



**PhD**  
**Management**

# Welcome to UoL!

Education with Vision, Research with Impact  
**From Strong Foundations to a Bold Future!**

In the ever-changing landscape of higher education, the University of Limassol (UoL) stands as a dynamic institution that blends academic excellence with innovation and social responsibility. Founded on the strong legacy of the Cyprus International Institute of Management (CIIM), UoL has quickly established itself as a new beacon of knowledge, shaping the leaders of tomorrow and driving positive change in Cyprus and beyond.

For more than three decades, CIIM cultivated talent, nurtured innovation, and prepared over 3,000 graduates for impactful careers across the world. In 2023, the institute evolved into the University of Limassol, marking not only a transformation in name but also a bold expansion of vision. Today, UoL embodies continuity and change: it carries forward the tradition of academic rigor while embracing fresh opportunities for international collaboration, interdisciplinary research, and educational excellence.



## Limassol: A Gateway to Opportunity

The university's location in Limassol is no coincidence. As Cyprus' most cosmopolitan and fastest-growing city, Limassol is home to hundreds of international companies operating in **technology, finance, shipping, tourism, and professional services**. This unique ecosystem provides UoL students with direct access to internships, collaborations, and career opportunities.

Stretching from the Mediterranean coastline to the foothills of the Troodos Mountains, Limassol offers a vibrant mix of history, culture, and lifestyle. For students, it represents not only a place of study but also a gateway to experiences that enrich their personal and professional development.



# A Vision for a Sustainable Future

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Looking to the future, UoL is investing in its most ambitious project yet: **a new state-of-the-art campus** on the outskirts of Limassol. Designed with sustainability and innovation at its heart, this landmark facility will serve as a hub for research, digital transformation, and academic excellence. The campus embodies **UoL's green identity**, symbolizing its commitment to environmental responsibility and sustainable growth.

This architectural gem will provide modern spaces for learning, collaboration, and community engagement, further positioning UoL as a leader in Cyprus' higher education sector.



## Ever Evolving!

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Guided by its motto, **“Ever Evolving”** UoL continues to adapt and innovate in response to global challenges. Plans for the coming years include the expansion of new academic schools and programs, further strengthening the university's role in shaping Cyprus' educational, research, and innovation ecosystem.

What sets UoL apart is not only its academic offerings but its philosophy: education as a catalyst for transformation, research as a tool for impact, and innovation as a way of life.

As the University of Limassol grows, it remains deeply committed to its mission: **to combine excellence in education and research with a vision for positive societal change, preparing graduates for meaningful careers and lifelong contributions to their communities.**



# PhD Management



## Program Overview

PhD in Management is a research-intensive doctoral program designed to attract exceptional scholars with strong academic potential who aspire to advance knowledge in the field of management. The program develops future academic leaders and management researchers capable of producing high-impact theoretical and empirical work that contributes meaningfully to both academia and practice.

At the University of Limassol (UoL), paramount importance is placed on ensuring rigorous academic supervision and alignment between research interests and faculty expertise. Every proposed research area is carefully evaluated to guarantee that candidates have a suitable academic foundation and that high-quality supervision is available.

The PhD in Management prepares doctoral researchers to analyze complex data using both qualitative and quantitative methods, to develop, test, and extend management theories, and to address significant gaps in existing knowledge. The program combines structured research training with supervised independent inquiry, culminating in a dissertation that makes a substantial contribution to the field.

The program is nationally accredited by **CYQAA** and recognised by **KYSATS**.

## Academic Excellence & Research Focus

The PhD in Management is rooted in the pursuit of original research and academic rigor. It is ideal for individuals who wish to pursue faculty careers in higher education, conduct research in universities or think tanks, or contribute to policy and management innovation through evidence-based inquiry.

Candidates are encouraged to engage in interdisciplinary collaborations that connect management with fields such as economics, psychology, strategy, and organizational behavior. The program emphasizes theoretical development, empirical testing, and critical synthesis of knowledge to produce publishable research at international standards.

