Confidentiality of information supplied by research participants and anonymity of respondents;
   - Acknowledgement of assistance;
   - Appropriate publication and dissemination of research results;
   - Independence and impartiality of researchers.

## 1.3 The Definition of Human-Related Research

1. All human-related research which includes one or more of the following require ethical assessment and approval at the appropriate level:
   - Direct involvement through physically invasive procedures, such as the taking of blood samples
   - Direct involvement through non-invasive procedures, such as laboratory-based experiments, interviews, questionnaires, surveys, observation
   - Indirect involvement through access to personal information and/or tissue
   - Involvement requiring consent on behalf of others, such as by parents for a child participant

## 1.4 Vulnerable Participants

1. Some participants may be particularly vulnerable to harm and may require special safeguards for their welfare. In general, it may be inappropriate for undergraduates to undertake research projects involving such participants.
2. Particularly vulnerable participants might be:
   - Infants and children under the age of eighteen

- People with physiological and/or psychological impairments and/or learning difficulties.
- People in poverty
- Relatives of sick, or recently–deceased, people

### 1.5 The Legal Framework, the Role of Professional Associations and Research Councils

1. All research undertaken under the auspices of EUC must meet statutory requirements. Of particular relevance is the Bioethics Law (N.150 (I)/2001 and 53 (I)/2010), the Data Protection Law (2001), the Patients Protection Law (2005), and all those laws that create the legal framework for the Cyprus National Bioethics Committee.
2. Researchers in particular disciplines should comply with any research ethics guidelines set out by their professional associations.
3. Research Councils, charitable trusts and other research funding bodies in most cases require an undertaking from grant applicants that research proposals involving human participants have been approved by the University Research Ethics Committee or another appropriate body. Some also require audited compliance with their guidelines.

## 2. Good Research Practices / Code of Ethical Conduct in Research

### 2.1 Code of ethical conduct in research

Scholarly inquiry and the dissemination of knowledge are central functions of the University. They can be carried out only if faculty and research personnel abide by certain rules of conduct and accept responsibilities stemming from their research. And they can only be carried out if faculty and research personnel are guaranteed certain freedoms. The University expects that faculty and research personnel will be bound by the following research practices:

All faculty and research personnel are free to choose any research matter, to receive support from any legitimate source, and to create, analyse and derive their own findings and conclusions.

Research methods, techniques, and practices should not violate any established professional ethics, or infringe on health, safety, privacy and other personal rights of human beings and/or animals.

The above principles define the university's role with respect to research carried out on its premises. They are set forth to reinforce, and not diminish each faculty and research personnel's personal responsibilities toward their research, and to assure that each faculty and research personnel's source of funding and research applications are consistent with moral and societal conscience.

## 2.2 Openness in research

The University recognizes and supports the need for faculty and research personnel to protect their own rights, be they academic or intellectual property rights. Even so, the University encourages all faculty and research personnel to be as open as possible when discussing their research with other researchers and the public. This aims at the dissemination of research performed in the University to enhance the international research community's knowledge and understanding.

## 2.3 Integrity

Faculty and research personnel must be honest about their research and in their review of research coming from other researchers. This applies to all types of research work, including, but not limited to, analysing data, applying for funding, and publishing findings. The contributions of all involved parties should be acknowledged in all published forms of findings.

Faculty and research personnel are liable to the society, their professions, the University, their students and any funding agency that may fund their research. For this reason, faculty and research personnel are expected to understand that any form of plagiarism, deception, fabrication or falsification of research results are regarded as grave disciplinary offences managed by procedures described in detail in Section 2.4.

Any real or potential conflict of interest should be reported by faculty and research personnel to any affected party in a timely manner in all matters concerning research and peer review. According to the United States National Institute of Health "Conflict of interest occurs when individuals involved with the conduct, reporting, oversight, or review of research also have financial or other interests, from which they can benefit, depending on the results of the research." (http://www.nih.gov).

## 2.4 Misconduct in research

Misconduct in research may involve Fabrication, Falsification, or Plagiarism in proposing, performing, or reviewing research, or in reporting research results. To prove that there has been misconduct in research, the following conditions must be met: The performance of said research has significantly deviated from accepted practices used in the field that the research was performed, and there was intention in the misconduct by the researcher(s).

Any allegations about misconduct in research will be investigated by the University thoroughly, through a special committee formed as described in the University Charter, Annex 11, Article VII.

## 3. Intellectual Property Policy

### 3.1 Introduction

The EUC is dedicated to teaching, research, and the extension of knowledge to the public. Faculty, research personnel, and students at the University, hereafter referred to as "University Employees," recognize as two of their major objectives the production of new knowledge and the dissemination of both old and new knowledge. Because of these objectives, the need is created to encourage the production of creative and scholarly works and to develop new and useful materials, devices, processes, and other inventions, some of which may have potential for commercialization.

The University acknowledges the need for an Intellectual Property Rights (IPR) policy, which will promote the University's reputation as socially relevant, leading research and teaching organisation and will directly contribute to the financial position of the EUC if its commercial value is realised.

The policy is based on the principles that will govern the ownership rights emanating from research of and/or materials produced by the EUC's members of staff and students, and to establish objectively fair and equitable criteria for the transfer of knowledge. The EUC thus aims to provide support services to promote the creation of Intellectual Property (IP) whilst seeking to maximise the commercial exploitation of the resulting IPR.

Intellectual Property includes, but is not limited to, patents, registered designs, registered trademarks and applications and the right to apply for any of the foregoing, copyright, design rights, topography rights, database rights, brands, trademarks, utility model rights, rights in the nature of copyright, knowhow, rights in proprietary and confidential information and any other rights in inventions.

The EUC acknowledges that registration and commercial exploitation of Intellectual Property is often a long and costly process that is justified once it is ascertained that there exists a business case for such registration and exploitation. It is known that in practice, only a small number of works can be commercially exploited in a viable manner, depending on the nature and marketability of the work in question.

### 3.2 Definitions

For the purposes of this Policy:

Creator - "Creator" shall mean, employees of EUC, a student, non-employees contracted to EUC for contracts and services, or a member of a Visiting Teaching Staff involved in the production of Disclosable Work.

Disclosable Work – "Disclosable Work" shall mean such work that is novel, original, and/or important and is likely to bring impact and enhance the Creator's reputation. This work is characterised by the IP rights it generates.

Intellectual Property Policy – “IP Policy” is the name of the policy described here that outlines the regulations of the EUC in regard to disclosure and exploitation of Intellectual Property Rights (IPR).

Organisation – “Organisation” for the purpose of this document is the European University Cyprus (EUC).

Intellectual Property Adjudication Committee – is the name of the committee established to resolve disputes over interpretation or claims arising out of or relating to this policy, or dispute as to ownership rights of Intellectual Property under this policy.

Office of the Vice Rector for Research and External Affairs – is the office within the EUC responsible for the development of and enacting this IP Policy and is the interface between the EUC and the Technology Transfer Facility.

Technology Transfer Facility – “TTF” for the purpose of this policy, is the relevant body responsible for Technology Transfer support in Cyprus.

