

PRiME

*an initiative of the
United Nations Global Compact*



Sharing Information on Progress 2026

University of Nicosia

September 2026

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About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“*The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).*

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Getting Started

This section provides foundational information about University of Nicosia, including key details and basic institutional data.

Mission

University of Nicosia (UNIC) - Mission

"To help students become educated individuals, achieve their academic and professional goals and assume responsible roles in a changing world of European cooperation and global interdependence; to promote research and the generation of knowledge; to be of service to society through the dissemination and application of knowledge, as well as through innovative partnerships with business and civic society institutions."

UNIC's mission directly supports the **United Nations Sustainable Development Goals (SDGs) and the Principles for Responsible Management Education**. Our commitment to helping students assume "responsible roles" aligns with SDG 4 (Quality Education) and reflects our dedication to developing ethical leaders who understand their impact on society and the environment.

The emphasis on "European cooperation and global interdependence" connects to SDG 17 (Partnerships for the Goals) and demonstrates our recognition of the interconnected nature of contemporary challenges. Our focus on research and knowledge generation contributes to multiple SDGs by advancing understanding of sustainable business practices, social responsibility, and environmental stewardship.

Through our partnerships with business and civic society institutions, we foster collaborative approaches to addressing societal challenges, supporting innovation in sustainable development, and promoting responsible management practices. This mission framework guides our integration of sustainability, ethics, and social responsibility across all academic programs and research initiatives.

Institutional Foundation for PRME Implementation

Our mission is grounded in **core institutional values** that directly support responsible management education:

- Ethical behavior and civic responsibility form the foundation of our educational approach, ensuring graduates understand their obligations to society
- Sustainability of resources is explicitly integrated into our institutional philosophy, supporting environmental stewardship and responsible resource management
- Multi-cultural awareness and tolerance prepare students for global citizenship and cross-cultural leadership in international business contexts
- Entrepreneurship and innovation are fostered within frameworks of social responsibility and sustainable development

Our commitment to interdisciplinary exchange of knowledge enables comprehensive approaches to complex global challenges, while our emphasis on international standards ensures our responsible management education meets global best practices. Research focusing on environmental sustainability and contemporary societal challenges, combined with extensive public service activities, demonstrates our practical commitment to applying PRME principles beyond the classroom.

Source: <https://www.unic.ac.cy/unic-at-a-glance/the-universitys-mission/>

The UNIC School of Business Mission Statement:

"The UNIC School of Business educates effective leaders who will successfully manage and guide organizations, impacting societies in a sustainable manner, driven by, and contributing to, accelerating technological change."

The UNIC School of Business mission statement reflects a comprehensive commitment to the UN Sustainable Development Goals through its emphasis on developing "effective leaders who will successfully manage and guide organizations, impacting societies in a sustainable manner." This mission directly aligns with the PRME framework and demonstrates how business education can serve as a catalyst for achieving global sustainability targets.

Core Mission Elements and SDG Connections

Effective Leadership Development

Supporting SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth)

Our commitment to educating "effective leaders" encompasses more than traditional business skills. We prepare leaders who understand their responsibility to create positive societal impact while driving economic growth. Through our comprehensive BBA programs spanning Finance and Economics, Management and Human Resources, Marketing and Digital Media, and Entrepreneurship and Innovation, we develop leaders equipped to navigate complex global challenges while maintaining ethical standards and sustainable practices.

Organizational Management and Guidance

Supporting SDG 9 (Industry, Innovation and Infrastructure) and SDG 12 (Responsible Consumption and Production)

The mission's emphasis on leaders who "successfully manage and guide organizations" reflects our understanding that effective management in the 21st century requires integration of sustainability principles into core business operations. Our programs in Management Information Systems,

Accounting, and specialized areas like Energy, Oil & Gas Business prepare students to lead organizations that operate responsibly within planetary boundaries while driving innovation and infrastructure development.

Sustainable Societal Impact

Supporting SDG 1 (No Poverty), SDG 10 (Reduced Inequalities), and SDG 11 (Sustainable Cities and Communities)

The phrase "impacting societies in a sustainable manner" explicitly acknowledges business's role in addressing societal challenges. This commitment is reflected in our programs such as:

- - **Hospitality Management:** Preparing managers who can balance economic success with environmental stewardship and community development
 - **Business Administration specializations:** Integrating social responsibility across all business functions

Technology and Innovation Leadership

Supporting SDG 9 (Industry, Innovation and Infrastructure) and SDG 17 (Partnerships for the Goals)

Our mission recognizes that leaders must be "driven by, and contributing to, accelerating technological change." This forward-looking perspective is embodied in our cutting-edge programs:

- - **Blockchain and Digital Currency (MSc):** Preparing leaders for sustainable financial innovation
 - **Metaverse (MSc):** Developing expertise in emerging technologies with potential for positive societal impact

Vision

University of Nicosia (UNIC) - Vision

"The University of Nicosia aspires to be a leading contributor to excellence in education and research."

UNIC's vision reflects our commitment to achieving excellence through responsible management education that addresses global sustainability challenges. As a leading contributor to education, we integrate the Principles for Responsible Management Education into our curricula, ensuring that students develop competencies in ethical decision-making, sustainability awareness, and social responsibility.

Our aspiration for excellence in research encompasses investigations that advance understanding of sustainable business practices, corporate social responsibility, and innovative solutions to environmental and social challenges. This research excellence contributes to multiple SDGs, including SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), and SDG 12 (Responsible Consumption and Production).

By positioning ourselves as a leading contributor, we acknowledge our responsibility to influence positive change in management education and to serve as a model for other institutions. This vision drives our continuous improvement in developing responsible leaders who can navigate complex global challenges while creating value for all stakeholders.

Excellence Through International Collaboration and Societal Impact

Our vision of leadership in education and research is realized through international partnerships that enhance cross-cultural understanding and global perspectives essential for responsible management. Strategic collaborations with leading universities worldwide, as well as with substantial accreditation organisations such as the AACSB, and joint degrees with premier Greek institutions, demonstrate our commitment to international standards in responsible education.

Excellence in research is evidenced through our focus on environmental sustainability, complex networks, and contemporary global challenges, addressing issues with both local relevance and global impact. Our cutting-edge research in Educational Technology, Virtual and Augmented Reality, and Artificial Intelligence is conducted within frameworks of ethical consideration and societal benefit.

As a leading contributor, we extend our impact beyond traditional academic boundaries through comprehensive public service, including the Citizen's Free University, international conferences, and community engagement initiatives. This commitment to making Cyprus an international education centre reflects our vision of educational excellence that serves broader societal transformation and sustainable development.

Source: <https://www.unic.ac.cy/unic-at-a-glance/the-universitys-mission/>

Strategy

University of Nicosia - Sustainability Strategy

University of Nicosia - Sustainability Strategy

Strategic Vision and Institutional Commitment

The University of Nicosia has established itself as a regional leader in sustainability through its comprehensive **Sustainability Strategy 2024-2029**, developed under the leadership of the Office of the Senior Vice Rector. As Cyprus's largest university, serving over 11,500 students and employing more than 1,000 faculty and staff, UNIC recognizes its significant responsibility to model sustainable practices and contribute to global sustainability goals.

Our institutional vision is clear: **to become the region's most cost-effective, environmentally friendly, and sustainable institution of academic excellence**. This commitment extends beyond traditional "green" initiatives to encompass a holistic approach that balances environmental, social, and economic sustainability across all university operations.

Four Strategic Pillars

1. Research and Innovation Excellence

UNIC has positioned research and innovation as the backbone of its sustainability approach, focusing on knowledge exchange and innovative solutions that benefit both the university and wider society.

Our research strategy encompasses four key dimensions:

- **Sustainability-Focused Research:** All research units, academies, laboratories, and research centers contribute to finding solutions for sustainable future challenges, directly supporting **SDG 9 (Industry, Innovation and Infrastructure)** through our collaborations with the Cyprus Research and Innovation Foundation and the Deputy Ministry for Research, Innovation, and Digital Policy
- **Innovation for Impact:** Beyond traditional research, we emphasize knowledge exchange with transformative impact, working closely with local and international businesses and governments to advance **SDG 8 (Decent Work and Economic Growth)** through sustainable economic development
- **Sustainable Research Practices:** We promote minimum waste and energy-efficient research procedures while addressing the unique challenges of Cyprus as an island nation, contributing to **SDG 12 (Responsible Consumption and Production)** through reduced travel emissions and sustainable research methodologies
- **Equitable Research Funding:** Our internal grant system, including the annual Seed Grant program (up to €20,000 per proposal), prioritizes early career researchers and ensures fair distribution across all disciplines, supporting **SDG 10 (Reduced Inequalities)** in academic opportunities

2. Community Engagement and Stakeholder Collaboration

UNIC's commitment to sustainability extends beyond campus boundaries through active engagement with local stakeholders. We maintain a collaborative model that incorporates feedback from NGOs, businesses, governmental authorities, and the City of Nicosia, directly advancing **SDG 17**

(Partnerships for the Goals). Key initiatives include:

- **Local Community Hub:** Providing a platform for industry, social initiatives, and research collaboration that supports **SDG 11 (Sustainable Cities and Communities)** through our dedicated partnership with the City of Nicosia
- **Government Advisory Role:** UNIC researchers serve as advisors to policymakers on national security, health management, and environmental policy, contributing to **SDG 16 (Peace, Justice and Strong Institutions)** through evidence-based policy recommendations
- **City of Nicosia Partnership:** Dedicated commitments to supporting the city's sustainability goals through research, consultation, and community engagement, establishing UNIC as both a research hub and events center

3. Educational Integration and SDG Promotion

Our educational approach integrates sustainability across all academic programs while maintaining academic freedom and excellence, directly supporting **SDG 4 (Quality Education)**:

- **Curriculum Integration:** Sustainability coordinators in each department ensure systematic integration of sustainable practices into teaching and learning, with annual reporting requirements to track progress across all disciplines
- **Interdisciplinary Learning:** Promoting critical thinking and interdisciplinary approaches through partnerships such as our 2020-2021 European Commission collaboration, preparing students for complex sustainability challenges
- **Student Engagement:** Establishing a Student Sustainability Society and incorporating student feedback into sustainability initiatives, ensuring **SDG 5 (Gender Equality)** through inclusive participation and our commitment to free UN courses like 'I Know Gender 1-2-3'
- **Professional Development:** Offering internationally recognized certifications and UN courses to enhance knowledge across the university community, supporting lifelong learning principles

4. Carbon Neutrality and Operational Excellence

UNIC has set ambitious targets for environmental performance, with concrete plans for achieving carbon neutrality that directly advance **SDG 13 (Climate Action)**:

- **2030 Target:** 40% reduction in emissions by 2030, with specific focus on transitioning from fossil fuel dependency
- **2038 Goal:** Complete carbon neutrality by 2038 through renewable energy adoption including solar and wind power generation

- **Operational Reforms:** Comprehensive strategies for energy efficiency, waste reduction, sustainable procurement, and digital transformation supporting **SDG 12 (Responsible Consumption and Production)**

Implementation Framework

Governance Structure

The **Sustainability Task Force**, led by the Office of the Senior Vice Rector, ensures effective implementation across all university operations. The Task Force includes representatives from:

- Research and Innovation Office
- Human Resources
- Student Services and Student Affairs
- Facilities and Health & Safety
- School Representatives
- Student Sustainability Society

Monitoring and Accountability

UNIC maintains robust monitoring mechanisms through:

- **Annual Sustainability Reports:** Comprehensive progress tracking with public availability, supporting **SDG 16 (Peace, Justice and Strong Institutions)** through transparency
- **Biannual Task Force Meetings:** Regular assessment and strategy refinement during the last two months of Fall and Spring semesters
- **Departmental Reporting:** Annual sustainability reports from each department and school, submitted by June 31st each year
- **Key Performance Indicators:** Systematic measurement of progress toward sustainability goals with biannual reporting requirements

Operational Sustainability Initiatives

Energy and Infrastructure - Supporting SDG 7 (Affordable and Clean Energy)

- **Renewable Energy Transition:** Plans for solar, wind, and other renewable energy sources to replace current fossil fuel dependency, with solar panels already implemented for water heating
- **Building Efficiency:** Energy reduction targets and sustainable construction standards through the comprehensive Energy and Buildings Strategy
- **Digital Transformation:** Moving toward paperless operations by 2030, significantly reducing printing and investing in electronic filing systems

Sustainable Food Systems - Supporting SDG 2 (Zero Hunger) and SDG 12 (Responsible Consumption and Production)

- **Meat-Free Mondays:** Promoting sustainable food choices through reduced-cost healthy options in campus restaurants including UNIC Gallery Restaurant and Coffeeology 101

- **Local Food Production:** Exploring on-campus food growing and organic product development for wider market distribution
- **Waste Reduction:** Replacing single-use plastics with biodegradable alternatives in alignment with Republic of Cyprus and EU policies
- **Food Security Awareness:** Labeling organic and sustainable foods to promote understanding of global food security challenges

Procurement and Supply Chain - Supporting SDG 12 (Responsible Consumption and Production)

- **Sustainable Sourcing:** Prioritizing suppliers committed to sustainable practices through our comprehensive Procurement Strategy
- **Supply Chain Monitoring:** Ensuring ethical practices throughout procurement processes with reduced emissions monitoring
- **Training and Awareness:** Educating staff and faculty on sustainable purchasing practices and eliminating unsustainable procurement behaviors

Specific SDG Contributions

Health and Well-being (SDG 3)

- Campus-wide health and safety protocols through our Environment, Health and Safety Office
- Safe water fountain installation and filtering devices (COVID-permitting)
- Promoting healthier food options and reducing environmental health risks

Clean Water and Sanitation (SDG 6)

- Water conservation measures through sustainable campus infrastructure
- Investment in health-approved water fountains and filtering systems

Affordable and Clean Energy (SDG 7)

- Transition from fossil fuel dependency to renewable energy sources
- Solar panel implementation for water heating with plans for expanded renewable energy adoption

Decent Work and Economic Growth (SDG 8)

- Fair employment practices and work-life balance through our Gender Equality Plan
- Economic development partnerships with local businesses and government agencies

Reduced Inequalities (SDG 10)

- Fair distribution of research funding across all disciplines
- Priority given to early career researchers and underrepresented groups
- Inclusive admission and hiring practices

Life on Land (SDG 15)

- Campus environmental conservation practices
- Waste and recycling strategies to minimize environmental impact
- Biodegradable alternatives to reduce ecosystem damage

Impact and Recognition

UNIC's sustainability strategy demonstrates measurable contributions to **12 of the 17 UN Sustainable Development Goals**, with particular emphasis on creating synergies between educational excellence, environmental responsibility, and social equity. The strategy positions UNIC for improved performance in global university rankings that increasingly recognize sustainability as a key institutional indicator, including THE World University Rankings and QS University Rankings sustainability metrics.

Future Vision and Continuous Improvement

Looking beyond 2029, UNIC's sustainability strategy establishes a foundation for continuous evolution and adaptation to emerging challenges. The university is committed to:

- **Regional Leadership:** Establishing UNIC as the leading sustainable institution in the Eastern Mediterranean, contributing to **SDG 11 (Sustainable Cities and Communities)** at a regional scale
- **Global Engagement:** Contributing to international sustainability research and policy development through **SDG 17 (Partnerships for the Goals)**
- **Innovation Hub:** Serving as a center for sustainability innovation and best practice development supporting **SDG 9 (Industry, Innovation and Infrastructure)**
- **Community Transformation:** Extending sustainability impact throughout Cyprus and the broader region while maintaining our commitment to **SDG 4 (Quality Education)** through continuous curriculum enhancement

Through this comprehensive approach, the University of Nicosia demonstrates that higher education institutions can serve as catalysts for sustainable development, combining academic excellence with environmental responsibility and social impact. Our strategy reflects not just institutional commitment to multiple SDGs, but a transformative vision for how universities can contribute to building a more sustainable and equitable future aligned with the 2030 Agenda for Sustainable Development.

Source: <https://www.unic.ac.cy/wp-content/uploads/2023/10/Sustainability-Strategy-University-of-Nicosia-2024.pdf>

University of Nicosia - Equality, Diversity, and Inclusion (EDI) Strategy

Equality, Diversity, and Inclusion (EDI) Strategy

Strategic Vision and Institutional Commitment

The University of Nicosia has established a comprehensive **Equality, Diversity, and Inclusion Strategy and Action Plan (EDI-SAP) 2024-2029**, developed under the leadership of the Office of the Senior Vice Rector. This pioneering initiative positions UNIC as a regional leader in promoting equity, safety, and inclusion across all aspects of university life and beyond.

