



Europass Curriculum Vitae

Aristidis Bitzenis

Full Professor of International Entrepreneurship
University of Macedonia, Thessaloniki, Greece

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PERSONAL INFORMATION

Name	Aristidis Bitzenis
Date of birth	12 July 1970
Nationality	Greek / Passport holder
Marital status	Married, two children
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Scopus	https://www.scopus.com/authid/detail.uri?authorId=24463552100

JOB APPLIED FOR / OCCUPATIONAL FIELD

Academic / higher education / international entrepreneurship / international business / foreign direct investment / transition economies.

WORK EXPERIENCE

Nov 2016 – present

Full Professor of International Entrepreneurship

University of Macedonia, Dept. of International and European Studies, Thessaloniki, Greece

Full-time professor. Teaching and research in international entrepreneurship, FDI, multinationals, transition economies, European business environment and South-East European economic relations.

January 2010-present

Instructor

National Centre for Public Administration and Local Government (EKDDA), specializing in a comprehensive range of thematic areas focused on organizational excellence and human capital development. My expertise encompasses leadership and change management, innovation in the public sector, and the development of administrative capacities through targeted training for department heads, coaching, and mentoring. I deliver specialized modules on strategic problem-solving, the evaluation of alternative scenarios, and advanced decision-making techniques, while placing a strong emphasis on operational efficiency through priority assessment and effective time management. Furthermore, my teaching covers the human-centric aspects of management, including conflict resolution, team motivation, creativity, and the management of ethical dilemmas, with a dedicated focus on building resilience for supervisors and senior officials within the public administration framework.

Jun 2012 – Oct 2016

Associate Professor

University of Macedonia, Greece / Tutor, Hellenic Open University of Patras, Greece

Apr 2007 – Jun 2012

Assistant Professor

University of Macedonia, Dept. of International and European Studies, Thessaloniki, Greece

Modules: Young Entrepreneurship & Employment; Global Economic System; EU and the Global Economic System; Economics of Transition; International Trade; Comparative Economics in SE Europe; European Policies on Entrepreneurship & Employment; Economic Relations in SE Europe.

Oct 2005 – present

Tutor (Distance Education — 18 years)

Hellenic Open University of Patras, Greece

DEO40 Business Administration; DEO44 Entrepreneurship; MBA50 Economics for Managers (International Economics, Managerial Economics, European Business); DEO34 Multinationals–FDI–Entry Modes–Strategy. Teaching in Greek and English via online fora, multimedia lectures, written assignments and case studies.

Jan 2005 – Jun 2005

Analyst

Deloitte and Touche SA, Consulting Firm, Sofia, Bulgaria

Project: The Determinants of FDI in Transition Countries — FDI Motives and Barriers. Analysed Bulgarian investment climate; provided concrete recommendations to promote investment and entrepreneurship.

Oct 2004 – Feb 2007	<p>Lecturer (PD 407/80) <i>University of Macedonia, Thessaloniki, Greece</i> Microeconomics, Macroeconomics I & II, Economics for Business, European Economic Integration, Open Macroeconomics, Economic Relations in SE Europe, Global Economic System.</p>
Jan 2004 – Dec 2005	<p>Analyst <i>SEERC – South East European Research Centre, Thessaloniki, Greece</i> Prepared and participated in proposals and tenders to the European Commission together with Global Insight S.A.</p>
Feb 2002 – Sep 2005	<p>Senior Lecturer / Assistant Professor (PD 407/80) <i>Democritus University of Thrace, Komotini, Greece</i> Transition Economies; Greek–Balkan Economic Relations (modules taught in Greek and English).</p>
Aug 2001 – Sep 2005	<p>Lecturer <i>City College, Affiliated Institution of the University of Sheffield, Thessaloniki, Greece</i> EU–Eastern Europe economic relations; European economic integration and business environment; international financial management and accounting. Supervision of graduate and PhD students on transition in SE Europe.</p>
Jul 2001 – Nov 2001	<p>Analyst <i>Federation of Industries in Northern Greece, Thessaloniki, Greece</i> Analysis of critical factors for the competitiveness of the Greek economy; incentives for Greek enterprises investing in the Balkan region. Findings reported to the Greek Prime Minister and Ministry of National Economy.</p>
9 Mar 1999	<p>Presenter, Consultant and Discussant <i>Hellenic Ministry of National Economy and Economics, Athens, Greece</i> Six-hour consultation with representatives of the Albanian Ministry of Public Finance and the Albanian Privatisation Agency on privatisation policy in Greece and Bulgaria; proposed methods for accelerating Albanian privatisation and attracting foreign investors.</p>
Aug 1996 – Dec 2006	<p>Business & Financial Analyst; Consultant <i>Ovoplast SA (Plastics Industry), Thessaloniki, Greece</i> Prepared annual economic and financial-statement reports.</p>

