

## **Curriculum Vitae**

### **July 2022**

**Name:** Epaminondas Epaminonda  
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**Birthday:** 5.5.1970

### **Education**

PhD in Business Administration, Manchester Business School, **University of Manchester**, 2009

MBA, **Imperial College**, 1993

Master of Arts, **University of Cambridge**, 1995

BA in Engineering and Electrical and Information Sciences, **University of Cambridge**, 1992

### **Positions Held**

**University of Nicosia**, February 2016-to date

Assistant Professor, Jun 2017-present

Associate Head, Management and MIS Department, Aug 2017-present

Coordinator of the Bachelor in Business Administration, Sep 2018-present

Coordinator of Doctoral Programs in Business Administration, Feb 2016-Aug 2018

**University of Nicosia/Intercollege**, Jan 2013-Jan 2016

Part-time lecturer

**Open University of Cyprus**, Sep 2013-to date

Adjunct Faculty

**University of Cyprus**, Jan 2010-Dec 2011

Visiting Lecturer, Department of Public and Business Administration

**University of Cyprus**, Jan 2007-Dec 2009

Special Scientist, Department of Public and Business Administration

**Intercollege**, Jan 2001-May 2004

Part-time lecturer

**Louis Tourist Agency**, Aug 1999-Dec 2000

Marketing Manager

**Cyprus Popular Bank**, Dec 1994 - Jul 1999

Research Officer, Planning and Research Department

**Middle East Market Research Bureau**, Jan 1994 - Dec 1994

Research Executive

## Areas of Concentration/Research Interests

- Culture, Cultural Differences and Social Change
- The Impact of Culture on Management
- Economic and Business System Organization
- Institutions and Institutional Change
- Personality, Job choice and Job Satisfaction
- Engineering to Management transitions

## Awards/Distinctions

### *Teaching excellence*

Consistently scoring high (above 4.5 out of 5) on students' evaluation of teaching. Items that frequently receive very high scores include 'being enthusiastic about the subject taught', 'stimulating thinking and interest in the subject', 'making students feel free to participate' and 'treating all students equally'.

### *Full scholarship for undergraduate studies*

Awarded by the Cambridge Commonwealth Trust, the scholarship was tenable for the full length of undergraduate studies (1989-1992) and covered both university fees and living expenses

### *Award for outstanding performance on high school graduation*

Based on academic performance. Awarded by Acropolis Lyceum, 1987

## Languages

Greek (Fluent)

English (Fluent)

French (Some knowledge)

Spanish, Russian (Basic knowledge)

## Research & Publications

**Doctoral Dissertation:** Institutional change and business system diversity: Continuities and contradictions in postcolonial Cyprus. Supervisor: Professor Richard Whitley

### Books Edited

Phellas, C., Kapsou, M., Epaminonda E. (Eds). (2014). *Sexualities: Views, research and experiences in the Cyprus and Greek context*. Athens: Polychromos Planitis.

### Chapters in Books

Efthymiou, L, Epaminonda, E., Ktoridou, D. (2021). 'Engineering to management transition: Challenges and how education might assist'. In *Cases on Engineering Management Education in Practice*, edited by Despo Ktoridou. IGI Global, pp. 105-123.

Kogetsidis, H., Ktoridou, D., Epaminonda, E. & Karayiannis, A. (2020). 'Being an academic in an era of rapid technological change and distance learning education: Views of faculty members of a Business School'. In *Modern Day Challenges in Academia: Time for a Change* edited by Marilena Antoniadou and Mark Crowder. UK: Edward Elgar Publishing Ltd., pp. 238-251.

Efthymiou, L., Epaminonda, E. & Ktoridou, D. (2020). 'Engineering to Management Transition: Challenges and How Education might Assist'. In *Cases on Engineering Management Education in Practice* edited by Despo Ktoridou & Achilleas Karayiannis. IGI Global. (In press).

Ktoridou, D., Epaminonda, E. & Karayiannis, A. (2018). 'Multidisciplinary group case-based learning environment: An education paradigm to cultivate entrepreneurial thinking'. In *Entrepreneurship, Collaboration, and Innovation in the Modern Business Era* edited by Mehdi Khosrow-Pour. IGI Global, pp. 262-277.

Epaminonda, E. (2015). 'Attitudes, desires and behaviours in relation to sexuality: Differences between male and female students of the University of Cyprus'. In *Revisiting Sexualities in the 21<sup>st</sup> Century* edited by Constantinos Phellas. Cambridge Scholar Publishing.