Our EDI strategy aligns seamlessly with our Sustainability Strategy 2024-2029 and existing Gender Equality Plan 2022-2025, creating a holistic approach to responsible management education. As Cyprus's largest university, serving over 11,500 students from diverse backgrounds, UNIC recognizes its responsibility to model inclusive practices and contribute to global equality goals.

Our strategic vision:

"To emerge as a prominent and dependable institution of higher education that champions equity and upholds EDI principles, enabling our extended community to flourish and make enduring contributions to social, educational, and employment contexts across Cyprus, the Eastern Mediterranean region, and globally."

Ten Core Focus Areas and SDG Alignment

UNIC's EDI strategy addresses ten fundamental areas of human rights and dignity, each directly contributing to multiple UN Sustainable Development Goals:

1. Race and Ethnicity - Supporting SDG 10 (Reduced Inequalities)

Our multi-ethnic, multi-racial community embraces diversity while actively combating discrimination based on race, ethnicity, national origin, or physical characteristics associated with race.

2. Gender Identity and Expression - Supporting SDG 5 (Gender Equality)

We acknowledge gender fluidity and support all individuals regardless of whether they identify as male, female, transgender, or non-binary. Our approach challenges conventional gender norms while ensuring equal rights and opportunities for all.

3. Sexual Orientation - Supporting SDG 10 (Reduced Inequalities)

UNIC provides unwavering support for individuals of all sexual orientations, including gay, lesbian, bisexual, heterosexual, and other identities, ensuring no one faces discrimination or exclusion.

4. Religion and Belief - Supporting SDG 16 (Peace, Justice and Strong Institutions)

Our diverse community welcomes individuals from all religious backgrounds and outlooks, including those who identify with no particular belief system, fostering interfaith dialogue and mutual respect.

5. Disability Inclusion - Supporting SDG 10 (Reduced Inequalities) and SDG 4 (Quality Education)

We are committed to ensuring individuals with physical, mental, or intellectual disabilities can fully participate in our vibrant community without barriers to access or opportunity.

6. Age Diversity - Supporting SDG 10 (Reduced Inequalities)

UNIC unequivocally rejects ageism and age-related stigmas, welcoming individuals of all ages and ensuring intergenerational collaboration and learning.

7. Family Status Recognition - Supporting SDG 5 (Gender Equality) and SDG 8 (Decent Work and Economic Growth)

Familial responsibilities, relationships, and obligations do not serve as barriers to participation in professional and educational opportunities at our university.

8. Civil Status Neutrality - Supporting SDG 10 (Reduced Inequalities)

Personal civil status decisions (single, married, separated, divorced, widowed, civil partnered) do not impact an individual's standing within our community.

9. Socio-Economic Equity - Supporting SDG 1 (No Poverty) and SDG 10 (Reduced Inequalities)

We reject economic hierarchies and promote justice and equal opportunity regardless of socio-economic background, offering Massive Open Online Courses (MOOCs) and financial support for vulnerable groups.

10. Political Opinion Freedom - Supporting SDG 16 (Peace, Justice and Strong Institutions)

As an academic institution promoting freedom of expression, we ensure no individual faces discrimination based on political opinion or affiliation.

Four Strategic Pillars

1. Justice - Supporting SDG 16 (Peace, Justice and Strong Institutions)

We are committed to ensuring equitable treatment of all individuals, recognizing that equality alone is insufficient without equity and equal opportunities. Our goal is to address and eliminate prejudice and barriers that perpetuate systemic discrimination, creating an inclusive environment that embraces our broader community in all aspects of UNIC's activities.

2. Leadership - Supporting SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth)

We foster the development of young minds, constructing valuable portfolios and skills for every individual at UNIC. By expanding training and creating opportunities for everyone, we aspire to witness our people emerge as future leaders in their respective domains, promoting self-sufficiency and leadership capabilities.

3. Belonging - Supporting SDG 11 (Sustainable Cities and Communities)

To function as a community, we uphold the principle of 'belonging'. UNIC is committed to fostering an inclusive environment that welcomes everyone through friendly and dynamic events and activities that contribute to building a robust UNIC identity incorporating all members.

4. Engagement - Supporting SDG 17 (Partnerships for the Goals)

UNIC integrates equality, diversity, and inclusion considerations into all academic and business operations. This approach promotes engagement by enabling students, staff, and faculty to participate in areas that interest them, creating actively engaged individuals in all university-related matters.

Seven Strategic Objectives

Objective 1: Governance and Accountability

Advisory Committee on Equality, Diversity, and Inclusion (ACEDI) - Supporting SDG 16 (Peace, Justice and Strong Institutions)

- Establishment of ACEDI chaired by the Office of the Senior Vice Rector
- Collaboration with the Centre for Equality, Diversity, and Inclusion (CEDI), launched in 2022
- Annual EDI reports submitted to Senate every December
- Integration of ACEDI representative in Senate decision-making
- Commitment to signing the Cyprus Diversity Charter

Objective 2: Enhanced Community Experience

Inclusive Access and Participation - Supporting SDG 4 (Quality Education) and SDG 10 (Reduced Inequalities)

- Increased availability of funded programs and scholarships for vulnerable groups
- Enhanced transparency in admissions and hiring processes
- Working groups focusing on ethnic/cultural diversity, religious diversity, and gender diversity
- Disability Working Group (DWG) to improve accessibility across all campuses
- Reformed appointment procedures to ensure gender balance in decision-making bodies
- Free MOOCs offered to broader society

Objective 3: Inclusive Culture Development

Dignity and Respect Framework - Supporting SDG 5 (Gender Equality) and SDG 16 (Peace, Justice and Strong Institutions)

- Development of University Dignity and Respect Policy (UDRP)
- Training programs and professional counseling services
- Anonymous reporting systems with #ZeroTolerance campaign
- Annual "Inclusive UNIC" projects during Welcome Week
- Integration of EDI principles into existing university policies

Objective 4: Research and Development

Data-Driven EDI Enhancement - Supporting SDG 17 (Partnerships for the Goals)

- Comprehensive demographic studies of employee and student populations
- Development of EDI Key Performance Indicators (KPIs)
- GDPR-compliant data collection across all ten focus areas
- Enhanced diversity screening procedures for admissions and hiring
- Regular monitoring and evaluation through annual reports

Objective 5: Awareness and Education

Community Engagement and Learning - Supporting SDG 4 (Quality Education)

- University-wide EDI awareness surveys
- Regular commemoration of international EDI days and events
- Credit-bearing EDI modules across different disciplines
- Professional development programs for staff and faculty
- Annual EDI awards ceremony recognizing outstanding contributions

Objective 6: External Partnerships

Regional and Global Collaboration - Supporting SDG 17 (Partnerships for the Goals)

- Two annual events per semester with advocacy groups
- Collaborative events with industry partners and student bodies
- Research partnerships with local authorities and civil society organizations
- Networking with prominent academic institutions and higher education authorities
- Enhanced engagement with Cyprus Agency of Quality Assurance and Accreditation in Higher Education (CYQAA/DIPAE)

Objective 7: Project Development and Innovation

Research and Funding Excellence - Supporting SDG 9 (Industry, Innovation and Infrastructure)

- EDI Research and Development sub-group within Research & Innovation Office (RIO)
- Securing funding for EDI and human rights initiatives, including large-scale competitions like Horizon
- Academic workshops and conferences with EDI focus
- Development of nationally and internationally recognized EDI research narrative
- Integration of EDI practices into existing academic publications and conferences

Implementation Framework and Governance

Institutional Leadership

The Office of the Senior Vice Rector provides strategic leadership for all EDI initiatives, ensuring alignment with university-wide goals and international best practices. This office serves as the primary policy-suggesting entity to the Senate and coordinates with all university departments.

Collaborative Structure

Our EDI strategy operates through close collaboration between:

- **Advisory Committee on Equality, Diversity, and Inclusion (ACEDI)**
- **Centre for Equality, Diversity, and Inclusion (CEDI)**
- **Disability Working Group (DWG)**
- **Various specialized working groups** focusing on specific diversity dimensions

Monitoring and Evaluation

- **Annual EDI Reports** submitted to Senate with public availability
- **Biannual ACEDI meetings** with formal agendas and documentation
- **Key Performance Indicators** tracking progress across all ten focus areas
- **Regular assessments** of policy effectiveness and community impact

Global Impact and Recognition

UNIC's comprehensive EDI strategy demonstrates measurable contributions to **10 of the 17 UN Sustainable Development Goals**, with particular emphasis on creating inclusive educational environments that prepare students for global citizenship and responsible leadership.

The strategy positions UNIC for enhanced recognition in international university rankings that increasingly value diversity and inclusion metrics, while contributing to Cyprus's national goals for social cohesion and equality.

Innovation and Best Practices

Pioneering Initiatives

- First Centre for Equality, Diversity, and Inclusion (CEDI) in Cyprus (established 2022)
- Comprehensive ten-dimension approach to diversity and inclusion
- Integration with sustainability strategy for holistic responsible management
- Anonymous reporting systems with proactive campaign strategies

Research and Development

Through our Research & Innovation Office, UNIC is developing cutting-edge research on EDI frameworks, contributing to academic knowledge while implementing evidence-based practices across the institution.

Future Vision and Continuous Improvement

Looking beyond 2029, UNIC's EDI strategy establishes a foundation for continuous evolution and adaptation to emerging social justice challenges. The university is committed to:

- **Regional Leadership:** Establishing UNIC as the leading inclusive institution in the Eastern Mediterranean
- **Global Influence:** Contributing to international EDI research and policy development through **SDG 17 (Partnerships for the Goals)**
- **Innovation Hub:** Serving as a center for EDI innovation and best practice development
- **Societal Transformation:** Extending inclusive practices throughout Cyprus and the broader region

Through this comprehensive approach, the University of Nicosia demonstrates that higher education institutions can serve as catalysts for social justice and inclusive development, combining academic excellence with social responsibility and human dignity. Our EDI strategy reflects not just institutional commitment to multiple SDGs, but a transformative vision for how universities can contribute to building a more equitable and inclusive society aligned with the 2030 Agenda for Sustainable Development.

This strategy represents UNIC's unwavering commitment to the principle that education should empower all individuals to reach their full potential, regardless of their background, identity, or circumstances, while preparing responsible global citizens who champion equity and inclusion in their professional and personal lives.

Source: <https://www.unic.ac.cy/wp-content/uploads/2023/10/EDI-Strategy-Action-Plan.pdf>

University of Nicosia - Environmental Policy

Environmental Policy

Strategic Environmental Commitment and Vision

The University of Nicosia has established a comprehensive **Environmental Policy** that serves as a cornerstone of our institutional commitment to environmental stewardship and sustainability. As Cyprus's largest university, educating over 11,500 students and employing over 1,000 staff members across our campus, UNIC recognizes the significant environmental impact of our operations and acknowledges our fundamental responsibility to control these effects for the benefit of current and future generations.

Our environmental vision positions UNIC as **a center of excellence in environmental management**, establishing an institutional ethos at all levels and across all departments that prioritizes protecting and improving the environment while enhancing positive effects and reducing negative impacts of our operations. This policy directly supports our broader Sustainability Strategy 2024-2029 and aligns with multiple UN Sustainable Development Goals.

Comprehensive Environmental Management Framework

Integration of Environmental and Energy Management Systems

Supporting SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action)

UNIC commits to integrating environmental and energy management into day-to-day operations through the establishment of Environmental and Energy Management Systems that follow national and international standards. This systematic approach ensures that environmental considerations are embedded in all campus operations, from academic activities to administrative functions.

- **Standards Compliance:** Implementation of internationally recognized environmental management standards across all campus operations
- **Systematic Integration:** Environmental considerations incorporated into all decision-making processes
- **Continuous Monitoring:** Regular assessment and improvement of environmental management systems

Legal Compliance and Excellence

Supporting SDG 16 (Peace, Justice and Strong Institutions)

The University commits to not only comply with but exceed all relevant environmental legislation and regulations. This proactive approach demonstrates our leadership in environmental responsibility and our commitment to setting higher standards for the higher education sector in Cyprus.

- **Regulatory Compliance:** Full adherence to Republic of Cyprus and EU environmental legislation
- **Excellence Standards:** Exceeding minimum requirements wherever possible
- **Legal Monitoring:** Continuous tracking of regulatory changes and requirements

Energy Efficiency and Responsible Management

Sustainable Energy Practices

Supporting SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action)

UNIC promotes energy efficiency and responsible energy management as core components of our environmental strategy, directly supporting our Carbon Neutrality goals outlined in our Sustainability Strategy:

- **Energy Efficiency Programs:** Implementation of energy-saving measures across all campus facilities
- **Renewable Energy Integration:** Existing solar panels for water heating with plans for expanded renewable energy adoption
- **Energy Monitoring:** Systematic tracking of energy consumption patterns and reduction strategies
- **Smart Technology:** Investment in energy-efficient infrastructure and smart building technologies

This commitment directly supports our ambitious carbon neutrality targets of 40% emissions reduction by 2030 and complete carbon neutrality by 2038.

Resource Efficiency and Waste Management

Circular Economy Principles

Supporting SDG 12 (Responsible Consumption and Production) and SDG 6 (Clean Water and Sanitation)

UNIC's environmental policy emphasizes resource efficiency through comprehensive waste prevention, minimization, and diversion strategies:

Waste Reduction and Recycling

- **Waste Prevention:** Proactive measures to minimize waste production at source
- **Diversion from Landfills:** Systematic programs to increase reuse and recycling rates
- **Circular Economy:** Implementation of circular economy principles across campus operations
- **Digital Transformation:** Movement toward paperless operations supporting our 2030 digital transition goals

Water Conservation

- **Responsible Water Use:** Promotion of water conservation practices across all campus activities
- **Water Resource Protection:** Support for broader water conservation initiatives in Cyprus
- **Infrastructure Investment:** Installation of water-efficient fixtures and systems
- **Conservation Education:** Awareness programs on water conservation for students and staff

Pollution Prevention and Environmental Protection

Comprehensive Pollution Reduction

Supporting SDG 3 (Good Health and Well-being), SDG 6 (Clean Water and Sanitation), and SDG 15 (Life on Land)

UNIC commits to reducing pollution of air, land, and water through practical and achievable measures:

- **Air Quality:** Implementation of measures to reduce air pollution from campus operations
- **Land Protection:** Sustainable land use practices and soil conservation measures

- **Water Quality:** Prevention of water pollution through responsible discharge and treatment practices
- **Chemical Management:** Safe handling and disposal of chemicals used in research and operations

Sustainable Transportation and Mobility

Green Transportation Initiative

Supporting SDG 11 (Sustainable Cities and Communities) and SDG 13 (Climate Action)

The University actively encourages sustainable transportation options and provides infrastructure to support environmentally friendly mobility:

- **Public Transport Promotion:** Encouraging use of public transportation systems
- **Pedestrian Infrastructure:** Provision of safe and accessible pedestrian facilities
- **Cycling Support:** Development of cycling infrastructure and promotion of bicycle use
- **Sustainable Commuting:** Programs to reduce single-occupancy vehicle use among students and staff

This initiative directly supports our partnerships with the City of Nicosia in creating more sustainable urban communities.

Environmental Education and Curriculum Integration

Academic Environmental Integration

Supporting SDG 4 (Quality Education) and SDG 13 (Climate Action)

UNIC promotes the integration of environmental issues into academic curricula across all disciplines:

- **Curriculum Enhancement:** Integration of environmental topics across various academic programs
- **Interdisciplinary Approach:** Promotion of interdisciplinary environmental studies
- **Practical Learning:** Hands-on environmental projects and research opportunities
- **Global Perspective:** Connection of local environmental issues to global sustainability challenges

Professional Development and Awareness

- **Staff Training:** Comprehensive environmental training for appropriate staff members
- **General Awareness:** University-wide promotion of environmental policy awareness
- **Student Engagement:** Active involvement of students in environmental initiatives
- **Community Outreach:** Extension of environmental awareness to the broader community

Research and Development Excellence

Environmental Research Innovation

Supporting SDG 9 (Industry, Innovation and Infrastructure) and SDG 17 (Partnerships for the Goals)

UNIC supports research and development activities specifically aimed at improving environmental performance:

- **Applied Research:** Practical research projects addressing campus environmental challenges

- **Innovation Support:** Funding and resources for environmental innovation projects
- **Collaborative Research:** Partnerships with external organizations for environmental research
- **Knowledge Transfer:** Application of research findings to improve institutional practices

This commitment aligns with our broader research strategy and supports our role as advisors to government and policy makers on environmental issues.

