



## Curriculum Vitae



### Personal information

First name(s) / Surname(s)

**Dr. Theodoros A. STAVRINOUDIS**

**Associate Professor “Tourism Management”**

Department of Business Administration – UNIVERSITY OF THE AEGEAN

**Director**

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*LinkedIn Profile:* <http://gr.linkedin.com/pub/stavrinoudis-theodoros/24/682/2a6>

*Academia.edu Profile:* <http://aegean.academia.edu/DrTheodorosStavrinoudis>

*Researchgate.net Profile:*

[https://www.researchgate.net/profile/Dr\\_Theodoros\\_Stavrinoudis/?ev=hdr\\_xprf](https://www.researchgate.net/profile/Dr_Theodoros_Stavrinoudis/?ev=hdr_xprf)

Nationality Greek

Date of birth 13.10.1971

Gender Male

### Work experience

Dates	November 2017 – today
Occupation or position held	Associate Professor “Tourism Management”
Main activities and responsibilities	Research, Teaching, Tutoring
Name and address of employer	<b>University of the Aegean</b> , 8 Michalon str., 82100 Chios, Greece
Type of business or sector	University
Dates	January 2012 – November 2017
Occupation or position held	Assistant Professor “Tourism Management”
Main activities and responsibilities	Research, Teaching, Tutoring
Name and address of employer	<b>University of the Aegean</b> , 8 Michalon str., 82100 Chios, Greece
Type of business or sector	University
Dates	January 2016 – present
Occupation or position held	Director
Main activities and responsibilities	Research
Name and address of employer	<b>Laboratory of Tourism Research and Studies</b> - University of the Aegean, 54 Livanou str., 82100 Chios, Greece
Type of business or sector	Research Laboratory
Dates	January 2000 – present
Occupation or position held	Researcher
Main activities and responsibilities	Research
Name and address of employer	<b>Laboratory of Tourism Research and Studies</b> - University of the Aegean, 54 Livanou str., 82100 Chios, Greece
Type of business or sector	Research Laboratory
	<i>Also member in two other Research Laboratories</i>
Dates	October 2006 - present
Occupation or position held	Tutor
Main activities and responsibilities	Tutoring, Teaching
Name and address of employer	<b>Greek Open University</b> – Postgraduate program “Management of tourism enterprises”
Type of business or sector	University
Dates	2015 - present
Occupation or position held	Adjunct Teaching Staff
Main activities and responsibilities	Teaching

Name and address of employer	<b>Technological Educational Institute of Athens</b> , Postgraduate program “Innovation and entrepreneurship in Tourism”, Athens, Greece
Type of business or sector	Technological Educational Institute
Dates	February 2008 – December 2011
Occupation or position held	Adjunct Assistant Professor “Management of tourism enterprises”
Main activities and responsibilities	Research, Teaching, Tutoring
Name and address of employer	<b>University of the Aegean</b> , 8 Michalon str., 82100 Chios, Greece
Type of business or sector	University
Dates	February 2005 – February 2008
Occupation or position held	Adjunct Lecturer
Main activities and responsibilities	Research, Teaching, Tutoring
Name and address of employer	<b>University of the Aegean</b> , 8 Michalon str., 82100 Chios, Greece
Type of business or sector	University
Dates	2006
Occupation or position held	Lecturer
Main activities and responsibilities	Teaching
Name and address of employer	<b>National Centre for Public Administration and Local Government (EKDDA)</b>
Type of business or sector	Government Administration

### Education and training

Dates	2016
Title of qualification awarded	Certificate
Principal subjects/occupational skills covered	Distance learning and ICT
Name and type of organisation providing education and training	Greek Open University, Greece
Dates	2004
Title of qualification awarded	PhD
Principal subjects/occupational skills covered	Tourism Management
Name and type of organisation providing education and training	University of the Aegean, Greece
Dates	1994
Title of qualification awarded	Bachelor

Principal subjects/occupational skills covered Business Administration

Name and type of organisation providing education and training University of the Aegean, Greece

**Personal skills and competences**

Mother tongue(s) **Greek**

Other language(s)

Self-assessment

European level (\*)

**English**

Understanding				Speaking				Writing	
Listening		Reading		Spoken interaction		Spoken production			
C1	Proficient user	C2	Proficient user	C1	Proficient user	C1	Proficient user	B2	Independent user

(\*) [Common European Framework of Reference for Languages](#)

**Major research interests – fields of expertise**

- Strategic management of tourism enterprises (mainly hotels)
- Tourism management
- Human Resources Management in tourism enterprises
  - Education – training – distance learning
  - Motivation
  - Empowerment
  - Coaching and mentoring
- Special Interest Tourism (expert in Timeshare)

