# Curriculum Vitae

# Delias Pavlos

## Personal Information

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| Name | **Pavlos Delias** |
| Home Address | PB 1287, Post Office, Kavala PC 65110, Greece |
| Telephone(s) | +30 2510 462368 |
| E-mail | pdelias@teikav.edu.gr, pavlos.delias@gmail.com |
| Nationality | Greek |
| Birth Date | January 7th, 1980 |
| Sex | Male |
| Marital Status | Married (1 child) |
| Military Obligations | Fulfilled |

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| Tenure | **Assistant Professor -** Accountancy Department -  Faculty of Economics - University of Kavala Institute of Technology (TEI of Kavala) (*Since March 2011*) |

## Education

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| Dates | October 2005 – September 2009 |
| Title of qualification awarded | PhD |
| Affiliation | Technical University of Crete  - Université Paris Dauphine (cotutelle) |
| Subject | Thesis Title : "An agent- based Workflow Management System for Marketing Decision Support" <br> The doctoral thesis was funded by the PENED 2003 program of GSRT (Hellenic Ministry of Development). |
| Dates | October 2002 – September 2005 |
| Title of qualification awarded | Master Degree, "Management Engineering" |
| Affiliation | Technical University of Crete |
| Subject | Thesis Title : "Design and Development  of an Agent Based Information System for organizations' strategic resource allocation" <br> Grade: 8.71/10 |
| Dates | October 1997 –  October 2002 |
| Title of qualification awarded | Diploma of Engineering , Department of Production Engineering & Management |
| Affiliation | Technical University of Crete |

| | Subject | Grade: 7.83/10 (Very Good).<br>Dissertation Title: "Design and Analysis of a Decision Support System based on multi-agent technology for the task allocation problem". |
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| | Occupational field | Production & Management Engineer – Applications of Operational Research in Information Systems |
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| **Work experience** | | |
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| **[EXP14]** | Dates | September 2010 – April 2011 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Innovation Centre of Crete – Emphasizing the Management of Natural Resources. Personal deliverables:<br>• Organizational Structure & Internal Regulations report<br>• Modeling of business processes and liaison services<br>• Dissemination activities<br>• Viability assurance measures<br>• Requirements analysis for the project feasibility study |
| | Employer | Technical University of Crete |
| **[EXP13]** | Dates | October 2009 – September 2010 |
| | Occupation or position held | **Liaison Office - Executive Manager** |
| | Main activities and responsibilities | Stimulating and supporting the blending of academic research and market needs. |
| | Employer | Technical University of Crete |
| **[EXP12]** | Dates | November 2008 – October 2010 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Research on an intelligent collaborative information system for marketing processes. |
| | Employer | Technical University of Crete |
| **[EXP11]** | Dates | January 2008 – June 2009 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Research on intelligent and personalized multimedia data mining. |
| | Employer | Technical University of Crete |
| **[EXP10]** | Dates | December 2006 – March 2009 |
| | Occupation or position held | **Research Associate** |

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| | Main activities and responsibilities | Feasibility Study of the application of the common olives extraction method for local olive oil cooperatives. |
| | Employer | Technical University of Crete |
| [EXP9] | Dates | October 2008 – February 2009 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Market research for tourism in Crete. |
| | Employer | Technical University of Crete |
| [EXP8] | Dates | October 2006 – September 2008 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Joining the "LEONARDO/ FORMACIÓN-ANIMACIÓN-ENTREPRENEURSHIP PARA EL MEDIO RURAL" (*n° 2006 ES/06/B/F/PP-149436) project* Study of agrotouristic business management in the Greek context. |
| | Employer | Technical University of Crete |
| [EXP7] | Dates | March 2007 – October 2007 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Joining the "(KP-26) Human resources adaptation through an integrated change management approach exploiting intelligent business information systems" project <br>• Specifications of a teleworking support system, focusing on the special needs of the bank sector <br>• Development of a teleworking model for the bank sector <br>• Design, implementation and pivotal deployment of an integrated information system. |
| | Employer | Technical University of Crete |
| [EXP6] | Dates | October 2005 – December 2007 |
| | Occupation or position held | **Workgroup coordinator** |
| | Main activities and responsibilities | Coordinator of the transnational working group "Management methods of social enterprises" |
| | Employer | Development Partnership «Cretan Social – Economical Partnership» |
| [EXP5] | Dates | February 2006 – May 2006 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Specifications of the digital content for an e-learning platform. |
| | Employer | Next Step Ltd |