Continuous Improvement and Monitoring Adaptive Management Approach

Supporting SDG 17 (Partnerships for the Goals)

UNIC implements a continuous improvement approach to environmental management:

- **Regular Monitoring:** Systematic tracking of environmental performance indicators
- **Annual Reviews:** Comprehensive annual review of environmental policy and practices
- **Adaptive Management:** Flexible approach allowing for policy adjustments based on performance data
- **Stakeholder Feedback:** Integration of feedback from students, staff, and community partners

Performance Measurement

- **Environmental Indicators:** Development and tracking of key environmental performance indicators
- **Benchmarking:** Comparison with national and international environmental standards
- **Reporting:** Regular reporting on environmental performance to stakeholders
- **Transparency:** Public availability of environmental performance data

Integration with Institutional Strategy Alignment with Sustainability Goals

The Environmental Policy serves as a foundational document supporting UNIC's broader sustainability initiatives:

- **Carbon Neutrality:** Direct support for 2038 carbon neutrality goals
- **Operational Excellence:** Integration with facilities management and operational sustainability
- **Community Engagement:** Support for local environmental initiatives and partnerships
- **Academic Excellence:** Enhancement of educational programs through environmental integration

Regional Leadership

Supporting SDG 11 (Sustainable Cities and Communities)

UNIC's environmental policy positions the university as a regional leader in environmental stewardship:

- **Best Practice Development:** Creation of environmental management models for other institutions
- **Regional Collaboration:** Partnerships with regional organizations on environmental initiatives
- **Policy Influence:** Contribution to regional and national environmental policy development

- **Knowledge Sharing:** Dissemination of best practices in smart cities and communities to a broader audience using MOOCs.

Future Vision and Continuous Evolution

Living Document Approach

The Environmental Policy is recognized as a living document that evolves with the institution:

- **Annual Reviews:** Regular policy review and updates (currently reviewed annually, with last review March 2025)
- **Emerging Challenges:** Adaptation to new environmental challenges and opportunities
- **Technology Integration:** Incorporation of new environmental technologies and practices
- **Stakeholder Evolution:** Responsiveness to changing stakeholder expectations and requirements

Long-term Environmental Goals

Looking beyond immediate policy implementation, UNIC's environmental commitment supports long-term goals:

- **Climate Leadership:** Establishing UNIC as a climate action leader in the Eastern Mediterranean
- **Environmental Education Hub:** Developing as a center for environmental education and research
- **Sustainable Campus Model:** Creating a replicable model for sustainable campus operations
- **Community Transformation:** Extending environmental impact throughout Cyprus and the region

The University of Nicosia's Environmental Policy represents a comprehensive commitment to environmental stewardship that extends beyond compliance to leadership and innovation. Through systematic integration of environmental considerations into all aspects of university operations, UNIC demonstrates that higher education institutions can serve as catalysts for environmental protection and sustainability.

This policy directly supports **8 of the 17 UN Sustainable Development Goals** and provides the foundation for our ambitious sustainability targets, including carbon neutrality by 2038. By combining environmental excellence with educational mission, UNIC prepares environmentally conscious graduates who will carry forward principles of environmental stewardship in their professional and personal lives.

Our environmental policy reflects not just institutional responsibility, but a transformative vision for how universities can contribute to environmental protection and sustainable development while maintaining excellence in education and research.

UNIC EDI-Strategy-Action-Plan Feb 2024

[View document](#) [Download document](#)

Environmental Policy - EN v1.3

[View document](#) [Download document](#)

Waste Management Policy - EN v1.5

[View document](#) [Download document](#)

School of Business Societal Impact Plan
March_April 2025

[View document](#) [Download document](#)

Strategy Alignment

Strategic Alignment with Sustainable Development, Common Good, and Quality Education

Strategic Alignment with Sustainable Development, Common Good, and Quality Education

Institutional Vision and Strategic Framework

The University of Nicosia's strategic priorities are fundamentally aligned with advancing sustainable development, promoting the common good, and delivering quality education through an integrated, holistic approach that positions sustainability and social responsibility at the core of our institutional mission. As Cyprus's largest university, serving over 11,500 students with more than 1,000 faculty and staff, UNIC has established a comprehensive framework that demonstrates how higher education institutions can serve as catalysts for positive global change.

Our strategic alignment is manifested through three interconnected strategic documents: the **Sustainability Strategy 2024-2029**, the **Equality, Diversity, and Inclusion Strategy and Action Plan 2024-2029**, and our **Environmental Policy**. These frameworks collectively address **12 of the 17 UN Sustainable Development Goals** while maintaining our commitment to academic excellence and regional leadership.

Advancing Sustainable Development Comprehensive SDG Integration

UNIC's strategic priorities directly advance multiple SDGs through systematic integration across all university operations:

Climate Action and Environmental Stewardship (SDGs 7, 13, 12, 6, 15)

- **Carbon Neutrality Commitment:** Our ambitious goal of 40% emissions reduction by 2030 and complete carbon neutrality by 2038 demonstrates concrete action toward climate goals
- **Renewable Energy Transition:** Implementation of solar energy systems with plans for comprehensive renewable energy adoption
- **Circular Economy Practices:** Comprehensive waste reduction, recycling programs, and movement toward paperless operations by 2030
- **Water Conservation:** Systematic water management and conservation initiatives across campus operations
- **Sustainable Procurement:** Environmentally conscious supply chain management supporting responsible consumption patterns

Quality Education and Innovation (SDGs 4, 9)

- **Curriculum Integration:** Systematic embedding of sustainability across all academic programs through departmental sustainability coordinators
- **Research Excellence:** Supporting early career researchers through our €20,000 annual Seed Grant program while prioritizing sustainability-focused research
- **Innovation Partnerships:** Collaboration with Cyprus Research and Innovation Foundation and government agencies to drive sustainable innovation
- **Digital Learning:** Expansion of distance learning and MOOCs to increase educational accessibility while reducing environmental impact

Social Justice and Equality (SDGs 5, 10, 16)

- **Comprehensive EDI Framework:** Ten-dimensional approach to diversity and inclusion addressing race, gender, sexual orientation, disability, age, and socio-economic status
- **Governance Reform:** Gender balance initiatives in decision-making bodies and transparent appointment processes
- **Accessibility Enhancement:** Disability Working Group ensuring campus accessibility and inclusive participation
- **Anonymous Reporting Systems:** #ZeroTolerance campaign addressing harassment and discrimination

Regional and Global Partnerships (SDG 17)

Our strategic approach emphasizes collaborative partnerships that extend impact beyond campus boundaries:

- **Government Advisory Role:** UNIC researchers serve as policy advisors on sustainability, health, security, and economic development
- **City of Nicosia Partnership:** Dedicated collaboration supporting urban sustainability goals and community development

- **International Networks:** Active participation in PRME Champions program and European Commission partnerships
- **Civil Society Engagement:** Regular collaboration with NGOs, businesses, and community organizations

Promoting the Common Good

Community-Centered Approach

UNIC's strategic priorities explicitly focus on creating positive societal impact through multiple mechanisms:

Local Community Development

- **Knowledge Transfer:** Providing research-based solutions to local sustainability challenges during crises (financial, healthcare, environmental)
- **Public Science:** Commitment to open science and accessible research that benefits broader society
- **Events and Cultural Hub:** Investment in Events Office, Mediazone, and community programming that strengthens local cultural life
- **Capacity Building:** Free MOOCs and educational programs offered to community members who cannot access traditional higher education

Social Equity and Justice

- **Financial Accessibility:** Increased scholarships and financial aid targeting vulnerable groups and underrepresented communities
- **Anti-Discrimination Leadership:** Comprehensive policies addressing ten dimensions of diversity with proactive inclusion measures
- **Gender Equality:** Implementation of Gender Equality Plan with specific targets for workplace equality and work-life balance
- **Democratic Participation:** Promoting civic engagement through credit-bearing modules on citizenship and political participation

Environmental Stewardship for Future Generations

- **Sustainable Food Systems:** Meat-Free Mondays program and promotion of local, organic food production
- **Transportation Solutions:** Infrastructure supporting public transport, cycling, and pedestrian access
- **Waste Reduction:** Comprehensive recycling and waste diversion programs
- **Educational Outreach:** Integration of environmental awareness into community engagement activities

Knowledge for Social Impact

Our research and innovation priorities directly serve the common good through:

- **Policy-Relevant Research:** Providing evidence-based recommendations to government on healthcare, environmental policy, and economic development
- **Interdisciplinary Solutions:** Promoting cross-disciplinary research that addresses complex social challenges
- **Public Engagement:** Making research accessible and understandable to broader society
- **Sustainable Practices in Research:** Promoting minimum waste, energy-efficient research procedures, and virtual conference participation

Delivering Quality Education

Educational Excellence with Purpose

UNIC's approach to quality education integrates academic rigor with social responsibility and sustainability awareness:

Curriculum Innovation

- **Sustainability Integration:** Mandatory integration of sustainability topics across all disciplines while maintaining academic freedom
- **Critical Thinking Development:** Emphasis on analytical skills, interdisciplinary thinking, and ethical reasoning
- **Global Perspective:** International partnerships and exchange programs that broaden student worldview
- **Practical Application:** Hands-on learning opportunities through research projects, community engagement, and internships

Inclusive Learning Environment

- **Accessibility:** Comprehensive support for students with disabilities and removal of barriers to participation
- **Cultural Competency:** Celebration of multi-ethnic, multi-racial community diversity through inclusive programming
- **Student Voice:** Active incorporation of student feedback through Student Sustainability Society and democratic governance structures
- **Holistic Support:** Integration of counseling services, professional development, and well-being programs

Teaching Excellence and Innovation

- **Faculty Development:** Professional development programs focusing on sustainable teaching practices and EDI integration
- **Technology Integration:** Investment in digital learning platforms and energy-efficient educational technology

- **Assessment Innovation:** Development of assessment methods that evaluate both academic knowledge and ethical reasoning
- **International Standards:** Alignment with international accreditation requirements while exceeding minimum standards

Preparing Responsible Global Citizens

Our educational approach specifically prepares graduates to contribute to sustainable development and the common good:

Leadership Development

- **Skills Building:** Comprehensive leadership training across all academic programs
- **Ethical Foundation:** Integration of ethics and social responsibility into professional development
- **Global Competency:** International perspective and cross-cultural communication skills
- **Innovation Mindset:** Entrepreneurship and innovation training focused on sustainable solutions

Career Readiness with Purpose

- **Professional Skills:** Technical competencies combined with sustainability awareness
- **Social Impact:** Understanding of how professional work contributes to broader societal goals
- **Continuous Learning:** Preparation for lifelong learning in rapidly changing global context
- **Network Building:** Connections with sustainability-focused organizations and social impact careers

Integration and Synergy

Holistic Strategic Framework

UNIC's strategic priorities create synergies across sustainable development, common good, and quality education through:

Governance Integration

- **Sustainability Task Force:** Cross-departmental coordination ensuring alignment between environmental, social, and educational goals
- **Advisory Committee on EDI:** Integration of equity considerations into all institutional decision-making
- **Senate Representation:** Democratic governance structures that include sustainability and EDI perspectives

Measurement and Accountability

- **Comprehensive KPIs:** Tracking progress across environmental, social, and educational indicators
- **Annual Reporting:** Public transparency through annual sustainability and EDI reports
- **Continuous Improvement:** Regular strategy review and adaptation based on performance data and stakeholder feedback

Resource Allocation

- **Strategic Investment:** Budget prioritization supporting sustainability infrastructure, EDI programs, and educational innovation
- **Grant Distribution:** Fair funding distribution across disciplines with priority for sustainability and inclusion initiatives
- **Infrastructure Development:** Campus improvements supporting environmental goals, accessibility, and educational excellence

School of Business Mission Alignment

The UNIC School of Business demonstrates institutional commitment to SDG integration through its mission to educate "effective leaders who will successfully manage and guide organizations, impacting societies in a sustainable manner, driven by, and contributing to, accelerating technological change."

This mission translates into specific measurable initiatives across four priority SDGs:

- - **SDG 4 (Quality Education):** Targeting partnerships with five AACSB-accredited institutions annually and producing minimum two intellectual contributions per year on quality education
 - **SDG 8 (Decent Work and Economic Growth):** Implementing the "Four Ps" framework (Profit, People, Planet, Processes) across curricula while tracking job placement rates and entrepreneurship programs
 - **SDG 9 (Industry, Innovation and Infrastructure):** Establishing student societies for sustainable business practices and developing quantified industry partnerships focused on sustainable practices
 - **SDG 12 (Responsible Consumption and Production):** Integrating responsible consumption principles into curricula with systematic tracking of student participation in sustainability-focused activities

The School's systematic approach includes distinguishing between applied and basic research contributions, measuring industry collaboration effectiveness, and tracking graduate employment in sustainable business practices. This school-level implementation serves as a model for translating university-wide sustainability commitments into concrete academic program outcomes that prepare business leaders to address global challenges while driving economic growth.

Future Vision and Continuous Evolution

Looking toward 2029 and beyond, UNIC's strategic priorities position the institution as a regional leader in demonstrating how higher education can simultaneously advance sustainable development, promote the common good, and deliver quality education:

- **Regional Impact:** Establishing UNIC as the leading sustainable and inclusive institution in the Eastern Mediterranean

- **Global Contribution:** Contributing to international best practices in responsible management education
- **Innovation Leadership:** Developing new models for integrating sustainability, equity, and excellence in higher education
- **Community Transformation:** Extending positive impact throughout Cyprus and the broader region

The University of Nicosia's strategic priorities demonstrate that advancing sustainable development, promoting the common good, and delivering quality education are not competing objectives but mutually reinforcing commitments that strengthen both institutional excellence and societal impact. Through our comprehensive approach to sustainability, equity, and educational innovation, UNIC serves as a model for how higher education institutions can fulfill their responsibility to prepare graduates who are not only academically excellent but also equipped to address the complex challenges facing our world.

Our strategic alignment reflects a fundamental understanding that **quality education in the 21st century must prepare students to be responsible global citizens, sustainable development requires inclusive and equitable approaches, and the common good is best served through institutions that combine academic excellence with social responsibility.** This integrated approach positions UNIC graduates to lead positive change in their professional careers while contributing to a more sustainable, equitable, and prosperous future for all.

The **UNIC School of Business** demonstrates institutional commitment to SDG integration through its mission to educate "effective leaders who will successfully manage and guide organizations, impacting societies in a sustainable manner, driven by, and contributing to, accelerating technological change."

This mission translates into a detailed Societal Impact Plan that systematically operationalizes the university's broader strategic priorities through measurable initiatives across four priority SDGs:

SDG 4 (Quality Education): The School maintains national and international accreditations while targeting partnerships with five AACSB-accredited institutions annually and producing minimum two intellectual contributions per year on quality education topics. This directly supports UNIC's commitment to educational excellence and international standards.

SDG 8 (Decent Work and Economic Growth): Implementation of the "Four Ps" framework (Profit, People, Planet, Processes) across curricula demonstrates how the university's sustainability priorities translate into professional preparation. The School systematically tracks job placement rates, entrepreneurship programs, and industry partnerships that foster inclusive economic growth in Cyprus and the region.

SDG 9 (Industry, Innovation and Infrastructure): The School establishes student societies for sustainable business practices and develops quantified industry partnerships focused on sustainable innovation. This exemplifies UNIC's broader commitment to research excellence and community partnerships while contributing to regional development and resilience.

SDG 12 (Responsible Consumption and Production): Integration of responsible consumption principles into curricula with systematic tracking of student participation in sustainability-focused activities reflects the university's comprehensive approach to environmental stewardship and circular economy practices.

The School's systematic approach includes distinguishing between applied and basic research contributions, measuring industry collaboration effectiveness, and tracking graduate employment in sustainable business practices. This school-level implementation serves as a concrete model for how UNIC's university-wide sustainability commitments translate into specific academic program outcomes that prepare business leaders to address global challenges while driving economic growth.

By 2029, the School aims to establish itself as a regional hub for responsible business education, leveraging its systematic SDG measurement framework to influence business education standards across the Eastern Mediterranean. This model of concrete SDG implementation and accountability demonstrates how individual schools can advance the university's broader mission while maintaining their disciplinary focus and professional preparation responsibilities.

Institutional History

Institutional History and Path Toward Responsible Management Education (RME) of the University of Nicosia (UNIC)

Institutional History and Path Toward Responsible Management Education (RME) of the University of Nicosia (UNIC)

The University of Nicosia (UNIC) has evolved from its establishment as Intercollege in 1980 into a comprehensive, internationally oriented university. In September 2007, Intercollege gave rise to the University of Nicosia, one of the first three private universities approved by the Cyprus Government.

