

**CURRICULUM VITAE**

**Dr Maria Eliophotou Menon**  
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## **PERSONAL DATA**

Name Maria Eliophotou Menon  
Nationality Cypriot

## **ADDRESS**

12 Karpenissiou street  
Nicosia 1077, Cyprus  
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e-mail: melmen@ucy.ac.cy

## **EDUCATIONAL BACKGROUND**

*Ph.D. in Education* (1991-1995)  
University of London, Institute of Education  
*Master of Business Administration* (1982-1984)  
State University of New York at Albany  
*Bachelor of Arts in Philosophy and Greek* (1979-1982)  
University of London, Bedford College

## **PROFESSIONAL EXPERIENCE**

1985-1999: Assistant Professor, Cyprus College  
1997-1999: Head of Business Administration Department, Cyprus College  
1999-2003: Lecturer, Department of Education, University of Cyprus  
2003-2008: Assistant Professor, Department of Education, University of Cyprus  
2009 – 2015: Associate Professor, Department of Education, University of Cyprus  
2015- Today Professor, Department of Education, University of Cyprus

## MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Member of the following professional associations, which include:

- BELMAS (British Educational Leadership, Management and Administration Society)
- The Cyprus Educational Administration Society
- Women Leading Education Network

## RESEARCH/PUBLICATIONS

### Papers in Refereed Journals

1. Menon Eliophotou M. & Pashourtidou N. (2023). Economic hardship in households in the EU during the COVID-19 pandemic. *Cyprus Economic Policy Review*, 0(0), 1-34.
2. Menon Eliophotou, M. (2023). Transformational school leadership and the COVID-19 pandemic: Perceptions of teachers in Cyprus. *Educational Management, Administration and Leadership*. Available at: <https://doi.org/10.1177/17411432231166515>
3. Kyriakides, L., Eliophotou, M., & Charalambous, E. (2022). The effect of educational systems on differences in the performance of children of different socioeconomic backgrounds and on the improvement of their learning outcomes, with reference to Cyprus. *Cyprus Economic Policy Review*, 16(2), 57-90
4. Eliophotou, M., & Markadjis, E. (2021). The link between secondary technical/vocational education and the labour market in Cyprus. *Cyprus Economic Policy Review*, 15(2), 4256.
5. Menon Eliophotou, M. (2021). Transformational leadership at times of crisis: The case of school leaders in Greece. *European Journal of Educational Management*, 4(1), 1-11.
6. Menon Eliophotou, M. (2021). Perceptions of stakeholders on the problems facing higher education: Implications for university governance and student engagement. *Student Engagement in Higher Education Journal*, 4(1), 70-87.
7. Menon Eliophotou, M., & Lefteri, A. (2021). The link between transformational leadership and teacher self-efficacy. *Education*, 142(1), 42-52.

