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

Θέμα: Απάντηση στην Έκθεση Εξωτερικής Αξιολόγησης για την
Αξιολόγηση του Προγράμματος Σπουδών «B.A. Business
Administration (4 Years, Plus an Optional Foundation
Year/240 ECTS, Bachelor of Arts)» της σχολής «C.D.A.
College» (Λεμεσός).

Σε απάντηση του email σας ημερομηνίας 26 Οκτωβρίου, 2018 και με
βάση το άρθρο 17(3) (iii) και 20(1)(2)(e)(iii) του «περί της Διασφάλισης
και Πιστοποίησης της Ποιότητας της Ανώτερης Εκπαίδευσης και της
ιδρύσης και Λειτουργίας Φορέα για Συναφή Θέματα Νόμου του 2015,
[Ν.136 (I)/2015], σας υποβάλαμε τις παρατηρήσεις μας για το πιο πάνω
πρόγραμμα σπουδών.

Με εκτίμηση

Δ. Α. Χριστοφόρου
(Πρόεδρος)

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Reply to the External Evaluation Report of the Program of Study

“B.A. BUSINESS ADMINISTRATION
(4 Years, Plus an Optional Foundation Year/240 ECTS, Bachelor of Arts)”

CDA College would like to express its appreciation and gratitude to the External Evaluation Committee (EEC) of the methodical and very detailed report of our programme. The College continuously tries to improve the educational standards and makes every effort to meet the requirements and standards set by the relevant law of Higher Education and the Cyprus Agency of Quality Assurance and Accreditation of Higher Education (CY.Q.A.A).

During the visit on 23rd Oct. 2018, the College welcomed the External Evaluation Committee (EEC) and provided every support and assistance to facilitate their work. Despite the economic crisis, the College has survived by applying the right strategies without stopping investing in upgrading the current and developing new programs of study and equipment.

First of all, we would like to inform you that the same program of study has already been approved/ accredited by the Cyprus Agency of Quality Assurance and Accreditation (CY.Q.A.A) last year in CDA College Pafos.

The most important is that CDA College makes every effort to provide financial and educational support to motivate the faculty staff to undertake more research activities through the “Aristotelis” Research Centre. Moreover, the continuous upgrading of the computer laboratories with the latest leading-edge technology, the updating of the Library with new editions of books and data banks, e-learning platforms such as EBSCO and Emerald. Also by providing upgraded VPN services to teaching staff and students and other facilities are some of the many efforts which the CDA College undertakes so as to provide to students high levels of education standards and help them to gain the most benefit during their studies at CDA College and succeed at their future careers.

The Council and the Academic Committee of CDA College at their meeting held on 30th Oct. 2018, after a thorough discussion with the coordinator of the program of study, “BA (Hons) Business Administration” and the academic staff of the program, have decided and have already fully implemented the suggestions recommended by the EEC to further strengthen the College’s program of study and educational standards.

QUALITY STANDARDS AND INDICATORS

1. EFFECTIVENESS OF THE TEACHING WORK – AVAILABLE RESOURCES

1.1 Organization of teaching work

No Comment

1.2 Teaching

No Comment
1.3 Teaching Personnel

1.3.2.1 Subject specialization, preferably with a doctorate, in the discipline

The EEC graded this criterion with three (3) as a satisfactory level. The program is very much reinforced with the teaching staff consisting of 11 academicians. Where seven (7) of them are holders of a Doctorate degree, two (2) are Candidates of a Doctorate degree and the other two (2) are holders of Master’s degree. Additionally, the College continuously strongly encourages, motivates and supports all the faculty staff to increase their qualifications and research activities.

1.3.2.2 Publications within the discipline

The EEC graded this criterion also with three (3) as a satisfactory level. Most of the teaching members are holders of a doctorate degree and have already many research activities and publications. Recently, in 2018, three (3) of them have attended international research conferences with a research proposal and they have already published their articles on Researchgate and will also publish them in other refereed publications. Herebelow are the recent participations and publications of three (3) of our teaching members:


Additionally, in attachment 1 there are all the Research Activities and publications of our BA Business Administration teaching members in Limassol. CDA College strongly encourages and supports the academic members to increase their research and publication activities and maintains a Research Activities & Publications Report for all the College lecturers each year. There is a formal research policy with many research incentives to motivate the teaching members to increase their research activities which is also attached in attachment 1.

2. THE PROGRAM OF STUDY AND HIGHER EDUCATION QUALIFICATIONS

2.1 Purpose and Objectives and learning outcomes of the Program of Study.

No comment

2.2 Structure and Content of the Program of Study.

No comment
2.3 Quality Assurance of the Program of Study.

No comment

2.4 Management of the Program of Study.

No comment

2.5 International Dimension of the Program of Study.

No comment

2.6 Connection with the labor market and the society.

No comment

3. RESEARCH WORK AND SYNERGIES WITH TEACHING

No comment

4. ADMINISTRATION SERVICES, STUDENT WELFARE AND SUPPORT OF TEACHING WORK

4.1 Administrative Mechanisms.

No comment

4.2 Infrastructure / Support

No comment

4.3 Financial Resources

No comment

5. DISTANCE LEARNING PROGRAMS (N/A)

Not Applicable

6. DOCTORAL PROGRAMS OF STUDY (N/A)

Not Applicable

7. FINAL REMARKS - SUGGESTIONS

The Academic Committee and the Management of CDA College has seriously studied the report and suggestions of the External Evaluation Committee (EEC) and has fully implemented all the suggestions raised so as to enhance the educational standards of the program of study.

As it concerns the teaching personnel research activities, the program is very much reinforced with the teaching personnel consisting of 11 academicians, 70% of them are holders of a Doctorate degree, two (2) are Candidates of a Doctorate degree and the other two (2) are holders of Master’s degree.
Most of the teaching members have already many research activities and publications. Recently, in 2018, three (3) of them have attended international research conferences with a research proposal and they have already published their articles on Researchgate and will also publish them in other refereed publications.