## 3.3 Intellectual Property Regulations

### 3.3.1 Responsibility

1. The IP Policy acknowledges that all members of staff and students have responsibilities with regard to IPR arising from and/or used by them in the course of their teaching/employment.
2. The IP Policy also recognises that all members of staff and students require support and assistance to help them to meet their responsibilities and this will be provided by the Office of the Vice Rector for Research and External Affairs and, subsequently, by the Technology Transfer Facility.

### 3.3.2 Identification of IP (including duty of confidentiality)

1. It is expected that identification will take place when employees, students, or members of staff are involved in creating and developing IP. Much of the IP which will be created by the EUC’s employees may be anticipated prior to its creation depending on the nature of the project in question and outputs and results that are expected to be generated. Examples of such outputs which are likely to have potential IP rights arising include (but are not limited to):
   - Inventions (whether or not patentable);
   - Methodologies;
   - Software;
   - Databases;
   - Educational/training materials and tools;
   - Modelling tools;
   - Solutions to technical problems; and
   - Design/artistic products.

2. A Summary of the main classes of IPR is listed below:

Patent

A registered patent provides a time-defined (up to 20 years) geographically defined monopoly right to exploit a new commercially valuable invention or process. The basis of the permission to exploit is that the invention's working is disclosed, although patenting is not possible if there has been ANY prior disclosure of the invention. Patents are governed by Cyprus Law or EU Law such as the New Patent Law of Cyprus (Law No. 16(I)/1998).

Copyright

This time-limited right (which varies between 25 and 70 years according to the material) arises automatically on the physical creation (not the idea) of software, original literary, dramatic, artistic or musical work, and in recorded (e.g. film) or published (e.g. layout) derivations. Use of the © mark and owner's name and date is the internationally recognised way of alerting the public to the copyright ownership but the protection (the right to preventing unauthorised copying) exists regardless. Copyright is governed by the Copyright Law, 59/76.

Copyright may be assigned to a third party, but until that point or until a licence is agreed it remains the property of the Creator, unless s/he creates the work 'in the course of his/her employment', in which case it is the property of the employer.

Moral rights

All European countries recognise an author's moral rights. In Cyprus, there are two moral rights: the right of paternity and the right of integrity. These rights relate to the reputation or standing of the creator in the eyes of fellow human beings. To infringe a moral right involves denigrating or harming the author's reputation. The right of integrity means the creator has the right to object to derogatory treatment of his/her work. Basically, this means changing it in a way that affects the nature of the work without permission. Moral rights can be waived (i.e. the author chooses not to exercise the rights) or they can be bequeathed. They cannot be assigned.

Performing rights

Creators of copyright works have the right to protect the physical form in which those works are created – words on the page, pigment on a canvas, or the clay or metal of a sculpture. Performers such as teachers, actors, musicians and dancers also enjoy protection of their performance, especially when recorded on film, video, tape, CD, or in other form.

Performing rights may affect the multimedia elements of online courseware, as well as the Creator's copyright in the material itself.

Database Right

This time-limited (15 years) right arises without registration to protect the compilers of non-original information from losing the benefit of their work through unauthorised copying or re-use.

Industrial Designs

There is automatic time-limited (15 years) protection (the right to prevent unauthorised copying) for unregistered designs, provided authorship can be proved, under the Legal Protection of Industrial Designs and Models Law 4(I)/2002 This design right covers “the appearance of the whole or a part of a product resulting from the features of, in particular, the lines, contours, colours, shape, texture and/or materials of the product itself and/or its ornamentation" on condition of novelty of the design.

On registration under Legal Protection of Industrial Designs and Models Law, the designer of the new pattern or shape which has aesthetic appeal (can be 2 or 3 dimensional) acquires a monopoly right of commercialisation for a maximum of 25 years from the filing of the application, divided into 5 periods of 5 years.

An unregistered community design (UCD) gives its owner the right to prevent unauthorised copying of their design throughout the European Union. It is not a monopoly right and lasts for 3 years from the date on which the design was first made available to the public within the Community.

Domain Names

Registering a domain name for Internet use gives a right to use the domain name typically for a period of two years, registered with bodies like ICANN internationally and the University of Cyprus in Cyprus. Owners of trademarks can have established rights to domain names.

Trade Marks

Registering a trade mark under the Cyprus Trade Marks Law, Chapter 268, gives a monopoly right for the use of graphically distinct trading identification signs. Unregistered trade marks have some protection through court actions against "passing off" (piracy), provided that their use has not lapsed for a period of 5 years. Cyprus legislation is fully harmonised with EU Standards applicable in trade mark protection.

3. EUC’s members of staff and students undertake to keep confidential and not disclose any confidential information, data, materials, knowhow, trade secrets or any other IP, to any unauthorised third party and shall also undertake to keep such information secure and strictly confidential both during the course of research activity, be it of an Academic or Collaborative/Contract nature, and also on and following completion thereof.

4. Any breach of this confidentiality and non-disclosure obligation constitutes a serious breach and may lead to disciplinary action and does not prejudice the rights of the EUC to file any action for damages or any other rights available at law.

### 3.3.3 Coverage of the Regulations

1. Whom does this IP Policy apply to?
   - Employees:
     By persons employed by the EUC in the course of their employment.
   - Students:
     By student members in the course of or incidentally to their studies at EUC.
   - Non-employees contracted to the EUC:
     By persons engaged by EUC under contracts for services during the course of or incidentally to that engagement.
2. Sabbatical, Seconded, Visiting Academics and others:
   By other persons engaged in study or research in the University who, as a condition of their being granted access to the EUC's premises or facilities, have agreed in writing that this Part shall apply to them.
3. Participation of the EUC members of staff/employees and or students in Collaborative and/or Contracted Research.
   The preparation and negotiation of any IP agreements or contracts involving the allocation of rights in and to IP will be undertaken by a competent person authorised for this purpose by the EUC.
   Issues that will be addressed in such agreements include, but will not always be limited to:
   - ownership of Foreground IP;
   - licences to Foreground IP for uses outside the project;
   - ownership of Background IP;
   - licences to use Background IP in the project or activity in question and in relation to the use of the Foreground IP arising from such project or activity;
   - allocation of rights to use or commercialise IP arising from any such project or activity and the sharing of revenues; and
   - publications arising from the relevant project or activity and the rights arising from such projects or activities.

The terms of such agreements may be subject to negotiation.

### 3.3.4 Exceptions to the Regulations

1. Unless specifically commissioned, typically the EUC will NOT claim ownership of copyright in certain types of Disclosable Work described in this policy as "Creator Copyright Works":
   - artistic works;
   - text and artwork for publication in books;
   - articles written for publication in journals;
   - papers to be presented at conferences;
   - theses and dissertations;
   - oral presentations at conferences;
   - posters for presentation at conferences; and
   - musical scores.

2. Where IP has been generated under the exception clause of this regulation, the EUC may assign the copyright to the Creator.
3. Students – undergraduate and/or postgraduate.