8. Menon Eliophotou, M., Andreou, S. N., & Markadjis, E. (2020). The expectations of prospective students regarding the economic returns to higher education: Evidence from Cyprus. *Cyprus Economic Policy Review*, 14(1), 41-56.
9. Lefteri, A., & Eliophotou, M. (2019). Teacher self-efficacy: Its importance in the school context and factors which have an impact on it (in Greek). *Επιστημονική Ημερίδα Εκπαιδευτικών Πρωτοβάθμιας Εκπαίδευσης Κορινθίας*, 5(8), 9-23
10. Kyriakides, L., Stylianou, A., & Menon Eliophotou, M. (2019). The link between educational expenditures and student learning outcomes: Evidence from Cyprus. *International Journal of Educational Development*, 70 (October), DOI: <https://doi.org/10.1016/j.ijedudev.2019.102081>
11. Menon Eliophotou, M., Argyropoulou, E., & Stylianou, A. (2018). Managing the link between higher education and the labour market: Perceptions of graduates in Greece and Cyprus. *Tertiary Education and Management*, 24(4), 298-310.
12. Eliophotou, M., & Pashourtidou, N. (2017). Low socioeconomic status students in higher education: Entry, academic attainment and earnings expectations. *Cyprus Economic Policy Review*, 11(1), 15-40.
13. Menon Eliophotou, M., & Reppa-Athanasoula A. (2016). Managing graduate unemployment: The case of Education students in Cyprus. *Higher Education, Skills and Work-Based Learning*, 7(2), 168-178.
14. Ioannou, A., & Menon Eliophotou M. (2016). The link between transformational leadership and teachers' job satisfaction, commitment, motivation to learn, and trust in the leader. *Academy of Educational Leadership Journal*, 20(3), 12-22.
15. Menon Eliophotou M. (2016). Productivity as an indication of quality in higher education: The views of employed graduates in Greece. *Quality in Higher Education*, 22(3), 183-196.
16. Menon Eliophotou, M., Markadjis, E., Theodoropoulos, N. & Socratous, M. (2016). Influences on the intention to enter higher education: The importance of expected returns. *Journal of Further and Higher Education*, 41(6), 831-843.
17. Menon Eliophotou, M. (2014). The relationship between transformational leadership, perceived leader effectiveness and teacher job satisfaction. *Journal of Educational Administration*, 52(4), 509-528.
18. Fassoulis, C., Menon Eliophotou M., & Kaloyiannis, D. (2014). Theoretical dimensions and research findings on leadership models and their effects on school improvement (in Greek). *Comparative and International Pedagogical Review*, 22, 9-29.

19. Menon Eliophotou, M. (2013). Productivity gains from training: The views of employers and stakeholders. *Journal of Education and Training Studies*, 1(1), doi: 10.11114/jets.v1i1.54.
20. Menon Eliophotou, M., Pashourtidou, N., Polycarpou, A., & Pashardes, P. (2012). Students' expectations about earnings and employment and the experience of recent university graduates: Evidence from Cyprus. *International Journal of Educational Development*, 32(6), 805-813.
21. Menon Eliophotou, M. (2012). Do beginning teachers receive adequate support from their headteachers? *Educational Management, Administration and Leadership*, 40(2), 217-231.
22. Menon Eliophotou, M., & Reppa-Athanasoula A. (2011). Job satisfaction among secondary school teachers: The role of gender and experience. *School Leadership and Management*, 31(5), 435-450.
23. Menon Eliophotou, M. (2010). The effect of career counsellors on the decision to pursue higher education: A mixed methods investigation. *Journal of Further and Higher Education*, 34(4), 519-536.
24. Menon Eliophotou, M. (2010). Influences on the decision to pursue higher education: A comparison of students' and teachers' perspectives. *Research in International and Comparative Education*, 5(4), 382-392.
25. Saiti, A., & Menon Eliophotou, M. (2009). Educational decision making in a centralised system: The case of Greece. *International Journal of Educational Management*, 23(6), 446-455.
26. Menon Eliophotou, M. (2009). Determinants of the intention to enter higher education: The views of secondary school students. *Journal of Education Research*, 3(3), 203-216.
27. Menon Eliophotou, M., Papanastasiou, E., & Zembylas, M. (2008). Examining the relationship of job satisfaction to teacher and organisational variables: Evidence from Cyprus. *International Studies in Educational Administration*, 36(3), 75-87.
28. Menon Eliophotou, M. (2008). The economic benefits of higher education in Cyprus: The expectations of prospective students. *International Journal of Educational Development*, 28(3), 259-267.
29. Menon Eliophotou, M. (2008). Perceived rates of return to higher education: Further evidence from Cyprus. *Economics of Education Review*, 27(1), 39-47.
30. Menon Eliophotou, M., Saiti, A., & Socratous, M. (2007). Rationality, information search and choice in higher education: Evidence from Greece. *Higher Education*, 54(5), 705-721.