**Computer skills and competences**

Competence in Microsoft Office Programs

**Member of scientific committees in international journals and conferences (recent)**

- TOURISMOS. An International Multidisciplinary Refereed Journal of Tourism. **Assistant Editor.**
- Advances in Culture, Tourism and Hospitality Research. Emerald Group Publishing.
- Journal of Air Transport Studies.
- International Journal of Research in Tourism and Hospitality, Academicians' Research Center
- Journal of Cultural Tourism.
- Journal of Digital Tourism.
- Singidunum Journal of Applied Sciences, Economics, Management, Tourism, Information Technology and Law.
- Woodside, A. (ed.) Advances in Culture, Tourism and Hospitality Research, Volume 8, 9. Emerald Group Publishing Limited.
- Journal of Tourism Research.
- The European Journal of Applied Economics
- IMIC 2017 International Conference "Tourism: Trends, Prospects and Implications for Enterprises and Destinations". University of the Aegean and Hellenic Open University, October 19 – 21, 2017, Santorini – Greece.
- International Conference on Tourism and Hospitality Management. The Tourism Research Institute, TEI of Athens, University of Alexandria (Egypt), IMI Unoversity Centre (Switzerland), Huxle College of the Western Washington University (USA), University of the Aegean, June 1 – 3, 2017, Athens – Greece.
- IACuDiT Conference 2017 "Innovative Approaches to Tourism and Leisure: Culture, Places and Narratives in a Sustainability Context". International Association of Cultural and Digital Tourism, May 25 – 27, 2017, Athens – Greece.
- 3rd International Cesme-Chios History, Culture and Tourism Symposium. Ege University and University of the Aegean, November 2016, Cesme, Turkey.
- Executive Summer School "Managing Tourism After Crisis – a Mediterranean Perspective", University of the Aegean and International Academy for the Study of Tourism, 21 – 24 May, Rhodes Island, Greece.
- International Conference "Science in Technology 2015", 5-7 November, Athens – Greece, Technological Educational Institute of Athens.
- 5<sup>th</sup> International Conference on "Tourism and Hospitality Management", June 5<sup>th</sup> – 7<sup>th</sup> 2015, Athens - Greece, Tourism Research Institute of ADETTE.
- EUMMAS 2014, International Conference on Marketing, Management and Economics, 29<sup>th</sup> – 31<sup>st</sup> August, Sarajevo, Bosnia and Herzegovina.
- IACuDiT Conference 2015 "Forms and norms of tourism and culture in the age of innovation". International Association of Cultural and Digital Tourism, May 21 – 25, 2015, Athens – Greece.
- IACuDiT Conference 2014 "Cultural tourism in a digital era". International Association of Cultural and Digital Tourism, 30 May – 1<sup>st</sup> June, 2014, Athens – Greece.
- International Conference "Heritage as an alternative driver for sustainable development of economic recovery in South East Europe", 11<sup>th</sup> – 14<sup>th</sup> April 2014, Basilicata, Italy
- 5<sup>th</sup> International Scientific Conference "Tourism Trends and Advances in the 21<sup>st</sup> Century", May 30 – June 02 2013, Rhodes Island – Greece, Interdepartmental Program of Postgraduate Studies in "Tourism Planning, Management and Policy" and Laboratory of Tourism Research and Studies (E.T.E.M.).
- 2<sup>nd</sup> International Scientific Conference "Advances in Hospitality and Tourism Marketing and Management", 24 – 27 May 2012, Corfu – Greece, Democritus University of Thrace, Alexander Technological Institute of Thessaloniki, Washington State University.
- International Scientific Congress on "Current Trends in Tourism Management and Tourism Policy", 2 - 3 February 2011, Athens - Greece, Laboratory of Research and Tourism Satellite Accounts (LaReTSA) of the University of Patras and Helioptopos

