

NICHOLAS HARKIOLAKIS, PhD
RESUME

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PROFESSIONAL EXPERTISE:

tjs-yhfw-uvu

Academic:

- Academic Administration (Director of Research, Associate Dean, Chair)
- Development and coordination of graduate and undergraduate academic programs and courses in Technology and Business
- Development and teaching of graduate and undergraduate courses in Leadership, Project Management, Information Technology, Data Mining, Predictive Analytics, Artificial Intelligence, and Research Methods
- Quality assurance and accreditation (NEASC, WASC). On-site accreditation visit at the American University of Madaba, Jordan, 2012
- Editor: Frontiers in AI (2025), Int. J. of Social Entrepreneurship and Innovation, Int. J. of Teaching and Case Studies, Int. J. of Technology Enhanced Learning.
- Dissertation supervision (well over 50 successful DBA and PhD defenses)
- Grant writing and administration (awarded over \$5 million in grants)
- Academic research: 63 publications (36 as lead author)
- Books: Qualitative Research Methods (2025), The Law of Conservation of Value (2025), The Cycle of Value – A Conservationist Approach to Economics (2022), Quantitative Research Methods (2020, 2023, 2025), Information Technology Project Management (2019), Leadership Explained – Leading Teams in the 21 Century (2016), Multipreneurship – Diversification in Times of Crisis (2014), E-Negotiations – Networking and Cross-Cultural Business Transactions (2012), Female Immigrant Entrepreneurs (2011), Developments in Mathematics, Simulations and Modelling (2008)

Industrial:

- Executive Vice President, Europe and the Middle East, Director of Research, Executive Coaching Consultants
- Head of Research, Quantex Tech Limited, Hong Kong SAR
- Consulting and project management:
 - o Simulation, Modeling, and Optimization, Data Analytics, Artificial Intelligence, Digital Transformation

EDUCATION HISTORY:

1993 - 2000:

Ph.D., Computer Science,
Agricultural University of Athens

1982 - 1984:

Thesis: Computer Applications to Biotechnology
CMCIT, Aeronautical Engineering, Cranfield University

1978 - 1982:

B.Sc. Physics, National University of Athens

PROFESSIONAL POSITIONS AND AFFILIATIONS:

2026– Present: Program Director for the PhD in Computer Science and Engineering

Professor, DBA Supervision

European Institute of Management

Valletta, Malta, Zurich, Switzerland

- Course instruction
 - o Advanced Research Methods
 - o Artificial Intelligence for Business
 - o Business Informatics for the Digital Economy
- DBA, PhD Dissertation Supervision

2025– Present: Head of Research

Quantex Tech Limited

Hong Kong SAR

2025– Present: Professor

University of Nicosia - Athens

Athens Greece

- Course instruction
 - o AI Applications
 - o Introduction to Transformative Technologies

2024– Present: Professor, Open-Source Intelligence

European Forensic Institute

Malta Life Sciences Park, Malta

- Course Instruction
 - o Open-source Intelligence

2024– Present: Professor, Machine Learning

Digital University Group

Barcelona, Spain

- Course Development and Instruction
 - o Machine Learning

2023– Present: Professor, DBA Supervision

Hult International Business School

Boston, MA

- DBA Dissertation Supervision

2017 – Present: Adjunct Faculty, Online

Online Continuing Education,

New England College

Henniker, NH, US

- Online course development
 - o Data Mining and Analysis

- o Search Engine Optimization
 - o Predictive Analytics: Models and Methods
- Online course instruction:
 - o Data Analytics for AI
 - o Visual Analytics
 - o Big Data Tools and Architectures
 - o Policy, Legal, Ethics, and Compliance
 - o Web Analytics
 - o Data Mining and Analysis
 - o Search Engine Optimization
 - o Predictive Analytics: Models and Methods
 - o Project Performance and Quality Assurance
 - o Information Systems in Organizations
 - o Database Management

2016– Present: Professor, Executive DBA

Ecole des Ponts, Paris Tech

Paris, France

- Course development: Quantitative Research Methods
- Course instruction: Quantitative Research Methods
- EDDBA dissertation supervision in the fields of leadership, technology, innovation, and entrepreneurship

**2012 - Present: Executive Vice President, Europe and the Middle East
Director of Research**

Executive Coaching Consultants

www.executivecoachingconsultants.com

- Consulting services and training to individual professionals, corporations and family business enterprises on issues of leadership, organizational behavior, technology and entrepreneurship.

