

Curriculum Vitae

Dionysia Tzavara, Dr, FCMI

Personal

Nationality:	Hellenic
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Education

Degrees:	
Ph.D. (Economics):	University of Surrey, Department of Economics, UK, 1999–2002 PhD Thesis title: “Access and Investment in Regulated Network Industries” Thesis Supervisors: Professor Neil Rickman, Professor Paul Levine
MSc (Economics):	University of Surrey, Department of Economics, UK, 1998 –1999
Undergraduate Degree (Mathematics):	University of Crete, Department of Mathematics, Greece, 1992–1997 (grade: 7.22/10)

Post-doctoral Fellowships:

2008-2009: **Jean Monnet Post-Doctoral Research Fellow**, Robert Schuman Centre, European University Institute (Post-doctoral research funded by the Jean Monnet Programme and the European Union).

2002-2003: **Post-Doctoral Research Fellow in Economics**, Department of Economics, University of Surrey (Post-doctoral research funded by the ESRC).

Academic Awards:

European University Institute:

- 2008-2009: Jean Monnet Post-doctoral Fellowship (Jean Monnet Programme and European Union) – Research Project: Understanding firms’ incentives to engage in CSR.

University of Surrey:

- 2002-2003: ESRC Post-doctoral Fellowship.

University of Surrey:

- 1999–2002: STEMPEC PhD Scholarship (full fees plus £7000 per annum for three years), University of Surrey.

University of Crete:

1995–96: Eligible for scholarship and assistance loan from the Hellenic Foundation

Short Courses (with Certificate):

- **Global Ethics: An Introduction**, The Open University, 04 January 2025
- **Circular Economy: The big idea**, Ellen MacArthur Foundation, 16 February 2024
- **Inspiring Women Leaders: An Introduction to Purpose Driven Leadership**, Nottingham Business School, 8 January 2024
- **Leadership Development with Action Learning**, Lincoln University, 2 January 2024
- **Strategic Goals: How to Master Corporate Strategy**, Coventry University, 3 September 2023
- **Introduction to Sustainability and Development**, Deakin University, 31 August 2023
- **Ethical Management and Decision Making**, The University of Law, 20 March 2023
- **Making Blended Learning Work**, The University of Edinburgh and EMBED, 6 January 2021
- **Successful Negotiation: Essential Strategies and Skills**, University of Michigan, 17 August 2020
- **Coaching skills for leaders and managers**, LinkedIn, 20 June 2020
- **Organising for the Sustainable Development Goals**, Haneken School of Economics, 3 April 2020
- **The Online Educator: People and Pedagogy**, The Open University, 6 March 2020
- **Why Ethics Matter: Ethical Research**, Griffith University and Deakin University, 23 February 2020
- **Why Experience Matters: Qualitative Research**, Griffith University and Deakin University, 8 February 2020
- **Educational Leadership: Working for Good**, University of Manchester, 3 February 2020
- **Business Fundamentals: Project Management**, The Open University, 27 August 2018
- **Management and Leadership: Growing as a Manager**, The Open University and CMI, 27 August 2018
- **Management and Leadership: Leading a Team**, The Open University and CMI, 27 August 2018

- ***Research Ethics Evaluation***, TRREE, 13 January 2017
- ***Introduction to Research Ethics***, TRREE, 20 September 2016
- ***Introductory Microeconomics***, London School of Economics, July 1998
- ***Introductory Macroeconomics***, London School of Economics, August 1998

Employment

Current

1. **Programme Director - University of Roehampton Online Programmes**, Futurelearn (2024 - present)

- Supporting and developing the programme delivery and content development processes including supporting new staff and developing new processes and policies for delivery

2. **Online Faculty**, Futurelearn, Brunel University online MSc in Engineering Management; University of Roehampton online Business and Management Programmes (July 2024 - present)

- Modules (teaching):
 - Managing People and Organisations (Brunel University)
 - Leadership and Change Management (University of Roehampton)
 - Strategic Leadership and Change (University of Roehampton)
- Module development:
 - Leadership and Change Management (University of Roehampton)
 - Strategic Leadership and Change (University of Roehampton)
 - Beyond Profit: Responsibility and Sustainability in Business (University of Roehampton)
 - Leadership in Health and Social Care (University of Roehampton)

3. **Online Tutor**, Cambridge Education Group, University of Central Lancashire online MSc International Business and Management, MSc Supply Chain Management (2022 – present)

- Modules (teaching):
 - Sustainable Management and Ethics
 - Strategic Business Futures
 - Research Project

4. **Online Faculty**, UNICAF, University of East London online MBA; University of Suffolk online MBA; Liverpool John Moores online MSc in Digital Marketing Communications, online MA in Human Resource Management and online MBA (2020 – present)