Additionally, in attachment 1 there are all the Research Activities and publications of our BA Business Administration teaching members in Limassol. CDA College strongly encourages and supports the academic members to increase their research and publication activities and maintains a Research Activities & Publications Report for all the College’s lecturers each year. Moreover, there is a formal research policy with many research incentives to further motivate the teaching members to increase their research activities which is also attached in attachment 1.

Finally, CDA College firmly believes that the two observations (as satisfactory level) raised by the EEC have been fully materialized. Based on the aforementioned reasons and under the legislation, the College believes that it has responded very satisfactorily to all EEC comments. The College is grateful for the constructive criticism and suggestions of the EEC for further improvement of the program. The College strongly believes that the program will continue having outstanding graduates strengthening the business industry of Limassol and Cyprus in general.

Sincerely,

D. A. Christoforou
(Chairman)

Attachment 1
Attachment 1  BA Business Administration Research Activities

CDA College aims at excellence in research and is fully committed to developing and promoting research activity. Research, both pure and applied, being an essential academic activity is an integral part of CDA College’s mission. Research and advancement of knowledge as intellectual activities, are an integral part of our educational environment that fosters innovation and enthusiasm for excellence. Research at CDA College is concentrated in the areas of Humanities and Social Sciences, Pure and Applied Sciences, Marketing, Economics and Management and other emerging global issues. CDA College Research Centre “Aristotelis” is an autonomous, non-for-profit research organization based in Cyprus that was established to provide an independent platform for researchers across the island.

**RESEARCH INCENTIVES AT CDA COLLEGE**

- CDA College has established a formal research policy which will enhance the research quality and education standards at CDA College.
- CDA College has established a research centre “Aristotelis”
- CDA has set a research budget of €100,000 per year. This amount may be increased if there is more need for research.
- All the Lecturers should undertake research each year and the research department will keep records for each research output.
- Lecturers will get teaching hours off for the research undertaken.
- An amount paid for a complete research is based on the research length and quality.
- Additionally lecturers will get extra payment if they entered into EU Funding Research Projects.
- Encourage lecturers to participate to seminars and all expenses paid by the college.
- To established collaborations with research centers abroad.
- Have set formal policy and all the CDA lecturers by department will meet twice per semester so as to organise the future research projects.
- Have agreed that the Lecturers of all CDA campuses to undertake a group research in a different specialization areas.
- Based on the research evidence records of the Research Department of each year, lecturers with research output and publications will get a reward, promotion and remuneration increase.

The Faculty at CDA College aims at publishing papers in International Academic Journals and at submitting and presenting papers at International Conferences. The development of the research skills of the Department’s team is not only one of the main goals of the team members but this effort is also financially and ethically supported by the Administration of CDA College. Contacts with other research institutions and organisations for research collaboration and for research support play a vital role in the development of the researchers and of the Research Team as a whole.

Additionally, CDA College strongly support faculty staff to pursue relevant research through financial support, workload credit if they engage in pre-authorized research, seminars and conferences. It is important to provide evidence that all teaching staff members engage in publications in peer-reviewed journals and conference presentations with the full support of the college. The teaching staff will be engaged in publications appropriate to their respective professional areas and it is essential to provide evidence of completed and on-going research activity.

Furthermore, CDA College publishes once a year its annual research journal “The Cyprus Research Facts” it publishes faculty’s articles and invites articles from domestic and foreign
ACADEMIC STAFF RESEARCH and DEVELOPMENT

1. DR. IOSIF KAFKALAS
   Asst. Professor

PhD Economics,
MSc Economics,
Bsc Economics

Research interests

- Applied microeconomics, decision theory under uncertainty, economic analysis of crime and conflict, environmental and agricultural economics, food and resource sustainability, poverty and inequality.

Publication


Working papers

- Efficiency and productivity measurement under conditions of uncertainty.
- Improved distance-function measures: solving the issues of slacks and input-output differences.
- Groups of homogeneity, under a two-stage threshold and smooth transition process.
- Developing a model for decisions under uncertainty; evolving Cumulative Prospect Theory with micro-foundations.
  - Application in economic analysis of poverty and inequality
  - Application in environmental economics and sustainability
  - Application in economic analysis of conflict and crime

Conference presentations

- Heraclitus 2012, Greece: Optimal decision-making under uncertainty and heterogeneity. Poster and presentation, NSRF-ESF Program.
### Work in Research Programs

- **TEAMPEST - 7th F.P European Commission Project**
  "Theoretical Developments and Empirical Measurement of the External Costs of Pesticides".
  Knowledge Based Bio-Economy (KBBE), theme 2: Food, Agriculture and Fisheries, and Biotechnology
  **Position**: Model development on decisions under uncertainty and effective measurement of efficiency and productivity.

- **Economic Analysis of Crime**
  "Effectiveness of policies against crime; Severity and certainty of punishment over deterrence".
  ELKE National Research Funds, Greek Ministry of Education
  **Position**: Development of decision model and application on crime statistics from Greece and the US.

- **FoodIMA - 6th F.P European Commission Project**
  "EU Food Industry Dynamics and Methodological Advances".
  Sustainable Management of Europe's Natural Resources
  Methodological tools for economic assessment of the EU food chain
  **Position**: Research assistant, literature review, data management and analysis.

- **CARERA - 6th F.P European Commission Project**
  "The impact of CAP reform on the employment levels of rural areas".
  Sustainable Management of Europe's Natural Resources
  Methodological tools for economic assessment of the EU food chain
  **Position**: Research assistant, data management and analysis.

### Grants & Awards

- Heraclitus NSRF grant for PhD studies, European Social Fund.
- Vardinoianis Foundation; scholarship for top regional postgraduate and undergraduate students.
- State Scholarships Foundation; Award as top 3rd entry in Department of Economics, University of Crete, Greece.