31. Menon Eliophotou, M., & Saitis, C. (2006). The satisfaction of pre-service and in-service teachers with primary school organisation: Evidence from Greece. *Educational Management, Administration & Leadership*, 34(3), 345-363.
32. Menon Eliophotou M. (2005). Students' views regarding their participation in university governance. *Tertiary Education and Management*, 11(2), 167-182.
33. Christou, C., Menon Eliophotou, M., & Philippou, G. (2004). Teachers' concerns regarding the adoption of a new mathematics curriculum: An application of CBAM. *Educational Studies in Mathematics*, 57(2), 157-176.
34. Menon Eliophotou, M. (2004). Information search as an indication of rationality in student choice of higher education. *Education Economics*, 12(3), 267-283.
35. Saitis, C., & Menon Eliophotou, M. (2004). Views of future and current teachers on the effectiveness of primary school leadership: Evidence from Greece. *Leadership and Policy in Schools*, 3(2), 135-157.
36. Menon Eliophotou, M. (2004). The effect of an educational administration course on the expectations of pre-service teachers. *Journal of Educational Administration*, 42(1), 98-111.
37. Menon Eliophotou, M. (2003). Views of teaching-oriented and research-oriented academics on the mission of higher education. *Quality in Higher Education*, 9(1), 39-54.
38. Menon Eliophotou, M. (2003). Student involvement in university governance: A need for negotiated educational aims? *Tertiary Education and Management*, 9(3), 233-246.
39. Menon Eliophotou, M. (2002). Four decades of rate-of-return analysis in higher education policy making: Weaknesses and future prospects. *Higher Education Policy*, 16(3), 369-384.
40. Menon Eliophotou, M. (2002). The mission of universities and the vocational paradigm: An investigation of students' perceptions. *Journal of Vocational Education and Training*, 54(4), 515-531.
41. Menon Eliophotou, M. (2002). Perceptions of pre-service and in-service teachers regarding the effectiveness of elementary school leadership in Cyprus. *International Journal of Educational Management*, 16(2), 91-97.
42. Menon Eliophotou, M., & Christou, C. (2002). Perceptions of future and current teachers on the organisation of elementary schools: A dissonance approach to the investigation of job satisfaction. *Educational Research*, 44(1), 97-110.
43. Christou, C., Philippou, G., & Menon Eliophotou, M. (2001). Preservice teachers' self-esteem and mathematics achievement. *Contemporary Educational Psychology*, 26, 44-60.

44. Menon Eliophotou, M. (2000). The degree of information search in the selection of a private third-level educational institution in Cyprus. *Journal of Business and Society*, 13(1&2), 116-124.
45. Menon Eliophotou, M. (1998). Perceived rates of return to higher education: An international review and comparison. *Compare*, 28(3), 293-304.
46. Menon Eliophotou, M. (1998). Factors influencing the demand for higher education: The case of Cyprus. *Higher Education*, 35(3), 251-266.
47. Menon Eliophotou, M. (1998). Academics' perceptions of higher education in Cyprus. *Journal of Business and Society*, 10 (2), 275-282.
48. Menon Eliophotou, M. (1997). Higher education and the post-modern challenge. *Reflections on Higher Education*, 9, 103-113.
49. Menon Eliophotou, M. (1997). Can problem-based education enliven the curriculum? *Prospero*, 3(2), 62-67.
50. Menon Eliophotou, M. (1997). The demand for higher education in Cyprus: An 51.  
Menon Eliophotou, M. (1997). Perceived rates of return to higher education in Cyprus. *Economics of Education Review*, 16(4), 425-430.
52. Menon Eliophotou, M. (1996). The perceived economic benefits of higher education: The case of Cyprus. *Education Economics*, 5(1), 53-61.

### ***Invited Papers in Journals***

53. Menon Eliophotou, M. (2011). The link between education and productivity: The employers' perspective. *Journal of European Economy*, 10, 275-289.