- Modules (teaching):
 - Managing Financial and Human Resources for Sustainable Business Success
 - Organisational Behaviour
 - Managing Strategy, Operations and Partnerships
 - Research Methods
 - Mental Wealth 4: Mental Wealth and Applied Research
 - Developing Academic, Business and Leadership Competencies

- o Leadership and Scholarly Business Practice
 - o Exploring Strategy for Organisations
- Module development:
 - o Managing Resources in the International Business Environment
 - o Mental Wealth 4: Mental Wealth and Applied Research
 - o Research Methods
 - o Digital Marketing Communications
 - o Exploring Strategy for Organisations
- 2nd marking

5. **Module Leader**, University of London, Global MBA, (2018 – present)

- Modules (teaching):
 - o Successful Leadership
 - o Leadership and Management Models
 - o Leadership and Ethical Decision Making
- Module development:
 - o Successful Leadership
 - o Leadership and Ethical Decision Making
 - o Leadership and Management Models (critical reviewer)

Previous employment

Director and Manager positions

1. Research Project Manager, InteractivePro, Brunel University online MSc in Engineering Management (April 2022 - July 2024)

2. Director of Online Studies, Laureate Online Education, University of Liverpool Online Professional Doctorates: DBA & EdD (April 2020 – March 2021)

Programmes: Online Doctor of Business Administration and Online Doctor of Education (Higher Education)

Team: 2 Associate Programme Directors, 88 Doctoral Thesis Supervisors, 10 Doctoral Tutors

3. Director of Online Studies, Laureate Online Education, University of Liverpool Online DBA (August 2016 – March 2020)

Programme: Online Doctor of Business Administration

Team: 1 Academic Manager, 75 Doctoral Thesis Supervisors, 10 Doctoral Tutors

4. Academic Director, interim, Laureate Online Education, University of Roehampton Partnership (August 2015 – July 2016)

Programmes: MBA, MSc in Project Management, MSc in Information Systems Management, MSc in Human Resource Management, MSc in Supply Chain Management, MSc in Marketing, Master of Public Health, Master in Psychology, Master of Public Administration, Master of Arts in Learning and Teaching, Master of Arts in Education Leadership, Master of Arts in Inclusive Special Education, Master of Arts in Technology and Learning Design, Master of Arts in Early Childhood, Master of Arts in Theology and Leadership

Team: 4 Programme Directors, 6 Academic Managers, over 150 online faculty members

Designed the University of Roehampton Online 2.0 Learning Model

5. Programme Director, Head of Business & Management Programmes, Laureate Online Education, University of Roehampton Online (April 2012-July 2015)

Programmes: MBA, MSc in Project Management, MSc in Information Systems Management, MSc in Human Resource Management, MSc in Supply Chain Management, MSc in Marketing.

Team: 3 Academic Managers, over 65 online faculty members

6. Faculty Manager, Laureate Online Education, Management Programmes, University of Liverpool Online (2011-2012)

Team: 16 online faculty members

Academic positions

1. **Online Faculty**, InteractivePro, University of Brunel online MSc in Engineering Management; Plymouth Marjon University online MBA (2021 – 2024)
2. **Dissertation Advisor**, Kaplan, University of Liverpool Online, Management programmes (2021 – 2022)
2. **Module Author**, University of London Worldwide (2019 – 2020)
3. **Accreditation Officer**, Athens University of Economics and Business (2019 – 2020)
4. **Internal Examiner**, University of Liverpool, University of Liverpool Online DBA (2017)
5. **Research Project Supervisor**, Laureate Online Education, University of Roehampton Online (2015 – 2019)
6. **External Examiner**, University of East London: Finance, Economics and Risk (2015 – 2019)
7. **Honorary Lecturer**, University of Roehampton, Online Business & Management programmes (2012 – 2019)
8. **Online Faculty Member**, Laureate Online Education, University of Roehampton Online, Business & Management (2012 – 2019)
9. **Critical reader**, Laureate Online Education, University of Roehampton Online, Management Programmes (2012 – 2016)
10. **Subject Matter Expert**, Laureate Online Education, University of Roehampton Online (2012 – 2015)
11. **Subject Matter Expert**, Laureate Online Education, University of Liverpool Online, Economics for Management (2012 – 2013)
12. **Dissertation Advisor**, Laureate Online Education, University of Liverpool Online, Management (2007 – March 2021)
13. **Online Faculty Member**, Laureate Online Education, University of Liverpool Online, Management programmes (2006 – March 2021)
14. **Honorary Lecturer**, University of Liverpool, Online Management programmes (2006 – 2022)

15. **Lecturer in Microeconomics**, Department of Economics, University of Peloponnese (2004 – 2012)

16. **Teaching Assistant**, University of Surrey (work outside the obligations of the PhD) (1999 – 2002)

Professional Development positions

1. **Continuous Professional Development facilitator (faculty trainer), Laureate Online Education, University of Liverpool Online & University of Roehampton Online**
(2013-2019)

Secondary education teaching

1. **Private tutor** in mathematics (1997 – 1998)

Other Employment

- 2003-2004: Subject Matter Expert, National Telecommunications and Post Commission (EETT) (area of work: competition issues, interconnection and access pricing).