### Ph.D. thesis

Essays in Expected Utility: Agricultural production under uncertainty.

### M.Sc. thesis

Financial institutions and economic growth; interaction and testing for spurious correlation and causality.
2. DR. NICOS RODOSTHENOUS:

Professor

PhD Business - Tourism,  
MSc Business Management,  
BA Religion,  
Diploma in Marketing,  
Fellow of Sales & Marketing Mgt Institute,  
Member of the Chartered Institute of Transport,  
International Travel Consultant IATA, IATA-UFTA Diploma

Research Publications:

2011-2013    European University Λευκωσία, Επιστημονικός Υπεύθυνος σε Ερευνητικό Πρόγραμμα του Ιδρύματος Προώθησης Έρευνας, σε συνεργασία με το Ευρωπαϊκό Πανεπιστήμιο Κύπρου και τον Αναπτυξιακό Οργανισμό ΤΑΔΩΣ, με θέμα: «Ανάπτυξη Θρησκευτικού και Προσκυνηματικού Τουρισμού στην Κύπρο».

10/2012    Είναι μέλος της ερευνητικής ομάδας του Ερευνητικού Κέντρου Κοινωνικής Έρευνας και Περιφερειακής Ανάπτυξης ΕΚΚΕΠΑ-«Ηράκλειτος» της Σχολής Διοίκησης και Οικονομίας του Τεχνολογικού Πανεπιστημίου Κύπρου. Στο πλαίσιο του προγράμματος «Ορίζοντας 2020/ HORIZON-2020» υπέβαλε τις εξής ερευνητικές προτάσεις:

1) Στο ΤΕΠΑΚ, σε συνεργασία με συναδέλφους του τμήματός του, με θέμα: «Routes of Apostle Paul. Euro Mediterranean approach by using the GIS technologies».

2) Στο Πανεπιστήμιο Κύπρου, μετά από ανοικτή πρόσκληση του Πρύτανη του Πανεπιστημίου προς ερευνητές, με θέμα: «Θρησκευτική Λαογραφία στη Μητροπολιτική Περιφέρεια Τριμυθούντος».

04/2014    Συμμετοχή στην κατάρτιση και υποβολή κοινής πρότασης του project SPHERAH-Heritage Plus Joint Call, με θέμα: «Safeguarding pictorial art heritage in rural areas and hermitages» σε συνεργασία με το ΤΕΠΑΚ, το Municipality of Campli της Ιταλίας ως Project Leader και το University of Aveiro-DEGEI Department της Πορτογαλίας.

Publications in International Journals:


3. Επιστημονικό περιοδικό ΚΟΣΜΟΣ, Αριστοτελείου Πανεπιστημίου Θεσσαλονίκης, άρθρο με τον τίτλο: «Οργάνωση προσκυνηματικής εκδρομής εξ επόγειως ποιμαντικής» (έγινε δεκτό για δημοσίευση στις 17/12/2014).

5. Εκδόσεις βιβλίου Επιστημονικά Συμπόσια, εταιρεία Κυπριακών Σπουδών, άρθρο με τον τίτλο: «The Religious and Pilgrimage Tourism in Cyprus and its importance in the Cyprus Tourism Industry» (under review, 16/12/2014).


7. Εθνικό Κέντρο Τεκμηρίωσης Διδακτορικών Διατριβών στην Αθήνα, κατατεθείμενη σε ηλεκτρονική μορφή η Διδακτορική του διατριβή με θέμα: "Θρησκευτικός και Προσκυνηματικός Τουρισμός στην Κύπρο και η συμβολή της στην ανάπτυξη του Θρησκευτικού και Προσκυνηματικού Τουρισμού στην Κύπρο" (έγινε δεκτό για δημοσίευση στις 17/10/2014).


Conference and Seminars:


4. «The Religious and the Pilgrimage Tourism in Cyprus, as an alternative type of tourism; Past, Present and Future», στο Συνέδριο "International Conference on Tourism", International Association for Tourism Policy, 2012.


Publication of Book:


Participation in Conferences:

1. «Assessing Pilgrimage Studies today», University of York, 5-6 Ιουλίου 2014, με την εισήγηση: «Religious and Pilgrimage Travel; The case of Cyprus».


3. «Taking the long view in Pilgrimage studies», University of York, 17 Ιουλίου 2012 με την εισήγηση: «The experience of the Religious Pilgrimage in Cyprus through the centuries».

5. «Setting the agenda for special interest tourism: Past, Present and Future», ICOT 2012, Τεχνολογικό Πανεπιστήμιο Κύπρου και International Association for Tourism Policy, Μάιος 2012, με την εισήγηση: «The Religious and the Pilgrimage Tourism in Cyprus, as an alternative type of tourism. Past, Present and Future».
7. «The future of Air Transport», Institute of Economic Affairs Λονδίνο, κατά την περίοδο 2000-2006, σε θέματα ανταγωνισμού και φιλελευθεροποίησης αερομεταφορών, νέων εφαρμογών ηλεκτρονικής τεχνολογίας στην τουριστική βιομηχανία, στρατηγικής και ανάπτυξης στο τομέα του Τουρισμού και των Αερομεταφορών.
8. «Ανάπτυξη του Θρησκευτικού Τουρισμού», Παγκόσμιος Οργανισμός Τουρισμού και Κυπριακός Οργανισμός Τουρισμού, Κύπρος 2006.
10. Μέλος του Δ.Σ. της Παγκύπριας Ένωσης Ελλήνων Θεολόγων (Π.Ε.Θ.)
12. Μέλος της Επιτροπής του Συνοδικού Γραφείου Προσκυνηματικών Περιηγήσεων (Θρησκευτικού Τουρισμού) της Εκκλησίας της Κύπρου.
13. Μέλος του Δ.Σ. της Χριστιανικής Ένωσης Κυπριών Επιστημόνων (X.E.K.E.)
14. Γραμματέας της Εκκλησιαστικής Επιτροπής και Ιεροκήρυκας του «Αγίου Παντελεήμονα» στη Μακεδονίτσα.
15. Αντιπρόεδρος της Επιτροπής Βιοϊατρικής Έρευνας της Εθνικής Επιτροπής Βιοηθικής Κύπρου.
16. Μέλος της Εταιρείας Κυπριακών Σπουδών.

