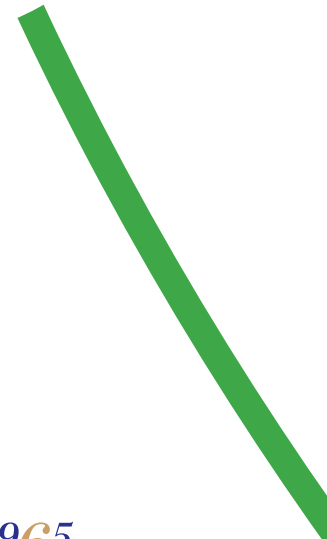


Frederick University:

Sustainability Report 2025







Foreword by the University President

As we present the 2025 Sustainability Report of Frederick University, a milestone year marking our 60th anniversary, I am filled with pride and gratitude. For six decades, our University has been guided by a deep commitment to education, research, and service to society. A mission that continues to shape our vision for a more just, inclusive, and sustainable future.

Today, universities worldwide face an unprecedented mix of financial, political, technological, and societal challenges. The rapid integration of AI and digital tools into education has unlocked remarkable opportunities for innovation and access, but also introduced significant risks: from cybersecurity threats to the spread of misinformation. In this evolving landscape, the ability to think critically, evaluate information, and act ethically has never been more essential. At Frederick University, we remain committed, embracing innovation while upholding our commitment to integrity, inclusion, and human-centred values that place critical thinking at the heart of education.

In Cyprus, young people face growing social and economic pressures. The European Social Survey (ESS 2023/24) revealed that youth happiness levels are the lowest in Europe, reflecting challenges such as housing insecurity, limited career prospects, and the rising cost of living. As a university dedicated to empowering youth, we recognise our responsibility to nurture not only employability, but also purpose, resilience, and wellbeing.

Meanwhile, ecological crises are intensifying. Biodiversity loss, extreme heat, and rising sea levels threaten Cyprus's ecosystems and economy. The European Investment Bank's Climate Survey (2024) found that nearly all Cypriots, 98%, see urgent action on climate adaptation as a national priority. These findings reinforce our commitment to sustainable development and climate action through research, teaching, and community engagement.

Our 2025 Sustainability Report reflects progress across four key areas: Research, Teaching, Operations and Governance, and Engagement and Outreach. I am proud that we have achieved the ambitious targets set for 2022–2025, a testament to our community's shared vision and determination. Building on this foundation, we now set new, ambitious goals for 2030, reaffirming our pledge to lead transformative action in the years ahead.

Since 2019, we have embedded the UN Sustainable Development Goals (SDGs) into our strategic plan, ensuring they shape every dimension of our work. Our efforts have been recognised internationally: in the Times Higher Education Impact Rankings, Frederick University remains the top-ranked institution in Cyprus and among the top 20 in Europe for SDG 7 – Affordable and Clean Energy. As we look beyond the 2030 SDG agenda, we continue to push boundaries through collaboration with our students, staff, alumni, industry partners, civil society, and policymakers. Together, we will continue to drive meaningful change, informed by knowledge, guided by compassion, and inspired by the belief that education is humanity's most powerful tool for shaping a better world. On this 60th anniversary, I extend my heartfelt gratitude to our entire community. Your dedication, creativity, and commitment to sustainability embody the ethos that defines our University. Together, we celebrate six decades of impact and look ahead with confidence and hope to the next chapter of our shared journey toward a more equitable and sustainable future.

This report is intended for a broad audience, local, national, and international, across the public, private, NGO, policy, and education sectors. We hope it inspires new ideas, actions, and partnerships so that, together, we can play a full role in achieving the world's SDGs by 2030.

Natassa Frederickou,
President of the Council

Frederick University's Global Impact Recognised Once Again

Frederick University remains the top-ranked institution in Cyprus in the Times Higher Education Impact Rankings

For the third consecutive year, Frederick University has been recognised as the leading university in Cyprus in the Times Higher Education (THE) Impact Rankings, which measure universities' performance across the United Nations Sustainable Development Goals (SDGs). It is the only Cypriot university ranked among the top 301–400 institutions worldwide, reflecting its strong global impact through research, teaching, outreach, and stewardship.

In the 2025 edition of the Rankings, which assessed 2,526 institutions from 130 countries, Frederick University once again distinguished itself for its contribution to a more sustainable and equitable future through academic excellence and institutional innovation.

Frederick University achieved outstanding results in the following SDGs:

- Top 201–300 – SDG 4: Quality Education
- #95 worldwide – SDG 7: Affordable and Clean Energy
- Top 101–200 – SDG 10: Reduced Inequalities

The University is among the top 20 institutions in Europe for SDG 7 – Affordable and Clean Energy, underscoring its leadership in advancing sustainability and innovation.

“I am particularly pleased to see Frederick University maintain its position as the top university in Cyprus in the THE Impact Rankings. This achievement reflects our mission as a values-driven institution committed to making a tangible difference locally and globally. It is a testament to the dedication and collective efforts of our entire University community.”

Natassa Frederickou,
President of the Council

“We remain committed to continuous improvement and to further strengthening our global impact. This recognition reaffirms our dedication to building a sustainable future through education, research, and community engagement.”