2024– 2025: Professor, Data Science

Roehampton University

London, UK

- Course Development and instruction
 - o Data Visualization
 - o Mathematics for Data Science
 - o Data Analytics
 - o Data and Analytics for Marketers

2017 – 2022: Adjunct Faculty, Online

School of Information Systems and Technology,

Walden University

Minneapolis, Minnesota, US

- Online graduate course instruction. Courses taught:
 - o IT Leadership Simulator
 - o Data Mining
 - o Business Analytics and Data Mining
 - o Quantitative Decision Making for Strategic Analysis

- o Doctor of Information Technology Dissertation Supervision

2013 – 2017: Honorary Lecturer, Online

University of Liverpool,
Liverpool, UK

- Dissertation supervision
- Course development: Leading and Managing Project Teams
- Course instruction:
 - o Leading and Managing Project Teams
 - o Executing, Controlling, and Closing Projects
 - o Tools and Techniques for Success in IT Projects

2012 – 2022: Adjunct Faculty, Online

School of Technology,
Northcentral University
San Diego, California, US

- Online graduate course instruction. Courses taught:
 - o Data Mining
 - o Innovation & Strategy in Computer Science
 - o Quantitative Methods for Data Analytics and BI
 - o Quantitative Research Design
 - o Project Management Systems and Technology
 - o Technology Policy and Strategy
 - o Statistics with Technology Applications
 - o Constructive Research Design and Methodology
 - o Programming Languages
 - o Data Curation
 - o Artificial Intelligence
 - o Principles of Data Science
 - o Quantitative Methods for Data Analytics and BI
 - o Data Visualization
 - o Inferential Statistics and Predictive Analytics
 - o Multivariate Analysis
 - o Data Reporting
 - o Data Information Knowledge Policy and Strategy
 - o IT Project Management
- PhD, DBA, Business and Technology Dissertation Supervision

2010 – 2014: Visiting Fellow

Brunel Business School
Brunel University
West London, UK

- Grant writing and coordination for FP7 European research projects

2011 – 2012: Associate Dean, Business, Health and Technology

Abu Dhabi Men's College,
Higher Colleges of Technology
Abu Dhabi, UAE

- Supervision of the Departments of Business, Information Technology, Applied Communications and Health (1200 students, 50 faculty)

2009 – 2011: Senior Researcher/Project Manager

Institute of Communication and Computer Studies

Metsovio Polytechnical University of Athens

Athens, Greece

- Technical coordination of the EU funded SEETSOC research project (15 partners from 7 countries, 3.3 million Euros budget). Topic area – Smart Grid Challenges for South-East European TSOs
- Grant proposal development and consortium management

2008 – 2011: Senior Scientific Advisor

Welcome Trust Center for Human Genetics

University of Oxford

Oxford, UK

- Advising on bioinformatics research and supporting information technology
- Grant proposal development

2008 – 2010: Visiting Professor

Normandy School of Management

Caen, France

- Instruction of courses in MS in Cross-Cultural Negotiations and Marketing
- Assigned course modules include e-Marketing and e-Negotiations

2009 – 2010: Adjunct Faculty

School of Technological and Pedagogical Education and

Technological Education Institute of Athens

Athens Greece

- Instruction of undergraduate courses in Data Structures, Data Analysis and Processing, Computer Architecture and Introduction to Computers

2004 - 2008: Professor, Information Technology

Director of Research (2006 – 2009)

Hellenic American University

Athens, Greece

- Director of Research - In coordination with the program chairs and directors and reporting to the Provost and the Executive Vice President, responsible for:
 - Formulating the research objectives in the University's strategic plan
 - Coordinating and supervising University-level aspects of grant applications and grant administration.
 - Informing faculty members about current research activities and opportunities and facilitating cooperation between faculty members
 - Orienting new faculty to the research agenda of the University
 - Promoting the research activities of the University
 - Assigning research assistants to various projects depending on project needs
 - Assisting in research budget development
 - Establishing research collaborations with other educational and research institutes

- MBA Capstone Project Coordinator (2004-2007)
- Chair, MS in Information Technology (2007-2008)
- Member of NEASC Accreditation Steering Committee (2004-2008)
- Chair of NEASC Standard 4 – Academic Program (2004-2007)
- Chair, Task Force for Development of University Faculty Handbook
- Responsible for the Information Technology components of: MBA/IT Concentration and Master of Science in Information Technology.
- Instruction in graduate information technology and business courses: Management Information Systems, Systems Planning and Implementation, E-Business Technology, E-Business and E-Commerce Management, Capstone Project, Health Care Information Systems, Quantitative Research Methods.
- Instruction of undergraduate information technology and mathematics courses: Personal Productivity with Information Technology, College Mathematics, College Calculus, Business Statistics, Software Engineering.