3. DR. PAVLOS PANAYI
   Professor

I. EDUCATION - ACADEMIC QUALIFICATIONS

PhD Data Communications, June 1994
MBA Business Administration 1989, “SUMM CUM LAUDE” New York Institute Of Technology
BSc. in Computer Science, June 1984

II. PROFESSIONAL EXPERIENCE- Pavlos Panayi

1997 - 2010 Courses Taught at Technical Higher Institute (ATI)
- Data Communications, Computer Networks, On-Line systems, Artificial Intelligence,
- Software Engineering, Systems Design and Implementation,
- Web Page Design, Oracle, Pascal, Java, Computer Architecture. C++ Programming,
- Assembly Programming, Database, Diploma Project Supervisor.

2009 Courses Taught at Technical at American College
- Principles of Management,
- Data Structures and Algorithms,
- Theory of Computation, Programming I & II C++,
- Data Communications & Networks, Artificial Intelligence, Databases.

2009 Courses Taught at Technical at Frederick University
• Computer Fundamentals, Office Applications, Quarkxpress
• Microsoft Front Page, Computer Architecture Programming for Engineers
• Data Communications, Computer Networks

2008 Courses Taught at Technical at School of Nursing

• Office Applications

2007 Courses Taught at Mediterranean Institute of Management

• Mediterranean Institute of Management
• Computer Fundamentals, Office Applications,
• Microsoft Front Page, Computer Architecture

Zurich American Group, New York, NY 1992 to 1997 Director of Network Operations

• New York Institute Of Technology, NY 1994 to 1996 Part-time Lecturer
• Berkshire Hathaway Group, New York, NY 1989 to 1992 Director of MIS

III. RESEARCH AND PUBLICATIONS


4. DR. IOANNA THEOTOKATOU
   Asst. Professor

I. EDUCATION-ACADEMIC QUALIFICATIONS

2012 - present PhD Student at Leeds Beckett University, Uk, Department of Education and Childhood
2009 -2010 MSc in Educational Leadership and Management, Cyprus International Institute of Management (CIIM)
2003-2008 B.A in Medieval and Modern Greek Philology, University of Ioannina

II. PROFESSIONAL EXPERIENCE – Ioanna Theotokatou

2011- present Lecturer at C.D.A. College
Courses taught
• Greek Language
• History of Cyprus
• European History
2014-present
Teacher of Modern Greek for foreign children (aged 8-12)
The Adult Education Centers, Ministry of Education and Culture, Cyprus.

2012-2014
Teacher of Modern Greek
"Program for Greek Language Teaching Applicable to Migrants and Other Foreign Language Speaking Residents of Cyprus", European Social Funding & Ministry of Education and Culture,

III. ACADEMIC AND PROFESSIONAL PRESENTATIONS

IV. RESEARCH PUBLISHED

V. RESEARCH NOT PUBLISHED
3. Book review: Leadership in religious schools

VI. CONFERENCE AND SEMINARS
1. ‘Pedagogical Leadership as transformational factor for school improvement’, Filoxania Centre (13/12/14).
2. ‘Promoting equal educational opportunities: Emergency or utopia?’University of Cyprus (20/10/2014).
3. ‘Constructing and using educational software to enhance learning processes. CIIM (24/05/2014).
6. ‘University of Leicester School of Education Postgraduate Researcher Conference 2013, Contemporary issues in Education’ (29/06/13).
8. ‘Thucydides. The top historian of the ancient time and his influence until today’, Ministry of Education and Culture (6/04/2013)

9. ‘Theories of two-groups relationships: What is the role of the leader and what the applications are at school’ CIIM (27/11/2012).


11. ‘How to combine technology and materials to create effective lessons and motivate students’ Burlington Books (2011).

VII. MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS AND ORGANIZATIONS

1. BELMAS (British Educational Leadership, Management and Administration Society)
2. CCEAM (Commonwealth Council of Educational Administration & Management)
3. CEAS (Cyprus Educational Administration Society)
4. CIIM Alumni
5. DR. ELENI ASPROGENOUS
Asst. Professor

DBA Management
MBA Management
BA Tourism Studies

Research:

Characteristics of expansion of Tourism in Cyprus (Growth up to 1973, repercussions of Turkish invasion for the years 1974 and 1975, meters, economic plans, objectives, governmental meters for recovery, Cypriot wealth).

Human Potential (importance in the decision-making, productivity conditions for effective conduct of work, quality role of leaders of heads, quality of personnel, communication, productivity, evaluation, efficiency, environment of work, practical application)

Scientific Administration (organisation, strategy, globalisation, multinational companies, communication with today's current given)

World Communication (channels of communication, relations in the world communication)

Ways of communication (direct communication, need of communication correspondence, right comprehension, public speech as a way of communication)

Informative systems (computers and their importance, development of informative systems, electronic post, internet)

The educational system and his importance (organisation and administration of educational units, evaluation, educational system, educational administration, government and educational system, particularities in the current education, pedagogic psychology, autistic children)

Administration of enterprises in the tourist industry (basic characteristics, hotel organisation, briefing of administration, tourist marketing, basic characteristics of marketing, basic factors of marketing, the difference of marketing in the tourist services, planning and strategy)

Services in the tourist industry (alternative tourism – administration, research of market, behaviour of consumers, marketing of tourist services, activities of centres’ of recreation, advisory administration, organisation of enterprises)