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| **[EXP4]** | Dates | January 2007 – March 2007<br>September 2003 – June 2005 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Joining the "Support of the reformation of common courses using Information Technology and E-learning tools" project (EPEAEK II – national ministry of Education). Personal deliverables :<br>• Evaluation of the existing situation, performance measurement and comparative study of educational techniques.<br>• E-learning software tools, Educational web portals and project's web site.<br>• Design and implement an information system for the management of theses. |
| | Employer | Technical University of Crete |
| **[EXP3]** | Dates | June 2004- November 2005 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Joining the project "Q-LABEL : Qualifying Labour For Enlargement" (PHARE 2003). Personal Deliverables:<br>• Study the existing situation of employement for the region of Crete. Identifying the special characteristics of the unemployed and of the SMEs.<br>• Clustering unemployed and market needs. Gap analysis.<br>• Composing and digitizing content for the seminar course "Decision making in technological environments" in order to fit the project's e-learning platform.<br>• Organizing and supervising the seminars: Composing the curriculum, assembling the educational material, installing the e-learning platform.<br>• Administrative support – Managing sub-actions of the project.<br>• Coordinating the project's evaluators. |
| | Employer | Technical University of Crete |
| **[EXP2]** | Dates | February - May 2005 |
| | Occupation or position held | **Survey coordinator** |
| | Main activities and responsibilities | • Field survey for the assessment of market needs in the region of Crete<br>• Coordinating the researchers.Συντονισμός ομάδας ερευνητών<br>• Assembling the results |
| | Employer | ATHENS NETWORK OF COLLABORATING EXPERTS NCO |
| **[EXP1]** | Dates | October 2002 - December 2004 |
| | Occupation or position held | **Research Associate** |
| | Main activities and responsibilities | Joining the transnational action " SEED" of the project "Open ways for the development of social economy" (EQUAL project) |
| | Employer | Development Partnership "Active Citizens" |

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| **Teaching Experience** | | |
| | Experience in Higher Education Institutes | |
| [TCH_A10] | Dates | Spring Semester 2011 |
| | Position held | Assistant Professor |
| | Subject | Internet and e-Communications (postgraduate course) |
| | Affiliation | Democritus University of Thrace - University of Kavala Institute of Technology |
| [TCH_A9] | Dates | Fall & Spring Semester 2011 |
| | Position held | Assistant Professor |
| | Subject | Business Planning |
| | Affiliation | University of Kavala Institute of Technology |
| [TCH_A8] | Dates | Fall & Spring Semester 2011 |
| | Position held | Assistant Professor |
| | Subject | Entrepreneurship |
| | Affiliation | University of Kavala Institute of Technology |
| [TCH_A7] | Dates | Fall Semester 2011 |
| | Position held | Assistant Professor |
| | Subject | Management |
| | Affiliation | University of Kavala Institute of Technology |
| [TCH_A6] | Dates | Fall & Spring Semester 2011 |
| | Position held | Laboratory assistant |
| | Subject | Management Information Systems |
| | Affiliation | University of Kavala Institute of Technology |
| [TCH_A5] | Dates | Spring Semester 2010 |
| | Position held | **Visiting Professor (according to the Greek law Π.Δ. 407/80)** |
| | Subject | Decision Support Systems |
| | Affiliation | Technical University of Crete – Production Engineering & Management |
| [TCH_A4] | Dates | Spring Semester 2010 |
| | Position held | **Teaching Assistant** |
| | Subject | SMEs and Innovation |
| | Affiliation | Technical University of Crete – interdepartmental course |
| [TCH_A3] | Dates | Fall Semester 2010 |
| | Position held | **Visiting Professor (according to the Greek law Π.Δ. 407/80)** |
| | Subject | Distributed Artificial Intelligence and Intelligent Agents (postgraduate course) |