### 3.3.5 Disclosure of IP

1. All persons bound by these Regulations are required to make reasonably prompt written disclosure to the EUC's Office of the Vice Rector for Research and External Affairs at the outset of the work or as soon as they become aware of it (by completion of the Invention Disclosure Form, the information required for which is provided in Appendix B):
   - any IP of potential commercial value arising from their work;
   - the ownership by a third party of any IP referred to or used for their work;
   - any use to be made of existing EUC IP during their work;
   - any IP which they themselves own which is proposed to be used by the EUC.
2. Creators shall keep all Disclosable Work confidential and avoid disclosing this prematurely and without consent;
3. Only disclose any Disclosable Work and the IP relating to it in accordance with the EUC's policy and instructions;
4. Seek EUC's consent to any publication of information relating to any Disclosable Work;
5. Creators must NOT:
   i. apply for patents or other protection in relation to the Disclosable Work; and
   ii. use any Disclosable Work for their own personal and/or business purposes and/or on their own account.

### 3.3.6 Ownership of IP

1. Ownership of IP created by an individual who is an employee is generally determined by considering:
    - Who created the IP?
    - Was the IP created in the course of the Creator's employment?
    - Are there any contractual conditions that affect ownership?
2. Assignment of ownership rights

   Generally, the Creator of IP is its legal owner. From the EUC's point of view, the most important exception to this is the general rule that IP is owned by a person's employer where the IP is created as part of, or through the auspices of, the person's employment.

3. The EUC claims ownership of all the Intellectual Property specified in section 2.2, which is devised, made or created by those specified in section 3 and under the exceptions to the regulations in Section 4. It also includes but is not limited to the following:

   i. Any work generated by computer hardware/software owned/operated by the EUC.
   ii. Any work generated that is patentable or non-patentable.
   iii. Any work generated with the aid of the EUC's resources and facilities including but not limited to films, videos, field and laboratory notebooks, multimedia works, photographs, typographic arrangements.
   iv. Any work that is registered and any unregistered designs, plant varieties and topographies.
   v. Any University commissioned work generated. Commissioned work is defined as work which the EUC has specifically employed or requested the person concerned to produce, whether in return of special payment or not and whether solely for the University or as part of a consortium.
   vi. Know-how and information related to the above
   vii. Any work generated as a result of the teaching process including but not limited to teaching materials, methodologies and course outlines.
   viii. Material produced for the purposes of the design, content and delivery of an EUC course or other teaching on behalf of the school, whether used at the school's premises or used in relation to a distance learning and/or e-learning project. This type of material includes slides, examination papers, questions, case studies, and assignments ("course materials").
   ix. Material for projects specifically commissioned by the EUC
   x. All administrative materials and official EUC documents, e.g. software, finance records, administration reports, results and data.

### 3.3.7 Modus Operandi for Commercial Exploitation of the IPR

1. The EUC is entitled to commercially exploit any result obtained under its aegis (unless this entitlement is relinquished). The Office of the Vice Rector for Research and External Affairs has the responsibility for administration of Disclosures and will work with the TTF of Cyprus, which has responsibility for

commercialisation of Disclosures. As guidance to the commercialisation process, the EUC/TTF will follow a standard process, graphically presented in Appendix A.

2. The Creator/s shall notify the Office of the Vice Rector for Research and External Affairs of all IP which might be commercially exploitable and of any associated materials, including research results, as early as possible in the research project. This notification shall be effected by means of an Invention Disclosure Form (contents as noted in Appendix B). In case of doubt as to whether research is commercially exploitable or otherwise, the Creator/s undertake/s to seek the advice of Cyprus Central TTF.
3. The Office of the Vice Rector for Research and External Affairs shall immediately acknowledge receipt of the Disclosure Form. In consultation with the TTF and the Creator/s, shall decide whether the EUC and the TTF has an interest to protect and exploit the relevant IPR.
4. The TTF shall communicate the decision in writing to the Office of the Vice Rector and the Creator/s by not later than three months from the date of receipt of the Invention Disclosure Form. If the EUC and TTF decide to protect and exploit the IPR, it is understood that:
    - the Creator/s shall collaborate with the EUC and the TTF, to develop an action plan for the protection and commercial exploitation of the IP;
    - the TTF in collaboration with the Creator/s shall ensure that third party rights are not infringed in any way through the process; and
    - the EUC/TTF shall seek to protect the right of the Creator/s to use the said IP for strictly non-commercial purposes.
5. Should the EUC and TTF decide that there is no interest in protecting and exploiting the relevant IPR, or should it fail to inform the Creator/s about its decision within the stipulated time, the EUC may assign all its rights, title and interest in such IP to the Creator/s concerned, whilst the EUC retains the right to use the said IP in whichever manifestation for strictly non-commercial purposes.

6. The Creator/s SHALL NOT enter into any sponsorships or commercial agreements with third parties related to their research at EUC without prior written authorisation by the Office of the Vice Rector for Research and External Affairs. This said, it is understood that consent shall generally be granted to Creator/s for such requests as long as the IPRs of the EUC are safeguarded; otherwise the claims on IPR expected by the third party must be agreed upon explicitly upfront.

### 3.3.8 IPR protection

1. Some forms of IP require active steps to be taken to obtain protection (e.g.: patents, registered trademarks and registered designs). Other forms of IP rights are protected on creation (e.g. Copyright, EU Database Rights) but still require appropriate management in order to maximise the protection available. Best practices in patent protection require that all materials made publicly available by any employees, members of staff and/or students should include a copyright notice.

2. Any decisions relating to the registration of any IP rights such as making an application for a patent or a registered trade mark or a registered design (including any decisions to continue or discontinue any such application) should be made in consultation with the Office of the Vice Rector for Research and External Affairs and the TTF. The IP registration process can be very expensive and IP protection costs should not be incurred without appropriate consideration of how such costs will be recovered.

### 3.3.9 Revenue Sharing Mechanism

The EUC's employees and students can benefit from the Revenue Sharing Scheme if their work generates income for the EUC. The scheme is presented in Appendix C. Note that such revenue to be shared is typically calculated after deduction of all costs incurred by the EUC and TTF in developing, protecting, exploiting, and marketing the Disclosable Work and the Intellectual Property it contains.

### 3.3.10 Leaving the EUC

Cessation of employment, under normal circumstances, will not affect an individual's right to receive a share of revenue. Exceptions to this rule include: cessation of employment due to disciplinary actions.

### 3.3.11 Applications to use the EUC's IP

1. The EUC may be willing to consider requests from its staff and/or students for a licence to use specific IP, owned by EUC for their use although the terms and decision to grant any such licences is a decision wholly made by the EUC.
2. Applications for such licence should be made in writing to the Office of the Vice Rector for Research and External Affairs.

### 3.3.12 Breach of the Regulations

1. Breach of the regulations listed in this Policy may be a disciplinary matter for the EUC's staff and students under the normal procedures.
2. The EUC shall consider all avenues available to it, including legal action if necessary, in respect to persons bound by these regulations who acted in breach of them.