2000 - 2004: Chairperson, Associate Professor,
Dept. of Computer Science, Science and Mathematics
University of La Verne
Athens, Greece

- Program Chair, Master in Business Information Technology
- Program Chair, Bachelor of Science in E-Commerce
- Member of WASC Accreditation Steering Committee
- Responsible for administration of academic programs, scholarly activities and faculty in undergraduate and graduate studies of the department.
- Development and coordination of graduate and undergraduate computer science programs.
- Instruction in graduate information technology courses in the MBA program. Courses taught: Management Support Systems, Integrated Data Management.
- Instruction in undergraduate computer science, information systems and mathematics courses. Courses taught: Artificial Intelligence, Computer Graphics, Programming Concepts, C++, Java for E-Commerce, Senior Project, Management Information Systems, The Internet Era.
- Supervision of Senior Research Projects
- Participation in various University activities: faculty committees, undergraduate and graduate academic advisement, advising in student organizations, freshman orientation, parent orientation.

1998 - 2000: Instructor, Dept. of Computer Science and Mathematics
University of La Verne
Athens, Greece

- Courses taught: Management Information Systems, Introduction to Personal Computing, Computer Graphics, Numerical Analysis, C++, Data Structures, Discrete Mathematics, Calculus I, Calculus II, College Algebra

2001 - 2002: Research Fellow
University of Athens
Athens, Greece

- Development of Bioinformatics Tools. Research grant awarded by Intrasoftware SA. This is a leading software development company with branches and activities all

over the local and regional market. This project is an effort on behalf of that company to penetrate the international bioinformatics market.

1999 - 2001: Postdoctoral Research Fellow

University of Athens

Athens, Greece

- Development and exploration of web-based technology. This research grant was awarded by the European Economic Community to develop client-server bioinformatics applications for the Internet.

1993 - 1998: Instructor/Research Associate

Agricultural University of Athens

Athens, Greece

- Development of computer programs for molecular modeling and drug design on Silicon Graphics Workstations
- Use of existing software to conduct research in protein structure prediction and function
- Instruction in computer science, biotechnology courses and laboratory
- Assist in the overall operation of the University Computer Laboratory

1988 - 1992: CEO/Owner

Center for Accelerated Studies

Athens, Greece

- Owner/director of education center for University preparation and entrance examinations
- Instructor of physics, mathematics and computer science
- Responsible for overall daily operation of center

1987 - 1988: CEO/Owner

Microship Software Development Company

Piraeus, Greece

- Software development for various Greek shipping companies
- Responsible for the overall daily operations of the company

1985 - 1987: Software Development Director

Air Force Research Center

Athens, Greece

- Officer in charge of maintenance and development of computer programs for aerodynamics data estimation and missile systems
- Committee member for Project Assignments and Procurement

MILITARY SERVICE:

- **Officer (Second Lieutenant), Hellenic Air Force, 1985 - 1987**

SCHOLARLY ACTIVITIES:

- ✓ **Guest Editor:** Digital Transformation in the Emerging Markets and Communities of Africa, Journal of Enterprising Communities: People and Places in the Global Economy (2020).

- ✓ **Editor:** International Journal of Teaching and Case Studies
- ✓ **Consulting Editor:** International Journal of Technology Enhanced Learning
- ✓ **Associate Editor:** International Journal of Social Entrepreneurship and Innovation
- ✓ **Associate Editor:** African Journal of Business & Economic Research
- ✓ **Team Member:** Accreditation review team, Higher Learning Commission of New Hampshire. On site accreditation visit at American University of Madaba, Jordan, 2012.
- ✓ **Associate Editor:** International Journal of Applied Systemic Studies (2007-2008)
- ✓ **General-Chair,** Advances in Social Network Analysis and Mining, IEEE, ACM supported, Athens, July 22-24, 2009
- ✓ **Co-Chair,** International Symposium on Open Source Intelligence and Web Mining (OSINT-WM), London, England, July 9-11, 2008

