



HELLENIC MEDITERRANEAN UNIVERSITY

School of Health Sciences

Faculty of Science  
Administration and Economy



Department  
of Social Work  
(urgent Department)

Department of  
Nutritional Sciences  
and Dietetics



Department of Business  
Administration & Tourism

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## **Published staff support and development policy for the MSc**



" Interdisciplinary Management of Chronic Diseases, Disability and Aging"

MSc in Interdisciplinary Management of Chronic Diseases, Disability & Aging

The Departments of Social Work, Nutrition Sciences and Dietetics, and Business Administration and Tourism at the Hellenic Mediterranean University (HMU) actively encourage and support faculty members in pursuing opportunities for professional growth and academic excellence, through various mechanisms. These include Erasmus+ mobility, granting of scientific leave for participation in conferences, fostering collaborations with faculty from other universities, and contributing to the development of scientific or educational initiatives.

In accordance with Article 157 of Law 4957/2022, faculty members are entitled to academic leave with full pay for up to one academic year per six years of continuous service, or up to one academic semester per three years of continuous service. Furthermore, Article 158 of the same law stipulates that faculty members may be employed or appointed as professors at foreign universities listed in the Register of Foreign Institutions (Article 304) without resigning from their positions at Greek institutions, provided they inform their Department Head. Such parallel employment requires approval from the Dean, following the recommendation of the Department's Assembly.

### **Mobility of faculty members**

Hellenic Mediterranean University (HMU) and its constituent departments actively foster the professional and scientific growth of their academic staff through a range of initiatives. These include:

1. Granting relevant licenses for scientific or educational pursuits to all levels of teaching staff.
2. Promoting mobility with an emphasis on the European and international dimensions of education and training.

The mobility program facilitates staff movement to partner Higher Education Institutions (HEIs) in EU countries, as well as Turkey, Serbia, Iceland, Liechtenstein, and North Macedonia. This program encompasses both Teaching and Training activities, with applications accepted at predetermined intervals.

HMU's participation in programs such as ERASMUS+ provides faculty members with opportunities for international research, teaching, and training experiences. This engagement keeps staff informed about global developments in their respective fields. The ERASMUS+ Committee oversees the selection process for these programs, evaluating applications based on the submitted training plans and their anticipated benefits to the institution. Priority is given to lecturers who have not yet participated in the program.

Additionally, the departments actively promote and support the following initiatives:

1. Participation in and organization of scientific conferences.
2. Engagement in inter-university exchanges to foster collaboration and knowledge sharing.
3. Delivery of seminars at other Higher Education Institutions (HEIs).
4. Employment opportunities in Chairs of Greek Studies at foreign HEIs.
5. Parallel employment opportunities at HEIs abroad, in alignment with institutional policies.

These initiatives collectively contribute to a robust framework for international academic collaboration and professional development among HMU faculty. Additionally, faculty members may seek permission to serve in Chairs of Greek Studies at foreign higher education institutions for a period of up to three academic years. This is contingent upon approval by the Rector, following a recommendation from the Department Assembly. Such arrangements must ensure that the smooth operation of the Department or School is not adversely affected. Faculty members are also encouraged to participate in conferences and other research or training activities.

HMU actively fosters faculty mobility through a variety of initiatives:

1. Granting leaves for all levels of teaching staff to engage in scientific research or educational endeavors.
2. Emphasizing the European and global dimension of education and training through participation in programs like Erasmus+.
3. Enabling faculty to teach (STA) and/or train (STT) at partner institutions in EU countries and select non-EU countries.
4. Supporting faculty involvement in organizing and attending scientific conferences, participating in inter-university exchanges, and presenting seminars at other institutions.
5. Providing opportunities for employment in Greek Studies Chairs abroad and permitting parallel employment at foreign higher education institutions.

Faculty members at the Hellenic Mediterranean University (HMU) actively engage in international scientific conferences and research meetings, fostering collaborations with colleagues from various institutions and research centers both domestically and internationally. To enhance mobility, HMU International Relations Office (IRO) plays a pivotal role in promoting and organizing staff mobility activities (<https://iro.hmu.gr/>).

The International Relations Office (IRO) places significant emphasis on participation in ERASMUS+ programs and the development of bilateral agreements with foreign universities to enhance teaching staff mobility. Special attention is given to facilitating short-term visits to academic institutions and research centers abroad, aiming primarily to establish and strengthen research collaborations.

In close collaboration with individual departments, the IRO plays a pivotal role in promoting HMU's international presence. It manages and coordinates partnerships with educational institutions, research centers, and businesses, particularly within the framework of international programs, with a strong focus on European initiatives.

Furthermore, through the Lifelong Learning Programme/Erasmus (LLP), the IRO coordinates student mobility initiatives. This effort contributes to community development by reinforcing exchanges and cooperation between educational systems across Europe.

These concerted efforts underscore HMU's commitment to internationalization, fostering a global perspective among its faculty and students. By actively engaging in international collaboration, the institution enhances its research and educational capabilities, positioning itself as a key player in the global academic and research community.

### **HMU is a member of the partnership of the new ATHENA European University**

The Hellenic Mediterranean University (HMU) is a participant in the "ATHENA" (Advanced Technology Higher Education Network Alliance) European University initiative, a consortium of seven European universities funded by the Erasmus+ and Horizon 2020 programs. This participation offers significant opportunities for continuous faculty development and enhancement of teaching quality.

The ATHENA European University employs innovative pedagogical approaches, incorporating both face-to-face and distance learning methodologies. In terms of research, the alliance facilitates the formation of joint research groups focusing on priority areas. Doctoral candidates within the ATHENA network have the unique opportunity to select their thesis supervisor from among faculty

members across all partner universities. Furthermore, research facilities at participating institutions are made available to members of the collaborative research groups.