Human potential (presentation)

Introduction of the tourism industry (presentation)

Attend many seminars and presentations organized in Cyprus and Abroad in a wide range of subjects.
<table>
<thead>
<tr>
<th>Τίτλος έργου</th>
<th>Ημερομηνίες εκπόνησης (ήνωση – ολοκλήρωση)</th>
<th>Αξία έργου</th>
<th>Αποδέκτης/Φορέας Ανάθεσης</th>
<th>Συνοπτική περιγραφή έργου</th>
<th>Αρμοδιότητες - καθήκοντα</th>
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<tbody>
<tr>
<td>Μελέτη για τις επιπτώσεις στην οικονομία και του τουρισμού από την απόκτηση ακίνητης ιδιοκτησίας (2ης κατοικίας) από μη κατοίκους Κύπρου</td>
<td>2004 – 2005</td>
<td>52000</td>
<td>ΚΟΤ</td>
<td>Μελέτη για τις επιπτώσεις στην οικονομία και του τουρισμού από την απόκτηση ακίνητης ιδιοκτησίας (2ης κατοικίας) από μη κατοίκους Κύπρου</td>
<td>Εμπρογόνωμος Καθορισμός επιπτώσεων, ιδικής αναλύσεις και σχεδιασμός οικονομικού μοντέλου Σχεδιαστικές κυττάρων και εισηγώμενης πολιτικής</td>
</tr>
<tr>
<td>Μελέτη για τις κοινωνικές επιπτώσεις του τουρισμού από την ενδεχόμενη έκρηξη καζίνο στην Κυπριακή Δημοκρατία</td>
<td>2005 – 2006</td>
<td>Κ.Ο.Τ.</td>
<td>Μελέτη για τις κοινωνικές επιπτώσεις του τουρισμού από την ενδεχόμενη έκρηξη καζίνο στην Κυπριακή Δημοκρατία</td>
<td>Στα πλαίσια της Μελέτης πραγματοποιήθηκαν 9 ερευνητικές αγορές των οποίων η αξία ξεπήρασε τα 30755 ευρώ</td>
<td>Εκπίπτει η επιπτώσεις Καθορισμός ωφελημένης κατάστασης Διαπραγμάτευση ερωτήσεων για την εγκατάσταση καζίνου στην Κύπρο και κατ' χώραν για τις συνήθεις στους Κύπριους Εγκατάσταση καζίνου μέσα στην πιεστικού Επιπτώσεων</td>
</tr>
<tr>
<td>Δράση του Κρασιού</td>
<td>Οκτώβριος 2007 – Μάιος 2008</td>
<td>85000</td>
<td>Κυπριακός Οργανισμός Τουρισμού — Το Έργο συγχρηματοδοτείται κατά 50% από το Ταμείο Περιφερειακής Ανάπτυξης της Ευρωπαϊκής Ένωσης</td>
<td>Διαργάνωση τρισάρθρων εκδηλώσεων που θα αναδείξουν τους Δράμους του Κρασιού</td>
<td>Γενικός Συντονισμός Σχεδιασμός και καταλήψη επικαιροποιημένου πλαίσιου στα πλαίσια κατάστασης ολοκληρωμένου διαγράμματος διοργάνωσης των εκδηλώσεων σύμφωνα με τους όρους κινητήριων (καθορισμούς στρατηγικής, καθορισμούς εμβέλειας-επόμενων, καταγραφή και έκθεση ποιότητας των επικαιροποιήσεων σε όλο το περιβάλλον) Ελληνικού διαστημικούς Δημοσιότητα</td>
</tr>
</tbody>
</table>
6. DR. ARISTONIKI THEODOSIOU
Asst. Professor
PhD Psychology
MSc Finance & Maritime Studies
MSc Psychotherapy
MSc Total Quality Management & Innovative Implementation on Education
PgP Counselling Psychology
Bachelor Psychology

PUBLISHED ARTICLES

Stigma Magazine:
Art Psychotherapy in Group Child Therapy Vol. 44:38 2007

Egkofoalos Magazine:
Art Intervention to Patients with Mild Cognitive Impairment Vol. 44:38 2007

Human approach to patients with mild cognitive impairment Vol. 44:38 2007
Progress of an Early Dementia Incident Under Cognitive Intervention Vol. 44:24 2007

Stigma Magazine:
Art therapy for Patients with Dementia Vol. 15: 2007:10-16

Other published articles include: Psychopedagogic issues and Special Didactics for the Supreme Council for Civil Personnel Selection (ASEP) (2008).

AUTHORSHIP & PUBLISHING

Exercises Art therapy for Socialization and Executive Function Upbility Publications, 2016
A series of five fairytales for managing difficult situations and their use as diagnostic tools Thessaloniki, 2015
Thematic areas: Child & Death, Child & Abuse, Child & Divorce
Child & Phobies, Child & Bullying

Included in the list of approved books of the Directory of Primary Education of the Greek Ministry of Education and Culture

Osalotos Tales Collective Volume Osalotos Publications, 2015
Book -Multiple sclerosis: Test of the soul- Pyllos Publications, 2011
Book -Review of Counseling Topics- Gliourdas Publications, 2010

Online Publishing

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

Print Publishing

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

Under Review

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

Parental Alienation Association in Greece and Cyprus  ▪  12/2014 - Present
Scientific Collaborator
▪ Designed and executed research for the study of cases of children who have been abused and who have experienced parental alienation.
▪ Compiled Project Proposal to the forthcoming DAPHNE program call, relating to the utilization of drama, art and play treatments in victimized children, placed under foster care and professionals’ training on these techniques.
(Institute of Child Health, Mrs. Vassiliki Karvela and Dr George Nicolaidis, Mrs. Quintana - contact person of Alt Emporda County Council in Catalonia, Spain)