UNIC's development has been characterised by innovation, international engagement and responsiveness to emerging societal needs. In 2011, the University launched the first medical programme in Cyprus in collaboration with St George's, University of London. In 2014, UNIC became the first university globally to launch an MSc in Digital Currency, which subsequently evolved into the MSc in Blockchain and Digital Currency.

Excellence and Responsibility in Business Education

The School of Business plays a central role in UNIC's commitment to responsible and future-oriented management education. It brings together established business disciplines with emerging areas including sustainability, energy management, digital innovation and new technologies, while emphasising the development of professional competencies and leadership capabilities for an increasingly complex global environment.

This development is reflected in significant international recognition. In the 2026 Times Higher Education World University Rankings by Subject, UNIC is ranked 176–200 globally and #38 in the European Union for Business & Economics. In 2025, the School of Business achieved AACSB International accreditation, placing it among the fewer than 6% of business schools worldwide holding this accreditation. In the 2026 ShanghaiRanking Global Ranking of Academic Subjects, UNIC is ranked 201–300 globally in Business Administration and is the only university in Cyprus and Greece included in the ranking for this subject.

UNIC's engagement with responsible management education has continued to deepen through PRME. Having served as a PRME Champion during the 2024–2025 cycle, UNIC was selected again for the 2026–2027 PRME Champions cohort, joining 50 PRME Signatory Members recognised for their commitment to advancing responsible management education and institutional transformation aligned with the Seven Principles of PRME. UNIC is the only PRME Champion representing Cyprus and the only Champion across Cyprus, Greece and Southeastern Europe in the 2026–2027 cohort.

Today, UNIC offers more than 100 programmes at Bachelor's, Master's and Doctoral levels and serves more than 12,500 students from over 100 countries. The University is a research-oriented institution dedicated to teaching, research, innovation, sustainability, societal engagement and cultural contribution. Its continuing RME journey reflects an expanding commitment to preparing current and future leaders to address complex economic, social, environmental and technological challenges and to contribute responsibly to business and society.

Graduates & Enrollment

2025 Statistics	Number
Graduates	2819
Faculty & Staff at the University	1049

2025 Statistics	Number
Faculty & Staff at the Institution	42
Student Enrollment at the University	13072
Student Enrollment at the Institution	2132
Undergraduate Attendance	1079
Masters-Level Postgraduate Attendance	996
Doctoral Student Attendance	57
Certificate, Professional Development, or Continuing Education Attendance	2590

Degrees Offered

Bachelor Programs

-  Bachelor of Science (B.Sc. or B.S.)
-  Bachelor of Arts (B.A.)
-  Bachelor of Business Administration (B.B.A.)
-  Bachelor of Engineering (B.Eng.)
-  Bachelor of Education (BEd)
-  Bachelor of Music (BMus)
-  Bachelor of Laws (LLB)

Masters Programs

-  Master of Science (M.Sc. or M.S.)
-  Master of Arts (M.A.)
-  Master of Business Administration (M.B.A.)
-  Master of Engineering (M.Eng.)
-  Master of Education (M.Ed.)
-  Master of Music (MMus)
-  Master of Laws (LLM)
-  Master of Public Administration (MPA)
-  Master of Public Health (MPH)
-  Master in Architecture (MArch)

Doctoral Programs

-  Doctor of Philosophy (Ph.D.)

Undergraduate Degree Programmes

-  Business Administration [both Conventional and DL]
-  Accounting
-  Energy, Oil and Gas Management
-  Management Information Systems
-  Marketing Management
-  Hospitality Management

Masters Degree Programmes

-  Blockchain and Digital Currency
-  Banking, Accounting and Finance [Joint Programme with the Hellenic Open University, DL]
-  Master in Business Administration (MBA) [Offered in English and in Greek, and available in both Conventional and DL forms]
-  Metaverse

Postgraduate Degree Programmes

-  Business Administration

Certificates, Professional Development, or Associate Programmes

-  Strategic Intelligence: Developing Effective Decision-Making & Critical Thinking
-  Managing ESG for Business Success: From Compliance to Competitive Advantage
-  Implementing ESRS: From Compliance to Strategic Reporting
-  ESG Beyond Reporting: Building Sustainable Business Models for Long-Term Success
-  CSRD & the New Era of Corporate Reporting: ESG Leadership for Finance Professionals
-  From ISAE 3000 to ISSA 5000: The Future of Audit and Assurance Engagements
-  Strategic Planning & Business Acumen: From Analysis to Action



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

Definition of Purpose

At UNIC, Purpose means preparing responsible leaders who understand the wider impact of their decisions on organisations, society and the environment. Through education, research and engagement, we seek to develop the knowledge, values and capabilities needed to create sustainable long-term value, support inclusive prosperity and contribute to thriving ecosystems.

Continue telling your story

Purpose in Action - Awards and Distinctions

Purpose in Action

During the reporting period, the University of Nicosia continued to translate its commitment to sustainability, responsibility, and societal impact into concrete initiatives and externally recognised outcomes.

- **Sustainability Impact:** UNIC ranked in the **global 401–600 band in the THE Sustainability Impact Ratings 2026**, with particularly strong performance in **SDG 10 (Reduced Inequalities)**, **SDG 11 (Sustainable Cities and Communities)**, and **SDG 17 (Partnerships for the Goals)**, ranking in the 101–200 band globally in each. These results provide external recognition of the University's contribution to key areas of the Sustainable Development Goals.
- **ESG Engagement:** In January 2025, UNIC hosted the International Event for SMEs: ESG Excellences as part of the MESS4GE project, bringing together industry leaders, experts, and representatives from across Europe to exchange insights, challenges, and good practices relating to ESG reporting for SMEs.
- **Institutional Support for Sustainability and Responsibility:** The Corporate Sustainability and Responsibility Centre (CSRC) provides a dedicated platform for developing knowledge, skills, awareness, innovative thinking, and solutions around sustainability and responsibility. Its approach is founded on **Ethics, Responsibility, Sustainability, Excellence, and Transparency**, while supporting research, teaching and learning, industry engagement, partnerships, and community involvement.

Together, these developments illustrate how UNIC puts its institutional purpose into practice, connecting its educational and research mission with sustainability, responsible leadership, external engagement, and contribution to the SDGs.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Who Champions Responsible Management Education at Our Institution

- ❖ Centralized sustainability office
- ❖ Individual leader
- ❖ Research or issue group, society, or club leading sustainability efforts

Student Voices

The following narrative demonstrates how University of Nicosia has influenced students' academic journey and personal growth.

Testimonial of Nicolas, Student Representative of the School of Business

"Responsible Management Education has added an important dimension to my academic journey as a fourth-year Management Information Systems (MIS) student at the University of Nicosia. My studies have encouraged me to connect business and management decisions with ethics, sustainability, social responsibility, and their impact on different stakeholders. I have learned that these areas are not separate from business but are an essential part of responsible decision-making. This perspective has strengthened my critical thinking and shaped both my academic development and the professional I hope to become. As I prepare to enter the professional world, I feel better equipped to approach future challenges with greater awareness of the economic, social, and environmental consequences of my decisions."

Nicolas Nicolaides
4th Year Management Information Systems (MIS) Student
Student Representative – Department of Management
Departmental Council
University of Nicosia



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Courses that support RME

University of Nicosia reports 13 courses in 2025 that support responsible management education and sustainable development goals.

Corporate Governance | ACCT-437

Instructor: Dr Katerina Morphi

This course provides students with a comprehensive understanding of corporate governance principles, systems, and practices across different jurisdictions and business environments. Students explore various definitions and theoretical frameworks that explain corporate governance, examining its historical development and evolution in response to corporate scandals and stakeholder demands for greater accountability. The course emphasizes the UK corporate governance model while comparing it with international systems to understand the diversity of approaches to corporate oversight and control.

The curriculum covers the critical roles of boards of directors, institutional investors, and transparency mechanisms in ensuring effective corporate governance. Students analyze the monitoring functions of various stakeholders and examine how different legal systems and cultural contexts influence governance practices. The course addresses the relationship between governance quality and financial performance, exploring how effective governance structures contribute to long-term value creation and risk management.

A significant portion of the course focuses on the intersection between corporate governance and corporate social responsibility, examining how governance systems can promote broader corporate accountability to stakeholders beyond shareholders. Students learn about sustainability reporting, socially responsible investment, and the growing expectations for companies to address environmental, social, and governance (ESG) factors. Through case studies and practical applications, students develop the analytical skills necessary to evaluate governance effectiveness and understand how good governance practices contribute to sustainable business success and stakeholder value creation.

ACCT-437 transforms students into ethically-minded business professionals who understand that effective corporate governance is fundamental to creating sustainable value for all stakeholders, not just shareholders. Through comprehensive analysis of governance systems, board effectiveness, and transparency mechanisms, students develop the critical thinking skills necessary to evaluate and implement governance practices that promote accountability, ethical decision-making, and long-term sustainability. The course's emphasis on corporate social responsibility and socially responsible investment prepares students to become leaders who recognize that good governance extends beyond compliance to encompass broader societal responsibilities.

The course creates graduates who understand that corporate governance serves as the foundation for trust, transparency, and responsible business conduct in the global economy. By examining the relationship between governance quality and financial performance, alongside the growing importance of ESG factors, students learn to design and evaluate governance frameworks that

balance stakeholder interests while promoting sustainable business practices. This foundation enables them to become professionals who champion transparency, ethical leadership, and stakeholder accountability throughout their careers, contributing to more responsible corporate behavior and helping organizations build trust with investors, regulators, and society at large.



Responsible Gaming and Ethics | THOM-380

Instructor: Fani Papamichael

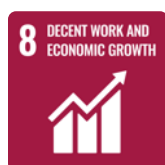
This course provides students with a comprehensive understanding of responsible gaming practices and ethical considerations within the gaming and hospitality industry. Students explore the Gaming Industry Code of Practice while learning to identify and address the potential harmful impacts of gambling on individuals, families, and communities. The course emphasizes harm minimization strategies, regulatory frameworks, and the implementation of responsible conduct measures to reduce gambling-related harm.

The curriculum covers various forms of gambling, gaming machine operations, player loyalty schemes, and regulatory compliance requirements. Students learn to distinguish between legal and illegal gambling activities while understanding the multicultural gaming environment and its associated challenges. The course addresses problem gambling identification, customer assistance protocols, complaints resolution processes, and the civic responsibilities of gaming industry professionals.

Through lectures, workshops, and practical exercises, students develop the knowledge and skills necessary to promote responsible gaming practices and maintain ethical standards in gaming operations. The course prepares graduates to become responsible gaming advocates who can implement effective harm reduction strategies, ensure regulatory compliance, and contribute to creating safer gaming environments that prioritize customer welfare and community well-being.

THOM-380 transforms students into ethically-conscious gaming industry professionals who understand that responsible gaming practices are essential for sustainable industry operations and community well-being. Through comprehensive analysis of harm minimization strategies, regulatory frameworks, and ethical gaming practices, students develop the critical awareness necessary to identify problem gambling behaviors and implement effective intervention measures. The course's emphasis on civic responsibility and community impact prepares students to become industry leaders who prioritize customer welfare and social responsibility over short-term profit maximization.

The course creates graduates who recognize their professional obligation to protect vulnerable individuals and communities from gambling-related harm while maintaining ethical business operations. By learning to implement responsible conduct strategies, navigate regulatory compliance, and address multicultural gaming environments sensitively, students acquire the competencies needed to foster safer gaming experiences. This foundation enables them to become advocates for responsible gaming practices throughout their careers, contributing to industry standards that balance business sustainability with social responsibility and helping to build public trust in gaming operations through transparent, ethical, and community-focused approaches.



Business Ethics | BADM-121

This course is taught by Dr Marlen Demetriou

The course aims to provide to the students an understanding of major ethical terminology and basic ethical systems oriented towards business ethics. It aims to help students understand the need to lead their careers as business people to the ethical perspective. Topics like Internal Ethics, Environmental Ethics, Ethics in Corporate Governance, in Marketing as well as Corporate Social Responsibility will be explicitly analyzed

The Business Ethics course creates meaningful impact by:

- Developing Ethical Decision-Making Skills: Students learn to identify and resolve workplace ethical dilemmas using established frameworks
- Building Professional Integrity: The course shapes future business leaders who understand their moral responsibilities to stakeholders
- Enhancing Critical Thinking: Through case analysis and discussions, students develop analytical skills for complex business situations
- Fostering Social Responsibility: Students gain awareness of corporate social responsibility and environmental sustainability in business practices
- Preparing Ethical Leaders: Graduates enter the workforce equipped with the knowledge and commitment to promote ethical business practices and contribute positively to their organizations and communities

The course transforms students from business learners into ethically-conscious professionals ready to navigate complex moral challenges in their careers.



CSR and Sustainable Marketing | MKTG-331

This course is taught by Dr Marlen Demetriou

This course provides students with a comprehensive foundation in Corporate Social Responsibility and Societal Marketing, emphasizing the evolving relationship between business and society. Students explore how corporations can integrate social responsibility into their strategic decision-making while maintaining economic viability.

The curriculum covers essential topics including stakeholder theory, corporate citizenship, ethics in business, and environmental sustainability. Students examine green marketing strategies, consumer protection principles, and the distinctions between corporate philanthropy and cause-related marketing initiatives.

Through practical application, students develop skills to analyze enlightened marketing strategies, assess the role of government as a collaborative partner, and evaluate sustainable development practices. The course emphasizes the need for strategic decisions based on professional codes of conduct and societal marketing orientation.

Students gain hands-on experience by preparing a comprehensive project analyzing the societal marketing strategy of a selected company or brand. This practical component reinforces theoretical concepts while developing critical analytical skills necessary for responsible business leadership.

Upon completion, graduates will understand how to balance economic, legal, and social obligations while creating value for multiple stakeholders. The course prepares future business professionals to implement sustainable marketing practices that benefit both organizations and society.

This Corporate Social Responsibility and Societal Marketing course creates transformative impact by:

- Developing Socially Conscious Leaders: Students learn to integrate social responsibility into business strategy, preparing them to lead organizations that balance profit with purpose
- Building Stakeholder Management Skills: Through stakeholder theory application, students understand how to navigate complex relationships with diverse groups including communities, consumers, and government partners
- Fostering Sustainable Thinking: Students develop competencies in green marketing and sustainable development, enabling them to address environmental challenges through business innovation
- Enhancing Strategic Decision-Making: The course equips students with frameworks for making marketing decisions based on ethical codes of conduct and societal impact considerations
- Creating Practical Application Abilities: Through hands-on project work analyzing real company strategies, students bridge theory with practice, developing skills immediately applicable in their careers
- Promoting Corporate Citizenship: Students understand how businesses can serve as good corporate citizens, contributing positively to society while achieving business objectives

The course transforms students from traditional marketers into responsible business professionals who recognize their role in creating positive societal change. Graduates enter the workforce equipped to implement marketing strategies that generate economic value while addressing social and environmental challenges, ultimately contributing to more sustainable and ethical business practices.



Sustainable Tourism | TOUR 450

This course aims to equip students with the foundational knowledge and practical skills needed to understand and evaluate sustainability in various contexts. Through an interdisciplinary approach, students will develop core academic competencies such as critical thinking, research, referencing, and

the ability to integrate diverse perspectives with initiative and originality.

The course begins by introducing the concept of sustainability and techniques for assessing its impact. Students will explore challenges in measuring sustainability and gain insight into its economic potential. Emphasis will be placed on understanding the opportunities sustainability presents, particularly in:

Developing rural areas

Promoting environmentally friendly land use

Supporting social development initiatives

Additionally, the course fosters awareness of the importance of adopting sustainable behaviors and provides actionable strategies to promote sustainability across different fields. Students will also develop leadership and decision-making skills, particularly within group settings, to prepare them to effectively implement sustainable practices in real-world scenarios.

By the end of the course, students will have a comprehensive understanding of sustainability and be equipped to contribute to creating a more sustainable future in personal, professional, and societal contexts.

This course has the potential to create a transformative impact on students by enhancing their academic, professional, and personal development. Some key areas of impact include:

1. Development of Critical Academic Skills

Students gain essential skills such as critical thinking, research methodologies, referencing, and the ability to synthesize information from various sources. These are not only vital for academic success but also for making informed, evidence-based decisions in their professional lives.

