

Βιογραφικό σημείωμα Σπυρίδωνος Αβδημιώτη



Personal Information

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Short Biography

Spyridon Avdimiotis is a Professor at the International Hellenic University (IHU) in the Department of Management, Marketing and Tourism. He holds a PhD from the Cyprus University of Technology in the field of knowledge management and transfer among tourism and hospitality personnel. He is the Deputy Director of the Tourism Management & Services Laboratory of the International Hellenic University and a member of the Steering Committee of the MSc Program in "Management of Tourism Enterprises and Organizations." He also served as an independent non-executive member of the Board of Directors of the IT company Epsilon Net until September 2023, after which he became an independent non-executive member of the Board of Directors of Epsilon Net Hospitality.

His primary research interests focus on human resource management, the management and transfer of explicit and tacit knowledge, knowledge diffusion, and sustainable tourism development. Among the studies he has conducted are the Research, Technology, and Innovation Smart Specialization Strategy (RIS3) for Cyprus

and the environmental impact study of the spatial framework (EPXSAA) for tourism. He has collaborated with significant Greek and foreign universities and has published his scientific work in reputable journals and conference proceedings.

Administrative Work

- Participation in electoral bodies for faculty appointments as a primary and alternate member, as well as participation in three-member committees.
- Deputy Director of the "Tourism and Services Management Research Laboratory."
- Member of the Steering Committee for the MSc in Management of Tourism Enterprises and Organizations.
- Member of the curriculum committee for the Inter-institutional Postgraduate Program "Religious and Pilgrimage Tourism" (2024-2026).
- Member and Vice-President of the Board of Directors of the IT company Epsilon Net as an Independent Non-Executive Member (15-11-2019 to 30-05-2022).
- Member of the Board of Directors of "EPSILON HOSPITALITY S.A." from 17-06-2022 to the present as an Independent Non-Executive Member.
- Participation in various committees as a primary or alternate member of the Department of Management, Marketing and Tourism at IHU.

Educational Work

Independent teaching in the undergraduate program at the Associate Professor rank (2020-2024):

1. Human Resource Management and Organizational Behavior (Core course, 3rd semester).
2. Revenue Management and Hospitality Enterprises (6th semester, Tourism and Hospitality Management track).
3. Knowledge Management (4th semester, Organizational Management track).
4. Entrepreneurship in Tourism (8th semester, Tourism and Hospitality Management track).

Teaching in Postgraduate Programs:

1. MSc in Management of Educational Units: Teaching "Management of Educational Units" (2016–present).
2. MSc in Management of Tourism Enterprises and Organizations: Independent teaching of "Management of Tourism Enterprises and Organizations" (1st semester) and "Policy and Strategy of Tourism Enterprises & Organizations" (2nd semester) (2016–present).
3. Master in Business Administration (MBA): Independent teaching of "Organizational Behavior and Management" (2015–present).
4. MSc in Hospitality and Tourism Management: Co-teaching "Special Interest Tourism" (2019–present).
5. Inter-institutional MSc in Religious and Pilgrimage Tourism: Teaching "Introduction to Tourism" (2019–present).
6. Inter-departmental MSc: Teaching "Human Resource Management in Public Services and Organizations" (2020–present).

Supervision of PhD Dissertations

Completed supervision as a member of a three-member committee:

1. Member of the committee for the PhD dissertation: "Human Resource Performance Prediction Models," Ionian University, Department of Informatics (2022).
2. Primary supervisor for the PhD dissertation: "Organizational Learning in Enterprises and Organizations: Investigating the Role of Emotions Using Electroencephalography (EEG)" (2024).
3. Member of the committee for the PhD dissertation: "Transformation of the Knowledge Management and Learning Cycle in Education through New Technologies" (2024).

Dissertations in progress (Member of three-member committees):

- *Topics include:* Skill assessment and AI-driven gap identification, HR management in public administration using semantic technologies, alignment of higher tourism education with industry needs, value co-creation in primary schools, intangible cultural heritage of wine roads, knowledge management in wine industry innovation, and destination marketing (DMOs).

- *Collaborations:* Ionian University (Wine tourism entrepreneurship), Cyprus University of Technology (Air quality as a carrying capacity indicator), and AUTH Medical School (Motivations for postgraduate medical studies).
- *Seven-member committee membership:* "Development of methods and standards for nutritional information in catering," Harokopio University.

Supervision of Master's Theses

- Supervision of more than 150 Master's theses across programs in Tourism Management, Educational Unit Management, Health Unit Management, MBA, Public Administration, and Religious Tourism.

