



Academic Personnel Short Profile / Short CV

University:	University of Cyprus
Surname:	Stavrou-Costea
Name:	Eleni
Rank:	Professor
Faculty:	Faculty of Economics and Management
Department:	Department of Business and Public Administration
Scientific Domain: *	Management

** Field of Specialization*

Academic qualifications (list by highest qualification)				
Qualification	Year	Awarding Institution	Department	Thesis title
Doctor of Philosophy (PhD)	September 1991-May 1996	The George Washington University, Washington DC, USA	Management and Organization	Organizational Behavior and Development
Masters in Business Administration (MBA)	September 1989-May 1991	University of New York at Albany, NY, USA	Business Administration	Human Resource Management and Human Resource Information Systems
Bachelor of Science Degree (Magna Cum Laude)	September 1985-May 1989	University of New York at Albany, NY, USA	Business Administration	Management and Marketing

Employment history – List by the three (3) most recent				
Period of employment		Employer	Location	Position
From	To			

March 2018	Present	Department of Business and Public Administration, University of Cyprus	Nicosia, Cyprus	Professor of Management
March 2017	Present	Department of Business and Public Administration, University of Cyprus	Nicosia, Cyprus	Director of MSc HRM
September 2010	February 2018	Department of Business and Public Administration, University of Cyprus	Nicosia, Cyprus	Associate Professor

Key <u>refereed</u> journal papers, monographs, books, conference publications etc. List the five (5) more recent and other five (5) selected –(max total 10)						
Ref. Number	Year	Title	Other authors	Journal and Publisher / Conference	Vol.	Pages
1	2018	"Expanding the work–life balance discourse to LGBT employees: Proposed research framework and organizational responses"	Ierodiakonou, C.	Human Resource Management DOI: 10.1002/hrm.21910	Vol. 57, Iss. 6	1355-1370
2	2017	"Flexitime and employee turnover: the polycontextuality of regulation as cross-national institutional contingency"	Ierodiakonou, C.	International Journal of Human Resource Management, DOI: 10.1080/09585192.2017.1362658	Vol. 28, Iss. 21	3003-3026
3	2017	"The Work of Jerry Harvey on Student Cheating"		Journal of Management, Spirituality & Religion	Vol. 14, Iss. 2	124-130
4	2016	"Entitlement to Work-Life Balance Support: Employee/Manager Perceptual Discrepancies and Their Effect on Outcomes"	Ierodiakonou, C.	Human Resource Management, DOI: 10.1002/hrm.21745	Vol. 5, Iss. 5	845-869
5	2015	"Part time Work, Productivity and Institutions"	Ierodiakonou, C.	Journal of Organizational	Vol. 2, Iss. 2	176-200

				Effectiveness: People and Performance		
6	2015	"National and Firm-level Drivers of the Devolution of HRM Decision Making to Line Managers"	Gooderham., P., Morley, M., Parry, E.	Journal of International Business Studies	Vol. 46 , Iss. 8	715-723
7	2015	"Flexible Working Arrangements through the Lens of the Configurational Approach: The Role of Firm System, Societal Clusters and Organizational Antecedents"	Parry, E., Anderson, D.	International Journal of Human Resource Management	Vol. 26, Iss. 19	2412-2433
8	2014	"Support for Part Time Work as a Channel to Female Employment: The Moderating Effects of National Gender Empowerment and Labour Market Conditions"	Casper, W., Ierodiakonou, C.	International Journal of Human Resource Management	Vol. 26, Iss. 6	688-706
9	2013	"Non-standard work arrangements and national context"	Kassinis, G.	European Management Journal	Vol. 31, Iss. 5	464-477
10	2013	"Human resource management practices and the HRM-performance link in public and private sector organizations in three Western societal clusters"	Vanhala, S	Baltic Journal of Management	Vol. 8 Iss. 4	416 - 437

Research Projects. List the five (5) more recent and other five (5) selected (max total 10)				
Ref. Number	Date	Title	Funded by	Project Role*
1	2017-present	"Spreading Excellence and Widening Participation – Teaming."	European Commission	Study, development and application of requisite HR practices for the KIOS

				Research Center, University of Cyprus.
2	2017-2019	"Organizational Support for Work-Life Balance and Employee Diversity."	Competitive grant	Project Coordinator
3	2010-2012	"Work-Life Employment Policies and Organizational Practices: Their effects on the Economic Crisis."	Competitive grant	Project Coordinator
4	2008-2010	"Human Resource Management in the Organizations of the Future."	Partnerships grant	Project Coordinator
5	2004-2008	"Competitive Advantage through Human Resource Management."	Competitive grant	Project Coordinator
6	2005-2009	"Channels for Access"	European Union competitive grant	Research Coordinator and Project Collaborator
8	1997-1999	"A national study of the motivators of smoking among Cypriot youth; The Cyprus Anti-Cancer Society."	Cyprus	Research Coordinator

**Project Role: i.e. Scientific/Project Coordinator, Research Team Member, Researcher, Assistant Researcher, other*

Participation in Councils / Boards/ Associations List the five (5) more recent				
Ref. Number	Period	Organization	Title of Position or Service	Key Activities
1	2008-Present	AOMs	Cyprus Ambassador to the AOM's HRM division	<i>Research Project on Work Design Across Cultures</i>
2	2007-Present	Annual international Kanter Award	Committee member	Best publication of the year on work-family relationships
3	2000-Present	Cranet	Cyprus representative and research team member	An international network of academics collecting rigorous primary data on the Human Resource Management practices among large organizations in 45 countries throughout the world; co-ordination is done by Cranfield University, UK

4	1997-present	Cyprus Human Resource Management Association	Member	
5	1997-present	The Academy of Management, USA; Family Firm Institute, USA; International Association of Small Business and Entrepreneurship; Family Business Network, Europe	Member	