## Reviewer in scientific journals and conferences (recent)

- International Conference on "Higher Education in the Age of Knowledge and its Relationship to the Market and the Society", October 2011, Chios – Greece, University of the Aegean
- Annals of Tourism Research, Elsevier.
- Current Issues in Tourism, Routledge, Taylor and Francis Group.
- Tourism Geographies, Taylor and Francis Group.
- International Journal of Tourism Research, Wiley.
- Journal of Travel and Tourism Marketing, Routledge – Taylor and Francis Group.
- Anatolia, An International Journal of Tourism and Hospitality Research, Taylor and Francis Group.
- The Journal of Wine Research, Taylor and Francis Group.
- TOURISMOS. An International Multidisciplinary Refereed Journal of Tourism.
- The Service Industries Journal, Routledge, Taylor and Francis Group.
- International Journal of Research in Tourism and Hospitality, Academicians' Research Center
- Journal of Cultural Tourism.
- Journal of Digital Tourism.
- Polish Journal of Environmental Studies.
- Journal of Research in International Business and Management.
- Middle East Forum.
- Studies in Regional and Urban Planning.
- IMIC 2016, 1st Wine Tourism Conference, Santorini Island, 14-16 October 2016, Heliotopos Conferences.
- IMIC 2015, 1st International Conference on Experiential Tourism, Santorini Island, 9-10 October 2015, Heliotopos Conferences.
- International Conference "Forms and Norms of Tourism and Culture in the Age of Innovation", Athens, 21 – 24 May 2015. International Association of Cultural and Digital Tourism, Yasar University, Lomonosov Moscow State University, National Chi-TYi University of Technology, Technological Educational Institute of Athens.
- EUMMAS 2014, International Conference on Marketing, Management and Economics. 29<sup>th</sup> – 31<sup>st</sup> August, Sarajevo, Bosnia and Herzegovina.
- International Conference "Cultural Tourism in a digital era", Athens, May 30<sup>th</sup> – June 1<sup>st</sup> 2014. International Association of Cultural and Digital Tourism, Yasar University, Lomonosov Moscow State University, National Chi-TYi University of Technology, Technological Educational Institute of Athens

## Publications

### Papers in refereed journals

- **Stavrinoudis, Th.** and Psimoulis, M. (2017), "How do education and training policies determine customer satisfaction and hotels' performance?". *European Journal of Tourism Research*, **17**, 176 - 189.
- **Stavrinoudis, Th.** and Chrysanthopoulou, D. (2016), "The role of leadership in building and managing corporate reputation of 4 and 5 star hotels". *Tourism and Hospitality Research*, SAGE Publications.
- **Stavrinoudis, Th.** and Kakarougkas, Ch. (2017), "Factors of human motivation in organizations: a first scientific modelling for further application in the hotel industry". *International Journal of Cultural and Digital Tourism*, (Accepted for publication).

- **Stavrinoudis, Th.** and Kakaroungkas, Ch. (2017), "Towards an innovative classification – grouping of variables that compose organizational culture". *Journal of Tourism Research*, **17**: 6 - 24.
- **Stavrinoudis, Th.** and Simos, D. (2016), "Factors affecting hotel employees' perception and attitude towards empowerment". *Journal of Human Resources in Hospitality and Tourism*, **15** (4): 416 – 439, Taylor & Francis.
- Floras, M. and **Stavrinoudis, Th.**, "Approaching competitive strategies and Human Resource Management practices in city hotels" *TOURISMOS. An International Multidisciplinary Refereed Journal of Tourism*, (Accepted for publication).
- Pnevmatikoudi, K. and **Stavrinoudis, Th.** (2016), "Classification of hotel performance measurement indicators presented in the international scientific research". *European Journal of Tourism Research*, **12**: 82-98.
- **Stavrinoudis, Th.** and Floras, M. (2015), "Business strategy and HRM practices. Relations and affections for enhancing job satisfaction and staff commitment". *Tourism Today*, Fall: 39 – 60.
- **Stavrinoudis, Th.** and El Chanoun, C. (2013), "Human resources involvement in adapting Total Quality Management: the case of 4 and 5 star city hotels in Athens". *Journal of Travel and Tourism Research*, **13** (1/2).
- **Stavrinoudis, Th.**, Tsartas, P. and Chatzidakis, G. (2012), "Studying the major supply factors and business choices that affect the growth rate of wine tourism in Greece". *Current Issues in Tourism*, **15** (7): 627-647.
- Tsartas, P., Papatheodorou, A., **Stavrinoudis, Th.** and Pappas, N. (2011), "Business Emerging dynamics in the travel agencies sector: Evidence from Greece". *ACTA Turistica*, **23** (1): 49-71.
- **Stavrinoudis, Th.** and Livadioti, G. (2011), "Researching the implementation of motivation practices in human resources in hotels. An experience from a Greek resort", *International Journal of Leisure and Tourism Marketing*, **2** (1): 4-23.
- Dourmas, G., Doumi, M. and **Stavrinoudis, Th.** (2009), "E-tourism development in Greek costal passenger shipping. The case of NEL Lines". *Middle East Forum*, **9**: 53-70.
- **Stavrinoudis, Th.** (2008), "Applying S.W.O.T. Analysis methodology in the formulation of propositions aiming at a more effective operational application of Timeshare in Greece". *TOURISMOS. An International Multidisciplinary Refereed Journal of Tourism*, **3** (2): 113-138.
- Tsartas, P., Lagos, D. and **Stavrinoudis, Th.** (2008), "Integrated coastal tourist zone management in Greece". *Journal of Hospitality and Tourism*, **6** (1): 17-30.
- Konstantopoulos, K. and **Stavrinoudis, Th.** (2008), "The interdependency of Business Beliefs and Management Attitudes in the Greek tourism market". *Studies in Regional Urban Planning*, **11** c: 61-73.
- **Stavrinoudis, Th.** (2006a), "Advantages, opportunities and policy guidelines concerning the development of Timeshare combined with cruises in Greece and Turkey". *Tourism in Marine Environments*, **3** (1): 25-34.
- **Stavrinoudis, Th.** (2006b), "Timeshare in Greece, an investigation of the causes for its unsatisfactory development". *Tourism Today*, **6**: 171-177.
- Tsartas, P. and **Stavrinoudis, Th.** (2009), "European Integration, opportunities and threats for the Greek tourism destinations and the Greek tourism enterprises", *Geographies*, **16**: 32-51. *(In Greek)*
- **Stavrinoudis, Th.** (2006a), "The weaknesses of the operational implementation of Timeshare in the domestic hospitality market", *Tourism Scientific Review*, **3**: 139-155. *(In Greek)*
- Tsartas, P. and **Stavrinoudis, Th.** (2006b), "The implementation of Local Agenda 21 for the sustainable tourism development of Less Favored Areas. The case of the small islands of the Aegean Sea", *Aeichoros*, **5** (1): 38-57. *(In Greek)*