PROFESSIONAL MEMBERSHIPS:

- **IEEE – Computer Society**
- **Association of Computer Machinery**
- **World Scientific and Engineering Academy and Society**
- **Hellenic Society of Systemic Studies**
- **ACM (2000-2009)**

RESEARCH GRANTS:

1. Social networks and national pride
 - ✓ Funded by the National Research Foundation, UAE.
 - ✓ Budget: AED 400,000
 - ✓ Organization: Abu Dhabi Men's College
 - ✓ Position: Lead researcher
 - ✓ Dates: 1/6/2011 – 31/12/2011.
2. South-East European Transmission System Operators Challenges (SEETSOC Collaborative Project)
 - ✓ Funded by the European Commission as part of the FP7-ENERGY-2008-7-SMART ENERGY NETWORKS call
 - ✓ Budget: 3,598,800€
 - ✓ Collaboration (15 partners) with United Kingdom, Greek, Bulgarian, Romanian, Serbian, FYROM, and Italian universities and Transmission System Operators.
 - ✓ Position: Proposal authoring/submission and technical coordinator/project manager up to May 2011
 - ✓ Dates: 1/1/2010 – 31/12/2012
3. Development of a 3D Virtual Electronics Lab
 - ✓ Co-funded by the European Commission (75%) and Greece (25%).
 - ✓ Budget: 100,000€
 - ✓ Collaboration of the 3 Greek universities and University of Pittsburg, US.

- ✓ Position: Proposal authoring/submission and technical coordinator/project manager
 - ✓ Dates: 1/9/2012-30/8/2014
4. Intelligent Agricultural Units
- ✓ Co-funded by the European Commission (75%) and Greece (25%).
 - ✓ Budget: 100,000€
 - ✓ Collaboration of the 3 Greek universities and University of Pittsburg, US.
 - ✓ Position: Proposal authoring/submission and technical coordinator/project manager
 - ✓ Dates: 1/1/2013-31/12/2015

PUBLICATIONS BY RESEARCH FIELD:

Business:

Books:

- ✓ Harkiolakis, N., *The Law of Conservation of Value*, *World Scientific Publishing*, 2025
- ✓ Harkiolakis, N., *Qualitative Research Methods*, *CreateSpace Independent Publishing Platform*, 2025
- ✓ Harkiolakis, N., *The Cycle of Value – A Conservationist Approach to Economics*, *CreateSpace Independent Publishing Platform*, 2022 (out of print)
- ✓ Halkias, D., Neubert, M., Thurman, P. & Harkiolakis, N. (2022). *The Multiple Case Study Design: Methodology and Application for Management Education*. Routledge/Taylor Francis, London.
- ✓ Harkiolakis, N., *Quantitative Research Methods: From Theory to Publication*, CreateSpace, 2018, 2021, 2025 (<https://www.amazon.com/Quantitative-Research-Methods-Theory-Publication/dp/1543148131>)
- ✓ Harkiolakis, N., *Leadership Explained: Leading Teams in the 21st Century*, Routledge/Taylor Francis, London, 2017 (<https://www.routledge.com/Leadership-Explained-Leading-Teams-in-the-21st-Century/Harkiolakis/p/book/9781472469533>)
- ✓ Halkias, D., Santora, J., Harkiolakis, N. & Thurman, P., *Leadership and Change Management: A Cross-Cultural Perspective*, Routledge/Taylor Francis, London, 2016 (<https://www.routledge.com/Leadership-and-Change-Management-A-Cross-Cultural-Perspective/Halkias-Santora-Harkiolakis-Thurman/p/book/9781472471666>)
- ✓ Harkiolakis, N., *Multipreneurship: Diversification in Times of Crisis*, Gower Publishers, London, 2014 (<https://www.routledge.com/Multipreneurship-Diversification-in-Times-of-Crisis/Harkiolakis/p/book/9781472411037>)
- ✓ Harkiolakis, N., Halkias D., Abadir S., *E-Negotiations in Cross-Cultural Business Settings: The Implication of Contemporary Information-Sharing, New Technologies, Social Networking and Media in Today's Global Marketplace*, Gower Publishers, London, 2012 (<https://www.routledge.com/e-Negotiations-Networking-and-Cross-Cultural-Business-Transactions/Harkiolakis-Halkias/p/book/9781409401964>)
- ✓ Halkias, D., Harkiolakis, N., Thurman, P., S. Caracatsanis, *Female Immigrant Entrepreneurs: The Economic and Social Impact of a Global Phenomenon*, Gower

Publishers, London, 2011 (<https://www.routledge.com/Female-Immigrant-Entrepreneurs-The-Economic-and-Social-Impact-of-a-Global/Halkias-Thurman-Caracatsanis-Harkiolakis/p/book/9780566089138>).