EDUCATION AND TRAINING

1996–1999 (completed) 2002 (awarded) 4 Dec 2003 (graduated)	<p>PhD — Foreign Direct Investment during the transition from a planned to a market economy: the case of Bulgaria, 1989–2001 <i>University of Glasgow, Scotland, UK</i> Thesis focus: FDI determinants and barriers; privatisation as an FDI entry mode; transition economics in SE Europe.</p>
1995–1997	<p>Diploma in Information Technology <i>University of Glasgow, Scotland, UK</i></p>
1994–1995	<p>Master (MPhil) in International Finance <i>University of Glasgow, Scotland, UK</i></p>
1989–1993	<p>BA in Business Administration <i>University of Macedonia, Thessaloniki, Greece</i></p>
1993–1997	<p>BA in Law <i>Democritus University of Thrace, Komotini, Greece</i></p>
2003–2014	<p>BA in Accounting and Finance <i>University of Macedonia, Thessaloniki, Greece</i></p>

PERSONAL SKILLS

Mother tongue

Greek

Other languages

English – C2 certificate (Common European Framework of Reference): Reading 5/5, Speaking 5/5, Writing 5/5

Italian – Reading 4/5, Speaking 3/5, Writing 2/5

Digital skills

Proficient in all Microsoft Office applications (Word, Excel, PowerPoint, Access); SPSS (statistical analysis); Corel Draw (graphic design); Adobe Photoshop (image editing); Hypertext / web authoring. Experienced in e-learning platforms and distance-education portals (Hellenic Open University online systems).

Job-related skills

International entrepreneurship, FDI, privatisation, globalisation, European business environment, corporate restructuring in SE Europe, transition economics, Greek–Balkan economic relations, EU-funded research project coordination, distance education (Greek and English), postgraduate and PhD supervision, primary questionnaire-based research in Balkan countries.

KEY QUALIFICATIONS

- Full Professor of International Entrepreneurship, Dept. of International and European Studies, University of Macedonia, Thessaloniki; Tutor at Hellenic Open University of Patras.
- **Publication record:** 12 books (6 in English from Palgrave Macmillan, Ashgate, Cambridge Scholars, Emerald; 6 in Greek), 40+ refereed journal articles with impact factors, 25+ book chapters (Springer, Palgrave, Routledge), 15 encyclopaedia entries, 30+ conference proceedings papers. Full ISBNs listed in Annex 2.
- **Research impact:** Active citation record on **Google Scholar**

	ALL	from 2021
CITATIONS	2236	793
h-index	25	14
i10-index	61	24
- **Research impact:** Active citation record on **Scopus**
616 Citations by 395 documents
69 Documents
16 h-index
- **Research impact:** Active citation record on **ORCID** ([0000-0001-7047-9406](https://orcid.org/0000-0001-7047-9406))
- **Primary field research:** Conducted extensive questionnaire-based surveys in Bulgaria (Sofia, Plovdiv, Varna — 1998–2001 & 2005–2007), Albania (Tirana — 1999–2001), Serbia (Belgrade — 2005–2007), FYROM/North Macedonia (Skopje — 2005–2007), and Romania, collecting 500+ structured interviews with enterprise managers and government officials on FDI determinants, barriers and privatisation policies.
- Led THALIS research programme (EU-funded, ~€600,000, 4 years, ranked top-5 among 1,500 national submissions).
- 18 years of distance teaching at the Hellenic Open University (undergraduate and postgraduate, Greek and English).
- Supervised 7 completed PhD students and approximately 150 master's dissertations.
- Referee for 12 international scientific journals; member of editorial advisory boards in 3 journals; guest editor of 6 special journal issues.

ORGANISATIONAL / MANAGERIAL SKILLS

- Academic teaching and module coordination at undergraduate and postgraduate level in Greek and English.
- Research project coordination: EU-funded programmes including THALIS, EQUAL, DASTA, HELLENIC ACADEMIC OPENCOURSES, EGNATIA VAE, F.IND Consulting.
- **Conference organisation:** Founder and organiser of the International Conference on International Business (ICIB), held annually at the University of Macedonia since 2010; edited and published 9 volumes of conference proceedings (ISSN 2241-5645).
- Supervision of PhD and master's-level researchers in international business, entrepreneurship, transition economies, the EU and FDI.
- Consulting and policy work for the Hellenic Ministry of National Economy, Deloitte & Touche (Sofia), the Federation of Industries in Northern Greece, and the Albanian Privatisation Agency.
- Referee/evaluator in European-funded programmes (Hrakteitos, DASTA, EQUAL, OECD report for EKEPIS).
- Guest editor of 6 special journal issues: Global Business and Economics Review; Journal of East-West Business; International Journal of Diplomacy and Economy; East-West Journal of Economics and Business; International Journal of Economic Policy in Emerging Economies; International Journal of Trade and Global Markets.