### **Selected Papers in Refereed Conference Proceedings**

1. Ioannou, M., & Menon Eliophotou, M. (2016). The link between transformational leadership and teachers' job satisfaction, commitment, motivation to learn, and trust in the leader (in Greek). *Proceedings of the 14<sup>th</sup> Conference of the Pedagogical Society of Cyprus*. Nicosia, Cyprus. Available at: <https://sites.google.com/site/praktika14ousynedrioupek/contact>
2. Eliophotou, M. (2016). The financial crisis and job satisfaction/dissatisfaction in education (in Greek). *Proceedings of the Conference Policies and Institutions of the Ministry of Education and Culture in the Last Fifty Years* (pp. 159-169). Nicosia, Cyprus.

3. Stylianou, A., Kyriakides, L., & Menon Eliophotou, M. (2014). The effect of state subsidies on the effectiveness of the school unit in Cyprus secondary education (in Greek). *Proceedings of the 13<sup>th</sup> Conference of the Pedagogical Society of Cyprus*. Nicosia, Cyprus. Available at: <https://drive.google.com/file/d/0By3MHWf-3yJpbjBjTV14d21Jb3M/view>.
4. Menon Eliophotou, M. (2013). The contribution of distributed leadership to educational outcomes: An overview of research. *Proceedings of WASET International Conference* (pp. 1191-1195). Dubai, UAE.
5. Christou, M., & Menon Eliophotou, M. (2012). Gender effects on the choice of education as a field of study: The perceptions of female students. *Proceedings of the 13<sup>th</sup> ISSEI International Conference*. Available at: <http://hdl.handle.net/10797/6162>. Nicosia, Cyprus.
6. Menon Eliophotou, M. (2011). Leadership theory and educational outcomes: The case of distributed and transformational leadership. *Proceedings of the 24<sup>th</sup> International Congress for School Effectiveness and Improvement*. Available at: <http://www.icsei.net/icsei2011/Full%20Papers/0125.pdf>. Limassol, Cyprus.
7. Menon Eliophotou, M. (2010). The link between education and productivity: The employers' perspective. *Proceedings of the International Conference on Applied Economics* (pp. 523-529). Athens, Greece.
8. Zanti, M., Eliophotou Menon, M., & Athanasoula-Reppa, A. (2010). The effect of the Bologna declaration on the educational systems of the member states and the degree of their convergence in relation to the creation of a European space for higher education. *Proceedings of the 16<sup>th</sup> Scientific Conference of the Association of Greek Regional Planners* (pp. 157-162). Athens, Greece.

### **Books**

1. Menon, E. M., Terkla, D. G., & Gibbs, P. (2014) (Eds.). *Using data to improve higher education*. Dordrecht: Sense Publishers.
2. Menon Eliophotou, M., Georgiou, M., & Socratous, M. (2014). *Teacher job satisfaction: Theory and contemporary research*. Athens: Ion Publishers (In Greek).

### **Selected Chapters in Books**

1. Menon Eliophotou, M. (2018). Productivity as an indication of quality in higher education. In C. Yialoukas, & M. Papoula (Eds.) *Topics in Education: In honour of Panayiotis Persianis*. Nicosia, Cyprus (in Greek).
2. Menon Eliophotou, M., & Reppa-Athanasoula, A. (2018). The effect of gender on the choice of field of study: Perceptions of students of the Education Department of