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| | Affiliation | Technical University of Crete – Production Engineering & Management |
| [TCH_A2] | Dates | Spring Semester 2009<br>Spring Semester 2007<br>Spring Semester 2006<br>Spring Semester 2005<br>Spring Semester 2004 |
| | Position held | **Teaching Assistant** |
| | Subject | Decision Support Systems |
| | Affiliation | Technical University of Crete – Production Engineering & Management |
| [TCH_A1] | Dates | Spring Semester 2009 |
| | Position held | **Teaching Assistant** |
| | Subject | E-business |
| | Affiliation | Technical University of Crete – Production Engineering & Management |

## Other Teaching Experience

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| [TCH_B1] | Dates | September 2003 – June 2004 |
| | Position held | **Instructor** |
| | Subject | Inventory Management Systems course of the "Warehouse senior clerk" class |
| | Affiliation | Vocational Training Institute of Chania |

## Personal skills and competences

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| Mother tongue(s) | **Greek** |
| Other language(s) | **English, French** |

| Self-assessment | | | | |
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| *European level (\*)* | **Understanding** | | **Speaking** | **Writing** |
| | *Listening* | *Reading* | | |
| **English** | Excellent | Excellent | Excellent | Excellent |
| **French** | Good | Very Good | Moderate | Moderate |

*(\*) Common European Framework of Reference for Languages*

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| Computer skills and competences | ▪ Word processors, Spreadsheets, Presentation programs, Graphics suites, Communication & Email, Personal Information Managers, Notetaking etc.<br>▪ Project Management Software : Ms Project, OpenProj<br>▪ Scientific / Engineering Software : MATLAB, Pro/Engineer, SPSS<br>▪ Programming Languages : Java ,Visual Basic.NET, SQL, XML, HTML<br>▪ Databases : Ms Access, mySQL, SQL Server (+OLAP, Data mining tools) |

## Publications

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|---|---|
| BOOKS | [PUB_A1]       N. Matsatsinis, **P. Delias**, and S. Tsafarakis, E-commerce and Virtual Enterprises. Chania: Technical University of Crete Publications, 2006, ISBN: |

960-8475-08-2 *(In Greek)*

<table>
<tr>
<td>Journals & Edited Books</td>
<td>

[PUB_B1]     N. Matsatsinis, E. Grigoroudis, and P. Delias, "User satisfaction and e-learning systems: Towards a multi-criteria evaluation methodology," Operational Research, vol. 3, pp. 249-259, 2003.

[PUB_B2]     N. F. Matsatsinis and P. Delias, "AgentAllocator: An Agent-Based Multi-criteria Decision Support System for Task Allocation," in Holonic and Multi-Agent Systems for Manufacturing. vol. 2744, V. Marik, D. McFarlane, and P. Valckenaers, Eds.: Springer Berlin / Heidelberg, 2003, pp. 225-235.

[PUB_B3]     N. F. Matsatsinis and P. Delias, "A Multi-criteria Protocol for Multi-agent Negotiations," in Methods and Applications of Artificial Intelligence. vol. 3025, G. A. Vouros and T. Panayiotopoulos, Eds.: Springer Berlin / Heidelberg, 2004, pp. 103-111.

[PUB_B4]     N. Matsatsinis and P. Delias, "Agents' Technology as an instructional tool" in: The after-effects of the European Union Enlargement and the ICT advances in Employment, N. Matsatsinis, K. Dimopoulos, N. Nagopoulos, D. Yannakopoulos, and A. Spyridakos, Eds. Crete: Dromon, 2005, pp. 215-230. (In Greek)

[PUB_B5]     N. Matsatsinis, E. Krassadaki, and P. Delias, "Tourists' satisfaction analysis using multicriteria analysis and machine learning methods. The case of Chania as a touristic destination," in Tourism Management, C. Zopounidis and Y. Siskos, Eds.: Kleidarithmos, 2006, pp. 123-159. (In Greek)

[PUB_B6]     P. Delias, N. Matsatsinis, and A. Karagounakis, "Towards a Multi-Criterion Web-Based Tool for Evaluation of an E-Learning System," in Innovations in E-learning, Instruction Technology, Assessment, and Engineering Education, M. Iskander, Ed.: Springer Netherlands, 2007, pp. 289-293.