2. Understanding Sustainability Principles

Through an interdisciplinary exploration of sustainability, students will develop a deeper understanding of its core concepts and relevance in contemporary global challenges. This knowledge will enable them to assess environmental, social, and economic dimensions of sustainability with a critical perspective.

3. Awareness of Global Challenges and Opportunities

By engaging in discussions on sustainability-related problems like resource depletion, income inequality, and environmental degradation, students will grow into socially responsible individuals. They will also learn to recognize the economic opportunities that sustainable practices can bring, such as rural development, eco-friendly land use, and social prosperity.

4. Empowerment to Drive Change

The course encourages students to be proactive about implementing sustainable practices in their future endeavors. Whether it's promoting eco-friendly decisions in their careers, leading community initiatives, or instilling sustainable behaviors into their personal lives, students will be empowered as

agents of change.

5. Leadership and Group Decision-Making Abilities

Group activities and collaborative projects will enable students to strengthen leadership and teamwork skills. This will prepare them to make meaningful contributions within organizations and communities, fostering a culture of sustainable decision-making.

6. Preparedness for Diverse Careers

Understanding sustainability is becoming increasingly critical across industries. Students will gain a competitive edge in professions ranging from environmental consultancy and urban planning to corporate social responsibility and social entrepreneurship.

7. Personal Growth and Ethical Awareness

By advancing their ethical awareness and aligning their perspectives with sustainable practices, students will cultivate a mindset of long-term thinking and accountability. This growth will enable them to navigate complex global issues with sensitivity and responsibility.

Conclusion

By completing this course, students will not only be more knowledgeable about sustainability but also empowered to play a key role in addressing global challenges. They will emerge as proactive leaders capable of driving meaningful change, both within their fields and in broader societal contexts. The skills and understanding gained will remain valuable assets throughout their personal and professional journeys.

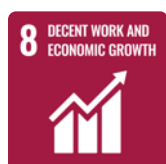


Globalization and International Business Challenges | MBAN-672

Instructor: Dr Nondas Epaminonda

This course aims to provide students with a comprehensive understanding of globalization, its impact on international business, and the key challenges that multinational corporations (MNCs) face in today's globalized economy. By the end of the course, students will be equipped to analyze and respond to the complexities of operating across multiple countries and cultures.

Dr Nondas Epaminonda, instructor of the course says: "MBAN 672 transforms students into ethically-conscious global business leaders who integrate sustainability, cultural intelligence, and social responsibility into their professional practice. Through explicit focus on corporate social responsibility, cross-cultural management, and ecological considerations in business decision-making, students develop the mindset and skills to prioritize stakeholder welfare alongside financial performance. The course's emphasis on ethical challenges and sustainable supply chain management ensures graduates understand that responsible business practices are essential for long-term success in global markets. The course creates practical change agents who can navigate complex international environments while championing inclusive and sustainable business practices. By combining theoretical knowledge with case studies and simulations, students develop both the conviction and competency to influence their future organizations toward more responsible operations. This creates a multiplier effect where our graduates become catalysts for positive change in the global business community, advancing principles of sustainability, diversity, and ethical leadership throughout their careers."



International Business | BADM-450

Instructor: Dr Nondas Epaminonda

The course provides an overview of International Business. It outlines its key characteristics, provides tools for analyzing culture and the international environment, discusses why ethics is an important and challenging aspect of International Business and explains how to formulate and implement international strategy. The course is contemporary and current, and follows recent events and discussing their impact on International Business.

Dr Nondas Epaminonda says: "BADM 450 develops students' critical thinking abilities regarding ethical business conduct and cultural competency essential for responsible international business practice. Through structured debates on international business ethics and comprehensive cross-cultural communication training, students acquire both the analytical skills and moral framework necessary to navigate complex global business environments ethically. The course's emphasis on understanding cultural differences and developing inclusive negotiation styles prepares students to become culturally-intelligent professionals who can work effectively across diverse international contexts. The course creates graduates who understand that successful international business requires consideration of environmental, social, and economic factors alongside traditional business metrics. By systematically analyzing how ecological and social environments influence business operations, students develop awareness of sustainability challenges and learn to integrate these

considerations into strategic decision-making. This foundation enables them to become business professionals who naturally consider broader stakeholder impacts and contribute to more responsible international business practices throughout their careers."



Organizational Behavior | BADM-234

Instructor: Dr Epaminondas (Nondas) Epaminonda

The course aims to introduce students to the field of Organizational Behavior (OB), which examines the behavior of individuals and groups within organizations. It explores the factors that influence this behavior and their impact on organizational outcomes.

Dr Epaminonda says: "BADM 234 develops students' understanding of inclusive workplace practices and social responsibility toward employees across diverse organizational contexts. Through systematic analysis of how biographical characteristics, cultural differences, and demographic factors influence workplace behavior, students develop the awareness and skills necessary to create equitable and inclusive work environments. The course's emphasis on cross-cultural communication, stress management, and understanding job satisfaction across different groups prepares students to become managers who prioritize employee well-being and recognize the value of diversity in organizational settings. The course creates graduates who understand that effective organizational management requires attention to employee mental health, cultural sensitivity, and inclusive practices that support all workers regardless of background. By learning to analyze motivation, manage conflict constructively, and communicate effectively in multicultural settings, students develop the competencies needed to build psychologically safe and productive workplaces. This foundation enables them to become organizational leaders who naturally consider employee well-being as integral to business success, contributing to more humane and sustainable workplace practices throughout their careers."



Change Management | MGT-472/ENTR-472

Instructor: Dr Nondas Epaminonda

This course provides students with a comprehensive understanding of change as a constant force in natural, socioeconomic, and business environments. Students explore how change affects individuals, organizations, and societies, while developing practical skills to effectively navigate and manage

transformation processes. The course examines historical patterns of change in human behavior, production, and consumption, alongside contemporary challenges and opportunities. Students learn to identify different types of change, understand resistance mechanisms, and implement effective change management strategies within organizational contexts. The course emphasizes the development of critical communication skills necessary for facilitating change, while addressing broader socioeconomic dilemmas of the 21st century. Through lectures, discussions, and practical exercises, students engage with both theoretical frameworks and real-world applications, preparing them to become effective change agents in their future professional roles. The curriculum covers foundational change theory, resistance management, implementation strategies, and communication techniques, culminating in analysis of current global socioeconomic transformations. Students develop transferable skills in research, analysis, and presentation while gaining the ability to anticipate future changes and propose proactive management approaches.

Dr Epaminonda says: "MGT 472 transforms students into responsible change agents who understand that effective organizational transformation must consider environmental, social, and stakeholder impacts. Through analysis of how humans live, produce, and consume, combined with examination of 21st-century socioeconomic dilemmas, students develop the critical thinking skills necessary to design and implement sustainable change strategies. The course's emphasis on overcoming resistance through inclusive communication practices prepares students to lead change processes that consider diverse stakeholder perspectives and promote equitable outcomes across different demographic groups. The course creates graduates who recognize change management as an opportunity to advance sustainability and social responsibility within organizations. By engaging with natural environment changes, sustainable production and consumption patterns, and evolving social values, students learn to integrate environmental and social considerations into change strategies. This foundation enables them to become organizational leaders who naturally approach transformation through a sustainability lens, contributing to more responsible business practices and helping organizations adapt to environmental challenges while maintaining focus on stakeholder well-being and inclusive practices throughout their careers."



Instructor: Philippos Drousiotis

This advanced course provides students with a comprehensive understanding of sustainability principles and their application within the tourism industry. Students explore the multidimensional nature of sustainable tourism, examining its economic, environmental, and social dimensions while developing critical thinking and research skills essential for academic and professional success. The course addresses contemporary challenges in tourism development, including the balance between growth and environmental protection, equitable resource allocation, and the role of various tourism forms in promoting sustainability. Students engage with theoretical frameworks and practical applications of sustainable tourism concepts, learning to measure and evaluate sustainability across different contexts using established assessment techniques such as carrying capacity analysis. The curriculum examines diverse tourism sectors including rural tourism, cruise tourism, ecotourism, and volunteer tourism, analyzing their contributions to and challenges for sustainable development. Through case studies and regional examples, students gain insights into real-world implementation of sustainable tourism practices. The course emphasizes the development of analytical and critical evaluation skills, enabling students to assess the advantages and disadvantages of sustainability initiatives objectively. Students learn to synthesize theory with practice, developing innovative approaches to sustainable tourism management while considering broader contexts such as globalization and global development patterns. The program prepares graduates to become thoughtful leaders capable of implementing sustainable tourism strategies that benefit local communities, preserve environmental resources, and create economic opportunities in responsible ways.

Philippos Drousiotis, the instructor says: "TOUR-450 transforms students into sustainability-minded tourism professionals who understand that the industry's future depends on balancing economic growth with environmental protection and social equity. Through comprehensive analysis of sustainable tourism principles and practical measurement techniques, students develop the critical thinking skills necessary to evaluate tourism's multidimensional impacts on destinations and communities. The course's emphasis on gender equality, fair resource allocation, and innovative sustainable practices prepares students to become industry leaders who prioritize stakeholder welfare and environmental stewardship in their decision-making processes. The course creates graduates who recognize sustainable tourism as both an economic opportunity and a moral imperative for the industry's long-term viability. By examining diverse tourism forms and their sustainability implications, combined with hands-on assessment of real-world case studies, students learn to design and implement tourism strategies that create positive economic, environmental, and social outcomes. This foundation enables them to become change agents within the tourism sector, capable of developing innovative solutions to overtourism challenges while promoting responsible travel practices that preserve destinations for future generations and ensure equitable benefits for local communities."



Integrity in Organizations | MBAN-702DE

Instructor: Dr Leonidas Efthymiou

This graduate-level course provides students with a comprehensive understanding of ethical theories and their practical application in contemporary business environments. Students explore fundamental ethical frameworks and learn to critically evaluate and apply these theories to complex business scenarios, with particular emphasis on international contexts and cross-cultural considerations. The course addresses the challenges of implementing ethical decision-making processes in global organizations while examining the role of culture in shaping ethical perspectives.

Students develop practical skills in designing and implementing corporate ethics management programs, including the creation of organizational codes of ethics, ethical training systems, and ethics oversight mechanisms. The curriculum covers stakeholder theory, corporate social responsibility, and sustainable development goals, providing students with tools to address ethical challenges across various organizational relationships including consumers, suppliers, government, and employees. Special attention is given to workplace ethics, diversity, inclusion, equality, and ethical leadership principles.

The course emphasizes the development of analytical and advisory skills, enabling students to recognize ethical dilemmas, assess their consequences for business and society, and provide informed guidance on business ethics matters. Through case studies, academic research, and practical applications, students learn to navigate the complexities of maintaining organizational integrity while operating in competitive global markets, preparing them to become ethical leaders capable of fostering responsible business practices.

Dr Efthymiou says:

"MBAN 702DE transforms students into ethical business leaders who understand that organizational integrity is fundamental to sustainable business success and societal well-being. Through comprehensive analysis of ethical theories and their practical application, students develop the moral reasoning skills necessary to navigate complex business dilemmas while considering impacts on all stakeholders. The course's emphasis on corporate social responsibility, sustainable development

goals, and cross-cultural ethical considerations prepares students to become leaders who naturally integrate ethical decision-making into strategic planning and operational processes.

The course creates graduates who recognize that ethical leadership extends beyond compliance to encompass proactive responsibility for creating inclusive, equitable, and sustainable business practices. By learning to design codes of ethics, implement ethics management programs, and address diversity and inclusion challenges, students acquire the practical skills needed to foster organizational cultures that prioritize integrity across all stakeholder relationships. This foundation enables them to become change agents who champion responsible business practices, advance sustainable development objectives, and ensure that their organizations contribute positively to society while maintaining competitive advantage through ethical differentiation and stakeholder trust."



Εταιρική Κοινωνική Ευθύνη (Corporate Social Responsibility) | MBAN-751

Instructor: Dr Alexandros Antonaras

Course Description: MBAN-751 Corporate Social Responsibility

This graduate course emphasizes the need for a new strategic decision-making approach within enterprises based on corporate social responsibility and business ethics. Students explore theoretical and practical developments related to corporate identity, stakeholder engagement, materiality analysis, business ethics, corporate governance, non-financial information disclosure, ESG criteria, and the Sustainability Agenda through comprehensive in-depth analysis.

The course provides students with a thorough understanding of how corporate sustainability and responsibility integrate with business strategy and operations. Students learn to identify and evaluate the ethical dimensions of business decisions while following appropriate procedures for adopting optimal decisions that benefit both their organizations and society. The curriculum covers the development and implementation of codes of ethics, the relationship between corporate sustainability and social responsibility, and the significance of materiality analysis in developing corporate sustainability strategies.

Students gain practical knowledge of the UN 2030 Agenda and the 17 Sustainable Development Goals, learning to connect corporate responsibility initiatives with global sustainability objectives. The course addresses contemporary regulatory frameworks including European directives on non-financial reporting (NFRD, CSRD, Corporate Sustainability Due Diligence), ESG criteria implementation, and sustainability reporting standards. Through theoretical foundation and practical applications, students develop the competencies needed to design and implement corporate sustainability and responsibility practices, preparing them to become leaders who can effectively integrate responsible business practices into organizational strategy and operations.

Dr Antonaras says:

"MBAN-751 transforms students into strategic leaders who understand that corporate social responsibility is not an add-on activity but a fundamental component of successful business strategy. Through comprehensive analysis of ESG criteria, stakeholder engagement, and materiality assessment, students develop the analytical skills necessary to integrate sustainability considerations into core business decision-making processes. The course's emphasis on the UN 2030 Agenda and the 17 Sustainable Development Goals prepares students to become business leaders who can align organizational objectives with global sustainability targets, creating shared value for both business and society.

The course creates graduates who are equipped to navigate the evolving regulatory landscape of sustainability reporting and corporate governance while implementing practical CSR initiatives that drive measurable impact. By learning to develop codes of ethics, conduct materiality analyses, and design sustainability strategies, students acquire the technical competencies needed to lead organizational transformation toward responsible business practices. This foundation enables them to become change agents who can effectively communicate the business case for sustainability, engage stakeholders authentically, and ensure their organizations contribute positively to societal challenges while maintaining competitive advantage through purpose-driven leadership and transparent accountability."



Instructor: Dr Alexandros Antonaras

This undergraduate course provides students with a comprehensive understanding of sustainability principles and their integration into modern business operations. The course recognizes that sustainability is both a strategic advantage and fundamental responsibility in today's rapidly evolving business landscape. Students explore critical areas including corporate ethics, social responsibility, ESG criteria, and the creation of shared value while examining the frameworks and standards that guide global sustainability efforts.

The curriculum covers essential sustainability concepts from corporate codes of conduct through advanced reporting standards, emphasizing practical application of theoretical knowledge. Students learn to conduct stakeholder engagement and materiality assessments, evaluate sustainability practices using ESG criteria, and develop comprehensive sustainability strategies that align with global initiatives such as the UN Global Compact and Sustainable Development Goals. The course addresses both European and national regulatory frameworks for sustainability, preparing students to navigate the complex regulatory environment surrounding corporate sustainability reporting.

Through lectures, discussions, and practical exercises, students develop analytical skills necessary to assess and implement effective sustainability strategies in real-world business contexts. The course prepares graduates to contribute meaningfully to sustainable business practices, equipped with knowledge of current reporting standards, regulatory requirements, and strategic frameworks for creating shared value that benefits both business and society. Students emerge ready to lead sustainability initiatives and integrate responsible business practices into organizational strategy and operations.

Dr Antonaras says: "MGT-340 transforms students into sustainability-literate business professionals who understand that environmental and social responsibility are integral to long-term business success. Through comprehensive exploration of ESG criteria, stakeholder engagement, and materiality analysis, students develop the analytical skills necessary to evaluate and implement sustainability strategies that create shared value for businesses and society. The course's emphasis on the UN Global Compact and Sustainable Development Goals prepares students to become leaders who can align organizational objectives with global sustainability targets, ensuring their future business decisions contribute positively to addressing societal and environmental challenges.

The course creates graduates who are equipped to navigate the evolving regulatory landscape of sustainability reporting while implementing practical initiatives that drive measurable impact. By learning to conduct materiality assessments, develop sustainability strategies, and apply current reporting standards, students acquire the technical competencies needed to lead organizational transformation toward responsible business practices. This foundation enables them to become

change agents who can effectively communicate the business case for sustainability, engage stakeholders authentically, and ensure their organizations remain competitive while contributing to sustainable development objectives throughout their careers."



Teaching Voices

The following statement demonstrates ways in which educators at University of Nicosia support sustainability and responsible management in their classrooms.