## Books

- Tsartas, P., Skanavi, K., **Stavrinoudis, Th.**, Vatzaka, A., Gkoumas, A., Kyriakaki, A. and Svoronou, H. (2006), *Local Agenda 21 in two islands of South Aegean Region, North Aegean Region – University of the Aegean*.
- Tsartas, P., **Stavrinoudis, Th.**, Zagkotsi, S., Kyriakaki, A. and Vasileiou, M. (2010), *Dealing with local environmental problems: Tourism and the environment*, Athens: WWF Hellas. *(In Greek)*
- Laloumis, D., **Stavrinoudis, Th.**, Papageorgiou, S. and Maltezou, E. (2003), *Management of tourism enterprises*, Athens: Pedagogical Institute. *(In Greek)*

## Book chapters

- **Stavrinoudis, Th.** (2016), "Human Resources Management in Greek hotels. Recent empirical developments, suggestions for the future". In Tsartas, P. and Lytras P. (eds.) Compendium of Greek Tourism. Papazisis Publishing. (Accepted for publication, *In Greek*).
- Despotaki, G., Tsartas, P., **Stavrinoudis, Th.** and Doumi, M. (2015), "Multi-profession and professional mobility in the hospitality sector. The case of tourist accommodation owners of Chios". In Kozak, M. (ed.) Tourism economics: A Practical Perspective. Cambridge Scholars Publishing. (Accepted for publication).
- **Stavrinoudis, Th.**, Tsartas, P. and Papatheodorou, A. (2013), "Business Environment and Accommodation Policies in Europe". In Costa, C., Buhalis, D. and Panyik, E. (eds.) European Tourism Planning and Organisation Systems, Vol. I.
- **Stavrinoudis, Th.**, Tsartas, P. and Lympriti F. (2010), "Looking for the customer. An investigation of the distribution and promotion techniques used by hotels in Chios Island". In Stamatiou, E. (ed.) The development of the city and the region. Past, present and future. Athens: Hellenic Association of Regional Scientists. (*In Greek*)
- **Stavrinoudis, Th.** and Parthenis, S. (2009), "The role and contribution of local, regional and national institutions and organizations in the development of alternative and special interest tourism. In Sotiriadis, M. and Farsari, I. (eds.) Alternative and special forms of tourism: planning, management and marketing, Athens: Interbooks. (*In Greek*)
- Koutoulas, D. and **Stavrinoudis, Th.** (2006), "Timeless evolution and strategic guidelines of development of Greek tourism under conditions of international expansion and magnification of the European tour operators". In Angelis, V. and Maroudas, L. (eds.) Economic systems, development policies and business strategies in the era of a planetary market, Athens: Papazisis. (*In Greek*)
- Tsartas, P., Stogiannidou, M. and **Stavrinoudis, Th.** (2004), "Less developed tourism destinations: Organizational and Managerial Issues". In Spilanis, I., Iosifidis, T. and Kizos, T., (eds.) Developmental strategies for less favored areas, Athens: Gutenberg. Athens: Gutenberg. (*In Greek*)