Publications and Authorship (2021-2024)

1. **Organizational Behavior** (Author of supplemental material for the Greek edition), Broken Hill Publishing House.
2. **Monographs:** Tacit Knowledge Management and Organizational Behavior (Volume A), Disigma Publications.
3. **Guest Editor:** *Administrative Sciences* journal (Impact Factor 3.0) for the special issue: "Technology, Knowledge and Innovation in Tourism and Hospitality."
- 4.

Publications in peer-reviewed scientific journals..

1. Konstantinidis, I., Avdimiotis, S., & Sapounidis, T. (2025). Evaluation of academic stress employing network and time series analysis on EEG data. *Information, 16*(2), 86.

Stress management during examinations is an issue perpetually concerning students at all levels of education. This research endeavor focuses not merely on the plethora of factors associated with stress during examinations but rather focuses primarily on specific emotions developed during written and oral exams, introducing an original

method, based on electroencephalograph (EEG) data. In an attempt to address the role of emotions in stress management, we organized an experiment on a sample of 30 postgraduate students, administering the Trier research protocol. The validated Emotiv EPOC+ device was used, while acquired the data were processed using a combined methodology of network and time series analysis applied in three (3) steps. Initially a descriptive analysis was performed based on the extracted frequencies, while in the second phase a network analysis was conducted to understand the extend of coordination between measured emotions (stress, engagement, interest, relaxation, excitement, and focus), using the tools of centrality. Finally, time series analysis was employed to indicate the level of auto- and cross-correlation between stress and other emotions. Our findings show that (eu)stress plays an imperative role in examination success, as long as it normally fluctuates within middle-range values (on a scale 0–100), and is being restrained by other feelings, such as interest, excitement, and focus

2. Avdimiotis, S., Konstantinidis, I., Stalidis, G., & Stamovlasis, D. (2024). Coping with Examination Stress: An Emotion Analysis. *Sensors*, 24(13), 4297.

Stress is an important factor affecting human behavior, with recent works in the literature distinguishing it as either productive or destructive. The present study investigated how the primary emotion of stress is correlated with engagement, focus, interest, excitement, and relaxation during university students' examination processes. Given that examinations are highly stressful processes, twenty-six postgraduate students participated in a four-phase experiment (rest, written examination, oral examination, and rest) conducted at the International Hellenic University (IHU) using a modified Trier protocol. Network analysis with a focus on centralities was employed for data processing. The results highlight the important role of stress in the

examination process, correlate stress with other emotions, such as interest, engagement, enthusiasm, relaxation, and concentration; and, finally, suggest ways to control and creatively utilize stress.

3. Avdimiotis, S., Kilipiris, F., Christou, E., Tragouda, A., & Konstantinidis, I. (2024). Bloom's Taxonomy Student Persona Responses to Blended Learning Methods Employing the Metaverse and Flipped Classroom Tools. *Education Sciences*, 14(4), 418.

The paper aims to identify and analyze the correlation between student personality types and the use of metaverse and flipped classroom blended learning methods (BLMs) and tools by formulating a series of research hypotheses. Using Bloom's Taxonomy, the most influential and standard theory of learning in the education cognitive field and toward this objective, the authors extracted the personality types of students and employed a mixed-methods research methodology JASP software (v.0.17.1) involving both qualitative and quantitative tools. The qualitative component involved direct observation of synchronous classroom teaching to students, while the quantitative aspect utilized structured questionnaires administered to 634 students of the International Hellenic University enrolled to attend the "Human Resource Management" course. The acquired qualitative data were processed using (a) network analysis JASP software (v.0.17.1) software to address the student personas through nodes, connections, and centralities and (b) structural equation software to identify the correlations between types of students and the variables of the metaverse and flipped classroom methods. The findings reveal that the four types of students identified have a direct and strong correlation with the use of flipped classroom and metaverse teaching methods.

