



### Academic Personnel Short Profile / Short CV

<b>University:</b>	University of Nicosia
<b>Surname:</b>	Iacovidou
<b>Name:</b>	Melpo
<b>Rank/Position:</b>	Assistant Professor
<b>Faculty:</b>	Business
<b>Department:</b>	Accounting
<b>Scientific Domain: *</b>	Quality Management, Quality assurance, Quality in higher education, Business ethics

*\* Field of Specialization*

Academic qualifications (by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title (Optional Entry)
PhD	2009	Middlesex University		<i>Development of Quality Management Systems in Higher Education Institutions Using a Stakeholder Approach, Middlesex University, U.K. 2009</i>
MBA	1986	Adelphi University	Business	
BSc	1984	Indiana University of Pennsylvania	Business	



### Employment history in Academic Institutions/Research Centers – Last 12 years

Period of employment		Employer	Location	Position
From	To			
March 2023	Present	University of Nicosia	Cyprus	Director, Erasmus+ & European University Alliance (NEOLAiA) Unit. Supervisor, Industry Liaison Office [UNIC] University Senate Member (audit) Assistant Professor – School of Business
June 2017	Feb 2023	University of Nicosia	Cyprus	Director, Academic Compliance Office University Senate Member (audit) Assistant Professor Associate Head, Dept. of Accounting.
August 2015	May 2017	University of Nicosia	Cyprus	Head, Office of Quality Audits, Head, Office of Student Support Head, Industry Liaison Office [UNIC] University Senate Member Assistant Professor Associate Head, Dept. of Accounting.



ΔΙΠΑΕ  
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ΦΟΡΕΑΣ ΔΙΑΣΦΑΛΙΣΗΣ ΚΑΙ ΠΙΣΤΟΠΟΙΗΣΗΣ ΤΗΣ ΠΟΙΟΤΗΤΑΣ ΤΗΣ ΑΝΩΤΕΡΗΣ ΕΚΠΑΙΔΕΥΣΗΣ  
CYPRUS AGENCY OF QUALITY ASSURANCE AND ACCREDITATION IN HIGHER EDUCATION



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September 2014	July 2015	University of Nicosia	Cyprus	Head, Office of Quality Assurance & Student Support Internal Quality Assurance Auditor, University of Nicosia. Erasmus Institutional Coordinator (since 2013) Assistant Professor – School of Business, Associate Head, Department of Accounting Project Team Member, Industry Liaison Office University Senate Member,
March 2012	Sept 2014	University of Nicosia	Cyprus	Head, Office of Quality Assurance & Student Support Internal Quality Assurance Auditor Assistant Professor - School of Business, Associate Head, Dept. of Accounting Project Team Member, Industry Liaison Office University Senate Member

**Key refereed journal papers, monographs, books, conference publications etc. (most recent)**

Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1		<i>Towards a Commonly Accepted ESG Reporting Template for Greek and Cypriot SMEs</i> (accepted December 2024)	Despoina (Sheila) Sfountouri, Alexandros Antonaras, Ioanna Papasolomou	Cyprus Review		
2		<i>Making Sense of the Policy and Practice of Sustainable Development in the European Union -Chapter 7: Perspectives of the South: Sustainable Development in the Mediterranean'</i> (Submitted November 2024)	Alexandros Antonaras	Springer		
3	2023	<i>Bank income smoothing behaviours under expansionary and recessionary economic environments; new evidence using microdata sample</i>	Eleftherios Aggelopoulos, Theofanis Papageorgiou, Vasilios Giannopoulos	International journal of finance and economics	DOI:10.1002/ijf.e.2874	1-17
4	2023	European University initiative in enabling student success: How to Enable the Employability of University Graduates.	Tomášková, R., Andersson- Norrie, I., Piana, B. D., Chudy, A. & Madelaine, C.	Edward Elgar Publishing Ltd.	Edward Elgar Publishing Ltd., 2023. Vol. 14, No. 1/2	43-61

5	2018	“Developing a University CSR Framework using Stakeholder Approach: A Case Study of a Private University”.	Alexandros Antonaras, , Paraskevi (Evi) Dekoulou	World Review of Entrepreneurship, Management and Sustainable Development  [Special Issue on: University social Responsibility International Models and Impacts]	Vol. 14, No. 1/2,	43-61
6	2018	Employee Business Ethics: A comparative study on employee perceptions	Antonaras, A., & Dekoulou, P.	International Journal of Research in Management & Business Studies	Vol. 5, Issue 3	pp.20-29
7	2015	Students’ Perceptions on Plagiarism and Relevant Policies in Cyprus	Kokkinaki, A. I., & Demoliou Karanikis, C.	International Journal for Educational Integrity. Available at: <a href="http://edintegrity.springeropen.com/articles/10.1007/s40979-015-0001-7">http://edintegrity.springeropen.com/articles/10.1007/s40979-015-0001-7</a>	11(1)	P1-11
8	2011	“Measuring social return on investment using the EBEN GR Business Ethics Excellence Model”	Alexandros Antonaras, Chrysi Memtsa	Current Issues of Business and Law	Volume 6 Issue 1	69-89
9	2009	‘An exploratory use of the stakeholder approach to defining and measuring quality: The case of a Cypriot Higher Education institution’	Gibbs P & Zopiatis A	Quality in Higher Education	Vol 15 (2)	147-165
10	2004	Quality as pedagogy of confinement: is there an alternative?’	Gibbs P & Iacovidou M	Quality Assurance in Education	Vol 12 (3)	113-119