ADMINISTRATIVE EXPERIENCE

- **Electoral Bodies (APELLA):** Member of multiple electoral and evaluation committees (APELLA) for academic appointments at Greek universities, assessing candidates for lecturer, assistant professor, associate professor and full professor positions in economics, international business and entrepreneurship.
- **Programme Evaluation Committees:** Member of curriculum design and programme evaluation committees at the Dept. of International and European Studies, University of Macedonia; contributed to the development and accreditation of undergraduate and postgraduate programmes.
- **Laboratory Director:** Co-founder and director of the Laboratory for the Study and Research of International Relations and European Integration, University of Macedonia — responsible for research agenda, budget management, conference organisation (ICIB series) and publication output.
- **Postgraduate Programme Coordination:** Coordination responsibilities within the MBA and MSc programmes at the University of Macedonia and the Hellenic Open University; member of examination and dissertation committees.
- **Government and Institutional Advisory Roles:** Consultant to the Hellenic Ministry of National Economy (1999); analyst for the Federation of Industries in Northern Greece (2001); analyst for Deloitte & Touche on behalf of the Bulgarian government (2005); presented research findings to the Albanian Privatisation Agency (1999).

- **Referee/Evaluator — European Programmes:** Referee for Hrakleitos (European funded research programme); evaluator for DASTA; OECD national report evaluator on behalf of EKEPIS (2005); evaluator for EQUAL structural fund programme (2006).
- **University of Macedonia University Website Profile:** [Official Academic Profile](#)

PROFESSIONAL MEMBERSHIPS

- Business & Economics Society International (B&ESI, USA) — member since 2003.
- Economic Chamber of Greece (Οικονομικό Επιμελητήριο Ελλάδας) — registered member since 9 October 1996 (reg. no. 0396/42565).
- Management Chamber of Greece (Διοικητικό Επιμελητήριο Ελλάδας) — member since 2004.
- Greek Administrative Chamber — member since 2004.
- **Editorial Board:** ENTREPRENEURSHIP, Scientific Journal — Belgrade Centre for Industrial Relations, Serbia.
- **Advisory Board:** Economics, Management, and Financial Markets Journal — Denbridge Press, New York, USA.
- **Editorial Team:** International Journal of Trade and Global Markets — Inderscience Enterprises Ltd.
- **Advisory Board:** International Journal of Research Trends in Social Sciences (IJORTISS) — Vilnius University, Lithuania.

SOUTH-EASTERN EUROPE FIELD RESEARCH EXPERIENCE

Primary questionnaire-based research missions, 1998–2007 — covering five Balkan countries with structured face-to-face interviews with enterprise managers, government officials and privatisation agency representatives:

Country	Cities / Locations	Period & Nature of Research
Bulgaria	Sofia, Plovdiv, Varna	1998–2001 & 2005–2007 — structured interviews with managers of Bulgarian and foreign enterprises on FDI determinants, privatisation barriers and business climate (PhD fieldwork + follow-up surveys)
Albania	Tirana	1999–2001 — interviews with enterprise managers and representatives of the Albanian Public Finance and Privatisation Agency on FDI motives and privatisation policies
Serbia	Belgrade	2005–2007 — questionnaire survey on FDI barriers and motives in the manufacturing sector (published in Journal of East-West Business, 2014)
FYROM / North Macedonia	Skopje	2005–2007 — structured interviews with manufacturing firms on FDI entry modes, motives and barriers (published in Journal of East-West Business, 2011)
Romania	Bucharest	2005–2007 — short-term field research on FDI climate and business environment

Total primary data collected: **500+ structured interviews** with enterprise managers and government officials across the five countries, forming the empirical basis for the PhD thesis and several subsequent journal publications.

ANNEX 1 — DETAILED TEACHING EXPERIENCE

Current Teaching Modules — University of Macedonia (2010–present)

Undergraduate

- INTERNATIONAL MANAGEMENT AND ENTREPRENEURSHIP (semester 3)
- INTERNATIONAL ECONOMIC DEVELOPMENT AND ECONOMIC RELATIONS OF SOUTH EAST EUROPE (semester 5)
- INTERNATIONAL INVESTMENTS AND MULTINATIONALS (semester 6)
- ECONOMICS OF TRANSITION (semester 8)

Postgraduate (Graduate)

- GLOBAL ECONOMIC SYSTEM AND THE EUROPEAN UNION (semester 1)
- NEW TECHNOLOGIES AND e-GOVERNMENT (semester 1)
- INTERNATIONAL ENTERPRISES, GLOBALISATION AND MULTINATIONALS IN EUROPE (semester 1)
- YOUTH ENTREPRENEURSHIP AND EMPLOYMENT (semester 2)
- START-UP OF ENTREPRENEURSHIP AND EMPLOYMENT (semester 2)
- THE ECONOMIC RELATIONS OF THE EMERGING MARKETS IN EUROPE (semester 2)

Distance Teaching — Hellenic Open University (18 years, 2005–present)

MBA50 – Economics for Managers (3 years, English, ECTS: 20)

Module description: Organised around three thematic sub-modules. (1) International Economic Environment: theory of international trade (Ricardo model, Heckscher–Ohlin, income distribution), international trade policy, exchange rates and open-economy macroeconomics, international monetary system and optimal currency areas. (2) Managerial Economics: economic analysis applied to business decision-making under uncertainty; links between macroeconomic trends and firm performance. (3) European Business: EU integration from an economic and social perspective; EU policies and their impact on European companies; analysis of the dynamic European business environment including trade relations with the US and Japan and the role of FDI.