## International Scientific Conferences

- Stavrinoudis, Th. and Kakaroukas, Ch. (2017) "Towards an innovative classification – grouping of variables that formulate organizational culture", Proceedings of the 6th International Conference on "Tourism & Hospitality Management", 1-3 June, Athens - Greece.
- Kontis, A.P., Skoultzos, S. and Stavrinoudis, Th. (2017) "Marketing the local authenticity for sustainable tourism development: the case of "we do local" project", Proceedings (abstracts) of the IMIC 2017 International Scientific Conference "Tourism: Trends, Prospects and Implications for Enterprises and Destinations" 19-21 October, Santorini - Greece.
- Stavrinoudis, Th., Maroudas, L. and Samara, S. (2017) "The empowerment of human resources in the hospitality industry: An empirical research from Greece", Proceedings (abstracts) of the IMIC 2017 International Scientific Conference "Tourism: Trends, Prospects and Implications for Enterprises and Destinations" 19-21 October, Santorini - Greece.
- Kakaroukas, Ch. and Stavrinoudis, Th. (2017) "The creation of the ReSCulture research tool, for the investigation of the role of rewards and recognition systems in changing the organizational culture in hotels", Proceedings (abstracts) of the IMIC 2017 International Scientific Conference "Tourism: Trends, Prospects and Implications for Enterprises and Destinations" 19-21 October, Santorini - Greece.
- Doumi, M., Kyriakaki, A., Stavrinoudis, Th. and Karamanou, P. (2017) "Residents' perception of wine trail impact on sustainable development", Proceedings of the 7th Advances in Tourism Marketing Conference "The art of living together", 6 – 9 September, Universidade do Algarve and Universidade Europeia Casablanca - Morocco.
- Stavrinoudis, Th. and Kakaroukas, Ch. (2017) "A Scientific Modeling of Factors of Human Motivation in Organizations", Proceedings, published by Springer Publishing, of the 4th International Conference "Innovative approaches to tourism and leisure: culture, places and narratives in a sustainability context", 25-27 May, International Association of Cultural and Digital Tourism, Athens.



- Kyriakaki, A., Stavrinoudis, Th., Doumi, M. and Riga, A. (2017) "Factors influencing destination recommendation and tourists' revisit intentions", Proceedings of the 6th MIRDEC International Academic Conference, 27 – 29 November, Lisbon - Portugal.
- Doumi, M., Kyriakaki, A., Stavrinoudis, Th. (2017) "Segmenting residents' attitudes towards local tourism event on Chios island – a cluster analysis", Proceedings of the 7th Advances in Tourism Marketing Conference "The art of living together", 6 – 9 September, Universidade do Algarve and Universidade Europeia Casablanca - Morocco.
- Stavrinoudis, Th. and Kakarougkas, Ch. (2016) "Weighting and evaluating the change of organizational culture in times of crisis. The case of luxury hotels in Athens", Proceedings of the International Scientific Conference "Making an Impact: Creating Constructive Conversations", 12 – 22 July, University of Surrey, School of Hospitality and Tourism Management, Surrey – UK.
- Stavrinoudis, Th. and Kalogiannis, D. (2016) "An investigation of the relationship between loyalty and job satisfaction: the case of Cephalonia's hotels employees", Proceedings of the International Scientific Conference "New challenges and boundaries in tourism: policies, innovations and strategies", 29 June – 2 July, Università Degli Studi Di Napoli Federico II, Middlesex University, Università Degli Studi Di Palermo, Napoli – Italy.
- Kyriakaki, A., Stavrinoudis, Th., Doumi, M., Proiou, E. and Meni, D. (2016) "Tourist satisfaction and destination loyalty. The case of Turkish visitors on the island of Chios", Proceedings of the 3rd International Cesme- Chios History, Culture and Tourism Symposium, 3 – 5 November, Ege Univeristy, Izmir – Turkey.
- Doumi, M., Kyriakaki, A., Stavrinoudis, Th. and Despotaki, G. (2016) "The contribution of cultural events to tourism development: the case of Rocket War on the Greek island of Chios", Proceedings of the International Scientific Conference "New challenges and boundaries in tourism: policies, innovations and strategies", 29 June – 2 July, Università Degli Studi Di Napoli Federico II, Middlesex University, Università Degli Studi Di Palermo, Napoli – Italy.
- Stavrinoudis, Th. and Kakarougkas, Ch. (2016) "A theoretical model of weighting and evaluating the elements defining change of organizational culture", Proceedings, published by Springer Publishing, of the 3rd International Conference "Tourism, culture and heritage in a smart economy", 19-21 May, International Association of Cultural and Digital Tourism, Athens.
- Stavrinoudis, Th. and Papatnasiou, D. (2016) "Design and delivery of experience based tourism products in heritage settings. The case study of the PEGA training programme", Proceedings, published by Springer, of the International Project Conference "Caring and Sharing. The Heritage Environment as an Agent for Change", 31 May – 2 June, Istanbul – Turkey.
- Despotaki, G., Tsartas, P., Doumi, M., Stavrinoudis, Th. and Kyriakaki, A. (2016) "The value of social tourism for Chios citizens. A theoretical statistical approach", Proceedings of the 8th World Conference for Graduate Research in Tourism, Hospitality and Leisure, 24-29 May, Anatolia: An International Journal of Tourism and Hospitality Research. Bodrum – Turkey.
- **Stavrinoudis, Th.** and Psimoulis, M. (2015) "The effect of employee education - training on HRM performance in the hotels of Attica", *Proceedings of the International Conference "From Tourism Policy into Practice. Issues and challenges in engaging policy makers and end users"*, 24-27 June, Middlesex University, London, UK.
- Kyriakaki, A., Banis, L., **Stavrinoudis, Th.** and Doumi, M. (2015) "Destination image: an analysis of the Kefalonia's tourist perceptions-attitudes", *Proceedings of the International Conference "From Tourism Policy into Practice. Issues and challenges in engaging policy makers and end users"*, 24-27 June, Middlesex University, London, UK.
- Despotaki, G., Tsartas, P., Doumi, M. and **Stavrinoudis, Th.** (2014) "The occupation with tourism and its contribution to the economic and social recession: the case of Chios Island", *Proceedings of the 7th World Conference in Tourism, Hospitality and Leisure*, 3-7 June, Anatolia, an international journal of tourism and hospitality research, Istanbul, Turkey.
- Floras, M. and **Stavrinoudis, Th.** (2013) "Approaching competitive strategies in hospitality: A focus on Human Resource Management practices", *Proceedings of the 5th International Scientific Conference Tourism Trends and Advances in the 21st Century*, May 30 – June 02, University of the Aegean, Rhodes Island, Greece.
- Maroudas, L., Silignaki, D., **Stavrinoudis, Th.** and Theofanidis, F. (2013) "Factors influencing training and development in the Greek hospitality industry: A case study", *Proceedings of the 5th International Scientific*