Professor George Demosthenous,
Rector

7 AFFORDABLE AND CLEAN ENERGY

Frederick University among the **TOP 20** Institutions in Europe

TIMES HIGHER EDUCATION IMPACT RANKINGS

Based on the UN Sustainable Development Goals

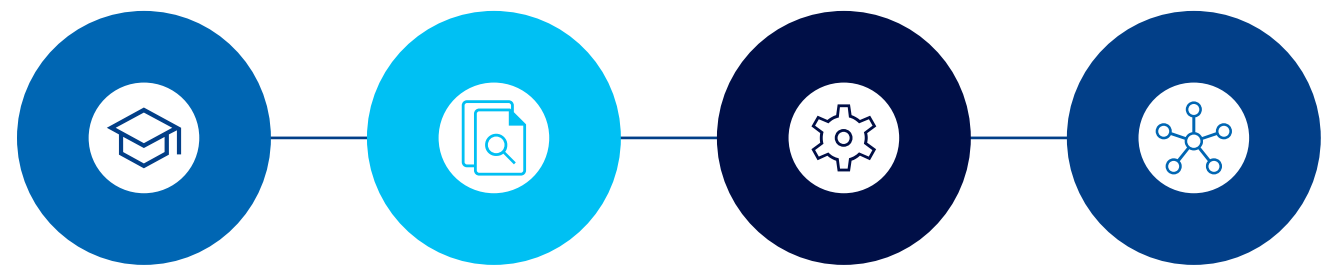
	2023	2024	2025
Cyprus	1	1	1
World Ranking	201-300 (top18%)	201-300 (top 14%)	301-400 (top 16%)
Total Entrants	1705	2152	2526
Countries	106	125	130

University Contributions to the SDGs



At Frederick University, we understand that we have a critical role in helping the society achieve the United Nations (UN) Sustainable Development Goals (SDGs). We embrace our responsibility in the transition to a sustainable future.

We are committed to ensuring that, through our research, our learning and teaching, our governance and operations and our outreach, our University will be a vehicle for change and will play an important role in the change we want to see in our world.



TEACHING

- Incorporating SDGs in the content of the curriculum and enabling students to learn about sustainability whatever their program of study may be
- Offering action-based learning initiatives that are based on a student-centred learning and teaching (SCLT) pedagogical approach
- Incorporating in courses learning approaches for ESDGs enabling the students to develop sustainability competencies

RESEARCH

- Promoting SDGs-related research
- Empowering researchers to find new approaches that improve lives and change the world we live in
- Encouraging interdisciplinary approaches
- Encouraging consulting activities and collaborations with Government, NGOs and other stakeholders.

GOVERNANCE & OPERATIONS

- Incorporating the SDGs in the University policies and operations
- Adopting best practices and leading by example through our governance and operations in the effort to promote the SDGs

OUTREACH

- Actions aimed towards the local society and the interconnection of the University community with its environment including policy development and advocacy
- Raising awareness of the SDGs among the wider community

Targets 2025 Final Assessment



The year 2025 marks the completion of the first phase of our long-term sustainability vision, as defined in the University's 2022–2030 Strategic Plan. Building on the foundation established in 2022, this phase focused on embedding sustainability principles across all areas of University life: from research and teaching to operations, governance, and community engagement.

Over the past three years, Frederick University has worked systematically toward achieving the 22 specific targets set for the 2022–2025 period. These targets have guided our actions and helped measure our progress in advancing the SDGs and transforming our University into a model of sustainability.

In the following pages, we present a comprehensive assessment of our progress toward each target. This evaluation reflects both our achievements and the lessons learned, providing valuable insights that will inform the next stage of our journey.

Performance and Status of Targets

The table overviews the number of targets by status at the end of 2025. The status of individual targets is detailed in the report.

Exceeded	▲	1 target
Achieved	●	16 targets
Partially achieved	■	5 targets
Not achieved	▼	0 targets

Strategic Plan 2022 - 2030

In 2022 the University presented its 2022 – 2030 Strategy, outlining its aspirations and direction for the next decade. Sustainability holds a central role in the new Strategy as described below.

Purpose

Our purpose is to empower faculty, staff, and students to realize their full potential. We aim to advance knowledge for the betterment of society through research and to provide comprehensive education, enabling our students to tackle global challenges and drive positive change.

Vision

Our vision is to have a transformative impact on society through our operations, teaching, and research. We aspire to be recognized for the ethos of our people.



Mission

Our mission is to serve society through education, research, and community engagement. This encompasses:



Education: Fostering a holistic approach that enables learners to develop the necessary knowledge, skills, values and attitudes which will allow them to face the turbulent future ahead and become committed to building a more sustainable future.



Research: Actively supporting research and the creation of new knowledge, contributing to the betterment of humanity through exploration and innovation.



Contribution to Society: Engaging with society's needs on local and global levels, promoting knowledge, human values, and culture for the benefit of the broader community.

Values



Integrity: We establish trust through responsible actions, honesty, and integrity in all our endeavors.



Community and Compassion: We are a caring and supportive community that values each member. Respect and inclusivity create a sense of belonging for all.



Innovation and Creativity: We strive to look at a problem from different angles, pushing the boundaries of what we know, to envision a better world.



Excellence: We believe in the pursuit of personal excellence for every member of our community.



Making an Impact: We are committed to advancing solutions for a sustainable future. We seek to make a positive impact locally, nationally, and internationally by applying the knowledge we create, fostering partnerships, and engaging with the public.