4. Tsekouropoulos G., Theocharis D., Tsiakis T., Avdimiotis S, Tsekouropoulou V., and Arabatzis G. (2024). Unveiling the Impact: How Digital Marketing Shapes

Brand Equity of Enterprises in Sustainable Food and Drink Sector. *Journal of Ecology & Natural Resources*, 8(2). <https://doi.org/DOI: 10.23880/jenr-16000379>

It is widely acknowledged that brands hold significant value as intangible assets for companies due to their considerable economic worth. Managing, measuring, and nurturing brand value are recognized as pivotal strategic challenges, impacting decisions across marketing strategies and providing a competitive edge. The emergence of digital marketing has profoundly shaped consumer behaviour, offering companies opportunities to gain advantage over competitors. Similarly, social media has transformed consumer-business communication, facilitating interactive dialogue. Furthermore, brand equity is esteemed by both practitioners and scholars as pivotal for brand success, offering various advantages to companies. This paper aims to delve into consumer perspectives on the factors influencing brand equity, particularly examining the impact of digital and social media marketing. To achieve this, primary research was conducted via a questionnaire among 402 consumers, revealing a positive correlation between perceived digital marketing expenditure and brand awareness, as well as perceived social media marketing expenditure and product quality perception.

5. Frangou, D., Tsimtsiou, Z., Avdimiotis, S., & Kotsis, V. Investigating the motivations and selection criteria of postgraduate programs by medical graduates: A mixed-methodology study. *J Atherosclerosis Prev Treat*. 2023 Sep-Dec;14(3):138–139 doi.: 10.53590/japt.02.1055

Postgraduate study programs contribute to the upgrading of the educational system, promote scientific research therefore contributing to the development of science, and offer deepening of specialisation and exploration of knowledge in relevant scientific fields. The MSc in

Medical Science is a structured educational tool that strengthens the student's understanding of the multifaceted scientific study of medicine. Participation in the cardiovascular disease postgraduate program helped to realise the critical role of a postgraduate program in the professional development of a health professional, especially when it comes to specialised knowledge. Among the many postgraduate courses offered, the health professional is invited to meet their higher-level standards and the higher goals they have set.

6. Chatzipoulidis, A., Avdimiotis, S., Kokkinis, G., Tsiakis, T., & Kargidis, T. (2023). Change and risk management roadmap towards higher education quality. *Journal of Contemporary Education Theory & Research*, 7(1), 3-15.

Change and risk management is gaining increasing importance in the higher education sector mainly due to the fact that this educational environment is a complex system, which is characterized by the low level of predictability, innovation and manageability. Nevertheless, all students merit access to a high-quality education that empowers them to thrive. Academics and administrators face increased workload, uncertain funding, greater competition, and globalization. These challenges force Higher Educational Institutions (HEIs) to examine their governance and consider how they might set themselves up to better adapt to a rapidly changing market.

7. Bellali, T., Manomenidis, G., Galanis, P., & Avdimiotis, S. (2022). Translation and Validation of the Influenza Vaccination Acceptance (MoVac-Flu) and Vaccination Advocacy (MoV-ad) Short Scales, in a Greek Sample of Health Professionals. *Journal of Nursing Measurement*, 30(4), 662-672.

Abstract Background and Purpose: To translate and validate the influenza vaccination acceptance (MoVac-flu) and vaccination

advocacy (MoV-ad) scales, in a sample of Greek health professionals (HPs). Methods: A cross-sectional study was conducted in eight representative secondary hospitals in Greece. A total of 296 HPs were administered the scales. Results: The internal consistency of the Gr-MoVac-flu and the Gr-MoV-ad scale was high, and Cronbach's alpha was .92 for each scale. The Gr-MoVac-flu and the Gr-MoV-ad scales are not unidimensional and demonstrated two-factor structures respectively. Conclusions: The MoVac-flu and the MoV-ad scale are highly convergent validity tools that could provide rich understanding of HPs' decision to uptake and to advocate for vaccination.

8. Pampouktsi, P., Avdimiotis, S., Maragoudakis, M., Avlonitis, M., Samantha, N., Hoogar, P., ... & Rono, W. (2023). Techniques of Applied Machine Learning Being Utilized for the Purpose of Selecting and Placing Human Resources within the Public Sector. *Journal of Information System Exploration and Research*, 1(1), 1-16.

In strategic human resource management, one of the most critical issues to focus on is the correct selection and placement of people. Within the confines of this framework, the reason for the study that was conducted was to explore the machine learning approaches that proved to be the most effective in assisting with the recruitment of personnel and the assessment of their positions. To accomplish this goal, a series of tests involving workers in the public sector, categorization algorithms were used. The purpose of these tests was to determine which employees would be the ideal fit in which workstations and to determine how workers should be distributed. For supporting the decision support system, an algorithm model was created. Used in the process of recruiting and evaluating potential workers based on the results of the tests that were given. The most important results of this study support the idea that using the People's

Evaluation for Recruitment and Promotion Algorithm Model (EERPAM) would make hiring and promoting people in a company fairer.