Journal, Conference Proceedings and Book Chapters:

- Personalized and Adaptive Learning Systems for Inclusive Education: A PRISMA-Informed Review of Empirical Studies Published from 2020 to 2026, 17th International Conference on Intelligent Multimodal Communication and Learning Technologies, Athens, Greece (Sept. 2026)
- Harkiolakis, N., Dasgupta, A., Ameya, A., Aneja, A., Agarwal, K., Bhardwaj, M., Arora, A., Putri C., and Senthilkumar, H., A case study on integrating real-world data infrastructure development into an undergraduate data science curriculum through internships *Int. J. Teaching and Case Studies*, Vol. 16, No. 3, 2026
- Harkiolakis, N., A Conservationist Value Framework for Sustainable Growth, *British Academy of Management Conference*, Nottingham Business School, 2024
- Huggins, T., Harkiolakis, N., Innovation in Fintech Start-ups in Hong Kong. A Teaching Case Study, *Int. J. Teaching and Case Studies*, Accepted for publication, Dec., 2022.
- Kaadan, W., Harkiolakis, N., Business Survival in Conflict Zones: The Case of Bureau Veritas in Iraq, *Int. J. Teaching and Case Studies*, Accepted for publication, Dec., 2022.
- Harkiolakis, N., Projection of High-dimensional data in Two Dimensions from a Single Point Perspective (August 23, 2022). Available at SSRN: <https://ssrn.com/abstract=4198550> or <http://dx.doi.org/10.2139/ssrn.4198550>
- Stone, A.; Harkiolakis, N. Technology Boom(ers): How US Multinational Technology Companies Are Preparing for an Ageing Workforce. *Adm. Sci.* 2022, 12, 91. <https://doi.org/10.3390/admsci12030091>
- Harkiolakis, Nick, The Cycle of Value (May 11, 2022). Available at SSRN: <https://ssrn.com/abstract=4159625> or <http://dx.doi.org/10.2139/ssrn.4159625>
- Broadhurst, S. & Harkiolakis, N., Consideration and Application of Spirituality in the Workplace for UK Business Leaders. *International Leadership Journal*, October, 2021.
- Kiesel, S., and Harkiolakis, N., Findings for 20 years of business plan competition in North-Bavaria, *Int. J. Teaching and Case Studies*, Vol. 12, No. 1, 2021
- LI, Yiu Kei and Harkiolakis, Nick, Fintech in Hong Kong – Blockchain, Business Model, and Challenges (March 17, 2020). Available at SSRN: <https://ssrn.com/abstract=3806491>
- Li, Y. K., & Harkiolakis, N. (2020). Success factors of FinTech start-ups in Hong Kong. *International Journal of Social Entrepreneurship and Innovation*, 5(3), 224-240.
- Komodromos, M., Halkias, D., Harkiolakis, N. (2019). Managers' Perceptions of Trust in the Workplace in Times of Strategic Change: The Cases of Cyprus, Greece, and Romania. *EuroMed Journal of Business*. Accepted for publication.
- Finley, I.B., Harkiolakis, N., (2018) Cybersecurity policies and supporting regulations for maritime transportation system in the USA, *Int. J. Teaching and Case Studies*, Vol. 9, No. 2.
- Haddad, W., & Harkiolakis, N. (2018). Characteristics of foreign direct investment and economic growth for the MENA region, *International Journal of Social Entrepreneurship and Innovation*, 5(2), 124–147.