Education

Targets 2022–25 Final Assessment

▲ Exceeded ● Achieved ■ Partially achieved ▼ Not achieved

TARGET	STATUS	COMMENTS
Revise curricula in all programs of study so as to increase and direct content towards support for SDGs.	●	Frederick University undertook a comprehensive restructuring of course outlines in 2025, following three years of targeted training and support for faculty. The new course template requires all courses to include learning outcomes linked to the SDGs, ensuring that sustainability is embedded across all disciplines. Faculty received specialized guidance, workshops, and resources to integrate SDG-focused content, develop sustainability competences, and apply innovative pedagogies. This initiative has strengthened the University's commitment to Education for Sustainable Development (ESD), making sustainability a shared foundation in teaching.
Monitor relevance of content of educational programs and courses with SDGs and aim for increase of engagement at all programs of study.	●	The University conducted a mapping exercise in 2021–2022 to assess faculty familiarity with SDGs, confidence in integrating them, and the presence of SDG-related content and pedagogies in courses. Results indicated that over half of faculty were familiar with SDGs and felt confident incorporating them into their teaching. This assessment guided subsequent training programs and informed the 2025 curriculum restructuring, resulting in higher SDG engagement across all programs.
Embed in all programs of study elements that increase transferable skills, work placements and entrepreneurship.	●	The new curriculum structure embeds horizontal skills and sustainability competences, such as critical thinking, systems thinking, responsibility, and future orientation, across all programs. Faculty have been supported through training on experiential, project-based, and problem-based learning, enabling them to design courses that promote transferable skills and real-world problem-solving. Work placement is now included in 100% of undergraduate programs, either as a mandatory or elective component, ensuring every student gains professional experience. In addition, entrepreneurship courses are offered as free electives, providing all students with opportunities to develop entrepreneurial thinking regardless of their field of study.
Offer programs of study specifically supporting SDGs, including programs that directly focus on the fields of sustainability, cultural heritage, climate, energy, environment, and justice.	●	The University has maintained and expanded programs that explicitly address SDGs, while ensuring courses across disciplines integrate SDG-relevant content. Training, workshops, and resources enabled faculty to design interdisciplinary interventions targeting specific SDGs, resulting in a wider portfolio of SDG-focused programs and courses across multiple faculties.
Further expand and support lifelong learning activities for the society as well as enhancing short-term training programs with microcredentials for the University community and beyond.	●	The University has strengthened its role as a hub for lifelong learning and adult education, earning a UNESCO Chair in Lifelong Learning and Adult Education. Through the Frederick Training and Certification Center (EKEK), the University offers a wide range of vocational and professional development programs, many of which are free or low-cost for professionals such as educators and healthcare workers. Public lectures, seminars, and workshops open to the general public have increased by over 56% in the last 2 years, reinforcing the University's civic engagement mission. While a national framework for microcredentials is still pending, the University has built a solid foundation for flexible, SDG-aligned lifelong learning pathways.
Introduce novel, project-based, multi-disciplinary courses in various programs that are conducted in collaboration with the industry so as to enable students to address real-life challenges.	●	Through the Frederick University Living Lab (FULL), the University has advanced project-based and multi-disciplinary learning that connects students and faculty with real-world challenges and industry partners. Faculty members received targeted training to design and implement courses and activities aligned with FULL's principles, promoting experiential, problem-based, and collaborative learning. These efforts have strengthened links between academia, industry, and society, enabling students to develop practical solutions while cultivating innovation, teamwork, and sustainability competences.