9. Pampouktsi, Panagiota, et al. "An Innovative Approach for Personnel Positioning." *International Journal of Innovation and Technology Management* 19.05 (2022): 2241007.

The contribution of the paper is the building of a model to predict the proper employees' allocation in the Greek public sector. To acknowledge the set and weights of criteria upon which our model feeds data, a validated questionnaire was developed and used to conduct a primary quantitative survey amongst HR departments and employees of state organizations in Greece. On the acquired findings, several experiments were administered using linear and machine learning tools, aiming to replace time consuming and subjective procedures, followed by many organizations. Concluding, data classification algorithms are proposed to predict the best matching of employees, giving as inputs personnel qualifications as well as job specifications, leading to a model based on J48, a decision tree algorithm.

10. Pampouktsi, P. , Avdimiotis, S. , Maragoudakis, M. and Avlonitis, M. (2021) *Applied Machine Learning Techniques on Selection and Positioning of Human Resources in the Public Sector*. *Open Journal of Business and Management*, 9, 536-556. doi: 10.4236/ojbm.2021.92030.

Proper selection and positioning of employees is an important issue for strategic human resources management. Within this framework, the aim of the research conducted, was to investigate the most efficient machine learning techniques to support employees' recruitment and positioning evaluation. Towards this aim, a series of tests were conducted based on classification algorithms concerning employees of

the public sector, seeking to predict best fit in workplaces and allocation of employees. Based on the outcome of the administered tests, an algorithm model was built to assist the decision support system of employees' recruitment and assessment. The primary findings of the present research could lead to the argument that the adoption of the Employees' Evaluation for Recruitment and Promotion Algorithm Model (EERPAM) will significantly improve the objectivity of employees' recruitment and positioning procedures.

11. Pampouktsi, P., Avdimiotis, S., & Avlonitis, M. (2021). A PERSONNEL EVALUATION APPROACH IN PUBLIC SECTOR. *International Journal of Economics, Business and Management Research*, 5(11).

Human capital is considered as the most valuable resource for an organization. Proper personnel selection for recruitment and positioning, including authority (managerial) positions, may affect significantly total organizational performance. In the Greek public sector, research was conducted about the criteria used for personnel evaluation for positioning and performance. Our aim was to investigate the employees' opinion about the variables used for personnel selection, promotion and performance, revealing their possible important statistical correlations. Results showed that employees consider formal qualifications, such as education, training and job experience, very important to evaluate candidates for the best matching to the appropriate positions, including authority positions. Statistical analysis, showed important statistical correlations between employees' formal qualifications and parameters connected to performance. Exploratory Factor Analysis revealed four main factors for positioning and performance criteria. Confirmatory Factor Analysis led to a model to validate the statistical significance between the above factors. The model produced will represent the basis for further analysis techniques in order to predict the employees' performance

through formal qualifications even in the selection stage, using algorithms.

12. Avdimiotis, S., & Moschotoglou, P. (2022). Knowledge spillover through blockchain network in tourism: development and validation of tblock questionnaire. *Knowledge*, 2(2), 337-346.

With the advent of disruptive technologies, blockchain is considered to be the most prominent technology that has the potential to have a significant influence on the knowledge management field, particularly knowledge sharing, knowledge transfer and knowledge spillover. This paper outlines the development and validation of the Knowledge Spillover through Tourism Blockchain Questionnaire, the TBlockQ. The purpose of this questionnaire is to acknowledge the key factors aligned with the level of knowledge spillover generated within a blockchain network. The TBlockQ was a synthesis of 29 5-point Likert scaled questions. A total of 422 correspondents participated in this study. The results of this study outline the reliability and validation of this questionnaire. The reliability statistics of all the items are high. Three factors, revealed from the factor analysis, identifying the knowledge spillover from a blockchain network in the tourism industry were: (a) networking expansion, improvement and spillover intention, (b) entrepreneurial and future prospects and (c) trust and security.

13. Avdimiotis, Spyros, Fotis Kilipiris, and Andreanna Tragouda. "SECI model questionnaire validation for hospitality establishments." *International Journal of Technology Marketing* 16.4 (2022): 370-385.