**Language of Instruction:** English

**Mode of Delivery:** On Campus

## Program Structure

The PhD in Management consists of advanced coursework followed by independent research leading to a defended doctoral dissertation. The program totals 240 ECTS, distributed as follows:

### For Students Entering with a Master's Degree:

- 60 ECTS credited from the Master's degree
- 60 ECTS from core doctoral courses
- 30 ECTS from the Structured Dissertation Proposal
- 90 ECTS from the Completed, Defended, & Approved Dissertation

### For Exceptionally Qualified Bachelor's Degree Holders:

- 60 ECTS of preparatory Master-level coursework
- 60 ECTS from core doctoral courses
- 30 ECTS from the Structured Dissertation Proposal
- 90 ECTS from the Completed, Defended, & Approved Dissertation

#### First Year – Fall Semester

Contact Hours      Credits

PH1000	Epistemology, the Scientific Method & Research Ethics	Contact Hours	36	10
PM1100	Theoretical Foundations of Management Research	Contact Hours	36	10
PH1010	Statistical Analysis & Advanced Quantitative Methods		36	10

or

PH1020	Advanced Qualitative Research Methods	Contact Hours	36	10
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#### First Year – Spring Semester

Contact Hours      Credits

PM1110	Advanced Research Topics in Management (PhD Research Area)	Contact Hours	36	10
PH1030	Academic Research Design, Writing & Publishing		36	10
PH1040/1	Doctoral Research Seminar Series		36	10



# PhD Management



## Structured Dissertation Proposal

Credits

**PM1130** Dissertation Proposal Writing, Presentation & Approval Credits

30

## Dissertation Research, Writing & Defence

Credits

**PM1140** Dissertation Research: Literature Review & Methodology

15

**PM1150** Dissertation Research: Data Collection & Analysis

15

**PM1160** Findings & Interpretation

10

**PH1040/2** Workshop Presentation & Feedback

10

**PM1170** Dissertation Drafting

10

**PM1180** Final Draft Writing & Submission

20

**PM1200** Presentation, Defense & Approval

10

## Admissions Requirements

- Master's Degree (preferably MBA or MSc in Management/Economics) from an accredited institution with  $\text{GPA} \geq 80\%$  or equivalent
- Quantitative and computational proficiency demonstrated through prior coursework or experience
- English Language Proficiency: IELTS  $\geq 6.5$  or TOEFL equivalent
- Three reference letters from academic or professional referees
- Preliminary research proposal ( $\approx 1500$  words) outlining:
  - Research questions and significance
  - Proposed methodology
  - Key literature and theoretical foundation
  - Tentative timeline for completion
- Interview with the Doctoral Committee including the Program Director, prospective supervisor, and research methods expert

## Program Learning Outcomes

**Graduates of the PhD in Management will be able to:**

- Conduct original, independent, and impactful research in management
- Critically evaluate and apply theories and methodologies across management domains
- Develop and test new theoretical frameworks addressing gaps in current knowledge
- Communicate effectively through academic publications and conference presentations
- Uphold ethical standards in research and academic practice
- Demonstrate mastery of research design, analysis, and interpretation
- Exhibit the scholarly independence required for university-level teaching and supervision

## Why choose the PhD in Management at UoL

- World-class supervision by faculty prominent in management research
- Structured and supportive research training fostering academic excellence
- Collaborative environment promoting interdisciplinary inquiry and innovation
- Access to international research networks and publication opportunities
- Strong academic preparation for careers in academia, consulting, and research institutions

## Career Prospects

**The PhD in Management prepares graduates for:**

- Academic careers as professors, researchers, and scholars
- Research leadership in think tanks, public institutions, and corporate R&D
- Strategic consulting and analytical roles in private and public sectors
- Policy and organizational development positions requiring high-level research skills

Graduates emerge as independent thinkers and thought leaders, contributing to the advancement of management theory and practice globally.

## Apply Now for the PhD in Management

Join the University of Limassol's CIIM Business School and become part of a vibrant academic community committed to knowledge creation, ethical scholarship, and research excellence.

Join the  
**#changemakers**

**Request more information**  
**Contact us**

**CYPRUS**  
**UoL Limassol Campus**  
92 Agias Fylaxeos, 3025 Limassol, Cyprus  
**T: 77 77 24 46**

**GREECE**  
9 Kanari Street, 10671 Kolonaki, Athens, Greece  
**T: 210 339 26 62**

**E: [admissions@uol.ac.cy](mailto:admissions@uol.ac.cy)**



**[uol.ac.cy](http://uol.ac.cy)**