DEO40 – Administration of Businesses and Organizations (5 years, Greek, ECTS: 20)

Module description: Four sub-modules: (1) Strategic Management — corporate strategy formulation, internal and external environment analysis, mission statements, strategic options and evaluation. (2) Management of Multinational Corporations — definition of MNCs and FDI, reasons for internationalisation, types of FDI, subsidiaries and organisational structures, global production strategies. (3) Project Management — Gantt charts, CPM, PERT, MPM, resource scheduling, budget control. (4) Organisational Theory and Behaviour — organisational theories, system theory, group dynamics, leadership, communication, ethics and corporate culture.

DEO44 – Entrepreneurship and Innovation (10 years, Greek, ECTS: 20)

Module description: Theory of entrepreneurship and innovation; role of entrepreneurship in economic development; EU and Greek support programmes; concept of innovation and its forms; knowledge economy; technological change within industries; intellectual property protection; new product development; organisational resources and innovation; business plan structure and key components. Evaluation: four written assignments (30%) plus final examination (70%).

Undergraduate Teaching in English — City Liberal Studies / University of Sheffield (2001–2005)

MANG 3311 – European Business Environment & Transition Economies (2001–05, up to 4 classes per semester, 80–92 students total, 12 hrs/wk)

MANG 3308 – International Business (2001–03, 1–2 classes, 20–42 students, 3–6 hrs/wk)

FIN 3804 – International Financial Management (2003–05, 1–2 classes, 18–32 students, 3–6 hrs/wk)

Undergraduate Teaching in Greek — Democritus University of Thrace (2001–2005, PD 407/80)

Economic History of Greece and other Balkan Countries (1st year, 80–120 students, 3 hrs/wk)

Inter-Balkan Economic Relations before and after 1989 (3rd year, 85–120 students, 6 hrs/wk)

Undergraduate Teaching in Greek — University of Macedonia (2004–2007, PD 407/80)

Microeconomics & Macroeconomics (Marketing and Operations Mgmt Dept., Edessa, 65 students, 3 hrs/wk)

Private Economics and Introduction to Management (Balkan & Slavonic Studies Dept., 75–135 students, 3 hrs/wk)

Macroeconomics II; Economic Integration; Open Macroeconomics (International Economic Relations Dept., 75–250 students per module)

Global Economic System; Economic Relations in SE Europe (International Economic Relations Dept., 32–100 students, 3 hrs/wk)

Postgraduate Teaching in English (2005–2006)

International Financial Management — City Liberal Studies / University of Sheffield, MBA (20 students)

Global Business — New York College, MBA, Thessaloniki (8 students)

Global Business — New York College, MBA, Skopje, North Macedonia (15 students)

Current Management Issues with emphasis on International Business and European Integration — City College, MBA, Belgrade, Serbia (35 students)

ANNEX 2 — PUBLICATIONS AND SCHOLARLY OUTPUT

LATEST PUBLICATIONS (2023–2026)

- Bitzenis, A., Koutsoupias, N., & Nosios, M. (2026). Tax Evasion and the Informal Economy in Greece: A Systematic Review. *Businesses*, 6(1), 14. <https://doi.org/10.3390/businesses6010014>
- Koutsoupias, N., Bitzenis, A., & Nosios, M. (2026). A Comprehensive Study of Artificial Intelligence in Preserving and Advancing Asia Minor's Heritage. *Digital*, 6(1), 21. <https://doi.org/10.3390/digital6010021>
- Bitzenis, A., Koutsoupias, N., & Nosios, M. (2025a). A Systematic Analysis of Business Tax Compliance in Greece: Theory and Empirical Evidence. *Global Business & Economics Anthology*, I&II, 74–95.
- Bitzenis, A., Koutsoupias, N., & Nosios, M. (2025b). Artificial intelligence and machine learning in production efficiency enhancement and sustainable development. *Frontiers in Sustainability*, 5, 1508647.
- Bitzenis, A., Koutsoupias, N., & Nosios, M. (2025c). Bribery, Corruption, and Institutional Trust: A Comparative Analysis of Greece's Public and Private Sectors. *Global Business & Economics Anthology*, I&II, 96–115.
- Bitzenis, A., Koutsoupias, N., & Nosios, M. (2025d). Machine learning in Social Sciences and Humanities research: A structured literature review. *ICIB 2024 Conference Proceedings*, 1, 1–17.
- Bitzenis, A., & Koutsoupias, N. (2024). A Scientometric Review regarding FDI in South-East Europe (2005–2024). *Global Business & Economics Anthology*, 117–128.
- Bitzenis, A., & Koutsoupias, N. (2024). Big Data in Economics Research. In N. Tsounis & A. Vlachvei (Eds.), *Applied Economic Research and Trends* (pp. 1063–1072). *Springer Nature Switzerland*. https://doi.org/10.1007/978-3-031-49105-4_61
- Karayianni, E., Kontakos, P., Bitzenis, A., & Sergi, A. (2023). Cypriot Diaspora Direct Investment Patterns in times of Financial Crisis. *Journal of East-West Business*, 29(3), 285–306. [ABS 1*] <https://doi.org/10.1080/10669868.2023.2198514>
- Bitzenis, A., & Koutsoupias, N. (2023). Visualizing Economics and Business in the field of Education. *Global Business & Economics Anthology*, 1, 70–81.
- Thomos, K., Bitzenis, A. & Koutsoupias, N. (2023). Credit Rating in Business and Economics Research: Europe (2000–2022). *Global Business & Economics Anthology*, I&II, 91–99.