### 3.3.13 Discretion to assign/licence back

1. If the EUC does not wish to pursue the commercialisation of any Intellectual Property or does not wish to maintain an interest in the IPR, it has the right to assign such IPR rights to the Creator/s of the IPR by entering into an agreement to enable the IP to be used by the Creators. This will generally only be granted where there is clear evidence that the IP provides no other benefit to the EUC and is not related to other IP, which the EUC has an interest in.
   However, the EUC shall not assign its IP if they consider that the commercialisation of the IP could potentially bring harm to the name of the EUC. Decisions regarding potential harm will be taken by the Research Ethics Committee of EUC.

2. Requests for any transfer of rights from the EUC to another party with rights should be made in the first instance to the Vice Rector for Research and External Affairs.

### 3.3.14 Amendments to the Regulations

These Regulations may be amended by the Senate of the EUC on the recommendation of the Vice Rector for Research and External Affairs.

### 3.3.15 Death

In the event of a researcher's death, the entitlement shall continue for the benefit of his or her estate.

### 3.3.16 Disputes

1. Any question of interpretation or claim arising out of or relating to this policy, or dispute as to ownership rights of intellectual property under this policy, will be settled by submitting to the EUC's Intellectual Property Adjudication Committee a letter setting forth the grievance or issue to be resolved. The committee will review the matter and then advise the parties of its decision within 60 days of submission of the letter.
2. The Intellectual Property Adjudication Committee will consist of a chair who is a member of the tenured faculty, at the rank of either a Professor or an Associate Professor, one member of the faculty from each School, at the rank of either Assistant Professor or Associate Professor or Professor, an individual from the EUC with knowledge of Intellectual Property and experience in commercialisation of Intellectual Property, and two other members representing, respectively, the EUC administration, and the student body. The chair will be appointed by the Vice Rector for Research and External Affairs, with the advice and consent of the Senate Research Committee, and the remaining members of the committee will be appointed: the faculty members, each by their School's Council, the administration representative by the University Council or its designee, and the student representative by the Student Union.
   The committee will use the guidelines set forth in this policy to decide upon a fair resolution of any dispute.
3. Any disputes regarding the revenue distribution from the exploitation of Disclosable Works will be dealt with in accordance with the EUC's normal member of staff or student dispute procedures as outlined in the contractual terms of conditions.
4. The Parties shall attempt to settle any claim, dispute or controversy arising in connection with this Policy, including without limitation any controversy regarding the interpretation of this Policy, through consultation and negotiation in good faith and spirit of mutual cooperation. Where such claims or disputes cannot be settled amicably, they may be taken to court.
5. This Agreement shall be governed by, and construed in accordance with the laws of Cyprus.

## 4. Offices, Committees and Centres for Research

### 4.1 Vice Rector for Research and External Affairs

The Vice Rector for Research and External Affairs (from now on referred to as the Vice Rector) is the person responsible for representing the University on research matters and enhancing activities related to research within the University. Moreover the Vice Rector facilitates and supports, when asked by faculty or research members, all research activities, including the implementation of research projects, the organization of scientific conferences and the establishment of research units/labs. In addition, the Vice Rector is responsible for the smooth implementation of the University's Research Policy.

### 4.2 Senate Research Committee

The administration of the research activity is facilitated by the Senate Research Committee of the University. The Committee composition is prescribed in the University Charter and the Committee is accountable to the Senate of the University.

### 4.3 Research Foundations and Centres

Research is carried out in university departments, research foundations, and centres. The Senate suggests to the University Council the formation of new foundations and research centres or the discontinuation of existing ones, if necessary.

The University Council approves the establishment of these foundations and research centres. Separate regulations are issued for the establishment of University research centres. Detailed description of the mission, area of specialization, and operation of each foundation or research centre is given in a separate document.

### 4.4 Research Office

Detailed description of the mission, area of specialization, and operation of the Research Office is given in a separate document.

## 5. Rules Governing External Research Programmes

### 5.1 Suggested procedure for submitting and implementing a funded research project

The following rules apply for externally funded research projects:

#### 5.1.1 Submission of research proposals:

Faculty and research personnel that are interested in submitting a proposal or participate in a proposal for ANY kind of externally funded research project

(commercial, consultancy, RPF, European etc) should consult and get the approval of the EUC Research Office. The formal procedures developed by the Research Office pertaining to the development of a research proposal and to participation in a research project should be followed in all cases. Given that in all research and consulting application forms a budget also needs to be prepared, the budget will be developed in collaboration with the EUC Research Office, sharing their expertise with the faculty and research personnel and advising them accordingly about the cost models and cost categories used in each case. This procedure should make sure that the proposal satisfies all the necessary criteria of the particular research call.

The final approval for financial and administrative issues of proposals or projects will be signed by the legal representative of EUC.

### 5.1.2 Project implementation

The formal procedures developed by the Research Office pertaining to the administration of a research project should be followed in all cases.

In the case where a project is awarded, a copy of the contract and all the original receipts, invoices, contracts and other accounting documents regarding expenses of the project will be maintained by the EUC Research Office without any additional remuneration or personnel costs added to the budget of a project. The researcher/s involved in an externally funded project are responsible for submitting all receipts, invoices, contracts and other accounting documents relevant to their project to this department. No payment will be processed before the submission of the aforementioned documents to the Research Office.

Timesheets should be kept for all projects. These will be used as the basis for calculating the money to be paid to researchers for all types of projects. The EUC Research Office will assist researchers to calculate the hourly and daily rate for each staff member.

The researcher must also inform the Chief Financial Officer of the University, through the EUC Research Office, in order to create a separate ledger (account) in the University's Accounts Department. After completion of the project, the Accounts Department will keep the file on record for 5 years or more if needed by the contractual agreement.

The EUC Research Office should keep a file with all the details concerning the project. The file must be made available to the Senate Research Committee upon request.

### 5.1.3 Financial issues concerning externally funded research projects

All incoming funds for the execution of a project are deposited in a separate account (ledger) of the University and all necessary expenses with their receipts relating to the project are paid/signed by the Vice Rector for Research and External Affairs, the CFO and the CEO of the University.

The time spent by faculty and research personnel on national, European or international research projects is, with rare exceptions, an eligible cost for inclusion in a project budget at a level which reflects the time to be spent by faculty and research personnel on the project and the employer's cost. These are real project costs and their inclusion in project budgets is strongly required.

Salary payments to faculty and research personnel will be paid out regularly by the Accounts department upon the project coordinator's request to the Research Office and provided that the allocated amount for the previous period has been received from the funding agency and all reporting requirements for the previous period to the funding agency have been met.

In cases of delay in receiving the predetermined instalment, the University will grant to the researcher the required funds (not his/her compensation/remuneration but costs such as equipment, consumables, traveling) to initiate the research, provided that a copy of the contract and all necessary documentation had been submitted to the Research Office.

Employment of additional temporary staff, budgeted for completion of the research project, will be the responsibility of the project coordinator. The remuneration for temporary staff will depend on the corresponding budget of the project and the possible allocation of funds for this purpose.

Subcontracting activities within the framework of a research project will be the responsibility of the project coordinator. These activities should be in alignment with the corresponding budget of the project, the grant rules, and the EUC subcontracting policy.

In the case where a faculty or research personnel fails to complete a research project due to failure to meet his/her contractual obligations, or if it is clear that there was an intention of misconduct and there are financial damages laid upon the University relating to this event, the faculty or research personnel is liable to pay these damages. This will not be applied in cases such as health problem, etc, where there is clearly not an intention of misconduct.