PROFESSIONAL TRAINING

Systemic Association of Northern Greece (Tasos Zisis)  ▪  2007 – 2010
Systemic Psychotherapist Training: Systemic-Family Therapy & Internship at the Mental Health Disorders Center of Ampelokipi

Psychoanalytic Medical Center of Thessaloniki  ▪  2006 - 2007
Psychotherapy Method Training: Cognitive - Analytical Greece

INTERNSHIPS

Preteens from public and private schools, parents and teachers – Thessaloniki  ▪  2008 – 2012
School & Evolutionary Psychologist – Doctoral Research  ▪  702 hours

Medical & Child Medical Center of Papanikolaou Hospital – Thessaloniki, Greece  ▪  2006 – 2008
School & Evolutionary Psychologist – Psychotherapist  ▪  518 hours

Psychologist – Psychotherapist  ▪  765 hours

Psychologist – Psychotherapist  ▪  200 hours
7. MRS. DORITA CHRYSANTHOU
   Senior Lecturer

I. EDUCATION - ACADEMIC QUALIFICATIONS

   2006 – 2007   MA in Marketing with Human Resource Management (Middlesex University, London)
   2000 - 2005   BA in Economic Sciences (University of Patras, Greece)

II. PROFESSIONAL EXPERIENCE

   2010 – Present   Lecturer at CDA College

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

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

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


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

III. RESEARCH AND PUBLICATIONS

1. “Factors affecting brand extension success based on consumers’ perceptions”
published in “CDA College Research Journal”.

IV. Research Not Published
1. Livesmart Company and the launching of 08 Smartcard
2. Exploring two basic models of Organizational Buying Behaviour (OBB)

V. Conferences and Seminars
- 2006 Presentation of Smartcard 08 by Livesmart Company, Liverpool
- 2009 JP Morgan’s conference for expansion in EMEA area, the risks and how to succeed, London

8. DR. MELITA STEPHANOU-CHARITOU
   Professor

Ph.D in Finance and Accounting
Middlesex University, U.K.

Master of Science in Financial Management
Middlesex University, U.K.

Bachelor of Science in Business Administration Major in Accounting
Cyprus College, Cyprus, Degree Granted: 1995

Courses taught:

Graduate Programs:
MBA Program: Financial Management

Undergraduate Programs:
Finance Courses: Financial Management; Banking: Financial Systems and Monetary Policy;
Accounting Courses: Financial Accounting; Managerial Accounting

Areas of Concentration/ Research Interests:
Finance, Accounting, Capital Markets, International Capital Markets

Professional Associations / Organization/field/Title

European Accounting Association Member
Research & Publications

Doctoral Dissertation: Middlesex University, UK.
Dissertation entitled: The Usefulness of Earnings and Cash Flows in Valuing Security Returns: Empirical Evidence for the UK, the USA and France

Journal Articles

A. INTERNATIONAL REFEREED JOURNAL PUBLICATIONS


**Refereed Conference Proceedings**

Charitou Melita and A. Vlittis, The Valuation Effects of Investor Relations Investment. Accepted for presentation at the European Accounting Congress, April, 2011. (Refereed)


Charitou Melita, The valuation role of earnings and cash flows in France, Accepted for presentation at the EDU Learn 09 Conference, May 2009 (Refereed)

Charitou Melita, P. Lois and A. Vlittis Which measures drive stock prices: International Evidence, Accepted for presentation at the Clute Institute Conference, May, 2009(Refereed)

Charitou Melita, The role of financial information in the French Capital market, Accepted for presentation at the Clute Institute Conference, March 2009 (Refereed)

Charitou Melita ,The value relevance of earnings in international capital markets, Accepted for presentation at the European Accounting Congress, April, 2008. (Refereed)

Charitou Melita, The valuation role of earnings and cash flows in France, Accepted for presentation at the European Accounting Congress, April, 2008. (Refereed)

Charitou Melita, Empirical Evidence on the Valuation of Financial Information in France, Accepted for presentation at the European Accounting Congress, April, 2007. (Refereed)

Charitou Melita, The role of Earnings in Capital Markets: International Empirical Evidence , Accepted for presentation at the European Accounting Congress, April, 2007. (Refereed)

A. Charitou, G Levas and M Charitou, Earnings Management by foreign firms preceding their listing in the US stock Exchanges. European Accounting Congress, 2000, (Refereed)


A. Charitou and M. Stephanou Charitou, The Evolution of the Corporate Annual Reports; European Accounting Congress, May 1996. (Refereed)

Research Under Review And In Submission Process In International Refereed Journals

Charitou M., P. Lois and A. Christoforou (2016) The relationship between aggressive and conservative working capital management policies and profitability:

9. DR. SAVVI ANTONIOU
  Asst. Professor

1. **Profile**

- Organized, patient, outgoing, dynamic, and highly motivated
- Can create an enthusiastic environment for students
- Strong communication skills to deliver and present learning effectively
- Able to prioritize tasks while anticipating potential problems
- Able to work effectively with limited supervision
- A strong supporter of life-long learning

2. **Education**

2013-2018 (expected)  **PhD Candidate in Theoretical Linguistics**

Université de Bourgogne, Dijon, France.

Thesis title: *Cognitive and linguistic issues of the multilingual speaker through the concept of the in fieri language.*

*Les enjeux cognitifs et linguistiques du sujet parlant plurilingue à travers la notion de langue(s) en fieri.*

2012-2013  **MASTER 2 in French**

Université de Bourgogne, Dijon, France  **MASTER 2 – research.**

*Language sciences, teaching French (French as a foreign language) and languages.*

*Sciences du langage et didactique du français (FLE/FLS/FLM) et des langues.*

2008  **Teachers’ development course**

Christ Church University, Canterbury, England.
2006-2008  MA IN MODERN ENGLISH LANGUAGE
MASTER OF ARTS in English.
Huddersfield University – England

2004-2005  Socrates/Erasmus students’ exchange program
Université de Bourgogne. Dijon, France

2000-2005  BA IN FRENCH LANGUAGE AND LITERATURE
BACHELOR DEGREE in French. Aristotle University of
Thessaloniki, Greece.