BOOKS (12 volumes — 6 in English, 6 in Greek)

- Vlachos, V., Bitzenis, A. and Sergi, B. (2021). *Modeling Economic Growth in Contemporary Greece*. Emerald Publishing, Bingley (UK). ISBN 978-1-80071-121-1. <https://doi.org/10.1108/9781800711228>
- Vlachos, V. and Bitzenis, A. (2019). *European Union: Post Crisis Challenges and Prospects for Growth*. Palgrave Macmillan, New York. ISBN 978-3-030-18102-4. <https://doi.org/10.1007/978-3-030-18103-1>
- Bitzenis, A., Karagiannis, N. and Marangos, J. (eds.) (2015). *Europe in Crisis: Problems, Challenges, and Alternative Perspectives*. Palgrave Macmillan, New York. ISBN 978-1-137-39126-6.
- Bitzenis, A., Papadopoulos, I. and Vlachos, V. (2013). *Reflections on the Greek Sovereign Debt Crisis: The EU Institutional Framework, Economic Adjustment in an Extensive Shadow Economy*. Cambridge Scholars Publishing, Newcastle upon Tyne. ISBN 978-1-4438-4512-4.
- Bitzenis, A., Vlachos, V. and Papadimitriou, P. (eds.) (2012). *Mergers and Acquisitions as the Pillar of Foreign Direct Investment*. Palgrave Macmillan, New York. ISBN 978-1-137-02685-6. <https://doi.org/10.1057/9781137031556>
- Bitzenis, A. (2009). *The Balkans: Foreign Direct Investment and EU Accession*. Ashgate Publishing Ltd, Aldershot, UK. ISBN 978-0-7546-7486-8.
- Bitzenis, A. (2015). *Διεθνής Επιχειρηματικότητα και Επενδύσεις: Σύγχρονο Ελληνικό Επιχειρηματικό Περιβάλλον*. Εκδόσεις Σταμούλης, Athens (monograph, 800 pp., Greek).
- Bitzenis, A. (2015). *Η Δυναμική των Αγορών της Νοτιοανατολικής Ευρώπης: Μετάβαση και Οικονομική Κρίση*. Εκδόσεις Σταμούλης, Athens (monograph, 800 pp., Greek).
- Bitzenis, A. (2009). *Παγκοσμιοποίηση, Πολυεθνικές, Επενδύσεις και Ευρωπαϊκή Ολοκλήρωση στο Νέο Παγκόσμιο Οικονομικό Σύστημα*. Εκδόσεις Σταμούλης, Athens (616 pp., Greek).
- Bitzenis, A. and Marangos, J. (2007). *Τα Οικονομικά της Μετάβασης*. Εκδόσεις Σταμούλης, Athens (788 pp., Greek).
- Bitzenis, A. (2003). *Η Δυναμική των Βαλκανικών Αγορών, Vol. A (296 pp.) & Vol. B (384 pp.)*. Εκδόσεις Σταμούλης, Athens (Greek).

EDITED CONFERENCE PROCEEDINGS (9 volumes)

- Bitzenis, A., Kontakos, P. (2021). *ICIB 2019 Proceedings*. ISBN 978-618-5255-17-6 (e-book). ISSN 2241-5645. University of Macedonia.
- Bitzenis, A., Kontakos, P. (2019). *ICIB 2017 & 2018 Proceedings* (pp. 1–814). ISSN 2241-5645. University of Macedonia.
- Bitzenis, A., Kontakos, P. (2016). *ICIB 2015 & 2016 Proceedings* (pp. 1–364). ISBN 978-618-5255-01-5. ISSN 2241-5645. University of Macedonia.
- Bitzenis, A., Vlachos, V. (2015). *ICIB 2014 Proceedings*. ISBN 978-618-5255-00-8. ISSN 2241-5645. University of Macedonia.
- Bitzenis, A., Vlachos, V. (2014). *ICIB 2013 Proceedings*. ISSN 2241-5645. University of Macedonia.
- Bitzenis, A., Vlachos, V. (2013). *ICIB 2012 Proceedings*. ISBN 978-960-98740-4-5. ISSN 2241-5645. University of Macedonia.
- Bitzenis, A., Marangos, J., Papadimitriou, P. (2012). *ICIB 2011 Proceedings*. ISBN 978-618-5001-01-8. University of Macedonia.
- Bitzenis, A., Vlachos, V. (2011). *ICIB 2010 Proceedings*. ISBN 978-960-8396-57-9. University of Macedonia Publishing.