Nonaka and Takeuchi, who have been broadly acknowledged as two of the most distinguished theorists in knowledge management, in their book *The Knowledge-Creating Company, How Japanese Companies Create the Dynamics of Innovation*, (1995), which was a benchmark for

knowledge management, postulate that knowledge is perpetually conversed and develop through the stages of socialisation, externalisation, combination and internalisation, building the (SECI) model named by the acronym of the aforementioned four stages, which indicates the constant knowledge transformation, development, and transfer. Nevertheless, this model was developed through qualitative research and thus, no structured questionnaire was employed. The primary research objective and aim of this paper was to develop and validate the SECI model knowledge management questionnaire for quantitative research in the tourism sector (SMQ-T). For that reason, a survey was administered amongst a convenient sample of 365 employees in the tourism sector in Greece, with a questionnaire of 48 items. Methodologically, validation was performed using Cronbach's alpha test to check internal consistency and reliability, exploratory factor analysis (EFA) to verify the extracted factor and their loading, and finally confirmatory factor analysis (CFA).

14. Leontaridou, I., Assimakopoulos, C., Moutsiou, L., & Avdimiotis, S. (2022). Proposing a Master of Science Program in Spa Management based on findings in the Greek Tourism Sector. *International Journal of Multidisciplinary and Current Educational Research*, 5(1), 22–26. www.ijmcer.com

International Hellenic University offered a Post Graduate Program in Spa Management. After the re-formations of the Higher Education in Greece the program needed re-formation also. Thus, a new effort began so that a new Spa Management Post Graduate program will be offered by the University. The University assigned a project to investigate the contemporary needs in the spa sector so that the profile of such an employee is determined and subsequently, the curriculum of the post graduate program is adapted to the needs of this profile. The Authors made an extensive qualitative and quantitative research as well as study of the literature and deduced to a brand new

curriculum fully adjusted to the findings of the research. As a result of the Qualitative and the Quantitative field research the competences of a spa manager have a multidisciplinary character. The cognitive area is not limited to the classical managerial character although up to now spa managers need to be people that have no other qualifications than the administrative ones. Nevertheless, the contemporary manager should be reinforced with marketing skills and modern managerial skills. Moreover, information and communication technologies should be part of the spa managers' profile as well as soft skills like cosmetology knowledge and new trends in therapeutics. Based on the above outcomes the proposed new Master of Science program has special courses in four axes: management, marketing, soft skills for a spa therapist and new ICT technologies

15. Trichas, P. C., & Avdimiotis, S. (2020). Leadership styles in special education. *Journal of Contemporary Education Theory & Research (JCETR)*, 4(1), 3-7.

Purpose: This study focuses on the exploration of leadership styles adopted by principals of special schools. The study also examines the degree of teachers' job satisfaction. In addition, the study aims to explore the possible relationship between the leadership style adopted by school principals and the level of teachers' job satisfaction.

Methods: Towards this scientific purpose a qualitative research was administered, among 69 teachers who work in 5 special schools in Northern Greece. For the purpose of this study, questionnaires consisting of closed-ended questions were used.

Results: The results of this study demonstrate that teachers who work in special schools favor to work with a principal who adopts the transformational leadership style, who maximizes the teachers' sense of autonomy and constitutes a source of inspiration. In addition, this study demonstrates that when the school principal adopts the

transformational leadership model as well as the democratic leadership style, then teachers' job satisfaction is enhanced.

Implications: Findings indicated that transformational leadership is the basis upon significant educational and organization issues should be addressed. Future research could also include school principals' responses so that it is possible to compare the responses of these two different groups -both principals and teachers- and study possible differences.

16. Papadopoulou, E., & Avdimiotis, S. (2020). Educational innovation affects leadership and interpersonal relations in an experimental school in Northern Greece. *International Journal of Educational Research Review*, 5(1), 61-69.

- a. Even though the educational system in Greece is exceedingly centralized, the pioneering institution of "Experimental Schools" sheds a ray of light. The innovative and researching acts are systematically conducted in experimental schools with the aim to acquire, communicate and disperse knowledge. Based on previous research findings regarding experimental units' hypotheses was developed towards the argument that innovation is directly correlated with (i) leadership (ii) communication, (iii) interpersonal relationships among teaching staff, contributing to a more effective transfer of knowledge and educational effectiveness. Within this framework, the aim of the present study is to investigate the association between the innovation and the leadership style as well as the interpersonal staff relations of the educational unit, the motivation, the work satisfaction and the communication in an experimental school unit. The primary quantitative study was conducted, using a structured questionnaire, in an experimental primary school in Northern Greece. Data acquired were processed using SPSS v20 and AMOS v17 statistical software. In the first stage the process of descriptive statistics and crosstabs analysis was implemented, and in following stages, factor analysis and

Structural Equation Modeling was conducted. Results indicated that innovation is strongly interassociated with motivation. Additionally, innovation is positively associated with job satisfaction, interpersonal relations, leadership and communication inside and outside the educational unit. The way the leadership is imposed is changing using innovation procedures and becomes more participative involving the whole educational staff in the process. The research outcomes indicated that through innovation an educational unit obtains openness to the community, resulting in interpersonal relations reinforcement and in transfer of knowledge. All in all, innovation affects the relations and the way people work in an educational unit to the better and it may be alleged that innovation positively alters the profile of the organization.