Kapsou, M., Epaminonda, E. (2014). 'Steps to the visibility of LGBT issues in Cyprus: Overview of Press during 2008-2010'. In *Sexualities: Views, research and experiences in the Cyprus and Greek context* edited by Constantinos Phellas, Margarita Kapsou, Epaminondas Epaminonda. Athens: Polychromos Planitis.

### **Refereed Journal Articles**

Doukanari, E., Ktoridou, D., Efthymiou, L. and Epaminonda, E. (2021). The Quest for Sustainable Teaching Praxis: Opportunities and Challenges of Multidisciplinary and Multicultural Teamwork. *Sustainability* 2021, 13, 7210.

Epaminonda, E. (2021). 'Drawing a Sociocultural Profile of Cyprus by Reviewing Some Key Findings and Discussing Change and Diversity', *The Cyprus Review* 3(2): 21-39

Epaminonda, E. Chaanine, J., Vrontis, D., Thrassou, A. and Michael, C. (2020). 'Information Communication Technology, Knowledge Management, Job and Customer Satisfaction: A study of Healthcare Workers in Lebanon', *Journal of Knowledge Management*, 25 (3):618-641.

Melanthiou, Y., Evripidou, L., Epaminonda, E. and Komodromos, M., (2020). 'The "soft" and "hard" sides of the sharing economy: A discussion of marketing, financial and socio-cultural aspects', *International Journal of Business and Globalisation*, 24 (3): 330-346.

Ktoridou, D., Epaminonda, E. & Charalambous, A. (2018). 'Social Media in Election Campaigns: The Case of the 2013 Presidential Elections in Cyprus', *IEEE Technology and Society Magazine*, 37 (2): 32-39.

Ktoridou, D., Epaminonda, E. (2016). 'Teaching a "Managing Innovation and Technology" Course: Ideas on How to Provide Students the Knowledge, Skills, and Motivation to Encourage Entrepreneurial Success'. *International Journal of E-Entrepreneurship and Innovation*, 6 (1), January-June 2016.

Epaminonda, E. (2016). 'A hybrid model of Mediterranean capitalism with British influences: the case of Cyprus', *Management and Organizational History Journal*, 11(3): 318–343.

Epaminonda, E. (2014). 'Changes in authority relations when moving between more and less authoritarian cultures: The impact of Anglo-American education and return home', *International Journal of Cross-Cultural Management*, 14(2):173–193.

Ktoridou, D., Kauffman, R., Epaminonda, E. (2008). 'Technological Challenges and Consumer Perceptions of the Use of Mobile Marketing: Evidence from Cyprus', *International Journal of Mobile Marketing*, 3(2): 34–43.

## Conference Proceedings

Ktoridou, D., Doukanari, E., Epaminonda, E. & Efthymiou, L. (2022). 'Developing Digital Transformation Management Graduate Education'. *IEEE Global Engineering Education Conference (EDUCON)*, 2022, pp. 2093-2098.

Epaminonda, E., Efthymiou, L. & Doukanari, E. (2022). 'Linking Digital Transformation to Learning Strategies and Pedagogy'. *IEEE Global Engineering Education Conference (EDUCON)*, 2022, pp. 2088-2092.

Efthymiou, L., Epaminonda, E., Ktoridou, D. & Michailidis, M. (2022). 'The relationship of strategy and technology in education: Bidirectional pedagogical considerations'. *IEEE Global Engineering Education Conference (EDUCON)*, 2022, pp. 2099-2113.

Epaminonda, E., Efthymiou, L. and Ktoridou, D. (2021). 'COVID-19 Contingency Plans: The Impact on Students' Future Choices'. *IEEE Global Engineering Education Conference (EDUCON)*, 2021, pp. 1737-1742, doi: 10.1109/EDUCON46332.2021.9454061.

Ktoridou, D. Epaminonda, E. and Efthymiou, L. (2021). 'In-Campus Work and Study: Motivation, Challenges, Benefits, Skills Developed and Impact on Studies'. *IEEE Global Engineering Education Conference (EDUCON)*, 2021, pp. 1732-1736, doi: 10.1109/EDUCON46332.2021.9453974.

Efthymiou, L., Ktoridou, D. and Epaminonda, E. (2021). 'A model for experiential learning by replicating a workplace environment in virtual classes'. *IEEE Global Engineering Education Conference (EDUCON)*, 2021, pp. 1749-1753, doi: 10.1109/EDUCON46332.2021.9453966.