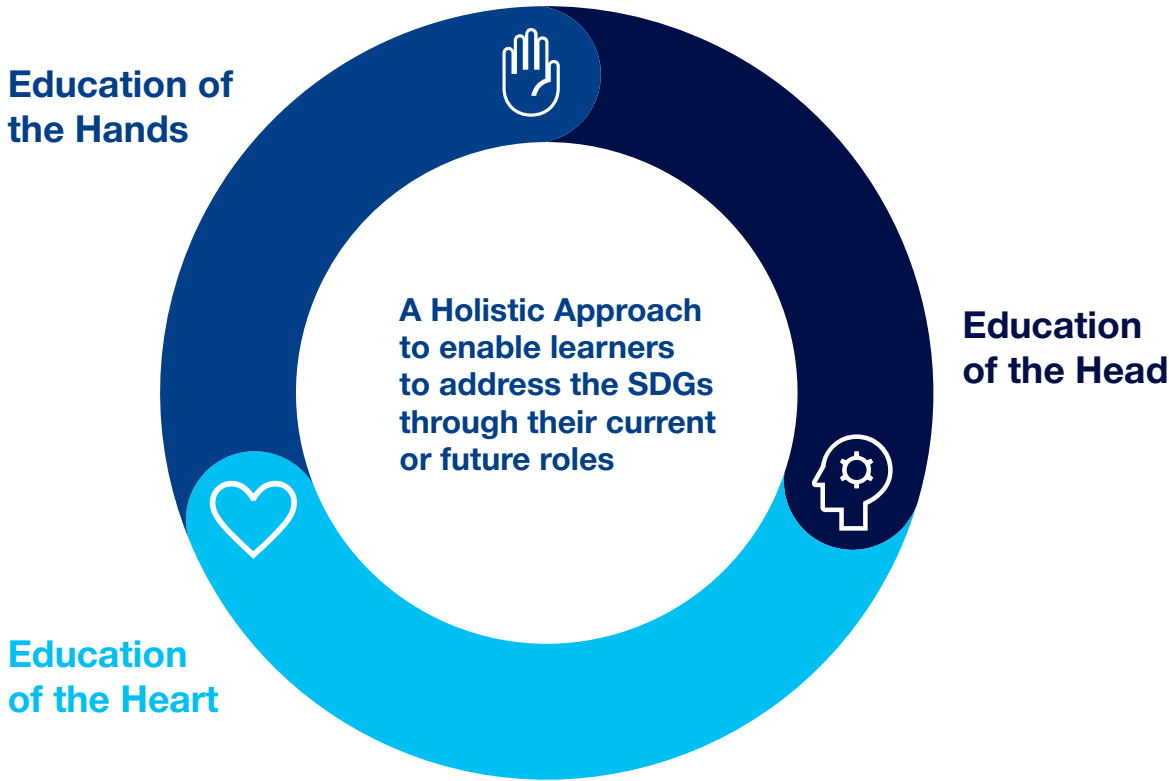


Sustainability Education: Preparing Agents of Change



Graduates today face an increasingly uncertain and complex future. The way students learn and are taught must continuously evolve to remain relevant and effective. At Frederick University, we prepare our students not only with knowledge but also with the skills, values, and attitudes necessary to confront future challenges while