### 5.1.4 University research fund

All funds allocated for research from externally-funded research projects, the University as well as funds offered for research purposes from third parties will be deposited in the University Research Fund. Recommendations for the allocation of funds are made by the Senate Research Committee and are subject

to the final approval of the Management of the University. These funds can be used to finance such activities as:

(a) Participation of academic researchers in conferences, seminars, and meetings to co-ordinate activities, which are needed for submission of external programmes.
(b) The administration costs associated with providing support services to academic researchers.
(c) Organisation of training seminars for the faculty and research personnel of the University; these seminars shall be organized if and only will help/assist and/or facilitate researchers to enhance and further develop their knowledge in subjects related to their research fields and help them design and implement research projects.
(d) Purchase of software, hardware and equipment that are needed by faculty and research personnel for research projects.
(e) The funding for the University's Internal Research Awards such as PhD scholarships
(f) Development of Infrastructure related to the research activity of the University.
(g) Funding of the activities of the Research Office of the University.

## 6. Rules Governing 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 5.1.4 above.

### 6.1 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 programme comes from the University Research Fund.

### 6.2 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.

### 6.3 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.

## 7. 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 fulfils the conditions in one or more of the three schemes outlined below.

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.

### 7.1 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.

### 7.2 Award of a THR for writing a book

A three-hour teaching reduction per semester will be 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.

### 7.3 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 tables given in Appendix D. 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.

New faculty members can also get THRs under this scheme from the first semester of their employment. The points accumulated from their publications in the five (5) years prior to their appointment will be taken into account.

## 8. Equipment Acquired through Internal and External Funding

### 8.1 Equipment acquired through University funds

All equipment that has been acquired through funds that come directly through the university's funds (internal research grants, university research funds) will belong solely to the University and will be used by the faculty and research personnel's affiliated department or lab, according to the affiliation used by said faculty and research personnel in the funded research proposal and/or project. The faculty and research member is entitled to use the equipment throughout the duration of the funded project and this remains within the research unit/laboratory once the project

is completed, or within the faculty member's department, under his/her direct supervision if s/he does not belong to a unit / lab. Any required maintenance of the equipment should be undertaken by the University.

### 8.2 Equipment purchased through external funding

Equipment (software and hardware) is often provided in full or partly in the budget of proposals for external funding to enable the faculty and research member to carry out research effectively. This kind of equipment (computers, projectors, software programmes, fax and printing machines, etc.) is the property of the University but remains in the faculty or research personnel's research unit/laboratory or when this is not applicable in his/her department, under his/her supervision. The faculty member is entitled to use the equipment throughout the duration of the externally funded project. When faculty or research personnel who have had externally funded research projects leave the University, the status of any equipment purchased remains a property of the unit/lab or department that the faculty or research personnel belonged.

Any required maintenance of the equipment should again be undertaken by the University.

In the unlikely event that a faculty or research personnel obtains equipment via external funding that is not processed through the University's budget, the status of the equipment should be negotiated with the Vice Rector to determine ownership and responsibility for repair and replacement. Faculty or research personnel are encouraged to seek outside funding to upgrade, or replace their research equipment.

The Research Office is committed to working with faculty or research personnel to develop proposals for research and teaching equipment. Equipment grants usually require an institutional match, and faculty or research members are advised to consult with the Research Office and the Director of MIS early in the process about this matter. The MIS should be able to help faculty or research personnel to identify the best hardware and software products and estimate costs for proposal budgets.

### 8.3 Provision of computing equipment by MIS

The MIS department supplies desktop office computers, computer teaching labs, copy and printing machines and other types of equipment needed for research (software and hardware). The Director of the MIS department is responsible for keeping the University's inventory records and adjust these in the case of equipment purchases or wearing out of equipment (being fully depreciated).

# 9. Policy on Research Staff

## 9.1 Introduction

Academic Research Staff are EUC contract employees hired to work on EUC research activities as defined below. As EUC employees, Academic Research Staff are subject to all policies and procedures related to EUC employment, and receive all benefits implied by the employment law.

## 9.2 Definitions of Roles

The following positions for research staff are being described in the following sections:

- Research Associate
- Research Fellow
- Senior Research Fellow
- Honorary Research Staff

### 9.2.1 Job Description for the Position of Research Associate

#### *9.2.1.1 Overall Role*

For researchers who are educated to first degree level (and Master's degree) and who possess sufficient breadth or depth of knowledge in the discipline of research methods and techniques to work within their own area. Role holders who gain their doctorate during the course of employment will normally be recommended for promotion to Research Fellow, if this is appropriate for the duties and responsibilities of the post.

As a team member of the Research Laboratory/Programme the Research Associate will contribute quality research outputs and conceptual support to projects. With the guidance of the supervisor/programme leader, and within the bounds of the Research Laboratory/Programme mandate, the Research Associate will:

#### *9.2.1.2 Key Responsibilities*

• Conceptualize and conduct short-term experiments and research activities in support of broadbased/longitudinal research projects, ensuring consistency with established methodological approaches and models, adherence to project timelines, and completeness of documentation;
• Conduct studies of related literature and research to support the design and implementation of projects and development of reports, ensuring conceptual relevance, comprehensiveness, and currency of information;

• Write and publish articles in peer-reviewed journals that highlight findings from research and experimental activities ensuring consistency with the highest standards of academic publication and showcasing the Centre's/Programme's scientific leadership;
• Communicate to Programme/Project team developments/progress and results of research activities ensuring that relevant information and issues in the implementation of projects/experiments are captured in as comprehensive and timely manner as possible;
• Develop collaborative links with core scientific personnel in related programme areas to gain exposure to, and build knowledge on experimental/research activities and approaches, in order to subsequently improve conceptual development and implementation of existing programmes;
• Utilize appropriate and current techniques/protocols in experimental laboratory management to ensure integrity and security of experimental process, comprehensive documentation, and replicability of experimental procedures;
• Design and organize databases along project frameworks and experimental research design that support overall research management, including the monitoring and evaluation of project inputs, actions, and outcomes, as well as the subsequent integration of these databases to other databanks;
• Identify areas of improvement within the research structure using integrated management approaches in pursuit of capacity building/strengthening and the preservation of scientific rigor in research studies.
• To contribute to the design of a range of experiments/fieldwork/research methodologies in relation to the specific project that they are working on
• To set up and run experiments/fieldwork in consultation with the Principal Investigator, ensuring that the experiments/fieldwork are appropriately supervised and supported. To record, analyse and write up the results of these experiments/fieldwork.
• To prepare and present findings of research activity to colleagues for review purposes.
• To contribute to the drafting and submitting of papers to appropriate peer reviewed journals.
• To prepare progress reports on research for funding bodies when required.
• To contribute to the preparation and drafting of research bids and proposals.
• To contribute to the overall activities of the research team and department as required.
• To analyse and interpret the results of their own research

#### *9.2.1.3 Skills and Qualifications*

Education: Level Bachelor and/or Master's in the Programme Area
Experience and Skills:
Basic research skills and knowledge of research techniques
Ability to analyse and write up data
Ability to present and communicate research results effectively to a range of audiences

#### *9.2.1.4 EUC Pertaining Benefits*

Researchers will have access to facilities which are necessary and appropriate for the performance of their duties.
- Desk, Telephone line and PC
- MS Office, SPSS, Email and Printing Rights
- Business Cards with the University Emblem and the Research Laboratory they belong to
- Full access to the library

All researchers must receive the same forms of employment documentation as other academic-related staff of the University:
- a formal contract signed by the relevant appointing authority;
- written confirmation of any changes in the terms of employment;
- job description or the generic description of the role and, where appropriate, a list of expected research goals;
- further to the completion of the contract, researchers are responsible for returning in good condition all the equipment as well as business cards that have been provided to them.