*Conference Tourism Trends and Advances in the 21<sup>st</sup> Century*, May 30 – June 02, University of the Aegean, Rhodes Island, Greece.

- Papathanasiou-Zuhr, D., **Stavrinoudis, Th.**, Glyptou, K. and Skoultos, S. (2013) “QR-Rhodes: from the time machine to the QR Code. Play rooms for non- captive audiences in the age of mobile telephony. The approach of the SEE TCP SAGITTARIUS 2011-2014”, *Proceedings of the 5<sup>th</sup> International Scientific Conference Tourism Trends and Advances in the 21<sup>st</sup> Century*, May 30 – June 02, University of the Aegean, Rhodes Island, Greece.
- **Stavrinoudis, Th.** and Floras, M. (2012) “Enhancing performance through innovative HRM practices and the role of business strategy. Evidence from Greek city hotels”, *Proceedings of the 2<sup>nd</sup> International Scientific Conference Advances in Hospitality and Tourism Marketing and Management*, 24–27 May, Democritus University of Thrace, Alexander Technological Institute of Thessaloniki, Washington State University, Corfu, Greece.
- **Stavrinoudis, Th.**, Tsartas, P. and Chatzidakis, G. (2010) “Wine tourism development in Greece. An investigation of the wine producer’s view point”, *Proceedings of the International Conference on Sustainable Tourism: Issues, Debates and Challenges*. 22-25 April, Buckinghamshire New University (UK) and TEI Heraklion, Crete, Greece.
- Fragoulakis, V. and **Stavrinoudis, Th.** (2010) “Complaint management as a quality component of sustainable competitive advantage in 4 and 5 star hotels. The Aldemar hotels and spa group paradigm”, *Proceedings of the International Conference on Sustainable Tourism: Issues, Debates and Challenges*. 22-25 April, Buckinghamshire New University (UK) and TEI Heraklion, Crete, Greece.
- Lagos, D., Parisi, E. and **Stavrinoudis, Th.** (2010) “Sustainable tourism development of islander coastal areas: the case of Skala in Kefallonia – Greece”, *Proceedings of the International Scientific Congress on Current Trends in Tourism Management and Tourism Policy*. 10-11 February, Athens, Greece.
- **Stavrinoudis, Th.** and Livadiotou, G. (2009) “The implementation of motivation practices in human resource in hotels. The case of Sani Resort S.A.”, *Proceedings of the International Conference on Tourism Development and Management: Tourism in a Changing World*. 11-14 September, University of Haifa (Israel), Institute of Tourism (Croatia), Leeds Metropolitan University (UK), Cyprus University of Technology (Cyprus) and University of Algarve (Portugal), Kos Island, Greece.
- Tsartas, P., **Stavrinoudis, Th.** and Lympriti, F. (2009) “Distribution and promotion techniques of hotels in developing tourism destinations: the case of Chios Island”, *Proceedings of the International Conference on Tourism Development and Management: Tourism in a Changing World*. 11-14 September, University of Haifa (Israel), Institute of Tourism (Croatia), Leeds Metropolitan University (UK), Cyprus University of Technology (Cyprus) and University of Algarve (Portugal), Kos Island, Greece.
- Zacharatos, G. and **Stavrinoudis, Th.** (2009) “The Standards – Characteristics Matrix. A methodological tool for the codification and evaluation of the international operational implementation of Timeshare”, *Proceedings of the 4<sup>th</sup> International Scientific Conference “Planning for the Future – Learning from the Past: Contemporary Developments in Tourism, Travel and Hospitality”*. 3-5 April, University of the Aegean, Rhodes Island, Greece.
- Dourmas, G., Doumi, M. and **Stavrinoudis, Th.** (2009) “E-tourism development in Greek costal passenger shipping using ICTs. The case of NEL Lines shipping company”, *Proceedings of the 4<sup>th</sup> International Scientific Conference “Planning for the Future – Learning from the Past: Contemporary Developments in Tourism, Travel and Hospitality”*. 3-5 April, University of the Aegean, Rhodes Island, Greece.
- Tsartas, P., **Stavrinoudis, Th.**, Arvanitis, P., Gkoumas, A. and Vasileiou, M. (2008) “Lessons for sustainability from the cooperation of the Tourism industry with the Local Government and Tourism Experts”, *Proceedings of the 26<sup>th</sup> EuroCHRIE Conference “Building a Legacy, Living the Dream: 2020 Vision for Hospitality and Tourism”*. 11–14 October, EuroCHRIE and University of the Aegean, Dubai, United Arab Emirates.
- Christou, E., **Stavrinoudis, Th.**, Tsartas, P. and Vasileiou, M. (2007) “Wellness tourism in Greece: Trust on spa brands and spa brand loyalty”, *Proceedings of the 1<sup>st</sup> Biannual International Conference “Strategic Developments in Services Marketing”*. 27–29 September, University of the Aegean, University of Glasgow and Greek Marketing Academy, Chios island, Greece.
- Monioulas, F., **Stavrinoudis, Th.** and Aggelis, V. (2007) “Students' satisfaction from postgraduate courses offered at the University of Aegean Business School: Ways of measurement and suggestion for its improvement”, *Proceedings of the 1<sup>st</sup> Biannual International Conference “Strategic Developments in Services Marketing”*. 27–29 September, University of the Aegean, University of Glasgow and Greek Marketing Academy, Chios island, Greece.

