

# Curriculum Vitae

## Leonidas L. Frigidis

Associate Professor  
Management Science and Technology Department  
Democritus University of Thrace  
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Scientific Field: "Analysis and Design in Software Development of Information Systems in Businesses and Organizations"

Birth date: 12/9/1976  
Marital Status: Married (2 children)

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### SUMMARY

- IT Expert in Information System Implementation with twenty-two (23) years of professional experience.
- Vast experience in analysis, design, development, integration and implementation of Information Systems in different EU and National Financed projects.
- Experience in Computer Networks and Operation Systems Administration.
- Highest performance with successful information systems integration in different sectors as Quality Assurance, eHealth, eEducation, Innovation and Entrepreneurship, Enhance Employment, Warehouse Management.
- Teaching Informatics courses with twenty-four (25) years of academic experience in Higher Education Institutions

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### EDUCATION

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| <b>2010-2017</b> | Democritus University of Thrace, Greece, Production and Management Engineering Department<br>PhD in Analysis, Design and Modeling of an Integrated Information System supports Electronic Health Records        |
| <b>2007-2008</b> | University of Greenwich, U.K., Department of Accounting & Finance<br>MSc. in Finance and Financial Information Systems (with Merit)<br>Patient Accounting System - Estimation of the Daily Hospitalization Cost |
| <b>1999-2000</b> | University of Wales, Swansea, U.K., Electrical and Electronic Engineering Department<br>MSc. in Communications Systems, Modelling Local Area Networks with UML                                                  |
| <b>1994-1999</b> | University of Wales, Swansea, U.K., Computer Science Department<br>BSc. in Computer Science, Formal Specification of the DLX Microprocessor                                                                     |

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### PROFESSIONAL EXPERIENCE OVERVIEW

**Period:** January 2026 – December 2028

**Position:** Associate Professor

**Job Description:** Design and developing of a digital ecosystem, Development and customization of gamification and additional modules, Creation of pilot digital educational resources, Creation of digital educational resources, Development of additional mobile application functionalities (measuring the distance walked or cycled, etc.), Continuous improvement and sustainability strategy

**Organization** Democritus University of Thrace, Project "Sustainable Mindset and AI-Supported Digital Transformation in Higher Education (SMART HEAD)"

**Period:** January 2025 – December 2027

**Position:** Associate Professor

**Job Description:** Design and develop a framework for ChatToCaseStudy methodology, Review and translation of ChatToCaseStudy methodology, Design and develop conversational flow of case studies, Methodology Validation, Local online workshops for HEI educators

**Organization** Democritus University of Thrace, Project "Learn by Case Study using AI Chatbot in cybersecurity and data science (ChatToCaseStudy)"

**Period:** October 2022 – February 2023

**Position:** Assistant Professor

**Job Description:** Participation in research for: a) the development and/or evaluation of artificial vision algorithms, detection and tracking of moving objects, b) decision-making and control of the UAV, c) integration of all subsystems into an edge node, d) control of functions and evaluation of action scenarios in real-world conditions.

**Organization** **International Hellenic University**, Project “Computer Vision and Artificial Intelligence Algorithms for Edge Computing in Unmanned Aerial Vehicles”

**Period:** October 2021 – July 2023

**Position:** **Assistant Professor - Information Systems Expert**

**Job Description:** Participation in P2.2 with the construction of a website, content development, and migration of existing content for each department and school of the International Hellenic University, Participation in P2.3 with the development of a unified management and monitoring system for the Master's Programs of the International Hellenic University, Participation in P2.4 with the development of a unified management and monitoring system for the Lifelong Learning Center of the International Hellenic University, Participation in P2.5 with the standardization of a management and monitoring system for Diploma/Thesis works for each department and Master's Program of the University, Participation in P2.7 with the standardization and development of an application for the integration of the student registry information system of the International Hellenic University.

**Organization** **International Hellenic University**, Project “Reorganization Processes of IHU”

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**Period:** November 2021 – December 2022

**Position:** **e-Education Information Systems Expert**

**Job Description:** In charge of the design and implementation of a National Massive Open Online Education (MOOC type) for Kindergarten Teachers on the Introduction of the English Language in Kindergarten using the infrastructure of the Education Policy Institute

**Organization** **Aristotle University of Thessaloniki**, Project “Kindergarten Teachers Training for the Introduction of English Language in Kindergarten”

**Period:** April 2021 – May 2023

**Position:** **Information Systems Expert**

**Job Description:** Design and implementation of the intelligent agriculture platform AGRO4 + SPA. Designing the laboratory and field measurements considering meteorological and cultural models of infrastructure subsystems of AGRO4 + Infrastructures.