Teaching

Teaching Interests:

Leadership, Corporate Social Responsibility, Sustainability, Business Ethics, Strategy, Marketing, Organisational Behaviour, Business Economics, Economics for Management, Microeconomics, Industrial Organisation, Game Theory, Corporate Governance, Environmental Economics, Law and Economics, Principles of Regulation and Competition Issues, Mathematical Economics

Higher Education teaching:

Universities:	<ul style="list-style-type: none"> • Futurelearn, Brunel University Online MSc in Engineering Management & University of Roehampton Online MBA and Online MSc Global HRM & Online MSc International Management (2024 - present) • Cambridge Education Group, University of Central Lancashire, Online MSc International Business and Management & Online MSc Supply Chain Management (2022 – present) • Interactive Pro, Brunel University Online MSc in Engineering Management (2021 – 2024) • UNICAF, University of Suffolk Online MBA, University of East London Online MBA and Liverpool John Moores University Online MBA, MA in HRM and MSc in Digital Marketing Communications (2020 – present) • University of London International, Global MBA (2018 – present) • Kaplan, University of Liverpool Online Management Programmes (2021 – 2022) • Laureate Online Education, University of Roehampton Online Business & Management Programmes (2012 – 2019) • Laureate Online Education, University of Liverpool Online Management Programmes (2006 – 2021) • University of Peloponnese (2004 – 2012) • University of Surrey (1999 – 2003)
Subjects:	Successful Leadership; Leadership and Management Models; Leadership and Ethical Decision Making; Leadership and Change; Strategic Leadership and Change; Developing Academic, Business

	and Leadership Competencies; Leadership and Scholarly Business Practice; Leadership and Change Management; Strategic Leadership; Exploring Strategy for Organisations; Managing People and Organisations; Sustainable Management and Ethics; Strategic Business Futures; Organisational Behaviour; Managing Financial and Human Resources for Sustainable Business Success; Managing Strategies, Operations and Partnerships; Developing Academic, Business and Leadership Competencies; Business Economics; Corporate Strategy; Economics for Management; Research Methods; Microeconomic Theory I; Microeconomic Theory II; Industrial Organisation; Game Theory; Natural Resource Economics, Industrial Organization; Environmental Economics; EU Competition Policy; General Principles of Regulation; Introductory Mathematics; Intermediate Microeconomics; Game Theory and Applications
<i>Dissertation/Research Project supervision:</i>	Leadership, Corporate Social Responsibility, Governance, Business Ethics, Sustainability, Tourism, Market Structures, Competitiveness, Marketing, Corporate Strategy, Energy Markets and Strategies

Secondary Education teaching:

<i>Private tutoring, Frontistirio TOMH (1997–98):</i>	
Gymnasium and Lyceum:	Mathematics

Research

Research interests:

Learning and Teaching Online: factors affecting student satisfaction and student performance, female access to higher education, the role of the online instructor in enhancing student performance, teaching practices and technologies, quality assurance and external examining, online learning in the Covid-19 era.

Corporate Social Responsibility: Incentives to engage in CSR, strategic CSR, industry/sector studies.

Sustainability: Incentives to adopt sustainability initiatives, strategic sustainability, industry/sector studies.

Environmental Economics: Green energy and tariffs, emissions and policy.

Corporate Governance: Vertical relations and supply chain, Board function, structure and composition.

Marketing: Consumer behaviour, online purchase intentions, digital marketing.

Energy Economics: CO2 emissions, environmental regulation, Renewable Energy Sources (RES).

Economics of technology/innovation diffusion: The dynamics of diffusion of new technologies, induced diffusion, policy interventions to induce diffusion.

Industrial Organisation: Economics of networks and product differentiation, product differentiation and market structures, principal-agent theory and contracts, incentive mechanisms.

Law and Economics: Public/private involvement in legal services, optimal pricing of public services.

Game theory: Cooperative/non-cooperative games, models of signalling.