1997-2000  APOLYTIRION - Ayios Ioannis lyceum – Limassol

3. Seminars & Conferences – Participation

April 2018  - Oral Presentation at the 39th Annual Meeting of the Department of
Linguistics. Aristotle University of Thessaloniki.
Subject: The psycho-linguistic relations of the Greek Cypriot speaker with
language(s).

Mai 2016  - Poster presentation: 37th Annual Meeting of the Department of
Linguistics. Aristotle University of Thessaloniki.
Subject: From the mother tongue to the in esse language: the impact of
terminology on the perception of language learning

November 2014  - Oral Presentation at University of Burgundy:
Subject: Les enjeux cognitifs et linguistiques du sujet parlant plurilingue à
travers la notion de langue(s) en fier : introduction.

4. Seminars & Conferences (attendance)

April 2018  - Training course for examiners of the French examinations
DELF

September 2016  - 1st International Conference on Language Acquisition
Methodology. “Innovation: Why and how?”

September 2016  - Classroom management and special education
- Teacher Development at Eurognosi

May 2016
- 1st LC-UCY International Forum of Young Researchers (University of Cyprus, Language Centre)

April 2016
- Enseigner le FLE au primaire. (Institut français de Chypre)

August 2013
- Dyslexia for teachers of English as a foreign language A-Z of very young learners workshop (Eurognosi academic seminars)

March 2013
- Language Policy in Cyprus (University of central Lancashire, Cyprus)

August 2012
- Classroom management Teaching very young learners (Eurognosi Seminars)

March 2012
- Professional Training for Young learners (Cambridge & British council)

April 2010
- Interactive whiteboard activities to enhance learning. (Burlington books)

May 2008
- The psycho-sentimental situation of the student. (Burlington books)

5. Employment

2018
Authorised examiner of the French examinations DELF/DALF

2017- today
Lecturer at C.D.A. College
Courses:
- ENG 101: English Communication
- ENG 101: English and American Literature
- ENG 102: Business English
- ENG 221: Presentation skills
- ENG 121: Business and Professional Communication
- ENG 112: English II
2011 - 2017  Teaching French and English at “Eurognosi” private institutes (DELF/DALF all levels and IGCSE French/ Cambridge and Anglia Examinations)

2008 - 2009  Teaching French as a substitute teacher of French at public schools. (Elementary and High School)

2008 - 2011  Teaching French and English at “Herodotus private institutes” (DELF/DALF all levels)

2007 - 2008  Teaching English to adults at “Tutors private institutes” (adults)


6. Professional Memberships

Cyprus Linguistics Society (CyLing) – (Member since 2012)

7. Additional Skills

Languages:  Greek / French /English
It skills:  Ms Office (word, excel, internet)
           Interactive Whiteboard
           Google sites, Picasa
           Edu4sclouds, Webcloud, weblab
           Prezi

8. Interests

Traveling, socializing, reading books and writing at a preliminary stage
10. THEODOROS CHRISTODOULIDES  
   Lecturer  

A. PERSONAL INFORMATION  
NAME: THEODOROS  
SURNAME: CHRISTODOULIDES  
BIRTH DATE: 15/01/1961  
PLACE OF BIRTH: PAPHOS  
NATIONALITY: CYPRiot  
MARITAL STATUS: MARRIED  
ADDRESS: KARPAΣIAS 26-28, ΜΕΖ.5, 8200 YEROSKIPOU, PAPHOS  
TELEPHONE: 995627777  
E-MAIL: theodoroschr@yahoo.com  

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

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

D. SKILLS  
1. LANGUAGES  
   READING  
   WRITING  
   SPEAKING  
2. ENGLISH  
   EXCELLENT  
   EXCELLENT  
   EXCELLENT  
3. RUSSIAN  
   BEGINNER  
   BEGINNER  
   BEGINNER  

II. COMPUTER’S KNOWLEDGE  
ICT EUROPE EXAMINATIONS: WORD, EXCEL, INTERNET, WINDOWS, ACCESS,  
GENERAL COMPUTING AND POWER POINT.  

III. CERTIFICATES – LCCI ACCOUNTING  
1. LCCI ACCOUNTING THIRD LEVEL – 1997  
2. LCCI BOOK KEEPING AND ACCOUNTS LEVEL TWO – 1996  
3. LCCI BOOK KEEPING LEVEL ONE – 1995
IV. COMPETITIONS
CFA INSTITUTE – CYPRUS UNIVERSITIES’ RESEARCH CHALLENGE 2015
(REPRESENTING NEAPOLIS UNIVERSITY PAPHOS)

V. SEMINARS
- “Διαχείριση Ανθρώπινου Δυναμικού”
- “Κεφάλαιο Κίνησης, Στρατηγικών Σχεδιασμός και Καταρτισμός Επιχειρηματικού Πλάνου”
- “Συγχωνεύσεις και Εξαγορές”
- “Εξυπηρέτηση Πελατών και Επαγγελματική Συμπεριφορά”
- “Λογιστική για Διευθυντές”
- “Διευθυντικά Συμτήρηση Μέτρησης και Διεύθυνσης Απόδοσης”
- “Βασικά Τραπεζικά κριτήρια Δανεισμού και Εξειδικευμένες Μορφές Χρηματοδότησης”
- “Κρίσιμα Τραπεζικά Ερωτήματα & Νομικές Απαιτήσεις στο Νέο Ευρωπαϊκό Πλαίσιο”
- “Διαχείριση Χορηγήσεων στα ΣΠΙ κατά την παρούσα Οικονομική Κρίση”
- “Η ικανότητα του ΣΠΙ για Επιχειρησιακή Συνέχεια σε Στιγμές Κρίσεις”
- “Πρόληψη και Αντιμετώπιση Διαρρήξεων και Αποτελεσμάτων στα ΣΠΙ”

F. OTHER INFORMATION
- I have never been accused for any crime / Free of criminal records.
- I have fulfilled my military services as an Officer, with 11 ability.