[PUB_B7]     P. Kontoyannis, P. Delias, and N. Matsatsinis, "Telework in the bank sector: Design and Implementation of an application using multiple criteria decision support methods." in Change Management & Business Intelligence, N. Matsatsinis, Ed. Chania: New Technologies Publications, 2008, pp. 111-132. (In Greek)

[PUB_B8]     K. Lakiotaki, P. Delias, V. Sakkalis, and N. Matsatsinis, "User profiling based on multi-criteria analysis: the role of utility functions," Operational Research, vol. 9, pp. 3-16, 2009.

[PUB_B9]     P. Delias and N. Matsatsinis, "A genetic approach for strategic resource allocation planning," Computational Management Science, vol. 6, pp. 269-280, 2009.

[PUB_B10]     P. Delias, A. Doulamis, and N. Matsatsinis, "Optimizing Resource Conflicts in Workflow Management Systems," Knowledge and Data Engineering, IEEE Transactions on , vol.23, no.3, pp.417-432, 2011.

[PUB_B11]     P. Delias, A. Doulamis, and N. Matsatsinis, "What Agents Can Do in Workflow Management Systems," Artificial Intelligence Review, vol.35, no.2, pp. 155-189, 2011.

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<tr>
<td>Reviewed Conference Proceedings</td>
<td>

[PUB_C1]   N. F. Matsatsinis and **P. Delias**, "Implementing an Agent-based Decision Support System for Task Allocation: A Multi-criteria Approach," in Proceedings of the 9th Panhellenic Conference in Informatics - PCI 2003, Salonika, Greece, 2003, pp. 128-141.

[PUB_C2]   **P. Delias** and N. F. Matsatsinis, "The multiple criteria paradigm as a background for agent methodologies," in 8th Annual International Workshop

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"Engineering Societies in the Agents World", Athens, Greece, 2007, pp. 227-237.

[PUB_C3]   N. F. Matsatsinis, K. Lakiotaki, and **P. Delias**, "A System based on Multiple Criteria Analysis for Scientific Paper Recommendation," in PCI' 2007 11th Panhellenic Conference in Informatics, Patras, Greece, 2007, pp. 135-149.

[PUB_C4]   **P. Delias**, A. D. Doulamis, and N. Matsatsinis, "Simulating Agents as Balanced Scorecard Objectives " in IEEE International Conference on Distributed Human-Machine Systems - DHMS 2008, Athens, Greece, 2008, pp. 121-126.

[PUB_C5]   **P. Delias**, A. Doulamis, and N. Matsatsinis, "A Joint Optimization Algorithm for Dispatching Tasks in Agent-based Workflow Management Systems," in Proceedings of the 10th International Conference on Enterprise Information Systems, ICEIS 2008, Barcelona, Spain, 2008, pp. 199-206.

[PUB_C6]   **P. Delias**, "Workflow Management Systems and Agents. Do They Fit Together?," in 6th Doctoral Consortium on Enterprise Information Systems, DCEIS 2008, Barcelona, Spain, 2008, pp. 3-11.

[PUB_C7]   C. Lalos, A. Doulamis, K. Konstanteli, **P. Delias**, and T. Varvarigou, "An innovative content-based indexing technique with linear response suitable for pervasive environments," in International Workshop on Content-Based Multimedia Indexing, 2008. CBMI 2008. , London, UK, 2008, pp. 462-469.

[PUB_C8]   **P. Delias**, K. Ntalianis, A. Doulamis, and N. Matsatsinis, "Automating Marketing Campaign Management  Through an Agent-based Workflow Management System," in 13th WSEAS International Conference on Communications, Rodos (Rhodes) Island, Greece, 2009, pp. 37-45.