### 9.2.2 Job Description for the Position of Research Fellow

#### *9.2.2.1 Overall Role*

A Research Fellow is a researcher with some research experience and who has typically been awarded a doctoral degree. A Research Fellow will often have supervisory responsibilities for more junior researchers and will often lead a team of researchers to achieve a research project's aims. They will initiate, develop, design and be responsible for the delivery of a programme of high quality research and may have full authority over several phases of project work.

#### *9.2.2.2 Key Responsibilities*

• Design, Conceptualize and conduct short-term experiments and research activities in support of broadbased/longitudinal research projects, ensuring consistency with established methodological approaches and models, adherence to project timelines, and completeness of documentation;
• Supervise and Conduct studies of related literature and research to support the design and implementation of projects and development of reports, ensuring conceptual relevance, comprehensiveness, and currency of information;
• Write and publish articles in peer-reviewed journals that highlight findings from research and experimental activities ensuring consistency with the highest standards of academic publication and showcasing the Centre's/Programme's scientific leadership;
• Take the lead within the team and communicate to Programme/Project team developments/progress and results of research activities ensuring that relevant

information and issues in the implementation of projects/experiments are captured in as comprehensive and timely manner as possible;
• Develop collaborative links with core scientific personnel in related programme areas to gain exposure to, and build knowledge on experimental/research activities and approaches, in order to subsequently improve conceptual development and implementation of existing programmes;
• Utilize appropriate and current techniques/protocols in experimental laboratory management to ensure integrity and security of experimental process, comprehensive documentation, and replicability of experimental procedures;
• Design and organize databases along project frameworks and experimental research design that support overall research management, including the monitoring and evaluation of project inputs, actions, and outcomes, as well as the subsequent integration of these databases to other databanks;
• Identify areas of improvement within the research structure using integrated management approaches in pursuit of capacity building/strengthening and the preservation of scientific rigor in research studies.
• Develop research objectives, projects and proposals.
• Conduct individual or collaborative research projects.
• Identify sources of funding and contribute to the process of securing funds.

• Act as principal investigator on research projects.
• Manage and lead a team of researchers to achieve the aims of a research project.
• Oversee and appropriately supervise and support the research activities (experiments, fieldwork etc.) of a research programme/project.
• Ensure that research results are recorded, analysed and written up in a timely fashion.
• Manage research grants in accordance with EUC Financial Regulations and the conditions of the funding body (e.g. EU, RPF etc.)
• Prepare and present findings of research activity to colleagues for review purposes.
• Submit papers to relevant peer reviewed journals and attend and present findings at relevant conferences.
• Prepare progress reports on research for funding bodies when required
• Participate in and develop external networks, for example to identify sources of funding or to build relationships for future research activities

#### *9.2.2.3 Skills and Qualifications*

Education: Level PhD in the Programme Area
Experience: at least 1-3 years relevant experience.
The candidate must possess sufficient specialist knowledge in the specific discipline to develop research programmes and methodologies*.*

#### *9.2.2.4 EUC Pertaining Benefits*

Researchers will have access to facilities which are necessary and appropriate for the performance of their duties.

- Desk, Telephone line and PC
- MS Office, SPSS, Email and Printing Rights
- Business Cards with the University Emblem and the Research Laboratory they belong to
- Full access to the library

All researchers must receive the same forms of employment documentation as other academic-related staff of the University:

• a formal contract signed by the relevant appointing authority;
• written confirmation of any changes in the terms of employment;
• job description or the generic description of the role and, where appropriate, a list of expected research goals;
• further to the completion of the contract, researchers are responsible for returning in good condition all the equipment as well as business cards that have been provided to them

### 9.2.3 Job Description for the Position of Senior Research Fellow

#### *9.2.3.1 Overall Role*

A Senior Research Fellow is an experienced researcher holding a leadership role in a research group/centre/institute. Post-holders are expected to undertake the role of Principal Investigator on major research projects, exhibit a strong reputation for independent research, and provide academic leadership. They are also expected to support the management activity of the relevant School/Research Centre, and contribute to the delivery of the School's/ Centre's/Laboratory's research strategy.

#### *9.2.3.2 Key Responsibilities*

- Supervise postgraduate research students
- Contribute to the development of research strategies for the relevant School/Centre/Laboratory.
- Define research objectives and questions
- Develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding
- Actively seek research funding and secure it as far as it is reasonably possible
- Generate new research approaches
- Review and synthesise the outcomes of research studies
- Interpret findings obtained from research projects and develop new insights
- Contribute generally to the development of thought and practice in the field
- Provide academic leadership to those working within research areas - for example, by co-ordinating the work of others to ensure that research projects are delivered effectively and to time
- Contribute to the development of teams and individuals through the appraisal system and providing advice on personal development

- Act as line manager (e.g. of research teams)
- Act as a personal mentor to peers and colleagues
- Provide advice on issues such as ensuring the appropriate balance of research projects, appointment of researchers and other performance related issues
- Identify opportunities for strategic development of new projects or other areas of research activity and contribute to the development of such ideas

#### *9.2.3.3 Skills and Qualifications*

Education: Level PhD in the Programme Area
Experience: at least 7-10 years relevant experience. Significant post-qualification research experience with a track record of high-quality publications.
Experience of successful supervision of students
Experience in a leadership role in a Research Group/Centre or Laboratory

#### *9.2.3.4 EUC Pertaining Benefits*

Researchers will have access to facilities which are necessary and appropriate for the performance of their duties.
- Desk, Telephone line and PC
- MS Office, SPSS, Email and Printing Rights
- Business Cards with the University Emblem and the Research Laboratory they belong to
- Full access to the library

All researchers must receive the same forms of employment documentation as other academic-related staff of the University:
• a formal contract signed by the relevant appointing authority;
• written confirmation of any changes in the terms of employment;
• job description or the generic description of the role and, where appropriate, a list of expected research goals;
• further to the completion of the contract, researchers are responsible for returning in good condition all the equipment as well as business cards that have been provided to them

### 9.3 Procedures for Appointment

#### 9.3.1 Selection and Search Procedures

As a general rule, an appointment to the Academic Research Staff requires a search for a suitable candidate. Searches are initiated with a written vacancy announcement, such as in relevant professional journals or other publications.