Publications:

- [1] Argyropoulou, M., Sungkono, K.Y., Argyropoulou, R. & Tzavara, D. (2024) The effect of facilitating work-life balance on employee retention: A case study in CV Shalom. *International Journal of Business and Economic Sciences Applied Research*, 17(1). https://ijbesar.af.duth.gr/docs/volume17_issue1/17_01_05.pdf
- [2] Chen, S., **Tzavara, D.**, Argyropoulou, M., Koufopoulos, D. & Argyropoulou, R. (2024) CEO characteristics and earnings management: A study of manager tenure, age, gender, and overconfidence. *Studies in Business and Economics*, 19(3), pp. 335-347. <https://sciendo.com/pdf/10.2478/sbe-2024-0059>
- [3] Argyropoulou, M., Aprilia, W., Argyropoulou, R. and **Tzavara, D.** (2023) Exploring the Impact of Financial and non-Financial Motives on Employee Performance. A Survey of Indonesian Employees, *International Journal of Business and Economic Sciences Applied Research*, 16(1). [doi:10.25103/ijbesar.161.04](https://doi.org/10.25103/ijbesar.161.04)
- [4] **Tzavara, D.**, Makinson, J., Polychronidou, P. & Grose C. (2023) Understanding the travel risk profile and travel intentions of Generation Z amidst Covid-19. In Persiano, N., Vannini, I.E., Giusti, M., Karasavoglou, A. & Polychronidou, P. (Ed.) *Global, Regional and Local Perspectives on the Economies of Southeastern Europe*. Springer. https://doi.org/10.1007/978-3-031-34059-8_17
- [5] Mrini, H. & **Tzavara, D.** (2023) What is the strategic response adopted by SMEs during the COVID-19 crisis in the UAE? A case study of two Emirati SMEs. In Karasavoglou, A., Polychronidou, P. & Persiani, N. (Ed.), *Economics of the Balcan and Eastern European Countries (EBEEC)*. KnE Social Sciences, pp. 465-487. <https://knepublishing.com/index.php/KnE-Social/article/view/12671>
- [6] Argyropoulou, M., **Tzavara, D.** & Argyropoulou, R. (2023) Exploring how the Covid-19 pandemic has changed Greek consumers' habits. In Karasavoglou, A., Polychronidou, P. & Persiani, N. (Ed.), *Economics of the Balcan and Eastern European Countries (EBEEC)*. KnE Social Sciences, pp. 61-72 <https://knepublishing.com/index.php/KnE-Social/article/view/12635>
- [7] Grose, C., Argyropoulou, M., Koufopoulos, D., **Tzavara, D.**, Efraimidou, M. & Theodorakopoulou, S. (2022) Female members in corporate Board of Directors and Financial performance. In: Karanovic, G., Polychronidou, P. & Karasavoglou (Ed.) *The changing financial landscape - Financial performance analysis of real banking sectors in Europe*. Springer, Cham. https://doi.org/10.1007/978-3-82778-6_1
- [8] **Tzavara, D.**, Grose, C., Pereira Rebelo Greven, S. & Argyropoulou, M. (2021) Evaluating the quality of corporate governance of Swiss banks. *Studies in Business & Economics*, 16(3), pp. 278-294. <https://intapi.sciendo.com/pdf/10.2478/sbe-2021-0060>
- [9] **Tzavara, D.** & Koufopoulos, D. (2021) From face-to-face to digital Learning: Implications for learning design and instructional delivery. In: Altinay, L., Jung, T, Kim, K.H. & Vrontis, D. (Ed.) *Developing a Post-Pandemic Paradigm for Virtual Technologies in Higher Education*. IGI Global, pp. 114-125. DOI: 10.4018/978-1-7998-6963-4.ch006