actively and creatively contributing to human and planetary well-being.

Our Educational Philosophy: The 3H Approach (Head, Heart, Hands)



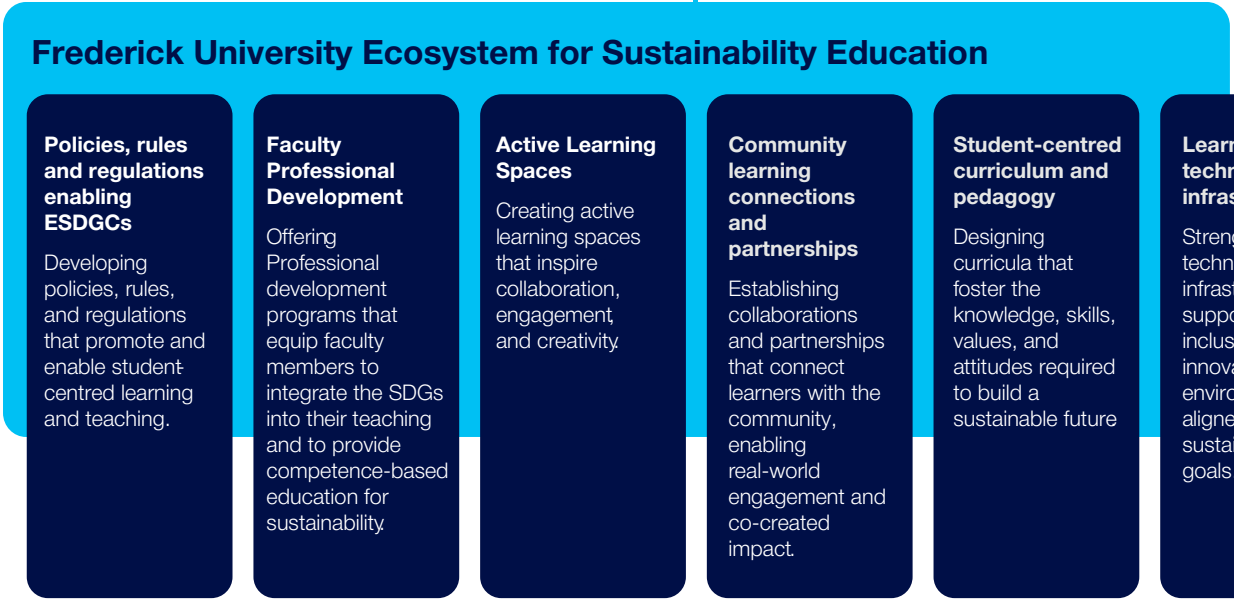
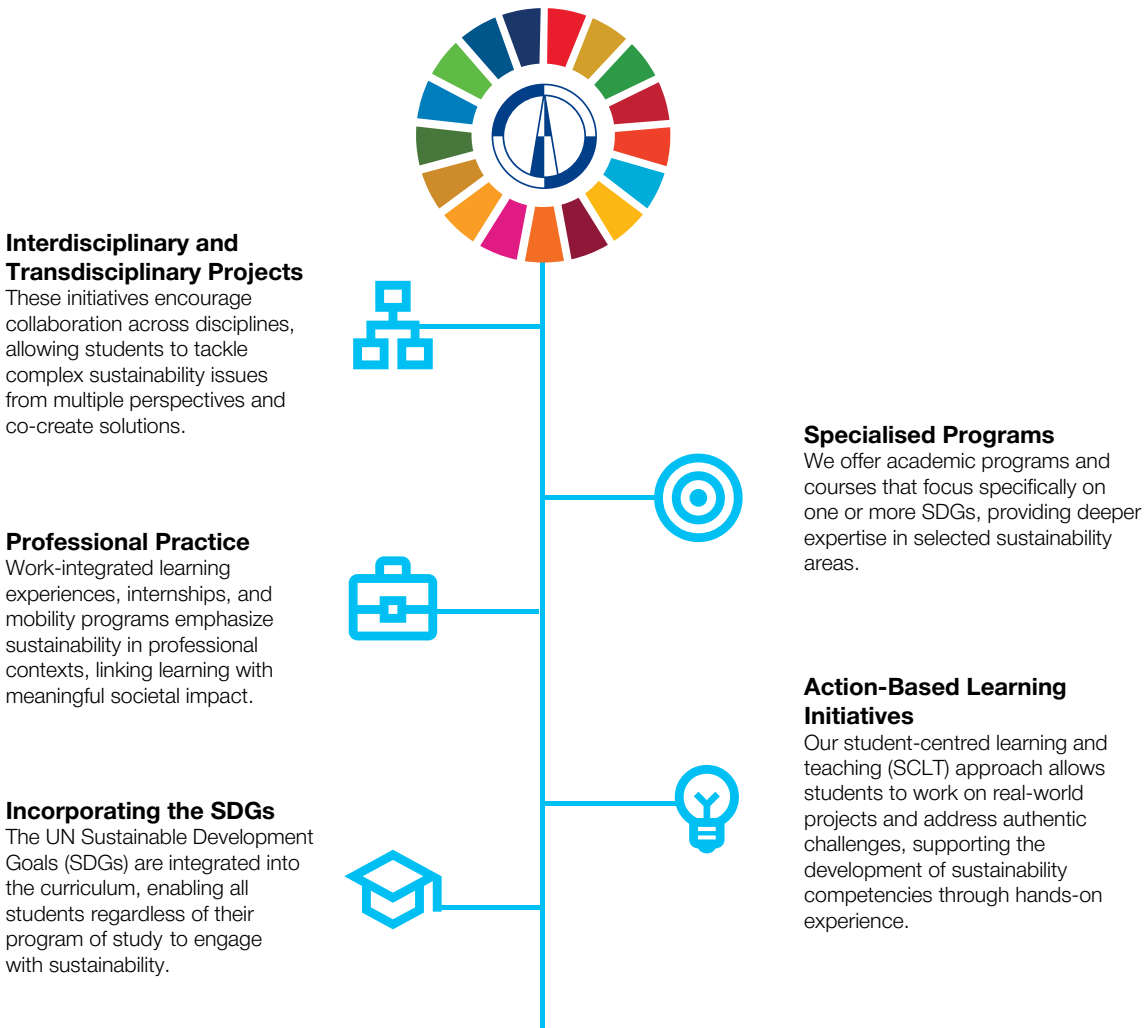
Our approach to sustainability education is holistic. We aim for the full development of our students through a balanced focus on the **Head** (knowledge), **Heart** (values and care), and **Hands** (skills).