Chapter Contribution

1. Varvaropoulos, K., Avdimiotis, S., & Vazouras, C. (2023). The Impact of Pandemic Crisis on Hotel and Time-Sharing Accommodations in Greece. IntechOpen. doi: 10.5772/intechopen.111645.

This study aims at providing a comprehensive overview of the time-sharing accommodations and hotels, based on the view obtained from the pandemic health restrictions. Numerous areas were evaluated, including cancellations, rebooking, resumption of operations, hygiene measures, customer attraction practices, strategy adjustment and perception of competitors' activities, advantages and disadvantages. Focus is given on identifying the differences and similarities in the above areas, when comparing both forms of accommodation. Due to the nature of the subject and the lack of previous relative research, the

qualitative research methodology is adopted. This has been achieved via the conduction of interviews, in a sample consisting of ten hotels and ten sharing-type accommodation businesses in various Greek regions. As for the results, cancellations were significant across the entire sample. However, hotels had a lower cancellation rate on average, as well as a higher level of rebooking, with almost all members in the sample reopening. Important disparities were observed in the approach to sanitary measures, as hotels achieved full consensus concerning their adoption and their necessity. Additional differences have been observed on marketing strategies, with the time-sharing accommodations being based more on price-competition. Finally, the contrasting strengths and weaknesses of each accommodation type are being examined.

Conferences (Double Blind)

1. Kefalidou, V., Kassianidis, P., Avdimiotis, S., Kilipiris, F. (2024). The Training Development Challenge in Aviation: Reskilling and Upskilling. 6th ICOMEU 2024, "Smart School: Smart Education Competences", Thessaloniki, 4-6 October 2024.
2. Tragouda, A., Konstantinidis, I., Avdimiotis S., (2024). "Building a Learning Environment: An integration of SECI Knowledge transfer Model and Bloom's Learning Taxonomy to University Student Personas" 6th ICOMEU 2024, "Smart School: Smart Education Competences", Thessaloniki, 4-6 October 2024.
3. Konstantinidis I., Avdimiotis S., (2024) "Evaluation of academic stress employing network and time series analysis on EEG data." 6th ICOMEU 2024, "Smart School: Smart Education Competences", Thessaloniki, 4-6 October 2024.
4. Bozas A., Avdimiotis S., (2024) "Utilizing non-verbal communication in effective management in healthcare settings" 4th ICOHEMA 2024, Digital Healthcare: The Future is Now", Thessaloniki, 4-6 October 2024.

5. Assimakopoulos, C., Avdimiotis, S., Moutsiou, L., & Leontaridou, I. GENERAL ASPECTS IN EDUCATION. 5th ICOMU 2023, 169.
6. Avdimiotis, S., Moschotoglou, P., Christou, E., & Karakitsios, A. (2021). Thessaloniki Tourism Blockchain Pilot Project. Restarting Tour. Travel Hosp. Day, 1, 347-349.
7. Avdimiotis S., Moutzidou E., Georgiou C., (2020) Critical Evaluation of Mentorship During the Elaboration of Dissertation Theses (2020) ICOMU Conference
8. Kostopoulou, E., Avdimiotis, S., & Kourkouridis, D. (2023). The Trade Fair Industry in Transition: Digital, Physical and Hybrid Trade Fairs. The Case of Thessaloniki (pp. 399-415). Springer.
9. Leontaridou, I., Assimakopoulos, C., Moutsiou, L., & Avdimiotis, S. PROFILING WELLNESS AND SPA CENTERS' MANAGERS IN TERMS OF KNOWLEDGE, SKILLS AND COMPETENCIES. 5th ICOMU 2023, 171.
10. Valsamatzi-Panagiotou, A., & Avdimiotis, S. RESIDENT DOCTORS' LIABILITY AND MALPRACTICE IN EMERGENCY PERIODS. 2nd ICOHEMA, 2021, 85.
11. Valsamatzi-Panagiotou, A., Zink, M., Ansbach, B., Spirou, S., Avdimiotis, S., & Papastavrou, A. M. RISK MANAGEMENT PRACTICES IN GERMANY AND POSSIBLE ADJUSTMENT IN THE GREEK HEALTH CARE SYSTEM. 3rd ICOHEMA 2022, 107.
12. Letsiou, M. V., & Avdimiotis, S. ORGANIZATION AND ADMINISTRATION OF HEALTH CARE UNITS. 3rd ICOHEMA 2022, 34.
13. Moschotoglou, P., Tsifitopoulou, S., Kefalidou, V., Avdimiotis, S., & Kassianidis, P. BLOCKCHAIN TECHNOLOGY APPLICATIONS IN HEALTHCARE INDUSTRY. 3rd ICOHEMA 2022, 49.
14. Kefalidou, V., Tsifitopoulou, S., Moschotoglou, P., Kassianidis, P., Avdimiotis, S., & Kilipiris, F. (2019). RESTORING PASSENGERS LOYALTY IN AVIATION: THE IMPORTANCE OF STAFF EDUCATION IN NEW ERA. 5th ICOMU 2023, 138.
15. Kostopoulou, E., Avdimiotis, S., & Kourkouridis, D. (2022, September). The Trade Fair Industry in Transition: Digital, Physical and Hybrid Trade Fairs. The Case of Thessaloniki. In International Conference of the International