- [10] **Tzavara, D.** & O'Donnell, V. (2021) External examining the professional doctorate as distinct from the traditional PhD: differentiating and developing policy and practice. In: Sengupta, E., Blessinger, P., Ssemwanga, A. & Cozza, B. (Ed.) *The role of External Examining in Higher Education – Challenges and best practices*. Emerald Publishing Limited, pp. 95-121. <https://doi.org/10.1108/S2055-364120210000038007>
- [11] **Tzavara, D.** (2021) From emergency remote teaching to strategically embracing online learning! In: van't Land, H., Corcoran, A. & Iancu, D.C. (Ed.) *The promise of higher education. Essays in Honour of 70 Years of IAU*. Springer. https://link.springer.com/chapter/10.1007/978-3-030-67245-4_39
- [12] Argyropoulou, M., Folinas, D. **Tzavara, D.**, Grose, C. & Charisis, C. (2021) Exploring the digital marketing practices in the Greek retail sector. CES Working Papers, Volume, XII, Issue 3. <https://www.proquest.com/openview/bfa6898eae68d3d85e129236ad00a129/1?pq-origsite=gscholar&cbl=2035671>
- [13] Gogichadze, A. & **Tzavara, D.** (2020) Mapping Georgian bank customers' preferences for Corporate Social Responsibility. In Diaz Diaz, B., Capaldi, N., Idowu, N. & Schidpeter, R. (Ed.) *Responsible Business in a Changing World* Springer, pp. 33-51. https://doi.org/10.1007/978-3-030-36970-5_3
- [14] **Tzavara, D.**, Clarke, P. & Misopoulos, F. (2019) An investigation of the Impact of Facebook and Instagram on consumer buying behaviour: The case of retail fashion consumers in Rhodes, Greece, *International Journal of Business and Economic Sciences Applied Research*, 12(2), pp. 81-87. <https://ssrn.com/abstract=3880369>
- [15] **Tzavara, D.** & Wilczek, B. (2019) Online: How do Higher Education female students experience this new 'geography' of learning? In Blessinger, P., Hoffman, J. & Makhanya, M. (Ed.) *International Perspectives in Higher Education: Strategies for Fostering Inclusive Classrooms*. Emerald Publishing Limited, Bingley, pp. 213-231. <https://doi.org/10.1108/S2055-364120190000016017>
- [16] Misopoulos, F., Argyropoulou, M. & **Tzavara, D.** (2017) Exploring the factors affecting student performance in Online programmes: a literature review. In Khare, A. & Hurst D. (Ed.) *On the Line – Business Education in the Digital Age* Springer International. https://doi.org/10.1007/978-3-319-62776-2_18
- [17] Alexopoulos, T., Thomakos, D & **Tzavara, D.** (2014) An analysis of the effect of regulation and business environment on installed power capacity of renewable energy sources of energy in the EU-15, *International Journal of Energy and Statistics*, 2(3), pp.1-14. <https://doi.org/10.1142/S2335680414500136>
- [18] Alexopoulos, T., Thomakos, D & **Tzavara, D.** (2012) A decomposition of the effect of Renewable Energy Sources Regulation on CO2 emissions in the EU-15, *Environmental Economics*, 4(3), pp.52-64. https://web.archive.org/web/20200817145514id_/https://businessperspectives.org/imagines/pdf/applications/publishing/templates/article/assets/4925/ee_2012_04_Thomakos.pdf

- [19] **Tzavara, D.** & Heritier, A. (2012) Quality and environmental regulation: verifying compliance along the supply chain, *Business and Politics*, 14(1), pp. 1-34. <https://doi.org/10.1515/1469-3569.1366>
- [20] Alexopoulos, T., Thomakos, D. & **Tzavara, D.** (2012) CO2 emissions, fuel mix, final energy consumption and regulation of renewable energy sources in the EU-15, *IEEE Working Paper Series*, INSPEC Accession Number 12909987, pp.1-8. [10.1109/EEM.2012.6254800](https://doi.org/10.1109/EEM.2012.6254800)
- [21] Diaz-Rainey, I. & **Tzavara, D.** (2012) Financing the decarbonized energy system through green electricity tariffs: A diffusion model of an induced consumer environmental market, *Technological Forecasting and Social Change*, 79(9), pp. 1693-1704. <https://doi.org/10.1016/j.techfore.2012.05.012>
- [22] Evans, A. & **Tzavara, D.** (2012) Corporate social responsibility strategies in the light of the financial crisis: the case of Milan-based global companies, *European Journal of International Management*, 6(2), pp. 154-174. DOI: [10.1504/EJIM.2012.045795](https://doi.org/10.1504/EJIM.2012.045795)
- [23] Diaz-Rainey, I. & **Tzavara, D.** (2011) Financing renewable energy through household adoption of green electricity tariffs: A diffusion model of an induced environmental market, *CCP Working Paper Series*, 11-3. <https://ssrn.com/abstract=1881715> or <http://dx.doi.org/10.2139/ssrn.1881715>
- [24] **Tzavara, D.** & Heritier, A. (2011) Quality and environmental regulation: Verifying compliance along the supply chain, *EUI RSCAS Working Paper Series*, no. 2011/16. https://cadmus.eui.eu/bitstream/handle/1814/15953/RSCAS_2011_16.pdf?sequence=1&isAllowed=y
- [25] **Tzavara, D.** (2009) CSR as a signal to inform collective action, *EUI RSCAS Working Paper Series*, no. 2009/43. https://cadmus.eui.eu/bitstream/handle/1814/12317/RSCAS_2009_43.pdf?sequence=1
- [26] Diaz-Rainey, I. & **Tzavara, D.** (2009) Reconciling WTP to actual adoption of green energy tariffs: A diffusion model of an induced environmental market, *EUI RSCAS Working Paper Series*, no. 2009/33. <https://core.ac.uk/download/pdf/6768185.pdf>
- [27] **Tzavara, D.** (2009) Can the threat of costly litigation be incentive enough for companies to engage in CSR?, *EUI RSCAS Working Paper Series*, no. 2009/23. https://cadmus.eui.eu/bitstream/handle/1814/11453/RSCAS_2009_23.pdf?sequence=1
- [28] Rickman, N. & **Tzavara, D.** (2005) Optimal non-linear pricing of court services, *European Journal of Law and Economics*, 20(3), pp 31-41. <https://doi.org/10.1007/s10657-005-1013-1>
- [29] Heyes, A., Rickman, N. & **Tzavara, D.** (2004) Legal expenses insurance, risk aversion and litigation, *International Review of Law and Economics*, 24(1), pp 107-199. <https://doi.org/10.1016/j.irl.2004.03.007>