We want our graduates not only to understand sustainability but also to care deeply about it and act competently and responsibly in shaping a more sustainable future.

At Frederick University, these three dimensions come together through several key pathways that bring Education for Sustainable Development (ESD) to life.

Translating Principles into Practice

We embed sustainability into all aspects of learning and teaching through the following initiatives:



To effectively prepare our students as agents of change, we have developed a robust ecosystem that enables and sustains Education for Sustainable Development across the University. Over the past four years, our focus has been on establishing the structures, culture, and resources that make sustainability learning possible and impactful.

Why Competence-Based Education for Sustainable Development?

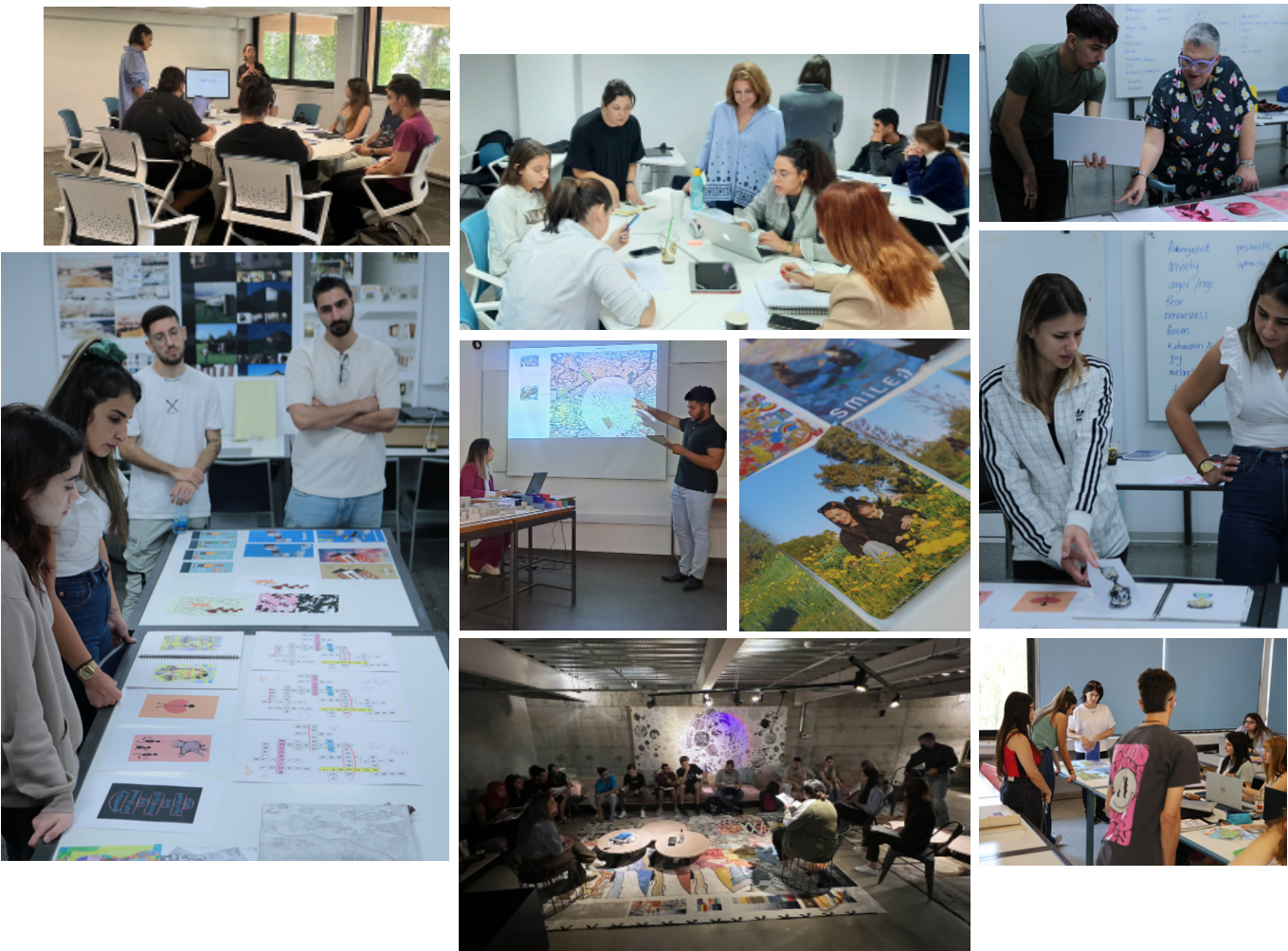
For the last 3 years, Frederick University has focused on developing sustainability competencies to empower learners to address complex global challenges.