F. PERSONAL INTERESTS AND HOBBIES
- Daily Internet browsing and watching news.
- Watching documentaries and reading economic and scientific books/magazines.
- Fishing.
11. ΝΑΓΙΑ ΠΑΝΑΓΙΟΤΟΥ

Senior Lecturer

PhD (C) Law,

ΕΚΠΑΙΔΕΥΣΗ

Οκτώβριος 2013 - Μάιος 2015

Τίτλος: Μεταπτυχιακό στη Νομική
Τοποθέτηση: University of Nicosia
Βαθμός: GPA: 3.2/4

Οκτώβριος 2009 - Μάιος 2013

Τίτλος: Πτυχίο Νομικής
Τοποθέτηση: University of Nicosia
Βαθμός: GPA: 3/4

Οκτώβριος 2004 - Σεπτέμβριος 2009

Τίτλος: Πτυχίο στις Πολιτικές Επιστήμες και Δημόσια Διοίκηση
Τοποθέτηση: Εθνικό και Καποδιστριακό Πανεπιστήμιο Αθηνών
Βαθμός: Καλώς

Σεπτέμβριος 2001 - Ιούνιος 2004

Τίτλος: Απολυτήριο Αγίου Σπυρίδωνα (Λεμεσός)
Τοποθέτηση: Λυκείο Αγίου Σπυρίδωνα (Λεμεσός)
Βαθμός: 17/20

ΕΠΑΓΓΕΛΜΑΤΙΚΗ ΑΠΑΣΧΟΛΗΣΗ:

Ιούνιος 2014

Επιτυχημένη διοργάνωση των εκπαιδευτικών εκδηλώσεων του Νομικού Συμβουλίου

Νοέμβριος 2010 - Μάρτιος 2012

Δικηγορικός Σύλλογος Λευκωσίας
Καθήκοντα: Γραμματειακά

Φεβρουάριος 2010 - Οκτώβριος 2010

Δικηγορικό Γραφείο Μάριου Α. Κωνσταντίνου
Καθήκοντα: Γραμματειακά-Δικαστηριακά

Μάιος 2008 - Οκτώβριος 2009

Βουλή των Ελλήνων-Πολιτικό γραφείο
Καθήκοντα: Κοινοβουλευτικής Συνεργατικής-Γραμματειακά

ΚΑΤΕΒΟΥΝΕΣΙΕΣ ΒΙΒΛΙΟΓΡΑΦΙΚΗΣ ΕΡΕΥΝΑΣ

Πτυχιακή εργασία
«Το συνταξιοδοτικό σύστημα της Κύπρου-Ελλάδας-Αγγλίας».  
Μεταπτυχιακή εργασία
«Το δικαίωμα σεβασμικής αυτοδιάθεσης των ομοφυλίων προσώπων και η αυτομετάπτωσή τους από τα Ευρωπαϊκά Δικαστικά Δρώμενα».  

33
ΔΗΜΟΣΙΕΥΣΕΙΣ

Άρθρα σε Ελληνικό Εντυπωσιακό Τύπο - Θέματα:
- Εγκληματικότητα,
- Οικονομική Κρίση και Κοινωνική Συνοχή

ΓΛΩΣΣΕΣ

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<td>Αριστή</td>
<td>Πολύ καλή</td>
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ΣΕΜΙΝΑΡΙΑ/ΔΡΑΣΤΗΡΙΟΤΗΤΕΣ

- Παιγκύπτερο Συνέδριο Ποινικού Δικαίου και Εγκληματολογίας.
- Διαλέξεις Καθηγητών στη σχολή όσον αφορά τα την Ευρωπαϊκή Ένωση, συνθήκη λισαβόνας, Εξωτερική πολιτική Τουρκίας κ.λ.π.
- Σεμινάρια- Συνέδρια κόμματος καθ' άλλη τη παραμονή μου στο πολιτικό γραφείο.
- Σεμινάρια Διωκτητικού περιεχομένου, όπως οργάνωση και λειτουργία στους χώρους της Διοίκησης.
- Παρακολούθηση σειράς μαθημάτων βασικών γνώσεων Πρώτων Βοηθειών
- Συντονισμός και ομαδική επιμέλεια για την οργάνωση Ευρωεκλογών και Βουλευτικών εκλογών
- Συμμετοχή σε φοιτητικούς ομάδες στα πλαίσια οποιωνδήποτε στο Ε.Κ.Π.Α
- Συμμετοχή σε μαθητικά/πανεπιστημιακά συνέδρια

ΕΝΔΙΑΦΕΡΟΝΤΑ

- Ελληνική και Ξένη λογοτεχνία
- Μουσική
- Αθλητισμός
- Θέατρο

ΣΥΣΤΑΤΙΚΕΣ ΕΠΙΣΤΟΛΕΣ

<table>
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<th>Όνομα</th>
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<tr>
<td>Ηλίας Στεφάνου</td>
<td>Δικηγόρος -Ποινικολόγος</td>
<td>22 674594</td>
</tr>
<tr>
<td>Έλλη Φλαρέντζου</td>
<td>Δικηγόρος της Δημοκρατίας</td>
<td>99 355607</td>
</tr>
<tr>
<td>Σωρβατζίωτη Δήμητρα</td>
<td>Δικηγόρος Παρι' Άρειο Πάγης Ελλάδος και καθηγητρία Ποινικού Δικαίου και Εγκληματολογίας στο Πανεπιστήμιο Παλαιολογίας.</td>
<td>99:928766 ή 99 723761</td>
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