[PUB_C9]   S. Tsafarakis, **P. Delias**, and N. Matsatsinis, "Optimal Product Line Design Workflows Using a Service Oriented Architecture " in 10th International Conference on Intelligent Systems Design and Applications, pp.18-23, Cairo, Egypt, Nov. 29 2010-Dec. 1 2010.

## Submitted papers

[PUB_D1]   S. Tsafarakis and P. Delias, "A Service-oriented Approach for the Optimal Product Line Design Business Process,"International Journal of Information Systems in the Service Sector , 2010 (under revision).

## Other Publications

[PUB_E1]   S. Bellione and P. Delias, "The social enterprise: a comparative study to highlight tools improving entrepreneurial strategies - results of the second transnational work group " in SEED – Social European Enterprises Development"- Transnational mainstreaming conference Brussels, 2004.

[PUB_E2]   P. Delias and N. F. Matsatsinis, "Multiple Criteria Decision Making in Multi-Agent Systems," in The 18th International Conference on Multiple Criteria Decision Making - MCDM 2006 Chania, Greece, 2006.

[PUB_E3]   P. Delias, " Management methods of social enterprises and competences – the results of the second transnational work group," in "SEND – Social Economy  Network Development" Transnational mainstreaming conference European Parliament, Brussels, 2007.

[PUB_E4]   N. Matsatsinis and P. Delias, "Management tools for social enterprises. The case of Corporate Responsibility in the transnational working groups," in CORPORATE RESPONSIBILITY AND VIABLE DEVELOPMENT, Heraklion, Crete, 2007. (In Greek)

[PUB_E5]   P. Delias and N. F. Matsatsinis, "Evaluating Agent- Oriented Workflow

Managament System Using A Multiple Criteria Methodology," in MCDA 68 : 68th Meeting of the Euro Working Group Multiple Criteria Decision Aiding Chania, Greece, 2008, p. 22.

[PUB_E6]    N. Matsatsinis, K. Lakiotaki, and P. Delias, "Evaluating a web instructional tool for agro-tourism business management based on a multi-criteria methodology," in MCDA 68 - 68th Meeting of the Euro Working Group Multiple Criteria Decision Aiding Chania, Greece, 2008, p. 9.

[PUB_E7]    S. Tsafarakis, E. Grigoroudis, N. Matsatsinis, and P. Delias, "Using multicriteria analysis in choice models for simulating consumer behavior," in MCDA 68 - 68th Meeting of the Euro Working Group Multiple Criteria Decision Aiding Chania, Greece, 2008, pp. 13-14.

[PUB_E8]    N. Matsatsinis, V. Grigoroudis, and P. Delias, "Tourists' behavior analysis in Crete using Multivariate Data Analysis methods," in 5th PanHellenic Data Analysis Conference Rethymno Crete, Greece, 2009, pp. 120-121.

[PUB_E9]    A. Doulamis, P. Delias, C. Lalos, and N. Matsatsinis, "Large scale retrieval and navigation of multimedia content," in 5th PanHellenic Data Analysis Conference Rethymno Crete, Greece, 2009, pp. 108-109.

[PUB_E10]    P. Delias and N. Spanoudakis, Simulating Multi-agent Systems Designs Using Business Process Modeling, in 8th European Workshop On Multi-Agent Systems. 2010: PARIS, FRANCE.

Citations
(Total 13)

[PUB_B1]
1. E. Grigoroudis and Y. Siskos, Customer Satisfaction Evaluation. Methods for Measuring and Implementing Service Quality. International Series in Operations Research & Management Science vol. 139: Springer, 2010.