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- Τσάρτας, Π., **Σταυρινούδης, Θ.** και Χατζηδάκης, Γ. (2008) «Ο Οινοτουρισμός στην Ελλάδα. Βασικές παράμετροι ζήτησης και προσφοράς», *Πρακτικά του 1ου Εθνικού Συνεδρίου Οινοτουρισμού*, 6–8 Ιουνίου, Λήμνος. Κατόπιν προσκλήσεως ως επίσημος ομιλητής.
- Τσάρτας, Π., **Σταυρινούδης, Θ.**, Γκούμας, Α., Τσιακάλη, Κ., Αρβανίτης, Π. και Ζαγκότση, Σ. (2008) «Προς μια βιώσιμη τουριστική ανάπτυξη. Η περίπτωση του Μεσογειακού Παρατηρητηρίου για το Διαρκή Τουρισμό (OMEDITOUD)», *Πρακτικά του Εθνικού Επιστημονικού Συνεδρίου Marketing and Management στις Τουριστικές Επιχειρήσεις. Σύγχρονες και Καινοτόμες Πρακτικές*, 29–30 Μαΐου, Α.Τ.Ε.Ι. Κρήτης, Ηράκλειο, Κρήτη.
- Λαγός, Δ., **Σταυρινούδης, Θ.** και Καμπάνη, Χ. (2008) «Τουρισμός Πόλεων, μια δυναμικά αναπτυσσόμενη αγορά στην Ευρώπη: Η περίπτωση της Αθήνας», *Πρακτικά του 2ου Εθνικού Επιστημονικού Συνεδρίου Τουρισμού, Ακαδημία Τουριστικών Ερευνών και Μελετών (Α.Τ.Ε.Μ.)*, 21–22 Μαρτίου, Αθήνα.
- Τσάρτας, Π., **Σταυρινούδης, Θ.**, Γκούμας, Α. και Αρβανίτης, Π. (2008) «Τουρισμός, Πολιτισμός, Περιβάλλον. Πρακτικές εφαρμογές βιώσιμης ανάπτυξης: η περίπτωση των προγραμμάτων ISTOS και MEDOCC», *Πρακτικά του 4ου Πανελληνίου Συνεδρίου για τον Συνεδριακό και Επαγγελματικό Τουρισμό: περιβάλλον, συνέργιες και διαχείριση κρίσεων στο Συνεδριακό Τουρισμό*, 28–29 Φεβρουαρίου, Hellenic Association of Professional Congress Organizers, Αθήνα.
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- Papathanasiou – Zhurt, D. and **Stavrinoúdis, Th.** (2011), *Evaluation Report of the 1<sup>st</sup> Transnational Study Visit “Understanding Resources in Citu”*, Rhodes – Greece. European Project SEE TCP Sagittarius.
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- Tsartas, P., Papatheodorou, A., Lagos. D., Sigala, M., Christou, E., Spilanis, I. and **Stavrinoúdis, Th.** (2010), *The Importance of Tourism for the Greek Economy and Society: Policy Recommendations for Tourism Development*, on behalf of Association of Greek Tourism Enterprises (SETE). *(in Greek)*
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- *Study of Athens tourism – from the pre-Olympic to the post-Olympic period: the impact of the Olympic Games and the present situation, the strategic priorities, the perspectives – challenges and the forthcoming actions for the next five years (2008-2012)*, on behalf of the Athens Tourism and Economic Development Company (ETOAA). *(in Greek)*
- **Stavrinoúdis, Th.** (2007), *Economic benefits from the development of sports tourism in Cyprus*, on behalf of Greek National Centre for Social Research (EKKE). *(in Greek)*
- Tsartas, P., **Stavrinoúdis, Th.**, Papatheodorou, A. and Sigala, M. (2006), *Study of the tourism trends and the evolution of the travel agencies sector in the Greek and global markets. Identification of the quality characteristics of modern travel agencies*, on behalf of Hellenic Association of Travel and Tourism Agencies (HATTA). *(in Greek)*