Doukanari, E., Ktoridou, D. and Epaminonda, E. (2020). 'Multidisciplinary and multicultural knowledge transfer and sharing in higher education teamworking'. *IEEE Global Engineering Education Conference, EDUCON 2020*. pp. 1836-1843 9125401 IEEE Global Engineering Education Conference, EDUCON; Vol. 2020-April.

Epaminonda, E. and Ktoridou, D. (2019). 'Challenges in the transition from engineering to management and suggestions on how education might assist in overcoming them'. *IEEE Global Engineering Education Conference, EDUCON 2019*. IEEE Computer Society, pp. 1542-1546, 9–11 April.

Epaminonda, E., Christou, C. and Michael, A. (2019). 'Language expression technicality in technical report writing for technology major non-native students'. *IEEE Global Engineering Education Conference, EDUCON 2019*. IEEE Computer Society, pp. 1523-1526, 9–11 April.

Ktoridou, D., Doukanari, E., Karayiannis, A., Epaminonda, E. and Christou, C. (2018). 'Business and management of games: An industry driven learning experience for MIS students'. *IEEE Global Engineering Education Conference: Emerging Trends and Challenges*

of Engineering Education, *EDUCON 2018*. IEEE Computer Society, Vol. 2018-April. pp. 1563-1567.

Ktoridou, D., Doukanari, E., Epaminonda, E., Karayiannis, A. and Epaminonda, E. (2018). 'Case-based learning: Offering a premier targeted learning experience for technology management students'. *IEEE Global Engineering Education Conference: Emerging Trends and Challenges of Engineering Education, EDUCON 2018*. IEEE Computer Society, Vol. 2018-April. pp. 1781-1786.

Epaminonda, E. (2017). 'The impact of studying in a socioeconomically different society compared to the home country on work related values: Evidence from Cypriot workers who were educated in the UK'. *The 10<sup>th</sup> Annual Euromed Academy of Business Conference. Global and national business theories and practice: bridging the past with the future*, Rome, 13-15 September.

Ktoridou, D., Epaminonda, E. and Doukanari, E. (2016). 'Designing a product development process graduate course: An interdisciplinary example.' *IEEE Xplore proceedings of the Global Engineering Education Conference (EDUCON)*, pp. 1092-1095, Abu Dhabi, United Arab Emirates, 10-13 April.

Ktoridou D. and Epaminonda E. (2014). 'Measuring the Compatibility between Engineering Students' Personality Types and Major of Study: A first step towards preventing Engineering Education Dropouts.' *IEEE Xplore proceedings of the IEEE EDUCON 2014 - IEEE Global Engineering Education Conference*, Istanbul, Turkey, 3-6 April, pp. 192-195.

Ktoridou. D., Epaminonda E., Arola A. and Kyprianides G. (2013). 'Measuring the Match Between Students' Personality Types and Major of Study: Evidence from Cyprus'. *Proceedings of the ICICTE 2013 - International Conference on ICT in Education*, pp. 422–430, Crete, Greece, 4–6 July.

Epaminonda, E. (2010). 'Attitudes, Desires and Behaviors of Cypriot Youth in relation to sexuality.' Presented at the *38<sup>th</sup> Regional Council Meeting of the International Planned Parenthood Federation European Network*, Riga, 16-19 June.

Epaminonda, E. (2008). 'Colonialism, Institutional Transformation and Diversity of Economic Organization: the case of Cyprus'. *Proceedings of the 24rd European Group of Organization Studies (EGOS) Colloquium*, Amsterdam, 10–12 July.

Epaminonda, E. (2007). 'Trust and Authority Relations in Britain and Cyprus: Differences and Challenges in Attempts to Reconcile them.' *Proceedings of the 23rd European Group of Organization Studies EGOS Colloquium*, Vienna, 5–7 July.

Ktoridou D., Vrontis D. and Epaminonda E., (2007). 'Technological and Cultural aspects of the use of Mobile Marketing Evidence from Cyprus'. *IEEE Xplore proceedings of IEEE NGMAST 2007 - International Conference and Exhibition on New Generation Mobile Applications Services and Technologies*, pp. 19-25, Cardiff, Wales, UK, 12–14 September.

Ktoridou D. and Epaminonda E., (2003). 'Education Vs Personality Types: A case study of Intercollege'. *Proceedings of ATEE 28<sup>th</sup> Annual Conference Malta*, 24-27 August.