Destination Climate Champion Award - Yianna Orphanidou

Tourism destinations are already feeling the impacts of climate change, from extreme weather to shifting travel patterns. But with the right planning, collaboration and leadership, destinations can play an important role in reducing emissions, strengthening resilience and preparing for the future.

I recently completed the Destination Climate Champions training programme from Travel Forward and Expedia Group. The course provided practical tools and expert insight that supports destinations to strengthen climate action and resilience planning.

One of the biggest takeaways for me was that everyone working in destination management and marketing can make a difference by applying a climate lens to their work.

The programme is free for destination organisations and well worth exploring for anyone looking to strengthen climate action planning in tourism.

Yianna Orphanidou, FIH,CGSP
Coordinator of BBA Hospitality Management Programme
Department of Management
Business School
Board Director CSTI (Cyprus Sustainable Tourism Initiative)

www.unic.ac.cy





Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

Research vs Research for RME/Sustainable Development

1203 Peer-reviewed articles were published by University of Nicosia from this past calendar year.

vs

514 Peer-reviewed articles were published by University of Nicosia from this past calendar year in support of RME.

Research Funding

In 2025, University of Nicosia was awarded funding for research that is:



Local



Regional



National



International

Socializing Research

In 2025, University of Nicosia contributed research findings to:

- ❖ Community organizations
- ❖ Government and policy makers
- ❖ Industry and business networks
- ❖ International media
- ❖ Local media
- ❖ National media
- ❖ Open-access platforms

Research Projects

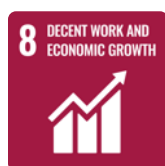
In 2025, University of Nicosia reported 22 research projects that implemented responsible or sustainable activities.

FAB: Master's programme in Family Business Management (EFAB)

Period Covering: November, 2020 - January, 2025

Department: Management

The Master's Programme in Family Business Management (FAB), co-funded through the Erasmus+ Capacity Building in Higher Education action, aims to establish a new Master's programme in Family Business Management in Cambodia, Malaysia, the Philippines, Bangladesh, Bhutan, and Nepal. Coordinated by the National University of Management in Cambodia, the project introduces a curriculum that integrates modern entrepreneurial concepts, innovative business models, and contemporary management tools. The programme is designed to foster the next generation of family business entrepreneurs while encouraging innovation and entrepreneurial practices within existing family enterprises. Universities in Asia collaborate closely with higher education partners from Portugal, Greece, and Cyprus.



TRUST-FOOD: Advanced Digital Skills on Blockchain for Trusted Food Supply Chains

Period Covering: January, 2023 - January, 2026

Department: Digital Innovation

TRUSTFOOD is a Digital Europe project that develops and delivers short-term training courses aimed at upskilling and reskilling the workforce, with a particular focus on owners, managers, and employees of SMEs operating across the Food Supply Chain sector.

The project seeks to strengthen advanced digital skills among professionals and job seekers by providing affordable access to high-quality specialised training that reflects the latest developments in blockchain technologies and their end-to-end application across the Food Supply Chain. The courses are highly practice-oriented, equipping participants with in-depth knowledge of key blockchain technologies and their real-world use cases, while also supporting employability and career development in this rapidly evolving field.

Objectives

- SO1: Support the development of advanced digital skills among the workforce, particularly within SMEs, through accessible, high-quality specialised training focused on blockchain technologies applied across the entire Food Supply Chain, from farm to fork.
- SO2: Foster collaboration among business associations and digital innovation hubs to strengthen cross-border, sector-specific training opportunities in the long term. The project brings together the expertise of leading research institutions, universities, and IT SMEs to deliver comprehensive training to association members and innovation hub stakeholders.

- SO3: Enhance the skills of both employees and job seekers, expanding employment opportunities in a sector with significant growth potential. The project addresses the increasing demand for blockchain expertise across the food value chain and aims to support workforce development in this emerging area.



CL4BIO: Creative learning for boosting bio-economy within HEIs' Curricula

Period Covering: October, 2022 - October, 2025

Department: Management

CL4BIO (Creative Learning for Boosting Bio-Economy within HEIs' Curricula) is an Erasmus+ project that aims to strengthen bioeconomy education in higher education institutions by equipping academics with innovative teaching competences and creative learning methodologies. The project promotes excellence in both traditional and online education through transdisciplinary approaches, modern curriculum development, and stronger links between education, research, and innovation.

The initiative focuses on developing and piloting e-learning training materials on sustainability and bioeconomy, enabling lecturers to integrate creative learning practices into their teaching. Through the creation of micro-credential-based learning resources, the project seeks to enhance students' green and sustainability-related skills while supporting universities in addressing evolving labour market needs in the bioeconomy sector.

The project is coordinated by the Warsaw University of Life Sciences (SGGW) in Poland and brings together partners from University of Foggia (Italy), University of Nicosia (Cyprus), and University of Aveiro (Portugal).



AGORA: trAining young researchers On shaping Metaverse for business and social vAlue

Period Covering: September, 2023 - August, 2027

Department: Digital Innovation

AGORA is a Horizon Europe-funded Marie Skłodowska-Curie Doctoral Network that aims to build a new generation of researchers capable of understanding and shaping the evolving metaverse ecosystem. Coordinated by the University of Nicosia, the project brings together academic institutions and industry partners across Europe to deliver interdisciplinary doctoral training at the intersection of technology, business, economics, and society. AGORA will recruit 17 doctoral candidates, who will combine academic research with industry placements to address challenges related to data management, digital platforms, governance, and innovation in the metaverse. The programme promotes scientific excellence, international mobility, and collaboration between academia and industry while supporting researchers' career development and the societal impact of their work.



MESS4GE: Increasing consultants' capabilities to report on SME's ESG status

Period Covering: March, 2023 - February, 2025

Department: Management

MESS4GE is an Erasmus+ co-funded project that aims to strengthen the capacity of European small and medium-sized enterprises (SMEs) to assess, manage, and report their sustainability performance based on Environmental, Social, and Governance (ESG) criteria. The project brings together partners from several European countries to develop practical frameworks, training resources, and reporting tools that help SMEs integrate ESG principles into their operations and decision-making processes. Through capacity-building activities, online learning programmes, self-assessment tools, and stakeholder engagement, MESS4GE supports businesses, consultants, and trainers in adopting sustainable and responsible business practices, thereby contributing to a greener, more ethical, and more resilient European economy.



DIGI4ECO: Digital Twin-sustained 4D ecological monitoring of restoration in fishery depleted areas

Period Covering: January, 2024 - February, 2028

Department: Digital Innovation

DIGI4ECO (Digital Twin-sustained 4D Ecological Monitoring of Restoration in Fishery Depleted Areas) is a Horizon Europe project that aims to advance the management and restoration of marine ecosystems and biodiversity through the use of cutting-edge digital technologies. The project leverages digital twins, advanced ecological monitoring, and data-driven modelling to generate new insights into the effects of climate change and human activities on marine environments, particularly in fishery-depleted areas.

By combining real-time monitoring data, historical datasets, and spatio-temporal modelling, DIGI4ECO seeks to improve environmental conservation efforts while supporting sustainable socio-economic activities related to marine ecosystems. The project develops innovative digital tools and secure data management solutions to enhance the collection, analysis, accessibility, and trustworthiness of ecological data.

The project is funded under the European Union's Horizon Europe programme and brings together a multidisciplinary consortium of partners from across Europe. The University of Nicosia, through its Institute For the Future, contributes to the project's technological developments, particularly in blockchain-based solutions for secure and efficient data management.



BRIDGES by MENTORS: Building up Resources for Institutions to Develop Global Engagement of international Students by MENTORS

Period Covering: June, 2023 - August, 2028

Department: Management

Bridges by Mentors is an Erasmus+ co-funded project that promotes social inclusion, intercultural understanding, and community engagement by empowering international university students to act as mentors for local youth. The project introduces an innovative mentoring model in which international students receive training and support to develop mentoring skills while building meaningful relationships with young people in their host communities. Through collaboration among universities and community organizations across Europe, Bridges by Mentors fosters personal development,

intercultural exchange, active citizenship, and a stronger sense of belonging for both mentors and mentees. The project also develops practical training materials and implementation guidelines to support the adoption and sustainability of mentoring programmes within higher education institutions.



Block4SME: Gearing up SMEs for value chain digitalization through blockchain-based distributed trust

Period Covering: December, 2023 - November, 2025

Department: Management

Block4SME is an Erasmus+ Cooperation Partnership in Vocational Education and Training (VET) that aims to support the digital transformation of small and medium-sized enterprises (SMEs) through the adoption of blockchain technologies. The project brings together universities, research institutions, and industry partners from several European countries to develop innovative training resources and practical learning tools that help SMEs understand and implement distributed ledger technologies in their operations. Focusing particularly on the tourism and agri-food sectors, Block4SME provides an ECVET-compliant curriculum, interactive e-learning modules, digital simulation environments, and case-based guidance to enhance digital skills, improve value-chain transparency, and foster innovation and competitiveness among SMEs.



INSIDE-CoVE: International Network for Sustainable and Innovative Digital Excellence in Construction Vocational Education

Period Covering: January, 2025 - January, 2029

Department: Management

INSIDE-CoVE (International Network for Sustainable and Innovative Digital Excellence in Construction Vocational Education) is an Erasmus+ Centres of Vocational Excellence (CoVE) project that aims to transform vocational education and training (VET) in the construction sector. The project strengthens the skills ecosystem for the Architecture, Engineering, and Construction (AEC) industry by equipping learners and professionals with the digital, green, and inclusive competences required for the future of the built environment.

The initiative focuses on establishing and connecting Centres of Vocational Excellence across Europe, fostering collaboration between VET providers, industry, research organisations, professional associations, and policy stakeholders. Through innovative curricula, advanced learning technologies, and strong business-education partnerships, INSIDE-CoVE seeks to address skills shortages, promote sustainability, support digital transformation, and enhance workforce readiness in the construction sector.

The project brings together 26 partners from six European countries and supports learners, trainers, and professionals through flexible training pathways covering areas such as digital construction, sustainable building practices, circular economy principles, renewable energy technologies, and inclusivity. The University of Nicosia participates in the consortium, contributing to the development of innovative training solutions and future-oriented skills for the construction industry.



ENLACED: Digitally-Enhanced Foreign Language Education for Active European Citizenship and Democratic

Period Covering: October, 2024 - September, 2026

Department: Management

ENLACED (Digitally-Enhanced Foreign Language Education for Active European Citizenship and Democratic Culture) is an Erasmus+ Cooperation Partnership in Higher Education that aims to modernize foreign language education through a digitally enhanced, challenge-based learning approach focused on European citizenship and democratic culture. The project brings together higher education institutions and organizations from Romania, Cyprus, Bulgaria, and Ukraine to develop innovative teaching methodologies and digital learning resources that integrate language learning with civic engagement and democratic competences. Through the creation of interactive digital breakout challenges, a dedicated web application, teacher training activities, and curriculum innovation, ENLACED supports students and educators in fostering linguistic proficiency, intercultural understanding, critical thinking, and active participation in democratic societies. The project promotes the use of technology-enabled learning while strengthening the role of higher education in advancing European citizenship and democratic values.



GreenToC: Synergies between HEI and labour market to prepare a course (curriculum content) for universities to train the students on developing personalized green transformation strategies using ToC and AI technology

Period Covering: December, 2024 - March, 2027

Department: Management

GreenToC (Synergies between Higher Education Institutions and the Labour Market for Developing Sustainability Capabilities using Theory of Change and AI) is an Erasmus+ funded project that aims to strengthen collaboration between higher education institutions and the labour market to foster sustainability and green transformation skills. The project focuses on integrating environmental sustainability, digital literacy, and artificial intelligence into higher education curricula, equipping both students and academics with the knowledge and practical competencies needed to address contemporary environmental challenges. Through the development of innovative educational content, training programmes, digital learning platforms, and the application of the Theory of Change (ToC) methodology, GreenToC supports the design and implementation of sustainable strategies that contribute to Europe's green and digital transition. The project brings together universities, enterprises, and organizations from multiple European countries to promote interdisciplinary learning, innovation, and stronger links between academia and industry.



TerraTwin: Digital Twin-sustained 7D for the complex interplay between the climate and biodiversity crises including social-economic factors

Period Covering: January, 2026 - August, 2028

Department: Digital Innovation

TerraTwin (Digital Twin-sustained 7D for the Complex Interplay Between the Climate and Biodiversity Crises, Including Socio-Economic Factors) is a Horizon Europe-funded research project that aims to develop a holistic Digital Twin of the Ecosystem (DTE) to better understand and predict the interactions between climate change, biodiversity loss, and socio-economic systems. The project brings together partners from across Europe to create an innovative digital platform that integrates Earth observation data, environmental monitoring, biodiversity information, artificial intelligence,

machine learning, big data technologies, and advanced simulation models. By combining terrestrial, marine, climatic, and socio-economic data within a multidimensional “7D” framework, TerraTwin enables the simulation of future scenarios and supports evidence-based decision-making for policymakers, researchers, and environmental stakeholders. The project seeks to strengthen ecosystem resilience, improve climate adaptation strategies, and contribute to the protection and sustainable management of Europe’s natural capital.

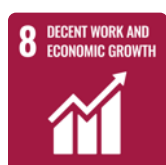


ARCOE: Advancing Research Careers through Organizational Excellence

Period Covering: May, 2025 - April, 2028

Department: Management

ARCOE (Advancing Research Careers through Organisational Excellence) is a Horizon Europe-funded project that aims to strengthen the European research ecosystem by enhancing research career development, institutional excellence, and cross-sector collaboration. Through the creation of a Virtual Talent Innovation Ecosystem Hub, ARCOE supports researchers, research-performing organisations, HR professionals, and innovation stakeholders by providing training, networking opportunities, career development services, and tools for institutional transformation. The project promotes responsible research careers, researcher mobility, and stronger links between academia and industry, with particular emphasis on digital transformation, deep-tech innovation, and the European Green Deal. By supporting organisations in adopting best practices in human resource management and implementing the HR Excellence in Research (HRS4R) framework, ARCOE contributes to a more inclusive, attractive, and competitive European Research Area.



PRAISE: Programming, Robotics, and AI Skills for Educators-in-Training

Period Covering: October, 2025 - September, 2027

Department: Management

PRAISE (Promoting Robotics and Artificial Intelligence Skills in Education) is an Erasmus+ Cooperation Partnership in Higher Education that aims to strengthen the digital competencies of current and future educators through specialized training in programming, robotics, and artificial intelligence (AI). Coordinated by the University of Nicosia, the project brings together academic and

technology-focused partners from Cyprus, Spain, Greece, and Romania to develop an innovative and practical teacher-training framework aligned with European digital competence priorities. The PRAISE curriculum combines technical skills, hands-on robotics activities, and the ethical use of AI in education, equipping educators with the knowledge and tools needed to integrate emerging technologies into modern classrooms. Through open educational resources, training materials, digital learning environments, and international collaboration, PRAISE seeks to reduce the digital skills gap and support the modernization of education across Europe.



DITEC: Didactic Technologies for IT Education

Period Covering: September, 2025 - August, 2027

Department: Management

DITEC (Didactic Technologies for IT Education) is an Erasmus+ Cooperation Partnership in Higher Education that aims to modernize Information Technology education by strengthening the link between academia, industry, and end-users. Coordinated by Tallinn University of Technology (TalTech), the project brings together universities, enterprises, and technology organizations from Estonia, Germany, and Cyprus to develop innovative teaching methodologies, micro-courses, and collaborative learning frameworks that better align IT curricula with evolving labour market needs. The project promotes practice-oriented and learner-centred education through the integration of real-world challenges, industry engagement, and human-centred design approaches. Through pilot courses, open educational resources, stakeholder collaboration, and capacity-building activities, DITEC seeks to equip students and professionals with the technical, problem-solving, and collaboration skills required for success in the rapidly changing digital economy.



HELIUM: Helix for Education Leadership and Universal Modernisation

Period Covering: November, 2025 - October, 2027

Department: Management

HELIUM (Helix for Education Leadership and Universal Modernisation) is an Erasmus+ Capacity Building in Higher Education project that aims to support the modernisation of higher education institutions through enhanced governance, internationalisation, digital transformation, and university-

industry collaboration. Bringing together partners from Europe, Egypt, and Ukraine, the project promotes a Triple Helix approach that strengthens cooperation among universities, industry, and public stakeholders to improve institutional effectiveness and societal impact. Through capacity-building activities, governance reforms, digital learning initiatives, international cooperation mechanisms, and inclusive education policies, HELIUM seeks to strengthen institutional resilience, expand access to quality higher education, and improve graduate employability. By fostering innovation, digitalisation, and cross-sector collaboration, the project contributes to the development of more inclusive, internationally connected, and future-oriented higher education systems.