REFEREED JOURNALS (40+ articles — selected)

- Vlachos, V., Bitzenis, A. and Marangos, J. (2022). Shadow economy and inward FDI. *International Journal of Economics and Business Research*, 23(2), 131–135.
- Vlachos, V., Tsitouras, A., Tsimpida, C. and Bitzenis, A. (2022). Motives and barriers to the location of MNEs and the role of the informal economy: The case of Greece. *SYMPHONY Emerging Issues in Management*, 2022(1), 47–70.

- Tsitouras, A. et al. (2020). An investigation into the causal links among FDI determinants: Empirical evidence from Greece. **Journal of East-West Business**, 26(1), 17–55.
- Vlachos, V. et al. (2019). Factors favoring FDI in Greece after the global financial crisis. **Journal of East-West Business**, 25(3), 262–292.
- Bitzenis, A. and Vlachos, V. (2018). Tax morale in times of economic depression: The case of Greece. **Advances in Taxation**, 25, 173–199.
- Bitzenis, A. and Vlachos, V. (2016). Foreign direct investment in the light of the recent crisis. **Global Business and Economics Review**, 18(2), 115–123. [ABS 1]
- Bitzenis, A., Vlachos, V. and Schneider, F. (2016). An exploration of the Greek shadow economy. **Journal of Economic Issues**, 50(1), 165–196. [ABS 1]
- Vlachos, V. and Bitzenis, A. (2016). Tax compliance of small enterprises in Greece. **International Journal of Entrepreneurship and Small Business**, 28(2–3), 380–389. [ABS 2]
- Bitzenis, A. and Vlachos, V. (2013). Bulgaria's inward FDI and EU accession. **Journal of East-West Business**, 19(3), 222–236. [ABS 1]
- Bitzenis, A. and Vlachos, V. (2010). International business in an EU candidate: the case of Bulgaria. **International Journal of Business Environment**, 3(4), 412–426.
- Bitzenis, A., Tsitouras, A. and Vlachos, V. (2009). Decisive FDI obstacles as an explanatory reason for limited FDI inflows in an EMU member state: The case of Greece. **Journal of Socio-Economics**, 38(4), 691–704. [ABS 1]
- Bitzenis, A. and Nuskova, V. (2011). Barriers for FDI in the Manufacturing Sector in FYROM. **Journal of East-West Business**, 17(4), 213–246. [ABS 1]
- Bitzenis, A. and Szamosi, L. (2009). Entry modes and the Determinants of FDI in an EU accession country: Albania. **Journal of East-West Business**, 15, 189–209. [ABS 1]
- Bitzenis, A. and Marangos, J. (2009). The Impact of Adverse Initial Conditions on the delayed EU Membership of Bulgaria. **The Social Science Journal**, 46, 70–88.
- Bitzenis, A. and Marangos, J. (2008). The Role of Risk as an FDI Barrier to Entry during Transition: The Case of Bulgaria. **Journal of Economic Issues**, XLII(2), 499–508. [ABS 1]
- Bitzenis, A. et al. (2008). Evaluating the Banking Reforms in Serbia. **Studies in Economics and Finance**, 25(1), 49–71. [ABS 1]
- Bitzenis, A. et al. (2007). Motives for FDI in the Manufacturing Sector in FYROM. **Post-Communist Economies**, 19(4), 505–527. [ABS 1]
- Bitzenis, A. and Marangos, J. (2007). Globalisation and integration-assisted transition in CEE economies. **Journal of Economic Issues**, XLI(2), 427–434. [ABS 1]
- Bitzenis, A. (2007). Determinants of FDI: Evidence from Multinationals in post-crisis Bulgaria. **Southeast European and Black Sea Studies**, 7(1), 83–111.
- Bitzenis, A. and Nito, E. (2005). Obstacles to Entrepreneurship in a Transition Business Environment: Albania. **Journal of Small Business and Enterprise Development**, 12(4), 564–578. [ABS 2]
- Bitzenis, A. (2005). Company Oriented Investment Interest and Cross-Border Transactions under Globalisation. **European Business Review**, 17(6), 547–565. [ABS 2]
- Bitzenis, A. (2003). What was behind the delay in the Bulgarian Privatisation Process? **Emerging Markets Finance & Trade**, 39(5), 58–82.
- Bitzenis, A. (2002). Foreign Participation in the Bulgarian Banking System during its transition period (1989–2001). **Agora without Frontiers**, 7(4), 297–326.

SELECTED BOOK CHAPTERS (25+)