Research Projects - Most recent ones				
Ref. Number	Date	Title	Funded by	Project Role*
1	2024-2027	NEOLAIA, ERASMUS-EDU-2023-EUR-UNIV-2, European University Alliances	EACEA	Local Project Coordinator
2	2020-2021	LIFE TWO – Learning Interculturality From Religions Towards Outreach Activities, KA2 Erasmus+	EACEA	Researcher, Local Project Coordinator
3	2019-2022	SHIFT Schools Harnessing Inclusive Facilitator Technology, KA2 Erasmus+	EACEA	Researcher, Local Project Coordinator
4	2016- 2018	European Dimension in Qualifications for the Tourist Sector (EurDiQ) Project, Erasmus + Programme	EACEA EACEA	Researcher
5	2010-2013	IPPHEAE Project- Impact of Policies for Plagiarism in Higher Education across Europe'	EACEA EACEA	Researcher
6	2010 –2012	UNILO - Promoting the EQF Learning Outcomes Approach within European Universities, Leonardo Da Vinci, Lifelong Learning Programme,	EACEA	Researcher

\*Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other

### Academic Consulting Services and/or Participation in Councils / Boards/ Editorial Committees. Most recent ones

Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	2021 -	NEOLAiA European University Alliance	Member of the Executive Committee Local Project Coordinator	Overseeing the implementation of the project
2	2020 - Present	Foundation for the Management of European Lifelong Learning Programmes, Cyprus	National VET (Vocational Education and Training) Team member	Identifying a comprehensive process of recognition and validation of non-formal and informal learning.  Representing Cyprus in EU meetings for VET qualification. Participating in conferences/workshops in relation to VET qualifications and ECTS
3	2012 - present	UNIC	Project Supervisor, Industry Liaison Offices (ILO)	Overseeing the operations of the ILO (bridging academia with the industry)
4	2015 – Present	HELIX Incubators	Board of Directors	Assessing the overall direction and strategy of the business.
5	2016 – Present	Open University Greece	Accounting Lecturer	Delivering one of the 4 modules leading to a Masters’s Degree in Accounting
6	2013- Present	Cyprus Ministry of Commerce, Energy, Industry and Tourism	Technical Expert, Ministry of Commerce, Energy, Industry and Tourism	Evaluation of applications for funding of projects by the Cyprus Ministry of Commerce, Energy, Industry and Tourism
7	2008 - 2015	Technological University of Cyprus (CUT),	Teaching Associate	Delivering one of the modules leading to a bachelor’s degree in accounting



8	2016- 2021	CYAQ (Cyprus Association for Quality)	Board of Directors	Assessing the overall direction and strategy for certification for quality in Cyprus
9	2017- 2021	University of Patras	Statutory member of the Electoral Body,	Assessing eligibility of applicants for academic rankings





### Awards / International Recognition

Ref. Number	Date	Title	Awarded by:
1	1980-1984	Scholarship for undergraduate Studies	A.G Leventis Foundation
2	1984-1986	Scholarship for Graduate studies	A.G Leventis Foundation
3	1986	Graduated with Distinction	Adelphi University (M.B.A)



### Other Achievements

Ref. Number	Date	Title	Key Activities:
1	2010 2012 2013	Project Coordinator, for the applications for the ECTS and the Diploma Supplement Labels	Responsible for ensuring the implementation of the process for re-engineering the University of Nicosia academic programmes with ECTS and Learning Outcomes.  The ECTS Label and Diploma Supplement Label were awarded to the University
2	2013-2025	Erasmus Institutional Coordinator	Overseeing operations of the Erasmus Office
3	2013-2015	Project supervisor, U-Multirank Rankings Project	Coordinating the application for the U-Multirank Ranking
4	2008-2015	Secretary, Internal Quality Assurance Committee	The committee's main role is to oversee the QA of Schools, Departments and programmes at UNIC, and it reports to the Senate.
5	2010-2013	Project leader, EBEN-Greece Business Ethics Excellence award application	Responsible for the application for the EBEN-Greece Business Ethics Excellence award- GOLD award was successfully awarded to UNIC
6	2009-2012	Project Group Leader	Preparation of self-evaluation for quality assessment by the European Universities Association (EUA)