The Department of Social Work at HMU has actively engaged in ATHENA activities. Two faculty members have contributed to the project "Virtual physical therapist for the motor control of the upper limbs in patients with Parkinson's disease," a collaborative effort involving three ATHENA universities: the University of Orleans (IUT de Chartres) in France, Vilnius Gediminas Technical University (VILNIUS TECH) in Lithuania, and HMU. Additionally, a faculty member participated in the workshop "Technology-based multidisciplinary cooperation and its applications for improving well-being" (TEMUCO 2023), further demonstrating HMU's commitment to international academic collaboration and interdisciplinary research within the ATHENA framework.

### **Strategy for research activities in specific fields of scientific interest, strengthening the link between education and research**

Hellenic Mediterranean University (HMU) has adopted a comprehensive strategy that prioritizes the advancement of both basic and applied research, as well as interdisciplinary collaboration across its various Departments. This strategy is implemented either independently or in partnership with other research institutions, both domestically and internationally.

The research activities conducted by faculty members span a wide array of disciplines, underscoring the interdisciplinary nature of the university's academic programs. These research endeavors establish connections between the management of chronic diseases, aging, and disability with diverse academic fields such as clinical psychology, nursing (with a focus on the organizational culture of health professions in healthcare structures), statistics, public health-social epidemiology, community nutrition, management, and social policy, among others.

HMU's Departments boast impressive research infrastructures, which are continuously enhanced through the efforts of faculty members to secure research funding from both national and European sources.

The selection of subjects for new professorial positions is determined by department's assemblies, ensuring alignment with the knowledge areas required by the academic programs. This process is guided by systematic monitoring of developments in education and research within the applied sciences relevant to each Department.

The integration of education and research is primarily achieved through diploma theses and doctoral dissertations, which are required to present original topics and demonstrate robust research methodologies. This approach is implemented across various departments, including Social Work, Nutritional Sciences and Dietetics, and Business Administration and Tourism.

Student training in research methodologies is conducted systematically under the supervision of faculty members and their research group collaborators. Additionally, undergraduate student participation in research is strongly encouraged through the utilization of statutory laboratories across different departments:

1. Three laboratories in the Department of Social Work
2. One laboratory in the Department of Nutrition and Dietetic Sciences
3. Two laboratories in the Department of Business Administration and Tourism

These laboratories operate within the context of both undergraduate and postgraduate programs. Notably, three postgraduate students are currently engaged in activities at the Interdisciplinary Approach Laboratory for Improving the Quality of Life within the School of Health Sciences.

This comprehensive approach to research and education at HMU fosters a dynamic academic environment that promotes innovation, interdisciplinary collaboration, and the development of research skills among students at all levels.

Over the past five years (since 2015), the laboratories within the Social Work Department at the Hellenic Mediterranean University (HMU) have demonstrated significant engagement in numerous research projects, either through participation or coordination. This extensive involvement underscores the international impact of the department's faculty members' research activities (<https://sw.hmu.gr/erevna/programmata-erga/>).

Similarly, the laboratories affiliated with the Departments of Business Administration and Tourism, as well as Nutrition Sciences and Dietetics, have actively contributed to various research programs. Their participation, whether in collaborative or leadership roles, further exemplifies the international reach and significance of the faculty members' research endeavors within these departments (<https://bat.hmu.gr/erevna/ereynhtika-programmata/> and <https://nds.hmu.gr/erevna/ereynitika-erga/>, respectively).

The scientific and research performance of the teaching staff is comprehensively documented in the "M5.1 Summary report of the performance of the teaching staff in scientific-research and teaching work." This report utilizes internationally recognized evaluation systems for scientists, such as Google Scholar and Scopus, to provide an objective assessment of the faculty's research output and impact.

## **The Teaching and Learning Support Centre**

The Teaching and Learning Support Centers (KEDIMA) play a crucial role in supporting and developing the academic staff at the Hellenic Mediterranean University (HMU). These centers represent an innovative initiative within Greek higher education institutions, offering comprehensive support to faculty members and enhancing the overall educational experience for students. KEDIMA focuses on teaching and learning as an interactive process involving students, teachers, and knowledge content.

HMU's KEDIMA was established in 2023 by Senate decision 8264/Φ20/22-11-2022 (B' 6103). It operates under the supervision of the Vice-rector for Academic Affairs, Student Welfare, and Lifelong Learning. The center aims to provide support services and facilitate continuous improvement of teaching practices across all academic disciplines, integrating information and communication technologies. KEDIMA supports faculty members across all study cycles offered by the institution.

As part of the "Network of Teaching and Learning Support Centers of Greek Higher Educational Institutes, HEIs," which includes 23 other Greek higher education institutions (<https://www.ltcnetwork.net/>), HMU's KEDIMA provides free support to both the faculty and the students. The center organizes annual lectures and seminars focusing on modern educational trends and teaching techniques.

Key KEDIMA initiatives include:

1. Organizing scientific events, workshops, and developing activities to inform and support faculty members in innovative training practices and modern educational approaches.
2. Conducting seminars for newly appointed faculty members, PhD candidates, and postdoctoral researchers, focusing on contemporary pedagogical trends and academic development.

3. Ensuring academic quality in the educational process to enhance student learning experiences and promote research and academic development.
4. Supporting faculty members and students in the utilization of Information and Communication Technologies (ICT) in education.

A recent student-focused seminar organized by KEDIMA was titled "The Process of Learning at the University, Personal Development and Achievement."

Furthermore, KEDIMA curates and organizes educational materials and best practices, establishing a centralized repository to support educators. This initiative is designed to streamline access to effective teaching strategies and resources, fostering collaboration and enhancing the quality of education across the institution.