Association of Cultural and Digital Tourism (pp. 399-415). Cham: Springer International Publishing.

Reviewer for academic journals with IF.

Από το 2021-2024 έγινε review σε περισσότερα από 50 papers σε επιστημονικά περιοδικά αναγνωρισμένου κύρους με δείκτη απήχησης.

Participation in scientific committees of conferences and other conferences (2021-2024)

1. Vice Chairman of the Scientific Committee of the ICOMEU 2023 Scientific Conference: 5th International Conference on Management of Educational Units: "Future pathways for educational ecosystems: Disruptions and Continuities" Thessaloniki, 20-22 January 2023 Edited Book ISBN: 978-618-5630-16-4
1. Member of the organizing and scientific committee of the conferences
 1. 4th Panhellenic Conference on Health and Safety at Work (<https://shorturl.at/EFfNL>)
 2. 3rd Interdisciplinary Two-Day Conference 424 General Military Military Conference "**Building Bridges in Interprofessional Cooperation**"
1. Guest speaker and member of the scientific committee of the Hellenic Institute for Safety and Health at Work in the years 2022 and 2023
2. Invited speaker at the 1st Teaching and Learning Conference organized by the 4th Primary Directorate of Thessaloniki
3. Guest speaker at the Money Show events (2022, 2023, 2024)
4. Lecture at the invitation of the Principal at the 3rd Lyceum of Katerini to students of the 3rd Lyceum on the management of exam stress.

5. Lectures at the "Papageorgiou" hospital on issues of human resources management and knowledge.
1. Participation as a member of the ethics and procedures committee in the open innovation action Innovation for Society Awards (IFS) 2024

Participation in research projects

- "Thessaloniki Tourism Blockchain" Funded by the "Innovation Investment Plans" of the ROP MS. The project is implemented by the company Softweb, which is also the coordinating partner, the International University of Thessaloniki (IHU) and the National Center for Development and Technology (CERTH) with the support and cooperation of the Thessaloniki Tourism Organization (TTO). The aim is to promote the sustainable tourism of Metropolitan Thessaloniki through the wide promotion of its digital profile, using blockchain technology and creating the city's digital tourist card
- "TERRA VINO: Oenotouristic cross-border capacity building: A transition from promoting wine production to oenotourism experience" Funded by Interreg Project. Description: The aim of the project is to utilize the smart specialization strategy for the development of wine tourism and its interconnection with the primary agri-food sector. In the framework of the project, quality agreements are being developed under the Terra Vino identity
- Assignment of a research project in the framework of the project "LIMEN-Cultural Port in the Black Sea" (Black Sea Cross Border Cooperation) in order to support and promote the institution "Cultural Port in the Black Sea", Black Sea Cross Border Cooperation, member of a Project Team in the design of a specific cultural/tourist product. The main deliverable of the study is the justification of the feasibility and the methodology for the promotion of a new

institution (equivalent to the institution of the Capital of Culture) of the "Cultural Port", in the period from 12/2014 to 6/2015