Education for Sustainable Development (ESD) is not only about teaching what sustainability is. It is also about how we educate people to become critical, creative, and empowered citizens capable of making a difference.

Competence-Based Education for Sustainable Development (CB-ESD) aligns academic goals with global priorities, integrating critical thinking and real-world problem-solving into learning. This approach cultivates adaptable graduates with both holistic understanding and practical skills.

Students develop skills such as systems thinking, critical thinking, adaptability, collaboration, teamwork, and effective communication - empowering them to act as responsible change agents in their communities and professions. The University's emphasis on developing sustainability competencies is reflected not only in teaching practices but also in curriculum design.

The following case study illustrates how this approach has been institutionalised through the integration of sustainability competencies within the newly restructured course outlines.



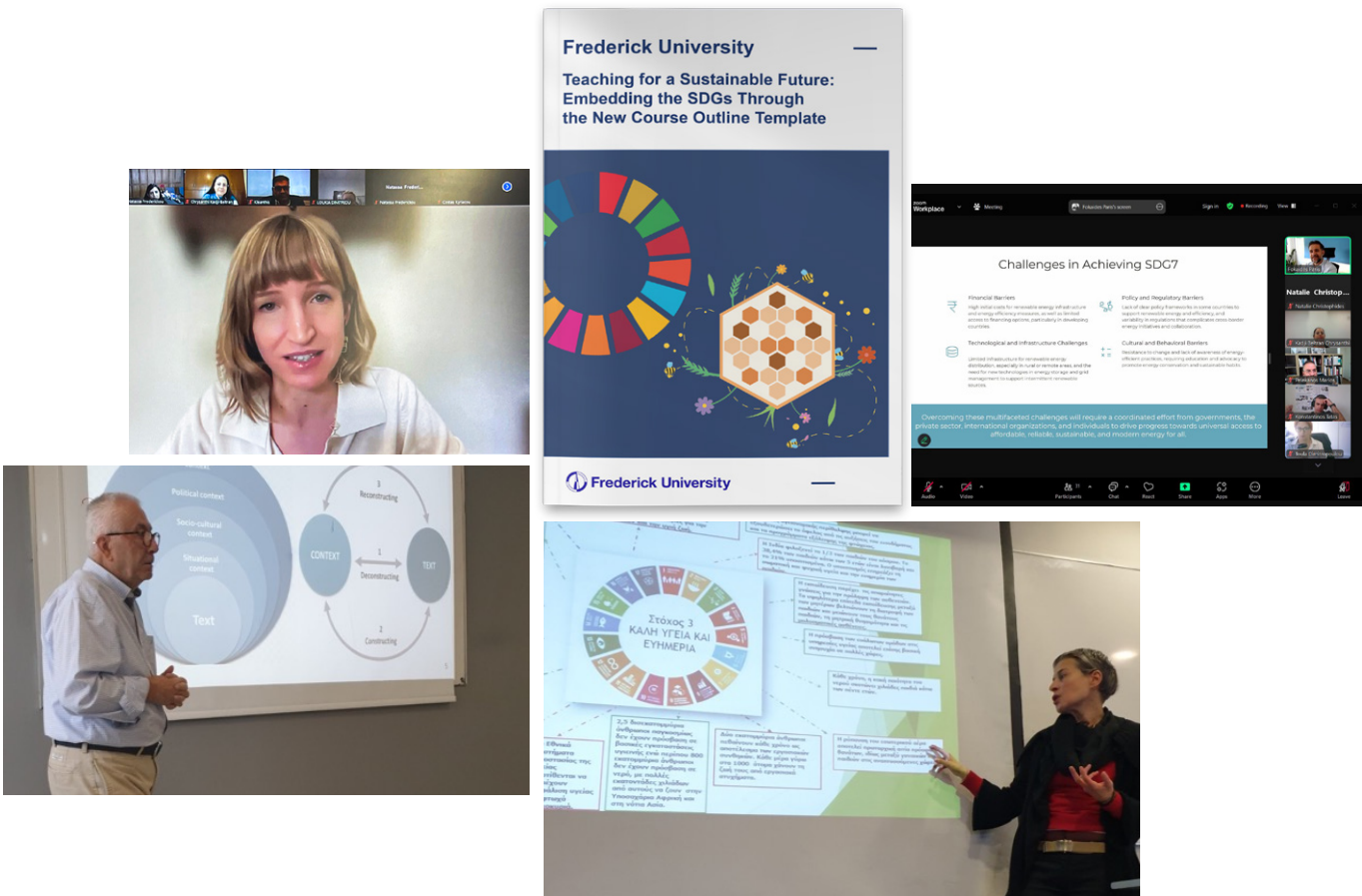
Case Study

Embedding Sustainability and SDG Learning Outcomes Across All Programs

As part of its ongoing effort to integrate the UN Sustainable Development Goals (SDGs) into every aspect of teaching and learning, Frederick University undertook a comprehensive restructuring of its course outlines in 2025. This restructuring followed three years of training sessions and the provision of practical resources, which helped faculty members build their understanding of SDGs and sustainability competences and their application in teaching and assessment.

The new course outline template requires each course to include learning outcomes linked to the SDGs, as well as horizontal skills that reflect transferable and sustainability competences. To support faculty in this transition, the University also provided specialised training, along with a detailed guide and resources, to assist in designing SDG-related learning outcomes and corresponding learning and assessment activities. These activities enable students to cultivate horizontal skills that combine knowledge, values, and practical abilities, while also developing key sustainability competences such as responsibility, critical thinking, systems thinking, and future orientation.

By embedding sustainability directly into course structures, Frederick University reinforces its commitment to Education for Sustainable Development (ESD), equipping graduates with the knowledge, skills, and values needed to contribute to a just and sustainable future. This initiative exemplifies how curriculum reform can translate institutional values into everyday teaching practice, ensuring that sustainability is not an elective concept but a shared educational foundation.



Case Study

FULL - Frederick University Living Lab

Welcome to FULL

FULL (Frederick University Living Lab) is a Frederick University pedagogical initiative that is based on a student-centred learning and teaching (SCLT) approach. It combines project-based, participatory and experiential learning through community connections and partnerships. It challenges students to use their disciplinary knowledge and skills and tackle real-world problems and issues through interdisciplinary approaches and activities. FULL projects are connected with the United Nations’ Sustainable Development Goals (SDGs).

What is FULL?

The initiative builds partnerships between Frederick University courses and organisations (industry, corporate, non-profit, government-sector organizations, institutions etc.). It takes the form of a project, or other task, that has to be performed by the students, in actual professional settings, during the semester, in collaboration with the representative(s) from the partner organisations and the course's instructors. The project is determined by the course instructor after considering the course's learning outcomes and the partner organisations' needs.

The project can constitute one of the means for coursework assessment and/or final assessment. This initiative represents a paradigm shift from teacher-centred learning to student-centred learning. Students in this model are not considered passive recipients of information but, on the contrary, they are given different opportunities to take responsibility for their own learning and to actively participate in the construction of knowledge, and to develop their autonomy as learners through self-reflection and improved learning skills.

FULL also enables a change in mindset for faculty members since it encourages internal collaboration amongst different faculty members as well as external collaboration with different stakeholders. The initiative is integrated within Frederick University's existing courses. During the semester, in every FULL course, a three-party relationship develops which involves faculty experts, industry mentors and students.



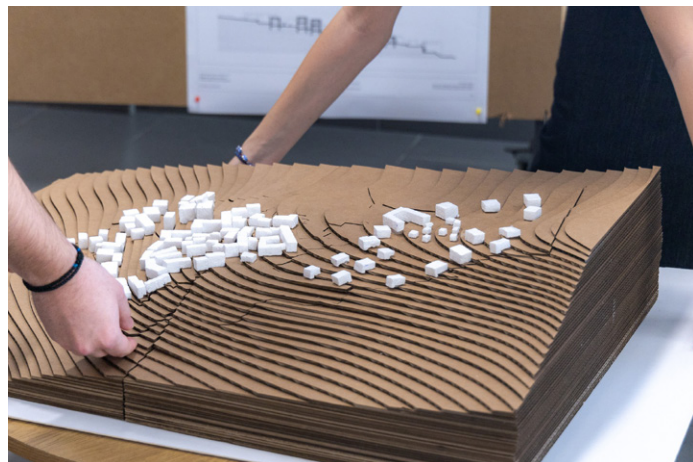
The student - faculty - organisation partnership helps students acquire knowledge, and develop skills and mindsets that will enable them to address the SDGs through their current or future roles

FULL for Students

- FULL courses help students develop in the following ways:
- (a) Integrate effectively and apply in appropriate ways previous learning and knowledge to make and justify decisions in a real-world context of work.
 - (b) Demonstrate workplace competencies: professionalism, leadership, initiative, confidentiality, communication, responsibility for decision-making, and organisational, cultural & social awareness.
 - (c) Demonstrate transversal competencies: critical thinking, futures thinking, systemic thinking, collaboration and communication, problem-solving, creativity and innovation, values, empathy and decisiveness for action.
 - (d) Reflect upon decisions, personal choices and actions in the workplace and critically appraise their appropriateness.
 - (e) Enhance disciplinary and develop multidisciplinary knowledge of a wide range of perspectives, within a combination of subject areas.
 - (f) Integrate within their professional decisions and behavior, principles and actions that promote the achievement of the SDGs.