- the University of Cyprus. In S. Photiou (Ed.) *Pedagosist: In honour of Mary Koutselini*. Nicosia, Cyprus (in Greek).
3. Eliophotou, M. (2016). The effect of transformational leadership on educational outcomes: Overview and prospects. In C. Fassoulis, E. Fyrippis, G. Pasiyas, I. Roussakis, & A. Samara (Eds.) *Surveying the field of education: In honour of Demetris Matheou*. Athens: Papazisis publishers (in Greek).
  4. Menon Eliophotou, M., Koutselini, M., & Charalambidou-Solomi, D. (2015). The gender gap in academia: The case of Cyprus (Chapter 3). In E. C. Reilly, & Q. J. Bauer (Eds.) *Women leading education across the continents*. Washington DC: Rowman & Littlefield.
  5. Menon Eliophotou, M. (2014). Investigating students' expectations of the economic returns to higher education: A review of methods and data. In M. E. Menon, D. G. Tertkla, & P. Gibbs (Eds.) *Using data to improve higher education*. Dordrecht: Sense Publishers.
  6. Menon Eliophotou, M. (2013). The effect of distributed leadership on educational outcomes. In C. Theophilides, A. Michaelidou, P. Persianis, & S. Photiou (Eds.) *In honour of C. Papanastassiou*. Nicosia: Ministry of Education and Culture, Pedagogical Institute of Cyprus, Department of Education, University of Cyprus and Educational Association of Cyprus (in Greek).
  7. Menon Eliophotou, M. (2009). The role of career counsellors in secondary education in Cyprus. In M. Ioannidou-Koutselini, M. Eliophotou Menon, C. Korfiatis, D. Pitta-Pantazi, & S. Photiou (Eds.) *In honour of M. Maratheftis*. Nicosia: Department of Education, University of Cyprus (in Greek).
  8. Socratous, M., & Menon Eliophotou, M. (2009). Factors influencing the future job satisfaction of the students of the Education Department of the University of Cyprus. In M. Ioannidou-Koutselini, M. Eliophotou Menon, C. Korfiatis, D. Pitta-Pantazi, & S. Photiou (Eds.) *In honour of M. Maratheftis*. Nicosia: Department of Education, University of Cyprus (in Greek).
  9. Menon Eliophotou, M. (2009). Investigating the demand for higher education: The effect of social, economic, institutional and psychological variables. In M. L. Albertson (Ed.) *Developments in higher education*. Nova Science Publishers.
  10. Christou, C., Menon Eliophotou, M., & Philippou, G. (2008). Beginning teachers' concerns regarding the adoption of new mathematics textbooks. In G. M. Lloyd, J.

T. Remillard, & B. A. Herbel-Eisenmann (Eds.) *Mathematics teachers at work*.  
Routledge.

### **Other Publications**

Several reports have been published in specialised publications such as the Economic Policy Reports of the Economics Research Centre of the University of Cyprus or in Reports of the Cyprus Educational Administration Society.

### **Selected Research Projects and Research Collaborations**

#### ***Research Sponsored by the University of Cyprus***

1. Factors associated with income changes during the COVID-19 pandemic, with reference to Cyprus (2023), Sponsored by the Economics Research Centre
2. Investigation of the Impact of COVID on Higher Education (2022-2023)
3. Investigation of Strategic Planning in Higher Education: International Data (2018-2021)
4. Investigation of the Problems Facing Higher Education in Cyprus (2017/2018)
5. Investigation of the Role of the School Leader in Dealing with the Effects of the Financial Crisis (2016/2017)
6. Investigation of the Strategies Used by Graduates to Manage Unemployment and Underemployment in Cyprus (2015/2016)
7. Investigation of the Views of Unemployed Graduates on the Role and Importance of Degrees at a Time of Economic Crisis (2014/2015)
8. Estimation of the Perceived Rates of Return to Higher Education in Cyprus (2013/2014)
9. The Link between Higher Education and the Labour Market in Greece (2012/2013)
10. The Link between Higher Education and the Labour Market in Cyprus (2011/2012)
11. The Link between Transformational Leadership and Educational Outcomes, as Perceived by Teachers (2010/2011)