**Organization** **Research Center for Innovation in Information, Communication and Knowledge Technologies ‘Athina’** - Xanthi's division, Project “AGRO4+ - Holistic approach to Agriculture 4.0 for new farmers”

**Period:** July 2011 – February 2019

**Position:** **IT Expert in Quality Assurance Information System Integration**

**Job Description:** In charge for Quality Assurance Information System implementation and integration with the rest information systems of the University, ensuring interoperability with the Hellenic Quality Assurance and Accreditation Agency Information System

**Organization:** **Democritus University of Thrace**,

Project “Quality Assurance Unit of Democritus University of Thrace”, supported by “Quality Assurance Unit in Greek Universities”, co-funded by the EU - National Strategic Reference Framework

**Period:** September 2013 – November 2015

**Position:** **IT Expert of implementation and support of University's open digital courses platform (eLearning)**

**Job Description:** Implementation and support of University's open digital courses platform, interoperable with the National Portal for open digital courses. Development of project's web portal, development and support of open digital courses.

**Technological Educational Institute of Central Macedonia**,

**Organization:** Project “Open Courses in Technological Educational Institute of Central Macedonia”, co-funded by the EU - National Strategic Reference Framework

**Period:** November 2012 – March 2013

**Position:** **Researcher – IT Expert**

**Job Description:** Software development for finding the optimal location of tank construction

**Organization:** **Technological Educational Institute of Kavala**, Project “Archimedes III”

**Period:** July 2011 – June 2013

**Position:** **IT Expert in Software Engineering**

**Job Description:** Design and development of web applications and services for Innovation and Entrepreneurship Unit Information System. Integration of Employment and Career Unit Information System with Innovation and Entrepreneurship Unit Information System. Requirements Analysis and Implementation of a University's Digital Educational Repository containing informative content concerning entrepreneurship and innovation content.

**Organization:** **Technological Educational Institute of Central Macedonia**,

Project “Innovation and Entrepreneurship Unit”, co-funded by the European Union - National Strategic Reference Framework

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**Period:** March 2008 – September 2008  
**Position:** **Researcher**  
**Job Description:** Research in 2 to 1 multiplexer design methodologies using quantum cellular automata  
**Organization:** **Technological Educational Institute of Kavala, Research Committee**

**Period:** October 2003 – September 2008  
**Position:** **IT Expert – Network and Operation Systems Administrator**  
**Job Description:** Unix Server Administrator and Microsoft Windows and Linux Computer Laboratories Administrator. Development of web applications: multimedia data base, Electronic Laboratories Registration, Electronic Management of Laboratories Attendance, Electronic Project Management, Electronic Management of Rooms and Materials, Electronic Educational process Evaluation. Mail Server Installation, Forum Installation, eLearning Platform Installation and new modules development.  
**Organization:** **Technological Educational Institute of Kavala,**  
Department of Information Management, Project "Informatics Studies Support", co-funded by the European Union - European Social Fund & National Resources through the operational Program: Education and Initial Vocational Training II.

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## ACADEMIC EXPERIENCE OVERVIEW

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**Period:** 2020 - Present  
**Position:** **Associate Professor**  
**Postgraduate:** Management Information Systems and Knowledge Management  
**Department:** **Production and Management Engineering Department**  
**MSc. in Innovation, Technology and Business Administration**  
**University:** **Democritus University of Thrace**

**Period:** 2019 – Present  
**Position:** **Associate Professor**  
**Courses:** Data Bases, Information Systems Architecture and Development, Web and Cloud Applications Development, Social Media Networks Development  
**Postgraduate:** Information Systems and Digital Innovation, Information Systems Design and Development, Enterprise Resource Planning Systems, Web Programming, ICT and E-Business in Digital Marketing, Web Design and Interoperability, Social and Mobile Marketing, Web and Social Media Programming  
**Department:** **Management Science and Technology Department, MSc. in Information Systems, MSc. in Digital Marketing, Executive MBA in Tourism**  
**University:** **Democritus University of Thrace**

**Period:** 2015 – Present  
**Position:** **Adjoined Lecturer / Associate Professor**  
**Postgraduate:** Advanced Computer Networks, eLearning Systems  
**Department:** **Computer Engineering, Computers and Telecommunications Department MSc. in Applied Informatics**  
**University:** **International Hellenic University**

**Period:** 2001 – 2018  
**Position:** **Adjoined Lecturer**  
**Courses:** Computer Programming I (C), Computer Programming II (C++), Computer Networks I (Network Simulation, Network Programming in Ethernet and TCP/IP Level), Computer Networks II (Network Simulation 'CCNA', Network Sockets Programming)  
**Department:** **Department of Industrial Informatics**  
**Courses:** System Analysis and Software Engineering, Management Information Systems, Electronic Business Activities, Human - Computer Interaction, Data Communication and Computer Networks, Web Databases Management, Information Management through internet, Data Bases, Multimedia, Object Oriented Programming  
**Department:** **Department of Information Management**  
**Courses:** Programming techniques  
**Department:** **Department of Computer Engineering**  
**University:** **Technological Educational Institute of Eastern Macedonia and Thrace**

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## REVIEWER IN SCIENTIFIC JOURNALS