- Vlachos, V. and Bitzenis, A. (2024). Evidence from the shadows: Unreported income, undeclared work and tax morale in Greece. In Elgin, C. (ed.), **Handbook of Informal Economy**, pp. 193–202. Routledge, London.
- Vlachos, V. and Bitzenis, A. (2021). Competitive position and dynamics of the Greek economy. In **Modeling Economic Growth in Contemporary Greece**, pp. 13–27. Emerald.
- Bitzenis, A. and Vlachos, V. (2017). Unregistered economic activities during the Greek multidimensional crisis. In Marangos, J. (ed.), **The Internal Impact and External Influence of the Greek Financial Crisis**, pp. 85–100. Palgrave Macmillan.
- Bitzenis, A. and Vlachos, V. (2015). The fight against the shadow economy as an exit from the Greek sovereign debt crisis. In **Europe in Crisis**, pp. 275–286. Palgrave Macmillan.
- Bitzenis, A. and Vlachos, V. (2013). Outward FDI from Greece and its policy context. In Sauvart, K.P. et al. (eds.), **Inward and Outward FDI Country Profiles**, 2nd ed. Vale Columbia Center, Columbia University.
- Bitzenis, A. et al. (2012). Toward a unifying model of FDI determinants / FDI in FYROM / The impact of FDI. Chapters 3, 12 & 5 in **Mergers and Acquisitions as the Pillar of FDI**. Palgrave Macmillan.
- Bitzenis, A. and Marangos, J. (2008). Enterprise; Business; Private Sector; Market Economy; IMF; Exchange Rates; Transitional Economies; Trade Bilateral; Money Laundering (9 entries). In Darity, W.A. (ed.), **International Encyclopedia of the Social Sciences**, 2nd ed. (9 vols.). Macmillan Reference USA, Detroit.
- Bitzenis, A. (2010). Globalisation; FDI; Privatisation; Industry Policy; Immigration (5 entries). In O'Hara, P.A. (ed.), **International Encyclopedia of Public Policy Governance in a Global Age**. GPERU, Perth.
- Bitzenis, A. (2007). New Industry Policy in post-communist countries. Chapter 1 (leading chapter) in Sergi, B.S. et al. (eds.), **Industries and Markets in Central and Eastern Europe**. Ashgate, UK.

PUBLICATION QUALITY RATINGS

ABS Academic Journal Quality Guide — 18 publications: 14 at Grade 1, 4 at Grade 2.

- Grade 1 – Economics: Journal of Economic Issues (×3); Post-Communist Economies; Studies in Economics and Finance
- Grade 1 – International Business: Journal of East-West Business (×6); Global Business and Economics Review (×6)
- Grade 2 – Management/Entrepreneurship: European Business Review (×3); Journal of Small Business and Enterprise Development; International Journal of Entrepreneurship and Small Business; Emerging Markets Finance & Trade

ABDC Journal Ratings List — 36 publications: rated A, B or C across Economics and Business Management categories.

ANNEX 3 — SUPERVISION, RESEARCH PROJECTS AND CONFERENCES

PhD Supervision — 7 Completed

- Panagiotis Kotsios — PhD Awarded
- Panagiotis Kontakos — PhD Awarded
- Vasileios Vlachos — PhD Awarded
- Ioannis Makedos — PhD Awarded
- Christina Sakali — PhD Awarded
- Chrysanthi Tsimpida — PhD Awarded
- Panagiotis Mitrakos — PhD Awarded

Master's Dissertation Supervision (150+ dissertations)

Supervision of 56+ dissertations at the Dept. of International and European Studies (University of Macedonia) and 15+ at the Hellenic Open University MBA programme, on topics including: international entrepreneurship, FDI, globalisation, shadow economy, transition economics, European integration, digital economy, banking, project management, and organisational behaviour.

Research Programmes and European Funds

- **THALIS Programme (Leader/Coordinator):** 'Measuring the shadow economy in Greece: Size, Reasons, and Consequences.' European Union funded (95%) + Greek national funds (5%), 2012–2014. Budget approximately €600,000. Ranked top-5 among 1,500 submissions nationwide, evaluated by three anonymous international referees.
- DASTA — Entrepreneurship and Innovation (Preparing Innovative Academic Material for Entrepreneurship)
- HELLENIC ACADEMIC OPENCOURSES
- EGNATIA VAE — Cross-border vertical axes of entrepreneurship in support of youth and women
- Encouragement of Entrepreneurship & Actions that Cope with the Restructuring of the Economy
- Enhancement of competitiveness and restructuring of food subsectors through benchmarking — F.IND Consulting
- EQUAL Programme ('Equal Possibilities – Equal Opportunities'): administrative, advisory and economic support, 2005–2006
- EQUAL Programme (co-ordination of partners): 2005
- OECD national report evaluation and planning on behalf of EKEPIS: 2005
- EQUAL structural fund A.S. GENESIS — evaluation questionnaire development: 2006
- Referee/Evaluator, Hrakleitos European-funded research programme: December 2006
- 'Processes of Trade Activities with Eastern Countries' programme: 2007
- Advisory services (90 sessions) — 'Organisation and Administration of Small Enterprises' (Palinostoyntes programme): 2009

Journal Refereeing and Editorial Roles

Referee for 12 international scientific journals:

- World Development | Global Business & Economic Review | European Management Review | Applied Economics | Management Research News | Comparative Economic Studies | International Journal of Economic Policy in Emerging Economies | International Journal of Monetary Economics and Finance | International Journal of Trade and Global Markets | Transnational Corporations | Journal of Economic Issues | Journal of Socio-Economics

Guest editor of 6 special journal issues (see Organisational/Managerial Skills section for details).

Editorial and advisory board memberships: ENTREPRENEURSHIP (Belgrade); Economics, Management, and Financial Markets Journal (New York); International Journal of Trade and Global Markets (Inderscience); IJORTISS (Vilnius University).