12. The Link between Educational Leadership Practices and Educational Outcomes, as Perceived by Teachers (2009/2010)
13. Problems Faced by Secondary School Teachers upon Entry into the Profession (2008/2009)
14. Newly Appointed Primary School Teachers: Problems and Challenges (2007/2008)
15. Factors Influencing the Decision of Secondary School Graduates to Continue their Studies (2006/2007)
16. Job Satisfaction of Secondary School Teachers in Cyprus (2005/2006)
17. The Role of the Secondary School Counsellor in Cyprus (2004/2005)
18. The Influence of Economic Considerations on the Decision of Secondary School Graduates to Continue their Studies (2003/2004)
19. Factors Influencing the Choice of a Higher Education Institution in Greece (2002/2003)
20. Views of Pre-service and In-service Teachers Regarding the Organisation and Administration of Primary Schools in Greece (2001/2002)
21. Views of Pre-service Teachers Regarding the Mission and Effectiveness of their University and Department (2000/2001)
22. Views of Pre-service and In-service Teachers Regarding the Organisation and Administration of Primary Schools in Cyprus (1999/2000)
23. Factors Influencing the Choice of a Higher Education Institution in Cyprus (1999)

***Selected Research Sponsored by External Sources***

1. Project title: INCLUD-ED: Strategies for inclusion and social cohesion in Europe from education (Priority 7, 6<sup>th</sup> Framework Programme of the European Commission)

Sponsor: European Commission

Role: Member of the team of academics representing Cyprus; actively involved in the design of research in Cyprus and the dissemination of results.

2. Project title: Students' expectations and the unemployment of university graduates in Cyprus

Sponsor: Research Promotion Foundation (Cyprus)

- Role: Project leader and coordinator
3. Project title: The effect of education, training and technology on the productivity of the Cyprus economy  
Sponsor: Cyprus Productivity Centre  
Role: Member of research team; in charge of qualitative research conducted on the topic
  4. Project title: School governance to build a learning community  
Sponsor: European Commission  
Role: External evaluator
  5. Project title: Financing training in Europe  
Sponsor: Cedefop  
Role: Cyprus representative; in charge of research
  6. Project title: Jobtown (URBACT II, Priority-Operation 1-1)  
Sponsor: European Commission  
Role: Member of Cyprus team of participants
  7. Project title: Embedding EU values in teaching and learning in higher education  
Sponsor: European Commission  
Role: Member of external advisory board

## **PAPER REVIEWS**

I have reviewed papers for a large number of journals, which include the following:

- *Education Economics*
- *Educational Research Review*
- *Journal of Teaching and Learning*
- *Studies in Higher Education*
- *Teaching and Teacher Education*
- *Educational Management, Administration and Leadership*
- *International Journal of Educational Management*
- *Higher Education*
- *Higher Education, Skills and Work-Based Learning*

## MEMBERSHIP IN EDITORIAL BOARDS

*Higher Education, Skills and Work-Based Learning* (Member of editorial advisory board), Emerald Publishers

*Journal of Marketing for Higher Education* (Member of editorial advisory board), Routledge and Taylor & Francis

*Menon: Journal of Educational Research* (Member of scientific board), Greece, University of Western Macedonia

*Frontiers in Education* (Member of scientific board), United States

## SELECTED SPEECHES AT CONFERENCES/SELECTED INVITED SPEECHES

Transformational leadership and educational outcomes: A review of the literature. *4<sup>th</sup> International Conference on Education*, Athens, Greece, December 4-6, 2023.

Perceptions of stakeholders on the problems facing higher education in Cyprus: Implications for strategic planning. *40<sup>th</sup> EAIR Forum*, Central European University, Budapest, Hungary, August 26-29, 2018.

Managing the link between higher education and the labour market: The case of Greece and Cyprus. *39<sup>th</sup> EAIR Forum*, University of Porto, Porto, Portugal, September 3-6, 2017.

Graduates' perceptions of the link between higher education and the labour market: Evidence from Greece and Cyprus. *9<sup>th</sup> International Conference on Mediterranean Studies*, Athens, Greece, March 21-24, 2016.