[30] Levine, P., Rickman, N. & **Tzavara, D.** (2002) Market entry and roll-out with product differentiation, CEPR discussion paper No. 3237. <https://ssrn.com/abstract=305521>

Conferences and seminars:

“From informal hiring to strategic HRM: Recruitment, selection and organizational outcomes in Greek tourism”, (with, Tsoni, E. & Argyropoulou R.), 12th International Conference on Management, Culture and Arts Synergies for Future Innovative Tourism Developments, Corfu, 2-4 September 2025 (accepted).

“The tourists as clients: Perspectives on primary health care services in Crete” (with Argyropoulou, R., Garagouni, E. & Argyropoulou, M.), 10th Advances in Tourism Marketing Conference, Heraklion, 24-26 September 2025 (accepted).

“Corporate Social Responsibility (CSR) in the hospitality industry: A review of the literature and directions for future research”, (with Y. Aden, M. Argyropoulou, E. Katsikas & D. Koufopoulos), 12th International Conference of Contemporary Marketing Issues, Heraklion, 10-12 July 2024.

“CEO characteristics and earnings management: A study of manager tenure, age, gender and overconfidence” (with S. Chen, M. Argyropoulou, D. Koufopoulos & R. Argyropoulou), 16th International Conference, Economies of the Balkan and Eastern European Countries EBEEC, Vilnius, 12-14 May 2024.

“The effect of facilitating work-life balance on employee retention” (with K.Y. Sungkono, M. Argyropoulou & R. Argyropoulou), 16th International Conference, Economies of the Balkan and Eastern European Countries EBEEC, Vilnius, 12-14 May 2024.

“Employee motivation and job performance of employees in the Greek Hospitality Industry” (with M.R. Tartani, M. Argyropoulou, D. Koufopoulos & R. Argyropoulou), 16th Annual Conference of the EuroMed Academy of Business (EMAB) Conference, Vilnius, 26-29 September 2023.

“Exploring the Impact of Financial and non-Financial Motives on Employee Performance. A Survey of Indonesian Employees” (with M. Argyropoulou, W. Aprilia and R. Argyropoulou), 15th International Conference, Economies of the Balkan and Eastern European Countries EBEEC 2023, Chios, 12-14 May 2023.

“What is the strategic response adopted by SMEs during the Covid-19 crisis in the UAE?”, (with H. Mrini), 14th International Conference, Economies of the Balkan and Eastern European Countries EBEEC 2022, Florence, 20-22 May 2022.

“Changes in consumer behaviour during the COVID-19 pandemic”, (with M. Argyropoulou, K. Papoutsis & R. Argyropoulou), 14th International Conference, Economies of the Balkan and Eastern European Countries EBEEC 2022, Florence, 20-22 May 2022.

“The influence of Covid-19 on Gen Z consumers living in the UK planning and purchasing of holidays or leisure experiences”, (with J. Makinson, C. Grose and P. Polychronidou),

14th Annual Euromed Academy of Business (EMBA) Conference, 22-24 September 2021.

“Evaluating the quality of corporate governance of Swiss banks”, (with S. Pereira Rebelo Greven, C. Grose and M. Argyropoulou), 13th International Conference, Economies of the Balkan and Eastern European Countries EBEEC 2021, Pafos, 14-16 May 2021.

“Agile project management for digital innovation and improved performance: A case study from the Telecommunications industry”, (with A. Khare, M. Argyropoulou, and I. Paveli), The Asian Conference on Business & Public Policy (ACBPP), Tokyo, 06-08 November 2020.

“A preliminary analysis of the effects of the implementation of MBO on employee satisfaction in a Greek public organisation” (with N. Giakoumelou, M. Argyropoulou & D. Koufopoulos), 13th Annual Conference of the EuroMed Academic of Business (EMAB), Online, 9th – 10th September 2020.

“Female members in corporate boards of directors and financial performance”, (with C. Grose, M. Argyropoulou, D. Koufopoulos, M. Efraimidou & S. Theodorakoglou), 12th International Conference “Economics of the Balkan and Eastern European Countries”, Rijeka, 29th – 31st May 2020.