The text for the announcement should be sent to the Office of the Vice Rector of Research and External Affairs and the Office of the Director of Human Resources, clearly describing the terms of employment, length of employment, identity and duration of funding sources contributing to his or her salary and line manager (the person the researcher will be reporting to). The text should be advertised for a reasonable amount of time. A copy of a current CV, a cover letter and at least one recommendation should be sought for. A short list of the potential candidates will be created based on merit and the top part of the list will be called for a structured interview with the line manager. At the end of the procedure, the line manager will report back to the Office of the Vice Rector of Research and External Affairs and the Office of the Director of Human Resources, the name(s) of the proposed Researcher.

### 9.3.2 Criteria for the Appointment to Rank of Research Associate

Minimum qualifications as described in Section 9.2.1.

### 9.3.3 Criteria and Procedures for the Promotion to the Rank of Research Fellow

A Research Associate may, during the course of his/her appointment obtain, his/her PhD. In such cases, the employee (provided that he/she fulfills the work experience as described in Section 9.2.2) is promoted to the rank of Research Fellow. If the funding source that sponsors the program the researcher is assigned to accounts for a pay rise this is immediately applied.

## 9.4 Honorary Research Staff

The work of Research Centers is enhanced by the involvement and collaboration in the Research Centers' activities of personnel who are not employees of the University. To recognise the association, EUC may confer an honorary title to such individuals during the period of their association. An honorary title may not be conferred on an employee of EUC.

The title to be conferred will depend on the level of distinction and qualification of the candidate. Applications should come from the Dean of the School with:

- a copy of the person's CV
- a citation that should include:
    - a description of contributions to teaching
    - research being undertaken with academic staff as evidenced by joint publications/research projects and research grants or contracts being held jointly or a significant involvement in industry/academic joint activities within the College
    - rationale for offering the association
    - the start date and end date of the association

Honorary titles are intended to recognise ongoing attachments and are awarded for a fixed term, normally up to three years in the first instance. No monetary honorarium is associated with the offer.

The honorary research titles that can be awarded are:

### 9.4.1 Honorary Principal Research Fellow

Will have made an outstanding contribution to teaching and research

### 9.4.2 Honorary Senior Research Fellow

Extensive research experience required, the quality of which is determined by refereed publications, invitations to speak at conferences, hold an established national reputation and a known or developing international reputation. Have the ability to attract significant external research funding. Will usually lead a team of other research staff, possibly drawn from several disciplines

### 9.4.3 Honorary Research Fellow

Proven ability of high quality research, evidenced by authorship of a range of publications. Capable of attracting external research funding. May be required to undertake project management and/or supervise teams and other research staff; expected to provide expert advice and guidance to others

### 9.4.4 Honorary Research Associate

Required to produce independent original research and to take initiatives in planning of research.

## 9.5 Intellectual Property Rights

All IP generated throughout the employment of an Academic Research Staff Member belongs to EUC. In such cases that the Researcher is employed in a project that assigns explicit IP rights (e.g. an EU funded project) then the rules as set out by the funding agency are followed.

Honorary Research Staff may be required to assign the rights to any IP they create in the course of their academic activities to EUC. EUC may have obligations to organisations which are funding the research (e.g. an EU funded project) in question which it will not be able to honour without such an assignment of rights being in place.

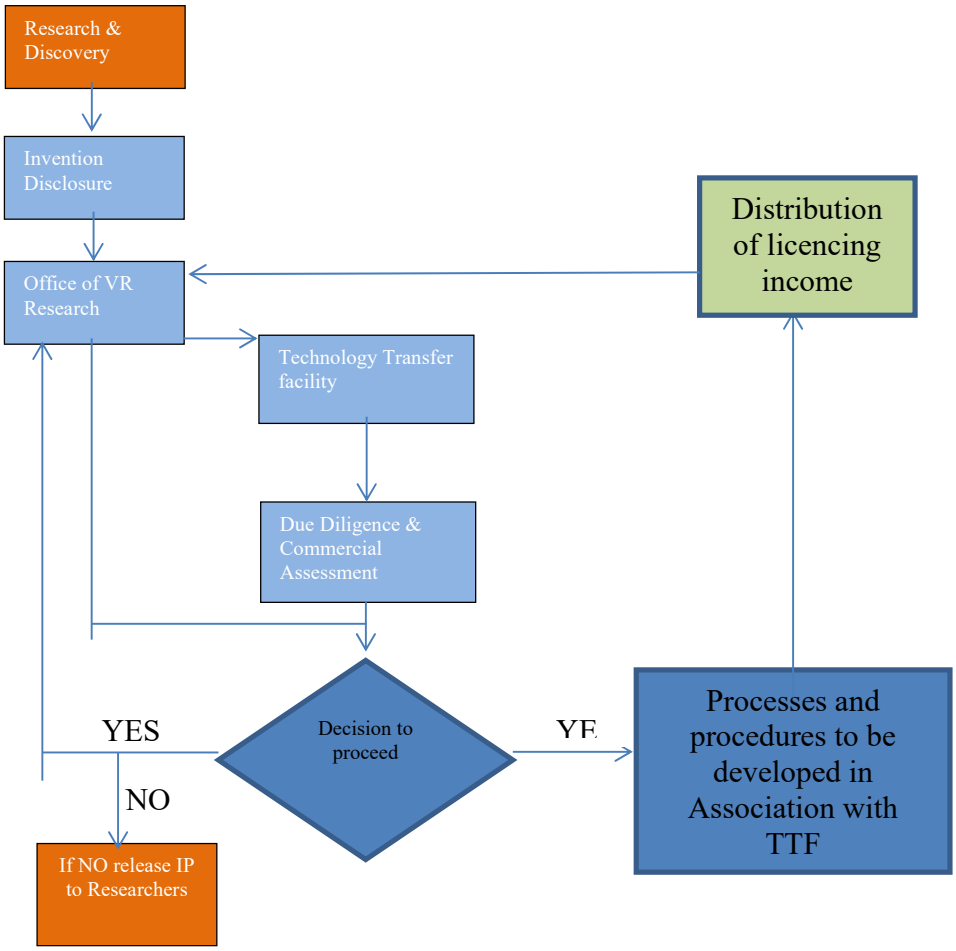
Associates are treated as if they were EUC Employees for the purposes of revenue sharing.

### 9.6 Involvement of Research Staff

Wherever possible, Academic Research staff should be encouraged to take part in university decision making processes, for example by inclusion in relevant departmental committees. Where appropriate, researchers should be included at University level, for example as representatives in working groups and staff consultation exercises.

**Appendix A:**

**A Technology Transfer Process Map – to be completed when the TTF has been established.**



## Appendix B:

## Invention Disclosure Guidelines

### Invention Disclosure Form - Example

An Invention Disclosure Form (IDF) is designed to determine the basic facts relating to an invention, design, or copyright material. It is a way of capturing an invention and establishing who the inventors are, what the invention is, who is funding it, what the anticipated product/ market is and initiate Intellectual Property (IP) due diligence. Information on the following aspects of an invention should be included in an Invention Disclosure Form.