Managing graduate unemployment: The case of Education students in Cyprus. *International Conference on Emerging Research for Sustainable Economic Development (ERSED) 2016*, Dubai, UAE, February 2-3, 2016.

Gender stereotypes among university students in Cyprus: The case of student representatives. *3rd Young BPW Symposium*, Limassol, Cyprus, October 1-3, 2015.

The effect of transformational leadership on educational outcomes: An overview of research. *40<sup>th</sup> Annual Conference of the Association for Teacher Education in Europe (ATEE)*, University of Glasgow, Glasgow, UK, August 24-26, 2015.

The link between educational expenditures and student learning outcomes: Evidence from Cyprus. *XXIV Meeting of the Economics of Education Association*, Madrid, Spain, June 25-26, 2015.

The financial crisis and teacher job satisfaction (in Greek). *Conference on Legal and Administrative Dimensions of the Teaching Profession: School Leadership at a Time of Financial Crisis*, University of Crete, Rethymno, Crete, October 29, 2014.

The financial crisis and its effects on education (in Greek). *Conference on the Financial Crisis and its Impact on the Formulation of Education Policy*, European University of Cyprus, Nicosia, Cyprus, May 17, 2014.

- The contribution of distributed leadership to educational outcomes: An overview of research. *WASET International Conference*, Dubai, UAE, January 30-31, 2013.
- Investigating student decision making in higher education: Implications for higher education marketing. *7<sup>th</sup> International Conference on Higher Education Marketing*, Nicosia, Cyprus, March 28-30, 2012.
- The gender gap in the academy: The case of Cyprus. *ISSEI: The Ethical Challenge of Multidisciplinarity*, University of Cyprus, Nicosia, Cyprus, July 2-6, 2012.
- Investigating student decision making in higher education: A case of 'bounded' rationality? *4<sup>th</sup> Paris International Conference on Education, Economy and Society*, Paris, France, July 23-28, 2012.
- Gender stereotypes among university students in Cyprus: The case of student leaders. *CCEAM 2012 Conference*, Limassol, Cyprus, November 3-7, 2012.
- Leadership theory and educational outcomes: The case of distributed and transformational leadership. *The 24<sup>th</sup> International Congress for School Effectiveness and Improvement*, Limassol, Cyprus, January 4-7, 2011.
- Gender effects on the choice of education as a field of study: The perceptions of female students. *International Sociological Association Conference*, Nicosia, Cyprus, November 25-27, 2011.
- Strategies for choice-making for higher education destinations: The interplay of socio-structural and individual factors (with M. Vryonides). *International Sociological Association Conference*, Nicosia, Cyprus, November 25-27, 2011.
- The gender gap in the academy: The case of Cyprus. *3<sup>rd</sup> International Women's Leadership Conference*, University of Thessaly, Volos, Greece, September 24-29, 2011.
- Influences on the decision to enter higher education according to students, teachers and career counsellors: Implications for higher education marketing. *International Conference on Higher Education Marketing*, Southampton, England, March 29-31, 2010.
- Do beginning teachers receive adequate support from their headteachers? Findings from a qualitative study. *British Educational Leadership Management and Administration Society Annual Conference*, Sheffield, England, July 3-5, 2009.
- The job satisfaction of educational leaders: The case of Cypriot career counsellors. *British Educational Leadership Management and Administration Society Annual Conference*, University of Aston, Birmingham, England, July 4-6, 2008.
- The perceived economic benefits of higher education: Implications for educational policy. *29<sup>th</sup> EAIR Forum*, University of Innsbruck, Innsbruck, Austria, August 26-29, 2007.
- The design and implementation of educational policy as reflected in the decision making process: The case of Greece. *CCEAM 2006 Conference*, University of Cyprus, Nicosia, Cyprus, October 12-17, 2006.
- Factors influencing the intention to enter higher education: The views of secondary school students. *28<sup>th</sup> EAIR Forum*, University LUISS Guido Carli, Rome, Italy, August 30-September 1, 2006.