Epaminonda E. and Gibbs, P. (2002). 'Intergenerational Values: What is in store for family businesses in Cyprus? Changes in values, gender roles, and family and sexual norms'. *Presented at the 13th annual Family Business Network world conference*, Helsinki, 11-14 September.

## Reports

Zenios, S., Epaminonda, E., Kokkinos, K. (2011). *Governance Reforms in Cyprus' State-Owned Enterprises*. University of Cyprus, Cyprus Association of Directors.

Zenios, S., Epaminonda E. (2010). *Leadership for Cultural Diversity in the University*. Euro-Mediterranean University.

## Conference Presentations

### Poster Sessions

- World Conference of International Planned Parenthood Association, Johannesburg, South Africa, 27-29 Nov 2012
- European Conference of Planned Parenthood Associations, Riga, Latvia, 16-18 Jun 2011

### Invited Speaker

Have acted as invited speaker on many occasions on topics mostly related to sexual and reproductive health. A selection of such events in the past few years is provided below:

- Speaker at an event organized jointly the University of Nicosia and University of Cyprus Psychology student clubs. Topic of the talk: Sexuality and relationships. March 2016. Attendance: 300+
- Speaker at the 'Open School' series organised by Intercollege Limassol. January 2014. Topic of the talk: Sexuality Education in Schools
- Speaker at events organised by Cyprus Parents Association each year from 2013 until today. Topic: Sexuality Education in Schools
- Keynote speaker at the Annual Conference of Home Economics Educators. Limassol, 19 March 2011. Topic of the talk: Teaching of Family Planning/Sexuality Education topics in the curriculum. Attendance: 200+

### Conference Chair

- Chaired the session 'Research on the Global Map' in The 10th Annual Euromed Academy of Business Conference. Global and national business theories and practice: bridging the past with the future. Rome, 13-15 September 2017
- Chaired two sessions at the 10th Mediterranean Conference on Information Systems, Paphos, Cyprus, 4-6 September 2016

## Other Scholarly Activities

### Examination boards (2013-2016)

- Participated in the Middlesex University examination boards at Intercollege Limassol
- Board discussions included review of course content, students' progress, grades review, and program (re)design

**Program Evaluation Committees (2010-2011)**

- Participated in Committees set up by the Ministry of Education to evaluate new programs in Colleges in Cyprus.
- Evaluated 12 programs in three institutions
- Duties included studying the programs, visiting the institutions and discussing with stakeholders onsite and then discussing with members of the evaluation committee and writing the relevant reports

**Reviewer (2009-to date)**

Have reviewed papers for:

- The International Journal of Cross-Cultural Management
- The International Journal of Human Resource Management
- The International Journal of Health Policy and Management
- Tourism Management Perspectives Journal
- Online Journal of Social Sciences Research
- Euromed Journal of Business
- The Book: Fostering Meaningful Learning Experiences through Student Engagement to be published in 2020 by IGI Global
- The Book: Cases on Engineering Management Education in Practice to be published in 2020 by IGI Global

**Consultancies*****Cyprus Productivity Centre*, Feb-Jul 2016**

- The program, part of an agreement between the Research & Innovation Office of the University and Cyprus Productivity Centre, involved training trainers of the Centre in technical and management/communication skills
- Was in charge of delivering training in the areas of motivation, problem solving, conflict management and communication

***Akis Panayiotou and Son*, 1995-to date**

- Providing advice on human resource management and motivation issues

***Cyprus government*, 2010-2011**

- Member of a Committee consisting of the Rector of the University of Cyprus and the President of the Cyprus Association of Directors to consult on the Governance of State-Owned Enterprises
- A white paper was produced which was presented and discussed on a number of occasions at different fora

***Photos Photiades*, 2003**

- Conducted research on organizational culture and job satisfaction with a group of students and presented the results to top management

***Middle East Marketing Research Bureau*, 1994**

- Consulted Procter & Gamble and Nestlé on consumer behaviour in the Middle East and Eastern Europe

## Experience

### Administrative

#### ***University of Nicosia Business School, Department of Management and MIS, Associate Head of the Department*** (Aug 2017-present)

- Assisting the Head of the Department in tasks related to the managing the Department
- Being the Erasmus Coordinator of the Department

#### ***University of Nicosia Business School, BBA Coordination*** (Sep 2018–present)

- Helped prepare the application of the program for DIPAE Accreditation to be presented in November 2020
- Promote the program in School events
- Updated the course website