Awards and International Recognition

- **Best Paper Award (2010):** 6th Global Conference on Global Research in Business & Economics, New York City — 'The Economic Impact of Mergers & Acquisitions in Greece' (Tampakoudis, Subeniotis, Bitzenis).
- **Research Awards — University of Macedonia:** Awarded for publications in Journal of East-West Business and Journal of Small Business and Enterprise Development (2009, 2010).
- **Research Grant Award (2012, Cycle E):** Top-ranking in Greek Basic Research Enhancement Programme.
- **Research Grant Award (2010, Cycle D):** Top-ranking in Greek Basic Research Enhancement Programme.
- **Columbia University Approach (2010–12):** Invited by the Vale Columbia Center on Sustainable International Investment (Columbia University, New York) to write FDI profile reports for Greece and Bulgaria.
- **Outstanding Conference Participant (2005):** B&ESI International Conference, Flagstaff, Arizona, USA.
- **Appreciation Award (2005):** Association for Evolutionary Economics (AFEE) International Summer School on Institutional Economics.
- **Outstanding Conference Participant (2004):** B&ESI International Conference, Rhodes, Greece.
- **Encyclopaedia invitations:** Invited to write 9 entries for the International Encyclopedia of the Social Sciences (Macmillan Reference USA, 2007); 5 entries for International Encyclopedia of Public Policy Governance (GPERU, 2004); 1 entry for Encyclopedia of Globalization, Trade & Investment Issues (ABC-CLIO, 2005).

International Conferences (46 International + 9 National)

International (selected)

- **2023:** Online Workshop for the Handbook of Informal Economy (Routledge).
- **2022:** 39th B&ESI Conference, Rome.
- **2019:** LELSE-19, Lisbon; MAC-MME 2019, Prague; 35th B&ESI Conference, Vienna; 6th ICOAE, Volos; ICIB 2019, Thessaloniki.
- **2018:** 33rd B&ESI Conference, Lugano; ICIB 2018, Thessaloniki.
- **2017:** 31st B&ESI Conference, Chania; ICIB 2017, Thessaloniki.
- **2016:** 29th B&ESI Conference, Ljubljana; ICIB 2016, Thessaloniki; EBEEC 2016, Split.
- **2015:** 32nd WBRI Conference, Melbourne; 8th EuroMed Academy, Verona; 10th MIBES, Larissa; 3rd ECRES, Antalya; B&ESI 25th (Las Vegas), 26th (Al Ain, UAE), 27th (Albufeira, Portugal); ICIB 2015, Thessaloniki.
- **2014:** ICIB 2014, Thessaloniki; 7th EuroMed Academy, Kristiansand; EBEEC 2014, Nis, Serbia; ICEM 2014, Istanbul; B&ESI 22nd (Monte Carlo) & 24th (Florence); HOBA 2014, Athens.
- **2013:** ICIB 2013, Thessaloniki; EBEEC 2013, Istanbul; ICOAE 2013, Istanbul; B&ESI 22nd, Monte Carlo; EIBA 2013, Bremen.
- **2010:** ICIB 2010, Thessaloniki; 3rd Conference on Accounting and Finance, Skiathos; 6th GRBE Conference, New York; 68th Atlantic Economic Conference, Boston.
- **2009:** 68th Atlantic Economic Conference, Boston, USA.
- **2008:** ASSA Meeting, New Orleans, USA.
- **2007:** ASSA Meeting, Chicago, USA.
- **2006:** WSSA 48th Annual Conference / Association for Institutional Thought Annual Meeting, Phoenix, Arizona, USA.
- **2005:** B&ESI Conference, Flagstaff, Arizona, USA; 5th Conference on Knowledge, Culture and Change in Organisations, Rhodes.
- **2004:** B&ESI Conference, Rhodes, Greece; 2nd NEXUS Conference, Central European University, Budapest, Hungary.
- **2003:** 2nd International Conference on Banking Strategy, Sheraton Hotel, Sofia, Bulgaria.
- **2001:** Conference on Restructuring Stability and Development in SE Europe, University of Thessaly, Volos, Greece.

National (9 Greek conferences)

- **December 2013:** Conference on Greece and the EU at the Crossroads, University of Peloponnese, Loutraki.
- **May 2006:** 'The EU in the International Environment', University of Macedonia, Thessaloniki.
- **September 2004:** Conference of the Greek Economic Society, University of Macedonia, Thessaloniki.
- **May 2004:** Festival Foitisi, Velideio Conference Centre, Thessaloniki.
- **September 2003:** 1st Greek Conference on International Political Economy, Institute of International Economic Relations, Athens.
- **June 2001:** Balkans: Entrepreneurship and Educational Opportunities, University of Macedonia.
- **March 1999:** Hellenic Ministry of National Economy seminar on Privatisations and FDI, Athens (presenter and discussant).
- **April 1999:** Seminar on Globalisation and the Regional Economy, Drama, Greece.
- **October 1998:** 6th Conference of the Greek Economic Society, Komotini.