“Exploring the digital marketing strategy tools in the Greek retail sector”, (with M. Argyropoulou, D. Folinas, C. Grose and C. Charisis), 12th International Conference “Economics of the Balkan and Eastern European Countries”, Rijeka, 29th – 31st May 2020.

“A preliminary analysis of the relationship between organizational factors and job satisfaction of teachers of the public secondary education”, (with P. Tsirigotis and M. Argyropoulou), 14th annual International Technology, Education and Development Conference, Valencia, 2nd – 4th March 2020.

“Online: How do Higher Education female students experience this new ‘geography’ of learning?”, (with Wilczek, B.) Laureate Online Education Teach Meet webinar series, Online, November 2019.

“Preliminary findings on students’ perceptions on simulation games in Business and Management education”, (with D. Koufopoulos, B. Wilczek and I. Gliatis), Supporting Student Success, Centre for Distance Education, University of London, London, October 2019.

“Impact of key opinion leader and peer consumer recommendations on the online purchase decisions of Generation Z Instagram users”, (with F. Sultanova and M. Argyropoulou), 12th Annual Euromed Academy of Business Conference, Thessaloniki, September 2019.

“The impact of Facebook and Instagram on consumer buying behaviour in the fashion retail market of Rhodes, Greece” (with P. Clarke and F. Misopoulos), 7th International Conference on Contemporary Marketing Issues, Heraklion, July 2019.

- "Exploring students' perceptions about the effectiveness of simulation games in Business & Management Online Education" (with D. Koufopoulos and I. Gliatis), Learning, Teaching & Student Experience 2019 Conference, Manchester, May 2019.
- "Mapping Georgian bank customers' preferences for Corporate Social Responsibility" (with A. Gogichadze), 5th International Conference on Social Responsibility (CSR), Sustainability, Ethics & Governance, Santander, June 2018.
- "Effectiveness of Learner-Learner interaction in e-learning: An instructor's perspective" (with M. Argyropoulou and F. Misopoulos), 2017 Annual Conference of the Association for Learning Technology, Liverpool, September 2017.
- "Impact of student satisfaction on classroom performance in online settings" (with M. Argyropoulou and F. Misopoulos), Recognising and Sharing Teaching Excellence: 15th University of Liverpool Learning and Teaching Conference, Liverpool, June 2017.
- "A decomposition of the effect of Renewable Energy Sources Regulation on CO2 emissions in the EU-15" (with D. Thomakos and T. Alexopoulos), 19th Annual Conference of the European Association of Environmental and Resource Economists, Prague, June 2012.
- "A decomposition of the effect of Renewable Energy Sources Regulation on CO2 emissions in the EU-15" (with D. Thomakos and T. Alexopoulos), 18th Annual International Sustainable Development Research Conference, Hull, June 2012.
- "CO2 emissions, fuel mix, final energy consumption and regulation of renewable energy sources in the EU-15" (with D. Thomakos and T. Alexopoulos), European Energy Market 12 Conference, Florence, May 2012.
- "An investigation into the impact of the financial crisis on the Corporate Social Responsibility strategies of Milan-based companies operating on a global scale", (with A. Evans), Global Management 2010 Conference, Oviedo, November 2010.
- "On Corporate Social Responsibility and Collusion", (with N. Rickman), Norwich Business School Seminar Series, jointly organized by CCP and EEFG, Norwich, October 2010.
- "Self-regulation, product differentiation, and entry", European Association of Law and Economics Annual Conference, Paris, September 2010.
- "An investigation into the impact of the financial crisis on the Corporate Social Responsibility strategies of Milan-based companies operating on a global scale", (with A. Evans), Corporate Responsibility Research Conference 2010, Marseille, September 2010.
- "Self-regulation, product differentiation, and entry", Italian Society of Law and Economics Fifth Annual Conference, Florence, December 2009.
- "On the strictness of the regulatory regimes and firms' incentives to monitor their sub-contractors" (with A. Heritier), European Association of Law and Economics Annual Conference, Rome, September 2009.