- Degen R.J., Harkiolakis N., Reasons for the Almost Complete Absence of High-Growth Ambition and Innovation Activity of Early-Stage Entrepreneurs in Brazil. In: Cubico S., Favretto G., Leitão J., Cantner U. (eds) *Entrepreneurship and the Industry Life Cycle. Studies on Entrepreneurship, Structural Change and Industrial Dynamics*. Springer, 2018.
- Troublefield, T.C., Harkiolakis, N., Cross-cultural issues of US service members assigned to South Korea. *IJTCS*, Vol. 9, No. 3., 2018.
- Mullen-Rhoads, R., Halkias, D., & Harkiolakis, N., Perceived Challenges of E-Negotiations Between Chinese and American Business Leaders: A Multiple Case Study. *International Leadership Journal*, 10(2), 5– 17, 2018.
- Harkiolakis, N., Halkias, D., & Komodromos, M., A Historical View of Leadership Prototypes: Looking Backwards to Move Forward. *International Leadership Journal*, 9(3), 6– 23, 2017.
- Hunter. S., Halkias, D. & Harkiolakis, N., The psychosocial impact of mobile social networking among young adults in Jamaica. *International Journal of Technology-Enhanced Learning*. Vol 9 no. 1, 2017.
- de Brito, T.L., & Harkiolakis, N., ‘Influence of UK economic and market policies on a small wine merchant’, *IJTCS*, 2017.
- Schnehage, C., & Harkiolakis, N. ‘Causes and effects of project switching within IT organisations in South Africa’, *IJTCS*, 2017.
- Zayed, K., & Harkiolakis, N. ‘Information Security Awareness: Managing Web, Mobile & Endpoint Security; Overcoming the Challenges of Bring Your Own Device (BYOD)’, *IJTCS*, 2016.
- Harkiolakis, N., *Encyclopaedia of Corporate Social Responsibility*, Chapters: Carbon Footprint, Ecological Footprint, Greenhouse Gasses, Global Warming, Acidification, Ecosystems, Knowledge Management, Privacy, Assurance, Idowu S.O. (ed), Springer-Verlag, 2012.
- Harkiolakis, N., Prinia D., Mourad, L., Research Initiatives of the European Union in the Areas of Sustainability, Entrepreneurship and Poverty Alleviation, *Thunderbird International Business Review*, January/February 2012, Vol. 54, No. 1, Wiley.
- Halkias, D., Harkiolakis, N., Arifeen, S., Caracatsanis, S., Akrivos, P.D., “Business and Social Profiles of Immigrant-Owned Small Firms: *The Case of Pakistani Immigrant Entrepreneurs in Greece.*” *International Migration*, Wiley, 2011.
- Halkias, D., Thurman, P.W., Harkiolakis, N., Katsioloudes, M., Stavrou, E.T., Swiercz, P.M. and Fragoudakis, M., ‘Father-daughter succession issues in family business among regional economies of Asia’, *Int. J. Entrepreneurial Venturing*, Vol. 2, Nos. 3/4, pp.320–346, 2010.
- Harkiolakis, N., Mourad, L., “Preserved Valuation Measurements in Mergers and Acquisitions of Similar Size Corporations”, *International Conference on Management, Marketing and Finances*, Penang, Malaysia, 2010.
- Halkias, D., Nwajiuba, C., Harkiolakis, N., Caracatsanis, S., “Challenges Facing Women Entrepreneurs in Nigeria”, *Management Research News (MRN)*, Emerald, Vol. 33, No. 5, May, 2010
- Harkiolakis, N., Petrakis, M., Halkias, D., “Developing a Risk Management Plan for Catastrophic Climate Change Conditions in the Mediterranean Wine Industry”, *2009 Annual Conference, Family Firm Institute*, New York, September 25, 2009.
- Harkiolakis, N., “New Market Risks: The case of a Greek family enterprise expanding into the regional countries”, *2009 Annual Conference, Family Firm Institute*, New York, September 25, 2009.