VITAL: Vocational Innovation and Training for Animal Livestock

Period Covering: December, 2025 - November, 2029

Department: Management

VITAL (Vocational Innovation and Training for Animal Livestock) is an Erasmus+ funded project that aims to enhance education and training for more resilient, sustainable, and efficient livestock farming systems. Bringing together higher education institutions, vocational education and training providers, and industry stakeholders from across Europe, the project seeks to modernise existing training frameworks by integrating sustainable farming practices, digital skills, and Precision Livestock Farming (PLF) technologies. Through the development of innovative curricula, MOOCs, modular training programmes, and sectoral skills intelligence tools, VITAL supports the upskilling and reskilling of livestock professionals for the green and digital transition. Aligned with the European Green Deal and the Farm to Fork Strategy, the project promotes animal welfare, climate adaptation, resource efficiency, and lifelong learning while strengthening collaboration between education providers and the livestock sector.



SmartTourismAcademy (SHIFT-E): Smart Hotel Incubator: Empowering Future Tourism Experts

Period Covering: September, 2025 - August, 2028

Department: Management

Smart Tourism Academy is an Erasmus+ Cooperation Partnership in Higher Education project that supports the modernisation of higher education in the field of green and regenerative tourism. The project promotes innovative teaching and learning approaches that equip students with the knowledge, skills, and practical experience needed to address emerging sustainability challenges in the tourism sector. Through educational activities, fieldwork experiences, and collaboration with industry stakeholders, policymakers, and academics, the project fosters a deeper understanding of sustainable tourism practices and responsible destination management. By strengthening the connection between higher education and real-world tourism challenges, Smart Tourism Academy aims to prepare future tourism professionals to contribute to a more sustainable, resilient, and community-oriented tourism industry.

The project includes education and training activities across partner institutions, with the University of Nicosia contributing to fieldwork and experiential learning initiatives that provide students with direct exposure to current developments in sustainable tourism.



NEO-GENESIS: An AI-Augmented Venture Creation Framework for Compliant and Inclusive Regional Entrepreneurship

Period Covering: September, 2026 - December, 2027

Department: Digital Innovation

An AI-Augmented Venture Creation Framework for Compliant and Inclusive Regional Entrepreneurship



DeSciCoLab: Decentralized Science Collaboration Laboratory

Period Covering: May, 2025 - November, 2026

Department: Digital Innovation

DeSciCoLab (Decentralized Science Collaboration Laboratory) is a research and innovation project funded by the Research and Innovation Foundation (RIF) of the Republic of Cyprus that aims to lay the foundations for a decentralized, blockchain-enabled platform supporting research collaboration across scientific disciplines. The project focuses on designing a transparent and efficient environment for early-stage scientific cooperation, using principles of Decentralized Science (DeSci) and Web3 technologies.

Through the development of detailed platform wireframes, technical specifications, a prototype, and a roadmap for future implementation, DeSciCoLab seeks to facilitate collaboration among researchers and enhance transparency and openness in scientific processes. The project is implemented by the University of Nicosia Research Foundation (UNRF) and INNOV-ACTS LTD, with the longer-term goal of creating a scalable research collaboration ecosystem that supports scientific excellence and innovation.



ReTOUR: Building Resilient SMEs in the Tourism Industry

Period Covering: October, 2025 - April, 2028

Department: Management

ReTour (Building Resilient SMEs in the Tourism Industry) is an EU co-funded project under the Interreg NEXT MED Programme that aims to strengthen the resilience, competitiveness, and sustainability of small and medium-sized enterprises (SMEs) in the Mediterranean tourism sector. Led by the National Technical University of Athens, the project brings together nine partners from Cyprus, Greece, Italy, Jordan, Lebanon, and Türkiye. Through the adoption of advanced technologies, including artificial intelligence, blockchain, and smart sensors, alongside sustainable business practices, ReTour seeks to help tourism SMEs improve their efficiency and preparedness for crises such as pandemics, natural disasters, and political instability. The project will support more than 150 tourism businesses, helping to create a more adaptive, sustainable, and competitive tourism ecosystem across the Mediterranean.

For UNIC specifically, the University of Nicosia Research Foundation participates as one of the project partners.



SENSOR: Whistleblowing as a tool towards EU's climate neutrality

Period Covering: June, 2025 - May, 2027

Department: Management

SENSOR (Whistleblowing as a Tool Towards EU's Climate Neutrality) is an EU-funded project under the Citizens, Equality, Rights and Values Programme (CERV) that aims to strengthen accountability, transparency, and environmental protection through the effective use of whistleblowing mechanisms. Coordinated by the GNOSIS – Mediterranean Institute for Management Science of the University of Nicosia Research Foundation, the project focuses on strengthening the capacity of civil society organisations and local authorities to support the effective implementation of EU whistleblower protection legislation, particularly in relation to environmental protection. Through capacity-building and awareness-raising activities, SENSOR seeks to increase public understanding of whistleblowers' rights and available reporting channels, while fostering a stronger culture of accountability and contributing to the EU's wider climate-neutrality and environmental objectives.



Research Awards

In 2025, University of Nicosia was awarded 1 research award for responsibility- and/or sustainability-related research.

Block4SME Recognised as Good Practice

Granter: European Project Results Platform (National Agency)

Grantee: Yianna Orphanidou - University of Nicosia, School of Business

Award Description:

European Project Results Platform - Good Practice Recognition: The Block4SME project was officially recognised as an example of good practice following the quality assessment of its final report, which evaluated the project's implementation as being of excellent quality. The project was consequently flagged as a good-practice project on the European Project Results Platform.

Block4SME, Gearing up SMEs for Value Chain Digitalization through Blockchain-Based Distributed Trust, is an Erasmus+ project supporting SMEs in advancing value-chain digitalisation through blockchain-based distributed trust. Bringing together partners from Cyprus, Serbia, Türkiye, Belgium, and Greece, the project focused on strengthening SMEs' digital capabilities and supporting more trusted, transparent, and innovative value chains.

Continue telling your story

Selected School of Business Faculty Research Contributing to the SDGs (2025 - 2026)

Selected School of Business Faculty Research Contributing to the SDGs (2025 - 2026)

2026

Dondjio, I. and Themistocleous, M. (2026) 'A governance-oriented framework for blockchain adoption in waste management systems: The case of Plastic Bank', *Future Internet*, 18(8), Article 384. doi: 10.3390/fi18080384. SDGs:

- SDG 12: Responsible Consumption and Production
- SDG 14: Life Below Water

Kumar, V., Musa, H., Kumar, S., Chatterjee, S., Chaudhuri, R. and Vrontis, D. (2026) 'Aligning technological advancement and ESG performance principles: Exploring the role of socio-cultural sensitivity and AI-driven innovation capability', *Behaviour & Information Technology*, accepted/in press. doi: 10.1080/0144929X.2026.2675624. SDGs:

- - SDG 8: Decent Work and Economic Growth
 - SDG 12: Responsible Consumption and Production

Souri, A. and Kokkinaki, A. (2026) 'A nautical nexus: Stakeholder analysis for smart marine environments in Greece & Cyprus', in Cunha, P.R. and Themistocleous, M. (eds.) *Information Systems: 22nd European, Mediterranean, and Middle Eastern Conference, EMCIS 2025, Proceedings. Lecture Notes in Business Information Processing*, 573. Springer, pp. 147–160. doi: 10.1007/978-3-032-18487-0_10. SDG:

- SDG 14: Life Below Water

Kulshrestha, S., Kulshrestha, A., Demetriou, M. and Efthymiou, L. (2026) 'Business entrepreneurship in India: Perspectives and future', in *The Expanding Horizons of Business and Management*, Volume II. Palgrave Macmillan, pp. 333–359. doi: 10.1007/978-3-032-26500-5_14. SDG:

- SDG 7: Affordable and Clean Energy

Kogetsidis, H. (2026) 'Dealing with complexity: The state of problem structuring methods in Europe and beyond', *EuroMed Journal of Business*, 21(5), pp. 117–131. doi: 10.1108/EMJB-06-2025-0214.

SDG:

- SDG 13: Climate Action

Stylianou, V., Savva, A., Ktoridou, D. and Epaminonda, E. (2026) 'From principles to practice: Case-based learning for circularity and sustainability in business and IS education', in *EDUCON 2026: IEEE Global Engineering Education Conference, Conference Proceedings*. IEEE Computer Society. doi: 10.1109/EDUCON67543.2026.11574403. SDGs:

- - SDG 8: Decent Work and Economic Growth
 - SDG 12: Responsible Consumption and Production

Van Isacker, K., Milis, G., Orphanidou, Y., Louca, S., Tsoris, P., Grammenos, R., Manić, M., Hiziroglu, O.A., Uzunboyly, N. and Efthymiou, L. (2026) 'Gearing-up SMEs for value chain digitalization through blockchain-based distributed trust', in *The Expanding Horizons of Business and Management, Volume II*. Palgrave Macmillan, pp. 157–181. doi: 10.1007/978-3-032-26500-5_7. SDG:

- SDG 2: Zero Hunger

Mitarachi, P., Lois, P., Stournaras, Y. and Gounaris, G. (2026) 'Greek auxiliary pension fund reform: Rationale, institutional design, and early implementation challenges', in *The Expanding Horizons of Business and Management, Volume II*. Palgrave Macmillan, pp. 231–260. doi: 10.1007/978-3-032-26500-5_10. SDG:

- SDG 3: Good Health and Well-being

Anagnostopoulos, C., Rizvi, S.W.F., Rahman, S.A., Yiapanas, G., Swart, K. and Thrassou, A. (2026) 'Harnessing sport for CSR: A study of Qatar Stock Exchange-listed companies', *International Journal of Organizational Analysis*, 34(5), pp. 1670–1697. doi: 10.1108/IJOA-02-2025-5251. SDG:

- SDG 12: Responsible Consumption and Production

Somu, S., Islam, M.A., Ali, N.A., Vrontis, D., McQuade, L. and Rahman, M. (2026) 'Leader expressiveness and aggression as affective routes to engagement: A multilevel analysis across individual and team levels', *International Journal of Organizational Analysis*, pp. 1–23. doi: 10.1108/IJOA-12-2025-6301. SDG:

- SDG 13: Climate Action

Islam, M.A., Somu, S. and Vrontis, D. (2026) 'Leadership and learning mechanisms for circular economy practices: A moderated mediation model of circular relational capital and stakeholder pressure', *Journal of Intellectual Capital*, accepted/in press, pp. 1–25. doi: 10.1108/JIC-01-2026-0035. SDGs:

- - SDG 8: Decent Work and Economic Growth
 - SDG 12: Responsible Consumption and Production

Praisan, G., Scaramuzza, C., Raimo, M., Yiapanas, G., Hamdi, F., Berchicci, M. and Bertollo, M. (2026) 'Mental health and well-being in youth football players: A systematic review', *Sport Sciences for Health*, 22(1), Article 90. doi: 10.1007/s11332-026-01677-x. SDG:

- SDG 3: Good Health and Well-being

Chapman, S., Fenech, B., Tsangari, H. and Gaffiero, D. (2026) 'NHS England breast screening: Who attends, and why? The influence of psychosocial and demographic determinants', *Women's Health*, 22, Article 17455057261484363. doi: 10.1177/17455057261484363. SDGs:

- SDG 3: Good Health and Well-being
- SDG 10: Reduced Inequalities

Iacovidou, M., Antonaras, A. and Sfountouri, D. (2026) 'Perspectives of the South: Sustainable development in Mediterranean Europe', in *The Expanding Horizons of Business and Management*, Volume II. Palgrave Macmillan, pp. 105–131. doi: 10.1007/978-3-032-26500-5_5. SDGs:

- SDG 8: Decent Work and Economic Growth
- SDG 17: Partnerships for the Goals

Souri, A. and Kokkinaki, A. (2026) 'Simulation and predictive environmental modeling for marine forecasting: A systematic review', *Journal of Marine Science and Engineering*, 14(5), Article 493. doi: 10.3390/jmse14050493. SDGs:

- SDG 14: Life Below Water
- SDG 13: Climate Action

Figurek, A., Yiapanas, G., Thrassou, A. and Sergey, S. (2026) 'Sports as a driver of social transformation: A systematic literature review and analysis of social responsibility, philanthropy and sustainability', in Vrontis, D., Thrassou, A., Eftymiou, L., Weber, Y., Shams, R. and Tsoukatos, E. (eds.) *The Expanding Horizons of Business and Management*, Volume II. Palgrave Macmillan, pp. 51–79. doi: 10.1007/978-3-032-26500-5_3. SDGs:

- - SDG 8: Decent Work and Economic Growth
 - SDG 10: Reduced Inequalities
 - SDG 12: Responsible Consumption and Production

Yiapanas, G. (2026) 'The backlash against Qatar's 2022 FIFA World Cup sportswashing: Strategic missteps in geopolitical reputation', *International Journal of Innovation and Business Strategy*, 21(1), pp. 60–73. doi: 10.11113/ijibs.v21.211. SDGs:

- - SDG 3: Good Health and Well-being
 - SDG 5: Gender Equality
 - SDG 8: Decent Work and Economic Growth
 - SDG 10: Reduced Inequalities
 - SDG 11: Sustainable Cities and Communities
 - SDG 16: Peace, Justice and Strong Institutions

Thrassou, A., Vrontis, D., Kokkinopoulou, E. and Efthymiou, L. (2026) 'The expanding horizons of business and management: Organisational, industry and market dynamics', in *The Expanding Horizons of Business and Management*, Volume I. Palgrave Macmillan, pp. 1–27. doi: 10.1007/978-3-032-26496-1_1. SDGs:

- SDG 8: Decent Work and Economic Growth
- SDG 9: Industry, Innovation and Infrastructure

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- SDG 12: Responsible Consumption and Production

Fenech, B., Chapman, S., Tsangari, H. and Gaffiero, D. (2026) 'Understanding breast cancer screening intentions in Malta among women aged 18–49: Comparing the predictive ability of the health belief model and the Theory of Planned Behaviour', *Cogent Psychology*, 13(1), Article 2625439. doi:

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- SDG 3: Good Health and Well-being

Kotsiantis, S., Panagiotakopoulos, T., Piperigkos, N. and Lalos, A.S. (2026) 'Visual language models: Foundations and applications', *IEEE Access*, 14, pp. 32431–32454. doi: 10.1109/ACCESS.

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- SDG 3: Good Health and Well-being

2025

Touloupou, M., Themistocleous, M. and Christodoulou, K. (2025) 'A comprehensive review of blockchain consensus algorithms', in *Handbook of Blockchain Technology*. Edward Elgar Publishing, pp. 164–182. doi: 10.4337/9781803922805.00021. SDG:

- SDG 7: Affordable and Clean Energy

Yiapanas, G. (2025) 'Addressing gender inequalities in European football: Key dimensions and strategies', *Insight - Sports Science*, 7(1), Article 711. doi: 10.18282/iss711. SDGs:

- - SDG 5: Gender Equality
 - SDG 10: Reduced Inequalities

Yiapanas, G. (2025) 'A Europe-wide panorama of football club finances: Revenue trends, expenditure patterns and regional disparities', *Sustainable Economies*, 3(2), Article 2025. doi: 10.62617/se2025.