- Assignment of a Study by the Ministry of Environment and Climate Change for the preparation of the Strategic Environmental Impact Study, which was used to support the Law on Spatial Planning and Sustainable Development in Tourism (Government Gazette Number 3155/12 Dec 2014), Ministry of Environment, Energy and Climate Change, Member of the team for the preparation of the Strategic Environmental Impact Study for the sustainable development of tourism in Greece. The SEIA was used as a rationale for the development of the new special spatial planning framework for development and sustainability in tourism, from 2/2013 to 7/2013.
- Assignment of a Study by the Halkidiki Hotel Association for the spatial structure and sustainable development of the tourism product in NE Halkidiki, the Halkidiki Hotel Association with the duties of study coordinator, the development of a long-term and sustainable Tourism Development Plan of the NE Halkidiki and the formulation of Spatial Improvement Proposals (consultation stage of PSCHAA A2 and B) for the improvement of the tourism product in the whole of Halkidiki. Period from 12/2013-7/2014
- Assignment of a Study by the Planning Office of the Ministry of Finance in Cyprus for the implementation of the Smart Specialization Strategy (3S) in Cyprus. Institution: Cyprus University of Technology with duties: Member of a three-member Project Team, Elaboration of a strategy for smart specialization which has emerged as the main model for the development of tourism, which, however, is vitally interconnected with the primary and secondary sector. Period from 4/2013-11/2014
- Research associate of the Cyprus University of Technology in the research project "HERMES, Improving the Accessibility of People with Mobility

Problems". Organization INTERREG IV Greece Cyprus at the Cyprus University of Technology with duties: Management & Design of the deliverables and the creation of a digital map to support mountain routes, navigation and description of all the tourist resources of Cyprus, with the aim of improving the accessibility of tourist resources for people with disabilities. Period from 1/2013 - 12/2014

- Assignment of a study by the Limassol Development Agency for the utilization of the mountain routes "Wanderings in disadvantaged areas of Cyprus". Contracting entity: Cyprus University of Technology and duties: Management and Design of the deliverables and the utilization of mountain routes in the Limassol district. Period 6/2013-12/2013.
- Mediterranean Sea Basin Joint Operational Programme "ShMile2 From experimentation to the dissemination of the Ecolabel in the Mediterranean", Halkidiki Hotel Association with the task of Organizing educational programs for the environmental management of accommodation, from 05/2013 – 12/2013
- Research associate of the Cyprus University of Technology in the research project "PARAMARE TOURISM, Promotion and Digital Support of Maritime Tourism and Creation of a Tourism Observatory in Cyprus, Crete and Kos", implementing body INTERREG IV Greece-Cyprus, Cyprus University of Technology with tasks of managing deliverables and member of the project team for the design of sustainable, alternative special tourism products for maritime tourism in Cyprus. Implementation from 1/2011 - 9/2013.
- MED program: Innovation in the public sector "IKTIMED, Increasing Knowledge Transfer and Innovation in the Mediterranean Area" Research associate of the Cyprus University of Technology in the research project from 4/2010 - 5/2013

- Research associate of the Cyprus University of Technology in the research project "ECOTOUR, New knowledge by innovation, new jobs by knowledge transfer", LLP Energy Efficiency Management In Tourism Industry at the Cyprus University of Technology with duties of development and design of educational material for the sustainable development and utilization of mountain routes and activities, from 10/2011 to 9/2013.
- Erasmus Mundus External Co Operation Window LOTS (Special Grant Agreement Number 2008/1961/001-001 MUN CEW), Erasmus Mundus institution, as Project Manager (program organization) with deliverable Student Education at the University of Valmiera in Latvia, from 01/03/2010 to 31/01/2011.
- Elaboration of the implementation of a project entitled: "Operational Plan of the Tourism Promotion and Marketing Organization of the Prefecture of Thessaloniki", organized by the Municipality of Thessaloniki, as a member of a project team for the development of a business plan for the development of a special body for the promotion and management of Thessaloniki as a modern and competitive tourist destination, from 7/2011-9/2011.
- 7th FRAMEWORK PROGRAMME Member of the study team assigned in the framework of the TOUREG project "Competitiveness and knowledge in the tourism sector: Improving competitiveness and strategic positioning by creating a platform for knowledge creation and transfer. Global Analysis of Tourism Issues", with the implementing bodies of the Alexander TEI of Thessaloniki – Technical University of Crete as a Project Team Member in Cross-Border Project Management, responsible for the preparation of a global analysis of the strengths, weaknesses, opportunities and threats of international tourism. The main axis was the viability and sustainability of the destinations, with the main beneficiaries being the countries of Greece, Bulgaria, Romania, Portugal, Spain and Sweden, from 1/5/2009 to 31/10/2009.