Vocationalism in higher education: The views of students of the University of Cyprus. *Cyprus Academic Forum 1<sup>st</sup> All Cyprus Social Sciences and Humanities Conference*, Intercollege, Nicosia, Cyprus, March 18-19, 2005.

Are students satisfied with the extent of their participation in the management of their universities? Implications for distributed leadership in higher education. *7<sup>th</sup> International British Educational Leadership Management and Administration Society Research Conference*, St Catherine's College, Oxford, England, July 8-10, 2004.

Students' views regarding their participation in university governance. *26<sup>th</sup> Annual EAIR Forum, Knowledge Society Crossroads*, Technical University of Catalonia, Barcelona, Spain, September 5-8, 2004.

Rationality and choice in higher education: A test of human capital theory. *European Conference on Educational Research*, University of Crete, Rethymnon, Greece, September 22-25, 2004.

Perceptions of pre-service and in-service teachers regarding the effectiveness of elementary school leadership in Greece. *British Educational Leadership Management and Administration Society Annual Conference*, University of Aston, Birmingham, England, September 20-22, 2002.

Student involvement in university governance: A need for negotiated educational aims? *24<sup>th</sup> Annual EAIR Forum*, Czech Technical University, Prague, Czech Republic, September 8-11, 2002.

The vocational paradigm in education: A critique. *4<sup>th</sup> International Conference on Education*, Athens Institute for Education and Research, Athens, Greece, May 24-26, 2002.

An evaluation of the aims and mission of the University of Cyprus: The students' perspective. *British Educational Association Annual Conference*, University of Leeds, Leeds, England, September 13-15, 2001.

The economic value of education: Human capital theory versus credentialism. *International Conference on Education and Training*, Athens Institute for Education and Research, Athens, Greece, May 25-26, 2001.

The use of problem-based approaches to teaching and learning in higher education. *Conference on Practical and Theoretical Issues in Higher Education*, Cyprus College, Nicosia, Cyprus, April 8, 2000.

## **TEACHING**

The courses I teach include one undergraduate and five postgraduate courses (two required, three electives) offered under the Master's Degree programme in Educational Administration and Evaluation. Specifically, I have taught the following:

EDU 412 Educational Organisation and Administration (undergraduate): The course examines the organisation and functioning of the school and the educational system as a whole in relation to the basic concepts and theories of Educational Administration.

EDU 620: Introduction to Educational Administration (postgraduate). The course introduces students to fundamental concepts and theories in Educational Administration. Relevant topics include school leadership, motivation and decision making.

EDU 645 Educational Policy (postgraduate): The course discusses the factors affecting school and state policy in education. Several policy topics are critically examined such as the equality of educational opportunity, marketisation and recent policy reforms and initiatives.

EDU 617 Educational Governance and Management of Change (postgraduate): The course investigates the process of change in education, with emphasis on the role of teachers and educational leaders in designing, accepting and implementing reforms.

In addition to teaching, I am the main advisor and/or a member of the advisory committee for several doctoral students in Educational Administration and Evaluation.

### **CONSULTING/APPOINTMENTS (SELECTED)**

Selected projects include the following:

1. Investigative Officer, University of Cyprus
2. Evaluator of internal research programmes, University of Cyprus
3. Member of the Disciplinary Committee of the University of Cyprus
4. Board member of the Mediterranean Institute of Management
5. External evaluator of the Education Departments of Greek Universities
6. Member of the Committee for the Development and Improvement of the School Unit in Cyprus
7. Member of the Committee for the Establishment of a Model Secondary School in Cyprus: This included participation in a four-member team of academics which was responsible for the preparation of feasibility analysis.
8. Member of Committee Responsible for the Evaluation of the All-Day Primary Schools: This was a two-year assignment and included site-visits and the preparation of yearly reports for the Ministry of Education.
9. Member of the Academic Council of the Postgraduate Programme in Education of the Open University of Cyprus.