#### ***University of Nicosia Business School, PhD coordination*** (Feb 2016–Aug 2018)

- Coordinator of Doctoral Programs of the School of Business
- Coordinated the assessment of more than 100 applications per year
- The coordination involved, amongst other things, communicating with potential applicants, preliminary screening of applications, setting up committees to review applications, running the meetings, finalizing decisions, sending decisions, following up on pending cases with colleagues and applicants, and communicating with applicants.
- Following up the progress of existing students (50 at the time of handing over). This involved collecting the annual reviews of supervisors, putting together the annual report for each student, organizing approval from the supervisory team, sending the report to students and following up on getting their response.
- The first five students graduated from the program during this period of time

#### ***Member of the National Bioethics Committee for the Assessment of Clinical Trials in Medicinal Products for Human Use*** (1/12/13 - 30/11/15)

- Reviewed and commented on research proposals that were assessed by the Committee from the bioethical point of view

#### ***Member of the Board and President of the Cyprus Family Planning Association***

- Served as member of the Board for six years and President for two
- Contributed to discussions about the strategic direction of the association, coordinated participation in several European programs and participated in a number of committees (e.g. advocacy, education, service provision, disseminating of information etc.)
- As President of the organization, led the efforts for the introduction of sexuality education in schools a long-standing aim of the organization.
- Coordinated and participated in several meetings with members of the association, experts, government officials and the Minister of Education.
- Sexuality education was formally introduced in schools at the end of my presidency.

#### ***Member of a committee of academics, business leaders, government officials for production of a white paper on the governance of State-owned enterprises***

- In 2010-2011, as member of a two-person team (myself and the Rector of the University) coordinated with members of the Cyprus Association of Directors and government officials to write a white paper on the governance of state-owned enterprises in Cyprus.



- Organized and participated in several meetings, coordinated communication, did research and contributed actively in producing the white paper that was presented on a number of occasions both within and outside of the university.

***Marketing Manager in Louis Tourist Agency (1999-2000)***

- Designed and coordinated the implementation of the Marketing plan of the organization.

***Planning and Research Officer, Cyprus Popular Bank (1994-1999)***

- Coordinated the strategic planning process and presented results to top executives

**Advisory**

- Currently acting as supervisor of four PhD students
- Have supervised to completion more than 25 master's and 20 undergraduate theses

**Teaching**

- Have taught more than 50 different courses since I started teaching in 2001 (more than 200 classes in total, both face-to-face and online, in English and Greek)
- Courses taught include:
  - Strategy and Business Policy
  - Leadership in Organizations
  - International Business
  - Change Management
  - Teamwork and Collaboration
  - Human Resource Management
  - Planning, Recruiting and Selection
  - Organizational Behaviour
  - Introduction to Management
  - Business and Society
  - Managing Cultural Diversity
  - Operations Management
  - Quantitative Methods
  - Research Methods
- Student evaluations of teaching consistently high.

**Extra-Curricular Activities**

***Civil Society: Cyprus Family Planning Association***

- Member of the Association for 20 years
- Participated and organized numerous workshops and training sessions
- Was the key speaker in presentations to groups of pupils, students and parents on many occasions
- Trained teachers in programs organised by the Ministry of Education
- Participated in many seminars and conferences in Cyprus and abroad
- Co-authored a training manual now used in schools

***Participation in non-academic conferences, seminars, workshops, short-study visits***

Have participated in many activities including:

- *European Connection Conference, 'Global Governance: The European Union, A Model for the World?' Maastricht, 28 Apr-3 May 2003*

Organised by the Model European Union (MEU) the conference aimed at explaining the functioning of the European Union and promoting understanding between the peoples of Europe

- *Short Study Visit, Gulemborg, The Netherlands, 16-23 Mar 2002*  
Sixteen representatives from different European countries participated in the visit which aimed at discussing ways to enhance youth participation
- *Project Cycle Management Greece, 29-30 Sep 2001*  
Organised by the International Planned Parenthood Association, the workshop aims at improving skills in planning and managing projects
- *'Role of Youth Organizations in an Open Society: Experience of the Europeans'. International Youth Convention, Estonia, 5-22 Aug 2001*  
Fifty participants from 12 countries participated in the event that was organised by 'Youth for Exchange and Understanding'. The main theme of the event was the discussion of how formal and informal education can complement each other and how youth organisations can have a role in this.
- *Democratic Leadership Programme, European Youth Centre, Strasburg, 8-13 Dec 1997*  
One-week seminar on conflict resolution and negotiation