- "A diffusion model of an induced environmental market: Reconciling WTP to actual adoption of green energy tariffs" (with I. Diaz-Rainey), 15th annual International Sustainable Development Research Conference, Utrecht, July 2009.
- "CSR as a signal against collective action", Ioannina Meeting on Applied Economics and Finance, Ioannina, June 2009.
- "Product differentiation through CSR – an ambiguous strategic choice", IASK Global Management 2009 Conference, Seville, June 2009.
- "On CSR and collusion" European Economics and Finance Society Annual Conference, Warsaw, June 2009.
- "A diffusion model of an induced environmental market: Reconciling WTP to actual adoption of green energy tariffs" (with I. Diaz-Rainey), 6th International Conference on the European Energy Market, Leuven, May 2009.
- "A diffusion model of an induced environmental market: Reconciling WTP to actual adoption of green energy tariffs" (with I. Diaz-Rainey), Seminar, Micro-economics Working group, Economics dept., European University Institute, April 2009.
- "Can the threat of litigation be incentive enough for companies to engage in CSR?", Seminar, Informal Competition Meeting Group, Economics Dept., European University Institute, Florence, November 2008.
- "Can the threat of litigation be incentive enough for companies to engage in CSR?", Italian Society of Law and Economics Fourth Annual Conference, Bologna, November 2008.
- "Modelling regulation/self-regulation of Corporate Social Responsibility (CSR) – a study of companies incentives to engage in CSR", Robert Schuman Centre Annual Seminar Series, European University Institute, Florence, October 2008.
- "Entrant companies competing with "green" incumbents – incentives to refrain from CSR" Corporate Responsibility Research Conference 2008, Belfast, September 2008.
- "Market entry and roll-out with product differentiation" (with P. Levine & N. Rickman), Seminar Series, University of Macedonia, Thessaloniki, January 2004.
- "Rolling Out and Calling Up: Network Investment and Negotiated Access Arrangements" (with N. Rickman), European Association of Law and Economics Annual Conference, September 2003.
- "Network roll-out with bargaining over access" (with P. Levine & N. Rickman), Digital World Research Centre (DWRC) Annual Conference, July 2003.
- "Market entry and roll-out with product differentiation" (with P. Levine & N. Rickman), European Economic Association Annual Congress, Venice, August 2002.
- "Market entry and roll-out with product differentiation" (with P. Levine & N. Rickman), Scottish Economic Society Annual conference, Dundee, April 2002.

“Market entry and roll-out with product differentiation” (with P. Levine & N. Rickman), Royal Economics Society Annual Conference 2002, Warwick, March 2002.

“Transfers and prices: A comparison of regulatory mechanisms” (with P. Levine & N. Rickman), Workshop on Network Investment, London Business School, June 2001.

“Investment speed in competing network” (with P. Levine & N. Rickman), presented at the Workshop on Network Investment, London Business School; June 2001.

“Investment speed in competing network” (with P. Levine & N. Rickman) International Atlantic Economics Society Annual Conference, Athens, March 2001.

Recent research funding:

Centre for Distance Education, University of London, 2019, Exploring students’ perceptions about the effectiveness of simulation games in Business and Management online education, (with D. Koufopoulos and I. Gliatis).

Conference organiser/committee:

[1] Spring 2017 DBA Residency, Liverpool, April 2017, (host of the event and co-organiser)

[2] Autumn 2016 DBA Residency, Liverpool, Sept-Oct. 2016, (host of the event and co-organiser)

[3] Global Management 2010, International Association for the Scientific Knowledge, Oviedo, November 2010 (member of the scientific committee).

[4] International Workshop of Economics and Finance, University of Peloponnese, Tripoli, June 2007 (conference organiser and member of scientific committee)

[5] Digital World Research Centre Conference, Windsor, May 2001 (conference organiser, member of scientific committee, sessions chair)

[6] European Association of Law and Economics Annual Conference, Rome, September 2009 (discussant)

[7] Corporate Responsibility Research Conference 2008, Belfast, September 2008 (discussant)

[8] International Atlantic Economics Society Annual Conference, Athens, March 2001 (discussant)

Other information

Committees

Chair, Laureate Online, DBA Virtual Programme Research Ethics Committee (2016 - 2021)

Vice-Chair, Laureate Online Research Ethics Committee (2021)

Chair, Laureate Online Education, University of Roehampton Online Programmes in Business & Management Virtual Programmes Research Ethics Committee (2015 - 2016)

Member, Board of Examiners, University of Liverpool Online Management Programmes (2011 - 2012 & 2016 - 2021)

Member, Board of Studies, University of Liverpool Online Management Programmes (2011 - 2012 & 2016 - 2021)

Member, Academic Integrity Sub-Committee, University of Liverpool Online Management Programmes (2016 - 2021)

Member, Student Staff Liaison Committee, University of Liverpool Online DBA and EdD (2016 - 2021)

Member, Extenuating Circumstances Committee, University of Liverpool Online DBA and EdD (2016-2021)

Member, Board of Examiners, University of Roehampton Online Business & Management Programmes (2012 -2015)

Member, Programme Board, University of Roehampton Online Business & Management Programmes (2012 -2015)

Memberships

Fellow, Chartered Management Institute (November 2018 – present)

Member, British Academy of Management (March 2019 – present)

Languages:

- Greek (mother tongue)
- English (fluent)
- Italian (basic)