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International Journal of Medical Informatics, ISSN: 1386-5056, Elsevier  
Applied Clinical Informatics Journal, ISSN 1869-0327, Thieme  
IEE Access, ISSN:2169-3536, IEEE  
Journal of Information Science, Sage

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## SELECTED PUBLICATIONS

- Eleni F. Tsantsani, Kosmas G. Kosmidis, Leonidas L. Fragidis, Vassilios A. Mardiris (2026), An Innovative ESG Score Prediction and a Greenwashing Detection Model Using Financial Data Based on Artificial Neural Networks, Business Strategy and the Environment e71520. <https://doi.org/10.1002/bse.71520>
- Leonidas Fragidis, Sofia Tsamoglou, Kosmas Kosmidis, Vassilios Aggelidis (2024), Architecture Design of Evidence Based Medicine Information System based on the Electronic Health Record, Technology and Health Care: official journal of the European Society for Engineering and Medicine, 32(6), 4187–4201. <https://doi.org/10.3233/THC-232042>
- Papaioannou, N., Tsimpiris, A., Talagozis, C., Fragidis, L., Angeioplastis, A., Tsakiridis, S., & Varsamis, D. (2023), Parallel Feature Subset Selection Wrappers Using k-means Classifier, WSEAS Transactions on Information Science and Applications, 20, 76-86
- Leonidas L Fragidis and Prodromos D Chatzoglou (2018), “Implementation of a Nationwide Electronic Health Record (EHR): The International Experience in 13 Countries”, International Journal of Health Care Quality Assurance, Volume 31, Issue 2, pp. 116-130
- Leonidas L Fragidis and Prodromos D Chatzoglou (2017), “Development of Nationwide Electronic Health Record (NEHR): An international survey”, Health Policy and Technology Journal, Volume 6, Issue 2, pp. 125-134, DOI 10.1016/j.hlpt.2017.04.004
- Leonidas L Fragidis and Prodromos D Chatzoglou, and Vassilios P. Aggelidis (2016), “Integrated Nationwide Electronic Health Records System: Semi-Distributed Architecture Approach”, Technology and Health Care, Volume 24, pp.827-842, DOI 10.3233/THC-161231
- Vasileios Bairaktaris, Leonidas Fragidis, The Role of Artificial Intelligence in the Analysis and Design of Website Content Development and Optimization, 14th International Scientific Conference Computer Science (COMSCI 2026)
- Fotios Panagiotopoulos, Leonidas Fragidis and Vassilios Chatzis (2023), A Nurse Reallocation method for successful change management during Electronic Health Record systems implementations, Proceedings of the 27th Pan-Hellenic Conference on Progress in Computing and Informatics, Association for Computing Machinery, New York, NY, USA.
- Leonidas Fragidis, Kosmas Kosmidis, Panagiotis Manios (2023), Digitalization of tax administration in Greece: The case of myDATA platform, International Conference on Applied Business and Economics 2023, p. 79, ISSN: 2623-3517

Eight papers published in Scientific Journals, Nineteen papers in International Conference Proceedings and one book chapter

Google Scholar h-index: 10 Citations: 535, ResearchGate h-index: 9 Citations: 360, Scopus h-index: 7 Citations: 215

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## AWARDS

Outstanding Paper in the 2019 Emerald Literati Awards issued by Emerald Publishing - International Journal of Health Care Quality Assurance (September 2019) for the paper “*Implementation of a Nationwide Electronic Health Record (EHR): The International Experience in 13 Countries*”

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## ADMINISTRATIVE EXPERIENCE OVERVIEW

- Deputy Head of the Department of Management Science & Technology (2026)
- Member of the Undergraduate Studies Committee, Democritus University of Thrace (2026)
- Member of the Faculty Council, School of Management Science and Accounting, DUTH (2026)
- Departmental Quality Coordinator, Department of Management Science & Technology (2026)
- Head of the Electronic Forensics section of the Institutionalized Research Laboratory of Electronic Forensics & Digital Data Management
- Appointment of the Scientific Officer of the proposal entitled "New European Evolving Database for Students" under the framework of the "Erasmus+ - KA2 Strategic Partnership for Higher Education" program (2020)
- Member of the Advisory Committee for PhD Candidates three from the Department of Management Science & Technology, one from the Department of Informatics and two from the Department of Production and Management Engineering of DUTH
- Member of two PhD Thesis Examination Committee of the Department of Production and Management Engineering and two of the Department of Management Science & Technology of DUTH
- B.Sc. Thesis Supervision >30 have been completed
- M.Sc. Dissertations Supervision 25 have been completed
- Phd. Supervision of one candidate
- Member of the Department's Internal Assessment Team (2019-2023)
- Member of the Coordination Committee of MSc. in Information Systems (2019- Present)
- Member of the Coordinating Committee of MSc. In Digital Marketing (2019- Present)
- Member of the Evaluation Committees: Academic Scholars, Young Scientists with PhDs, Teaching Staff
- Participation as a Representative of IHU in the "Municipal Consultation Committee" in Kavala (2019)