1. Descriptive Title of the Invention.
2. Who was involved? Please specify for each individual who contributed, invented or authored (if software):
    a. Their names and if any are foreign nationals;
    b. Who their employer is; are any contracts or arrangements in place?
    c. What they contributed to the development of the technology (e.g. came up with the original idea; designed experiments; carried out experimental work; wrote code)
3. Detail of your invention:
    a. What do you think your invention is?
    b. What will your invention be used for?
    c. What are the advantages of your invention and how does it improve on the present situation?
    d. What is new about your invention?
    e. How and why does it work? What is the science behind the invention
    f. Are there any other uses of the invention?
4. Interest from external organisations and their details.
5. Information on published literature (including patents) relevant to your invention?
6. When and where the invention was first conceived?
7. What are your future plans for developing the technology?
8. Who have you told about the invention, when and where?
9. When did you first describe the invention in writing or electronically?
10. Publications, abstracts, conferences to date.
11. Publication and conference plans.
12. Funding information (comprehensive), e.g including third party support, Material Sales or Transfers, patient consents.

    For inventions that include software, please provide the following additional information.

13. Application name and version number.

14. For source code developed by the researchers identified in question 2 above, include: source files used, programming languages, development tools, copyright protection in source code.
15. For new versions, include: source files changed, added or removed since the previous version, documentation required for others to use, if the source files have been distributed outside the university, and in what form, and are the source files available as a web-download – inc. URL and terms under which the download is available.
16. For other source files or libraries that are required to build the software application (external software), list the following: all external software required to use the application; who owns that software, how was the software obtained, licence terms or FOSS – name of the licence.

**Appendix C:**

**Suggested Revenue Sharing Scheme**

The EUC will share royalty income with employees and/or students involved in producing Disclosable Work whose exploitation generates revenue for the EUC. Payments are made at the Organisation's sole discretion, but the EUC will normally share royalty income in accordance with the table below. This may be either as a lump sum or as royalty income over a period of time.

**Table C1**

| Net Revenue | Allocated to the Creator/s | Allocated to the EUC Central Budget | Allocated to the Creator'/s School of Study or Department Budget | Allocated to Support the TTF |
|---|---|---|---|---|
| 100% | 50% | 20% | 20% | 10% |

## Appendix D

### D1. Points accumulation from Research

Table D1 details the evaluation categories which will be used for the calculation of research points allocated to EUC researchers. The table has been constructed taking into account the following:

1. The points awarded are based on the evaluation of research accomplishments, not on the estimation / calculation of hours spent during the implementation of a research activity.
2. A research accomplishment is any research-related activity which strengthens the research portfolio and enhances the research esteem of a researcher in particular, and the EUC in general
3. It is apparent that specific research accomplishments cannot be evaluated in a similar manner across the range of research disciplines. Therefore, the following table is implicitly "averaging" the weight of these accomplishments, so that the scheme can be operational and fair.
4. The term "national", when used in association with a conference, refers to one which is local in nature (i.e. only researchers from Cypriot Universities and other Cypriot research establishments participated in it).
5. The term "international", when used in association with a conference, refers to one which is international in nature (i.e. researchers from Universities and other research establishments from at least two countries participated in it).
6. The term "national", when used in association with a publication refers to one published by a Cypriot university or other Cypriot academic publishing house.
7. The term "international", when used in association with a publication refers to one published by an international university or other international academic publishing house.

Where a publication of any type (conference, journal, book chapter, monograph, textbook, book, or other) concerns two or more authors, the following points' calculation rules will apply: For cases up to (and including) two (2) authors, full points are awarded to the author in consideration. For each additional co-author (three (3) authors or more), a deduction of 2 points will be implemented on the full points' allocation for the category considered. The minimum points that an author will be awarded cannot be smaller than 50% of the full points' allocation for the category considered.

**Table D1**

| Points | Conferences | Journals | Books | Research Projects | Other* |
|---|---|---|---|---|---|
| 5 | 1. Presentation of poster / article in national conference (refereed)<br>2. Presentation as invited keynote speaker (refereed national conference) | | | 1. Unsuccessful submission of funded research proposal in national / international organization (research partner) | Member of scientific / conference organizing committee (national / international) |
| 10 | 1. Presentation of refereed poster / article in international conference (refereed)<br>2. Presentation as invited keynote speaker (refereed international conference)<br>3. Editor of national conference proceedings (refereed) | 1. Publication of refereed journal article (journal not in ISI / Scopus / ACM / IEEE/etc.)<br>2. Editor of refereed journal special issue (journal not in ISI / Scopus / ACM / IEEE/etc.) | Publication of refereed book chapter (national) | 1. Unsuccessful submission of funded research proposal in national organisation (project coordinator) | General Chair or Program Chair of refereed national conference |
| 15 | 1. Editor of international conference proceedings (refereed) | | Publication of refereed book chapter (international) | 1. Unsuccessful submission of funded research proposal in international organization (project coordinator) | General Chair or Program Chair of refereed international conference |

**Table D1 (continues)**

| Points | Conferences | Journals | Book Chapters / Editors | Research Projects | Other* |
|---|---|---|---|---|---|
| 20 | | 1. Editor of refereed journal special issue (journal in ISI / Scopus / ACM / IEEE/etc.) | Editor of refereed book / book series | | |
| 25 | | 1. Publication of refereed journal article (journal in ISI / Scopus / ACM / IEEE/etc.) | | | |

* For these categories only 50% of the points will be accumulated

## D2. Points accumulation from Research / Department of Arts

| Points | Other | | |
|---|---|---|---|
| | Performance /Exhibition (Artist | Creative works | Workshop/Seminars/Festivals |

Due to the nature of the research conducted in the Department of Arts, Table D2 has been produced to address the research output of the Department. For all other research outputs such as journal papers, conferences, books, etc. the European University Cyprus' "Points' accumulation" table given in section D1 must be followed.

**Table D2**

| | | | | | /Competitions/ Broadcasts/Residencies |
|---|---|---|---|---|---|
| | Music | Graphic Design | Music | Graphic Design | |
| 5 | Performance - National level (partial performance) | Participation in local group exhibition | Composition for up to 4 musicians | | • National Performance or Broadcast of a composition/arrangement<br>• Adjudication of Competition<br>• Invited workshop / art lecture in national conference/festival |
| 10 | Performance - International level (partial performance) | Participation in international group exhibition | Composition from 5-10 musicians | Publication design (national/international) - booklets covers | • International Performance or Broadcast of a composition/arrangement<br>• Competition Finalist<br>• Invited workshop / art lecture in international conference/festival<br>• Invited Artist (Workshop) |
| 15 | Performance - National level (entire concert) Performance with Large Ensemble | Editor of exhibition catalogue (national/international) | Composition for 10 musicians and above | Publication design (international) - books and exhibition catalogues | • Competition Winner<br>• Invited Artist (Festival – duration more than three days) |
| 20 | Performer – International level (entire concert) | Participation in national solo exhibition | Composition for Symphonic Orchestra | Commissioned work by government/museum/ other cultural institution | Participation in funded international residency |
| 25 | | Participation in international solo exhibition | Publication of a composition (Score/CD) by an | | |

| | | | | | |
|---|---|---|---|---|---|
| | | | International Music Publishing House | | |