- Halkias, D., Nwajiuba, C., Harkiolakis, Clayton G., N., Akrivos, D., Caracatsanis, S. Characteristics and Business Profiles of Immigrant-Owned Small Firms: The Case of African Immigrant Entrepreneurs in Greece, *Int. J. Business Innovation and Research*, Inderscience, Vol. 3, No. 4, 2009.
- Halkias, D., Harkiolakis, N., Thurman, P., Rishi, M., Ekonomou, L., Caracatsanis, S., Akrivos, P., “Economic and Social Characteristics of Albanian Immigrant Entrepreneurs in Greece”, *Journal of Developmental Entrepreneurship*, World Scientific, Vol 14, No 2., June 2009
- Halkias, D., Nwajiuba, C., Harkiolakis, N., Clayton, G., Akrivos, D. and Caracatsanis, S. (2009b). “Characteristics and Business Profiles of Immigrant-Owned Small Firms: The Case of African Immigrant Entrepreneurs in Greece”, *International Journal of Business Innovation and Research*, Vol. 3, No. 5., May 2009.
- Politis, J., Harkiolakis, N. “The relationship between self-management leadership; transformational and transactional leadership and entrepreneurial orientation”, 4th *European Conference on Management Leadership and Governance*, University of Reading, UK, November 27-28, 2008.
- Halkias, D., Harkiolakis, N., Nwajiuba, C., Akrivos., D., Caracatsanis, S. Characteristics and Business Profiles of Immigrant-Owned Small Firms: The Case of African Immigrant Entrepreneurs in Greece, *OBEC*, Oxford University, England, June 22-24, 2008.
- Harkiolakis, N., Giannakis, D. Beliefs about Relationship Marketing Strategy among Middle and Upper Managers in Greece, *2nd International Symposium Management, Marketing and Finances (MMF '08)*, Cambridge, Massachusetts, USA, March 24-26, 2008.
- Harkiolakis, N., Halkias, D. “Online Buyer Behavior and Perceptions in Greece”, *Int. J. Applied Systemic Studies*, Vol. 1, No. 3, 2007.
- Harkiolakis, N., Halkias, D., Antoniou, A. “Update on the psychological assessment of IT personnel for investigating employee preparedness for disaster recovery operations”, 115th *Convention – American Psychological Association*, San Francisco, USA, August 17-20, 2007.
- Harkiolakis, N., Halkias, D. “Behavior and Perceptions of Greek Consumers in Business Related E-Communities”, 7th *International Conference on Applied Informatics and Communications*, Athens, Greece, August 26-28, 2007.
- Halkias, D., Harkiolakis, N., Karakatsanis, S., Akrivos., D. Implications of minority-owned family enterprises on the Greek economy, *OBEC*, Oxford University, England, June 24-26, 2007.
- Harkiolakis, N. “Using knowledge management to drive the transformation of the enterprise: The case of Intracom S.A.”, *OBEC*, Oxford University, England, June 24-26, 2007.
- Halkias, D., Antoniou A., Harkiolakis, N., Laniti, I. “Advances in E-Therapy and Psychological Treatment: Perceptions on the Introduction of Online Psychotherapy in Professional Practice Among Greek Psychologists”, *Transactions on Information Science and Applications*, Issue 2, 4, 377-381, 2006.
- Harkiolakis, N., Halkias, D. “Ladywear SA: The Case Study of a Greek Entrepreneur Entering the Regional Market”, 6th *Global Conference on Business and Economics*, Harvard, MA, USA, October 15, 2006.
- Harkiolakis, N. “Behavior and Perceptions of Greek Consumers in Business Related E-Communities”, *Transactions on Business and Economics*, Issue 8, Volume 3, 569-676, August 2006.