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- Tsartas, P., Lagos, D. and **Stavrinoudis, Th.** (2005), *Study on the development of the special tourism product Wellbeing and Pampering in Cyprus. Implementation of the tourism strategic plan of Cyprus 2003-2010*, on behalf of Cyprus Tourism Organization (KOT). (in Greek)
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- Zacharatos, G., Tsartas, P., Lagos, D. and **Stavrinoudis, Th.** (2001), *Study on the development of foreign tourism in Greece*, on behalf of Fuji Bank. (in Greek)

## Research Activities

- Scientific Coordinator at European Project «Management of Tourism Enterprises and marketing of tourism destinations», University of the Aegean, Panteion University of Athens, University of Thessaly.
- Scientific Coordinator at Distance Learning Program «Management of Tourism Enterprises», University of the Aegean.
- Scientific Coordinator of the 1st Summer School “Managing Tourism in Time of Crisis”, May 29th – June 2nd, Rhodes Island, Greece.
- European Project “Launching (g)local level heritage entrepreneurship: strategies and tools to unite forces, safeguard the place, mobilize cultural values, deliver the experience - SAGITTARIUS”. Transnational Co-operation Programme South East Europe, University of the Aegean.
- Participation in Work Group C1 established by the Ministry of Tourism Development to advise on tourism education at a postgraduate level in Greece.
- Research project on the “Creation of digital applications and tools to develop sports tourism in Cyprus”.
- Participation in Work Group A1 established by the Ministry of Tourism Development to advise on the institutional framework of tourism education and vocational skills in Greece.
- European Project “Archimed Interreg III, ME.S.S.T. (“Mediterranean Standard for Sustainable Tourism”). The aim of this EU community initiative program is to analyze the current situation of tourism development in the Mediterranean basin and to develop an applicable standard for sustainable tourism development.
- European Project “Competitiveness and employment promotion in the tourist agencies sector through the employees and the entrepreneurs adaptation in the new working requirements of the tourist field”.
- European Project MEDOCC - MOST (“Mediterranean Observatory for Sustainable Tourism”).
- European Project “Innovation for Sustainable Tourism and Services in the South Aegean – ISTOS”. The main objective of this EU project program was to build the necessary environment for sustainable development through regional innovation in the South Aegean Region.
- Ευρωπαϊκό Πρόγραμμα “ Harnessing Employment, Regional Mobility and Entrepreneurship in South – Eastern Europe - HERMES”.
- European Project TEMPUS – CARDS (“Advanced Regional Academic Cooperation in South Eastern Europe: Development of Postgraduate Curriculum for Hospitality and Tourism Studies”).
- European Project DEMOS (Democratic Participation in Urban Governance).
- European Project Leonardo Da Vinci, “Developing leadership and management skills in managers and owners of SMEs”.
- European Project Aegean DOLPHIN “Distance Open Learning Program in Hellenic Interactive Network”.