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 - SDG 10: Reduced Inequalities

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- - SDG 9: Industry, Innovation and Infrastructure
 - SDG 3: Good Health and Well-being

Yiapanas, G. (2025) 'A strategic HRM framework for esports: Proactive strategies and practices for inclusion and employee safeguarding', *Human Resource Strategy and Practice*, 1(1), pp. 1–13. doi:

10.63385/hrsp.v1i1.433. SDGs:

- - SDG 8: Decent Work and Economic Growth
 - SDG 10: Reduced Inequalities
 - SDG 13: Climate Action

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- - SDG 8: Decent Work and Economic Growth
 - SDG 9: Industry, Innovation and Infrastructure
 - SDG 16: Peace, Justice and Strong Institutions

Dimitropoulos, P., Koronios, K. and Papasolomou, I. (2025) 'Board gender diversity and CSR performance in the European sport and leisure sector: Implications on distress risk and financial performance', *International Journal of Organizational Analysis*, accepted/in press. doi: 10.1108/IJOA-12-2024-5050. SDGs:

- SDG 5: Gender Equality
- SDG 12: Responsible Consumption and Production

Vrontis, D., Thrassou, A., Efthymiou, L. and Kokkinopoulou, E. (2025) 'Business in a turbulent era: An overview of technology, society, and policy', in *Palgrave Studies in Cross-Disciplinary Business Research*, In Association with EuroMed Academy of Business, pp. 1–34. Palgrave Macmillan. doi: 10.1007/978-3-031-89806-8_1. SDG:

- SDG 13: Climate Action

Pakhalov, A., Antonaras, A., Efthymiou, L. and Memtsa, C. (2025) 'Consumer perception of corporate social responsibility in tourism and hospitality: A systematic literature review', *EuroMed Journal of Business*, accepted/in press. doi: 10.1108/EMJB-11-2024-0290. SDG:

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- - SDG 9: Industry, Innovation and Infrastructure
 - SDG 12: Responsible Consumption and Production

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- SDG 7: Affordable and Clean Energy
- SDG 8: Decent Work and Economic Growth

Ramos, I., Barros, V., Kokkinaki, A., Kyriellou, C.M., Thrassou, A., Ebner, K., Anschütz, C., Fitsilis, P., Tsoutsas, P., Panagiotakopoulos, T. and Kameas, A. (2025) 'Enhancing smart cities' resilience through competency assessment and open data utilization', *Applied Sciences*, 15(5), Article 2784. doi: 10.3390/app15052784. SDG:

- SDG 11: Sustainable Cities and Communities

Dekoulou, P., Riskos, K., Tsigilis, N. and Papasolomou, I. (2025) 'Ethical customer responsiveness in branded running events: A multiple mediation model for developing brand engagement', *International Journal of Organizational Analysis*, accepted/in press. doi: 10.1108/IJOA-01-2025-5161. SDG:

- SDG 12: Responsible Consumption and Production

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- - SDG 3: Good Health and Well-being
 - SDG 12: Responsible Consumption and Production

Michailidis, M., Ktoridou, D., Christou, C., Papakyriakou, A., Epaminonda, E. and Efthymiou, L. (2025) 'Exploring experiences and perceptions of artificial intelligence and its business applications by university students', in *EDUCON 2025: IEEE Global Engineering Education Conference, Proceedings*. IEEE Computer Society. doi: 10.1109/EDUCON62633.2025.11016461. SDG:

- SDG 8: Decent Work and Economic Growth

Kokkinopoulou, E., Papasolomou, I., Porcu, L. and Vrontis, D. (2025) 'Exploring the impact of online co-creation on eudemonic well-being and sustainable fashion choices among Generation Z', *EuroMed Journal of Business*, accepted/in press. doi: 10.1108/EMJB-12-2024-0356. SDG:

- SDG 12: Responsible Consumption and Production

Rowe, C.P. and Louca, S. (2025) 'Exploring the Metaverse: An AI-assisted systematic literature review of cryptocurrency and NFT', in *Handbook of Blockchain Technology*. Edward Elgar Publishing, pp. 26–55. doi: 10.4337/9781803922805.00012. SDG:

- SDG 3: Good Health and Well-being

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- - SDG 8: Decent Work and Economic Growth
 - SDG 11: Sustainable Cities and Communities

Nicoliello, M. and Efthymiou, L. (2025) 'Game, set, match: Exploring the transformative impact of the ATP finals on the city of Turin and the Italian tennis movement', *International Journal of Organizational Analysis*, accepted/in press. doi: 10.1108/IJOA-12-2024-5069. SDG:

- SDG 11: Sustainable Cities and Communities

Themistocleous, M. (2025) *Handbook of Blockchain Technology*. Edward Elgar Publishing. doi: 10.4337/9781803922805. SDG:

- SDG 16: Peace, Justice and Strong Institutions

Singh, K., Ramaswamy, S., Chaudhuri, R., Vrontis, D., Grandhi, B., Chaudhuri, S. and Chatterjee, S. (2025) 'Harmonious CSR and sustainable business excellence in sports-organization: Evaluating the moderating effect of fan engagement', *International Journal of Organizational Analysis*, accepted/in press. doi: 10.1108/IJOA-11-2024-4976. SDG:

- SDG 12: Responsible Consumption and Production

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- - SDG 4: Quality Education
 - SDG 10: Reduced Inequalities

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- SDG 8: Decent Work and Economic Growth

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- SDG 12: Responsible Consumption and Production

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- SDG 12: Responsible Consumption and Production

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- SDG 8: Decent Work and Economic Growth

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- SDG 8: Decent Work and Economic Growth

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 - SDG 13: Climate Action

Chatzinikolaou, D., Magaliou, N.-M. and Vlados, C. (2025) 'Strategic human resource management, innovation, and social dialogue in the Fourth Industrial Revolution: The case of Greek pharmaceutical multinationals', *Societies*, 15(8), Article 228. doi: 10.3390/soc15080228. SDG:

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- SDG 3: Good Health and Well-being

Kokkinaki, A.I. and Sourì, A.M. (2025) 'Systematic literature review on smart marine environments: Integrating autonomous sensor networks in coastal cities', in Themistocleous, M., Bakas, N., Kokosalakis, G. and Papadaki, M. (eds.) *Information Systems: 21st European, Mediterranean, and Middle Eastern Conference, EMCIS 2024, Proceedings. Lecture Notes in Business Information Processing*, 535. Springer, pp. 311–332. doi: 10.1007/978-3-031-81322-1_22. SDG:

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- SDG 9: Industry, Innovation and Infrastructure

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- SDG 8: Decent Work and Economic Growth

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- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action

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- SDG 12: Responsible Consumption and Production



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

Institutional Partnerships

- ❖ AACSB (Association to Advance Collegiate Schools of Business)
- ❖ Local institutions and associations
- ❖ Quacquarelli Symonds (QS)
- ❖ Times Higher Education (THE)
- ❖ Ministries of Education, Higher Education, or similar national bodies
- ❖ University Councils

Student Organization Partnerships

- ❖ None

Partnerships

The following provides more details on 1 key partnership at University of Nicosia.

AACSB

The Dean of the UNIC School of Business, Professor Angelika Kokkinaki shares:

The University of Nicosia School of Business earned AACSB accreditation in July 2025, establishing a transformative partnership that extends well beyond traditional accreditation. This ongoing collaboration has been essential in advancing our sustainability and responsibility initiatives.

AACSB serves as our strategic partner by providing comprehensive frameworks for responsible management education and connecting us with global networks of like-minded institutions. Through this partnership, we have successfully integrated UN Sustainable Development Goals 4, 8, 9, and 12 into our program delivery and research activities, transforming our social responsibility commitment into precise strategic priorities.

The partnership has strengthened our experiential components, including Marketing and Hospitality Practicums that place students in organizations where responsible management drives daily practice. AACSB's emphasis on stakeholder engagement has helped us develop meaningful industry partnerships, creating learning experiences that bridge academic work with societal expectations.

Our SDG-related publications have increased significantly over the past five years, supported by AACSB's research frameworks and community of practice. Faculty involvement in editing the Palgrave "Business for Sustainability" series and mentoring startups through the Cyprus Entrepreneurship

Competition reflects the scholarly opportunities this partnership has facilitated. Through AACSB networks, our faculty engage in major cross-continental projects, including initiatives for socio-economic development of Asian societies through family business education.

Operationally, the partnership has supported our sustainability initiatives, including photovoltaic systems, smart retrofits, and efficient recycling practices, by connecting operational excellence with academic mission. Our community engagement has also been enhanced, strengthening our decade-long support of the Cyprus Anti-cancer Society, through which we have helped raise over €500,000.

This ongoing AACSB collaboration supports our mission to educate effective leaders who manage organizations sustainably while contributing to technological advancement, creating lasting positive impact for students, faculty, and the broader community.

Continue telling your story

Partnerships supporting education, research and societal impact

Partnerships supporting education, research and societal impact

Partnership is an important part of the University of Nicosia's approach to sustainability. UNIC's Sustainability Strategy 2024-2029 identifies "Work with Other Stakeholders" as one of its four main pillars, alongside research and innovation, education and the SDGs, and carbon neutrality. This commitment to collaboration in support of sustainability also has an international dimension. UNIC was the first university in Cyprus to sign the Talloires Declaration, an international higher-education declaration setting out a commitment to environmental sustainability and a ten-point action plan for incorporating environmental literacy and sustainability into university teaching and practice. The University's participation connects UNIC with the wider international higher-education community committed to advancing sustainability.

Within this broader institutional framework, UNIC has developed partnerships with universities, government bodies, local authorities and industry that support education, research, professional development and engagement with wider society.

In the area of public health and One Health, UNIC Health and the University of Pittsburgh School of Public Health signed a five-year Memorandum of Understanding in April 2025. The agreement provides a framework for academic collaboration, including joint research, faculty and student exchanges, shared academic resources and academic events. A key priority is the development of a joint online MSc in One Health, bringing together UNIC's Medical School and School of Veterinary

Medicine with the University of Pittsburgh's Department of Infectious Diseases and Microbiology. The collaboration therefore combines education and research with efforts to address wider global health challenges.

UNIC also works with government and public authorities in veterinary education, public health and animal welfare. In 2025, the UNIC School of Veterinary Medicine renewed its strategic partnership with the Cyprus Veterinary Services until October 2030. The partnership covers education, research and clinical practice and supports practical training, postgraduate development, animal care and welfare, and public health in Cyprus.

At the local-government level, UNIC Health and the Municipality of Nicosia signed a five-year MoU in 2025 in the field of veterinary education. Through the agreement, Doctor of Veterinary Medicine students have opportunities for supervised clinical placements and onsite training at the Municipality's dog shelter. The partnership also provides for joint research and the organisation of seminars, lectures and conferences, while contributing to animal protection and welfare.

Engagement with industry provides another important dimension of UNIC's partnership activity. An MoU with Leonardo Hotels & Resorts Mediterranean, announced in November 2024, covers student internships, career development, educational activities, and research and innovation. The agreement also envisages joint research and projects on sustainable practices, technological developments and innovative hospitality solutions. This creates a direct link between student learning, industry engagement and sustainability challenges in the hospitality sector.

UNIC's partnerships also extend to professional education and technological innovation. Its collaboration with the Esaad Card Center at Dubai Police G.H.Q., which began in 2021, was renewed in 2025 until 2028. Through UNIC's Institute For the Future, the agreement provides educational opportunities for Esaad cardholders and their families in blockchain, digital currency and related fields, with the aim of broadening access to education and supporting professional development in blockchain and Web3.

Partnership and stakeholder engagement are also evident at School of Business level. In February 2026, the School of Business served as academic partner of the European Conference on Sustainable Tourism. The conference brought together experts, policymakers and academics to discuss how tourism growth can be balanced with environmental preservation and benefits for local communities. Students from the School of Business and the Hospitality and Tourism programmes participated in panel discussions and networking activities, giving them direct exposure to current sustainability issues and dialogue with external stakeholders.

The Department of Management also participates in research projects addressing sustainability and social challenges. These include JUST-CIRCLE, which concerns circular business models and a fair and sustainable transition, and INSIDE-CoVE, focusing on sustainable and innovative digital excellence and social inclusion. Such projects extend partnership beyond formal MoUs by bringing academic expertise together with external organisations around specific sustainability challenges.

UNIC's wider partnership activity is also reflected in external sustainability assessment. In the 2026 Times Higher Education Sustainability Impact Ratings, the University was placed in the 101–200 band globally for SDG 17: Partnerships for the Goals. It was also placed in the 101–200 band for SDG 10: Reduced Inequalities and SDG 11: Sustainable Cities and Communities, and in the 401–600 band overall.

Taken together, these initiatives show how UNIC uses partnership in different areas of its activities, from education and research to professional practice and community engagement. They also illustrate the breadth of stakeholders involved, including universities, government bodies, local authorities and industry, and how these relationships contribute to the wider sustainability objectives set out in the University's Sustainability Strategy and to the PRME Partner Principle.



Practice

We adopt responsible and accountable management principles in our own governance and operations.

Institutional Policies and Practices

- ❖ AI use guide
- ❖ Accreditation body recommendation documents
- ❖ Buildings/real estate
- ❖ Campus operations guides
- ❖ Carbon reduction or offset commitments
- ❖ Climate action plan
- ❖ Curriculum guidelines
- ❖ Environmental stewardship policies
- ❖ Ethical data sourcing guides
- ❖ Ethical leadership or good governance policies
- ❖ Faculty hiring, tenure, and promotion guidelines
- ❖ Greenhouse gas emissions
- ❖ Local staff/student/faculty transportation
- ❖ Ministry of education recommendation documents
- ❖ Professional training opportunities
- ❖ Responsible procurement policies
- ❖ Student equity, diversity, inclusion
- ❖ Sustainability strategy or strategic plan (school or university level)
- ❖ Water

Policy Documents Related to RME and/or Sustainability

Sustainability Strategy - University of Nicosia 2024

[View document](#)

[Download document](#)

UNIC EDI-Strategy-Action-Plan Feb 2024

[View document](#)

[Download document](#)

Environmental Policy - EN v1.3

[View document](#)

[Download document](#)

Waste Management Policy - EN v1.5

[View document](#)

[Download document](#)

Practice Awards

In 2025, University of Nicosia received 3 awards for responsible and/or sustainable practices.

Block4SME Recognised as Good Practice

Granter: European Project Results Platform (National Agency)

Grantee: Yianna Orphanidou - University of Nicosia, School of Business

Award Description:

European Project Results Platform - Good Practice Recognition: The Block4SME project was officially recognised as an example of good practice following the quality assessment of its final report, which evaluated the project's implementation as being of excellent quality. The project was consequently flagged as a good-practice project on the European Project Results Platform.

Block4SME, Gearing up SMEs for Value Chain Digitalization through Blockchain-Based Distributed Trust, is an Erasmus+ project supporting SMEs in advancing value-chain digitalisation through blockchain-based distributed trust. Bringing together partners from Cyprus, Serbia, Türkiye, Belgium, and Greece, the project focused on strengthening SMEs' digital capabilities and supporting more trusted, transparent, and innovative value chains.

PRME Champion, 2026–2027 Cohort

Granter: Principles for Responsible Management Education (PRME), a United Nations-supported initiative

Grantee: University of Nicosia

Award Description:

The University of Nicosia was selected as a PRME Champion for the 2026-2027 cohort, joining a global group of 50 PRME Signatory Members recognised for exemplary commitment to advancing responsible management education and institutional transformation aligned with the Seven Principles of PRME. PRME Champions are selected by the PRME Secretariat and recognised as thought and action leaders within the PRME community, demonstrating a strong record of innovation, collaboration and influence across curricula, research, partnerships and institutional practices. UNIC is the only PRME Champion in Cyprus and the only Champion representing Cyprus, Greece and Southeastern Europe in the 2026-2027 cohort.



Times Higher Education Sustainability Impact Ratings 2026, Global Top 600

Granter: Times Higher Education (THE)

Grantee: University of Nicosia

Award Description:

The University of Nicosia was placed in the 401–600 band globally in the 2026 Times Higher Education Sustainability Impact Ratings, which assess universities' performance in relation to the 17 United Nations Sustainable Development Goals. UNIC achieved its strongest results in SDG 10: Reduced Inequalities, SDG 11: Sustainable Cities and Communities, and SDG 17: Partnerships for the Goals, ranking in the 101–200 band globally in each. It also achieved a 301–400 result for SDG 3: Good Health and Wellbeing and SDG 16: Peace, Justice and Strong Institutions. UNIC describes the overall result as an important international distinction reflecting its commitment to impact through education, research, outreach and collaboration.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.



Engagement Opportunities

University of Nicosia offers transparent engagement opportunities for members of our institution and community to contribute to our sustainability and responsibility efforts in the following ways:

- ❖ Boards and advisory committees
- ❖ Feedback mechanisms (e.g., surveys, suggestion boxes)
- ❖ Open faculty and student meetings and town halls
- ❖ Partnerships with local organizations
- ❖ Public events and panel discussions
- ❖ Publicly accessible sustainability data and dashboards
- ❖ Student and staff volunteer programs
- ❖ Sustainability-focused research and collaboration Opportunities

Communication Audiences

University of Nicosia communicates its policies and progress on sustainable development and responsibility with:

- ❖ Accreditation bodies
- ❖ Alumni and donors
- ❖ Boards and advisory committees
- ❖ Business and industry partners
- ❖ Chamber of commerce and local communities
- ❖ Faculty and staff
- ❖ Government and policy makers



SIGNATORY

University of Nicosia



Address

46 Makedonitissas Ave., Engomi, Nicosia, 2417
Cyprus



Website

<https://www.unic.ac.cy>