- Harkiolakis, N., Halkias, D., Antoniou, A. “Psychological assessment of IT personnel for investigating employee preparedness for disaster recovery operations”, *6th International Conference on Applied Informatics and Communications*, Agios Nikolaos, Crete Island, Greece, August 18-20, 2006.
- Halkias, D., Swiercz, P. M., Sam Abadir, S., Harkiolakis, N., Stavrou, E.T., Mills, G.T., Akrivos, D. “Daughters’ Intentions to Succeed Fathers in the Family Business: Securing the Future of the Family Enterprise in Greece”, *International Psychology for the Future, 64th Annual Convention, International Council of Psychologists*, Kos Island, Greece, July, 9-13, 2006.
- Harkiolakis, N., “Non-linear Delivery of Instruction as Applied to the Evolution of Learning in a MBA Information Technology Course”, *16th Annual SCTPLS Conference*, Johns Hopkins University, Baltimore, Maryland, USA, August 4, 2006.
- Halkias, D., Harkiolakis, N., Abadir, S. “Complexity and Chaos Theory as Applied to Executive Coaching: A Cross-National Study Surveying Business Executives’ Perceptions in Greece, Lebanon and Egypt on Working with Coaches Using and “Edge of Chaos” Perspective”, *16th Annual SCTPLS Conference*, Johns Hopkins University, Baltimore, Maryland, USA, August 4, 2006.
- Harkiolakis, N., Halkias, D., Stamoulis, D. “Barriers to the Introduction of Technology in Small Family Business Enterprises in Greece”, *International Congress of Applied Psychology (ICAP)*, Athens University, Athens, Greece, July 11, 2006.
- Halkias, D., Jalajas, D., Bommer, M., Kontogeorgi, M., Harkiolakis, N. “The Effect of Downsizing on the Behaviors and Motivations of Survivors: A Cross-Cultural Study”, *International Congress for Cross-Cultural Psychology*, Spetses Island, Greece, July 15, 2006.
- Halkias, D., Zervas, I., Antoniou, A., Christopolous, A., Harkiolakis, N., Vaidakis, A. “Advances in E-Therapy and Psychological Treatment in Europe: Perceptions and Barriers to the Introduction of Information Technology in Professional Practice Among Greek Psychiatrists”, *Centennial Congress of the World Psychiatric Association*, Madrid, Spain, April 20, 2006.
- Halkias, D., Antoniou, A., Christopolous, A., Harkiolakis, N., Vaidakis, A. “Advances in E-Therapy in Europe: Perceptions and Barriers to the Introduction of Information Technology in Professional Practice Among Greek Counseling Psychologists”, *8th Conference of the European Counseling Association*, Panteion University, Athens, Greece, April 1, 2006.
- Antoniou A., Harkiolakis N., Halkias D. “The Need for Psychological Assessment of IT Personnel Involved With Organizational Disaster Recovery and Business Continuity Plans”, *7th Hellenic European Conference on Computer Mathematics & its Applications*, Athens, Greece, September, 2005.

Computer Science and Information Technology:

Journal and Conference Proceedings:

- Harkiolakis, N., Ktoridou, D., Governing Generative AI in Higher Education: A Comparative Text and Thematic Analysis of University AI Governance Documents in the European Union and the United States, 17th International Conference on Intelligent Multimodal Communication and Learning Technologies, Athens, Greece (Sept. 2026)

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PhD:

- Composable Interaction: A Quantitative Study of the Theoretical Application of Interactive Data Visualization in Support of Decision-Making
- Expectations, Purchase Intent, and the Extent of Use of Wearable Devices
- Post-merger Conflict Management Issues in the Banking Sector after the 2012 Financial Crisis
- Exploring Global Investors’ Beliefs on Global Macro Factors’ Relations to Global Gross Domestic Product
- Regional Characteristics on Foreign Direct Investment and Economic Growth
- Adoption of Telehealth Technology among Primary Care Providers Using TAM
- Cognitive Framework of High-Impact Entrepreneurs and Reasons for the Almost Complete Absence of High-Growth Ambition of Early-Stage Entrepreneurs in Brazil
- An exploratory study of the drivers of venture creation among expatriates in China
- Effect of Information Security on Employee Performance
- Gender-Related Barriers and Experiences of Women Who Have Succeeded in Information Technology Leadership Positions
- Performance Analysis of Open Source IDPS in Virtual Computing Environment
- Perceptions of Aircraft Training Instructors about the Cost Effectiveness of Aviation Maintenance Simulators.
- Examining the Negative Impact of Information Security on Worker Performance
- Information Security Awareness: Managing Web, Mobile & Endpoint Security; Overcoming the Challenges of Bring Your Own Device (BYOD)

DBA:

- AI-Powered Service Innovations: The Bridge to Profitable Growth in Telecommunication Providers
- Exploring Strategies for Adapting Traditional Vehicle Design Frameworks to Autonomous Vehicle Design.

- User Perception of the US Open Government Data Success Factors (Doctoral dissertation, Walden University).
- Exploring Strategies for Capturing Requirements for Developing ICT4D Applications.
- Cloud Adoption: Factors Influencing Small and Medium Businesses in the United States
- A Qualitative Study on the Effects of Generational Influence on the U.S. Workforce
- Spirituality: Positive Steps, Principles, Concepts and Disciplines for a Practical Framework within British Business Leadership
- Barriers to Adoption of Cloud ERP in Government Agencies
- A Case Study on the Development and Implementation of Cyber Capabilities in the United States
- An Analysis of Social Media Marketing Strategies and Best Practices of Hospitality and Tourism Organizations
- Challenges with Funding of Information Security Projects per Threat Perceptions: A Qualitative Case Study
- The Use of ERP Systems in Higher Education Institutions in the U.A.E.

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