[PUB_B2]
1. Y. Siskos, E. Grigoroudis, and N. Matsatsinis, "UTA methods," in Multiple criteria decision analysis: state of the art surveys. vol. 78, J. Figueira, S. Greco, and M. Ehrgott, Eds.: Springer New York, 2005, pp. 297–344.
2. H. R. Weistroffer, C. H. Smith, and S. Narula, "Multiple Criteria Decision Support Software," in Multiple Criteria Decision Analysis: State of the Art Surveys. vol. 78, J. Figueira, S. Greco, and M. Ehrgott, Eds.: Springer New York, 2005, pp. 989-1009.

[PUB_B3]
1. E. Bowring, M. Tambe, and M. Yokoo, "Multiply-constrained distributed constraint optimization," in Proceedings of the fifth international joint conference on Autonomous agents and multiagent systems - AAMAS 2006, Hakodate, Japan, 2006, pp. 1413 - 1420.
2. E. Bowring, M. Tambe, and M. Yokoo, "Distributed Multi-Criteria Coordination in Multi-Agent Systems," in 3rd International Workshop on Declarative Agent Languages and Technologies - DALT 2005, Utrecht, the Netherlands, 2005, pp. 165-178.
3. E. Bowring, M. Tambe, and M. Yokoo, "Distributed Multi-Criteria Coordination: Privacy vs. Efficiency," in Nineteenth International Joint Conference on Artificial Intelligence (IJCAI-2005) - Workshop on Distributed Constraint Reasoning - DCR05, Edinburgh, Scotland, 2005.
4. Bowring, E., M. Tambe, and M. Yokoo, Balancing Local Resources and Global Goals in Multiply-Constrained DCOP. Journal of Multiagent and Grid Systems (MAGS) (to appear), 2010. (temporary available at http://teamcore.usc.edu/papers/2010/MAGSBTY2.pdf)

[PUB_B8]
1. R. Marek and G. Sayed Koosha, "Updating user profile using ontology-based semantic similarity," in Proceedings of the 18th international conference on Fuzzy Systems Jeju Island, Korea: IEEE Press, 2009, pp. 1062-1067.

2. Reformat, M.Z., Yager, R.R. "Tag-based fuzzy sets for criteria evaluation in on-line selection processes," Journal of Ambient Intelligence and Humanized Computing, 2 (1), pp. 35-51, 2011.
3. Reformat, M.Z., Golmohammadi, S.K.," Rule-and OWA-based semantic similarity for user profiling," International Journal of Fuzzy Systems, 12 (2), pp. 87-102, 2010.

[PUB_C3]

1. A. Naak, H. Hage, and E. Aïmeur, "A Multi-criteria Collaborative Filtering Approach for Research Paper Recommendation in Papyres," in E-Technologies: Innovation in an Open World. vol. 26, G. Babin, P. Kropf, and MichaelWeiss, Eds.: Springer Berlin Heidelberg, 2009, pp. 25-39.
2. Tsafarakis, S., K. Lakiotaki, and N. Matsatsinis, Applications of MCDA in Marketing and e-Commerce, in Handbook of Multicriteria Analysis, C. Zopounidis and P.M. Pardalos, Editors. 2010, Springer Berlin Heidelberg. p. 425-448.
3. Liu L., Lecue, F., Mehandjiev, N. and Dong-Ling Xu. Using Context Similarity for Service Recommendation. In Proceedings of the IEEE International Conference on Semantic Computing (ICSC 2010), pages ??-??, September 22-24, 2010, Carnegie Mellon University, Pittsburgh, PA, USA

## Academic Activities

### Reviewer at International Journals

Business Process Management Journal (Emerald)
Future Generation Computer Systems (Elsevier)
Operational Research An International Journal (Springer)

### Conferences Organizing Committee

2nd Multiple Criteria Decision Aid meeting, Chania, October 21-22, 2004
3rd Multiple Criteria Decision Aid meeting, Chania, September 29-30, 2005
2nd Panhellenic Scientific Conference of legal documentation of socio-economic issues : The role of justice in entrepreneurship", Kavala, April 8-9, 2011

## Other Activities

Member of the Greek Technical Chamber since October 2003

Representative of the postgraduate students' association at the General assembly of the Production Engineering & Management faculty of the Technical University of Crete from 2003 to 2009.