In the 2024-2025 academic year, 16 courses were offered following the FULL methodology. Our aim is to offer all Frederick University students the chance to complete a FULL course during their studies. We look forward to creating a positive impact to business, government and society.





Case Study

Designing for Sustainability – Reviving the Village of Fasli through FULL

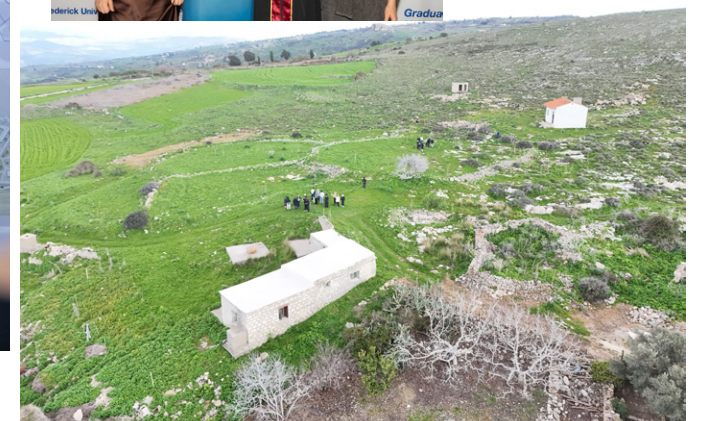
As part of the **Frederick University Living Lab (FULL)** initiative, students of the **Department of Architecture** engaged in an inspiring project under the course Urban Planning III, focusing on **urban design in environmentally sensitive areas**.

The project was developed in collaboration with the **Office of the Commissioner for the Environment** and addressed the case of the **abandoned village of Fasli in the Akamas Peninsula**, one of Cyprus's most ecologically and culturally valuable regions. The course challenged students to explore new models of **sustainable rural development**, combining environmental protection, cultural preservation, and community revitalisation. Through field visits, discussions with local authorities, and workshops with stakeholders, students investigated how architectural and planning practices can contribute to a balanced coexistence between people, nature, and heritage.

Students developed visionary proposals that reimagined Fasli as a sustainable, human-centred settlement rooted in the landscape and traditions of the Akamas region.

Among the many innovative projects, the proposal by **Yasemi Eleftheraki, Alexandra Karamerou, and Niki Theodorakopoulou** stood out and received one of the **Michael Frederickou Prizes** for "Actions Promoting the Sustainable Development Goals." Their project presented a comprehensive plan for the regeneration of Fasli, integrating environmental sensitivity, social cohesion, and respect for cultural identity.

This initiative illustrates how the **FULL pedagogical model** bridges theory and practice, empowering students to collaborate with institutions, communities, and policymakers. By working on real-world sustainability challenges, students develop not only professional and technical competences but also the **values and empathy** essential to shaping resilient and inclusive societies.





Targets 2022–25 Final Assessment

▲ Exceeded ● Achieved ■ Partially achieved ▼ Not achieved

TARGET	STATUS	COMMENTS
Through specific KPIs, keep track on research output, both in terms of publications and implementation of research programs, in relation to the SDGs.	▲	Using specific KPIs, the University has developed a comprehensive mapping of its research activities against the SDGs. The target aimed to achieve a reliable system of data collection and assessment, and to enhance the SDG dimension of research activity within our community. This target has been fully achieved and these indicators have been the basis for monitoring in a quantified way, as well as informing and driving research strategy and actions for impact towards the SDGs.
Maintain and expand the PhD sponsorship program for minorities and segments of society that are underrepresented in higher education.	●	The PhD scholarship program, which covers up to 90% of tuition fees, has been maintained and expanded to include additional disciplines beyond Engineering. Over the past four years, 30% of the total scholarships awarded have supported candidates in fields outside Engineering. Furthermore, 14% of scholarships were granted to third-country nationals from low-income countries, and 30% to female candidates, reflecting the University's commitment to widening access and supporting underrepresented groups in higher education.
Directly fund through University resources research related to SDGs.	●	Relevance to the UN Sustainable Development Goals (SDGs) has been integrated into the Impact section of the evaluation criteria for the University's last two internal research funding calls. This alignment encouraged faculty to design projects that contribute to SDG-related priorities. As a result, all funded projects addressed aspects of the SDGs, and the target is therefore considered achieved.
Establish an Innovation and Knowledge Transfer Office with a specific focus on supporting members of the University community in implementing and bringing innovative ideas to the market. Additionally, foster connections between the industry and the University to provide and support solutions for real-world problems.	■	A function has been established under the Research & Interconnection Service with duties to act as Knowledge Transfer Office (KTO) and two staff members have KT mandates in their activities on a part time basis. Furthermore, when the Cyprus government established a Central Knowledge Transfer Office, we applied and became a spoke to their Hub & Spokes model of operation, receiving training and KT services used for valorisation of specific research results.
Participate in the European University Alliance initiative through membership in EU-CONEXUS with the aim of developing pan-European research and solutions to the challenges of urban coastal development.	■	Frederick University actively participates in the EU-CONEXUS European University Alliance, advancing research and innovation in Smart Urban Coastal Sustainability. Through the alliance, four Joint Research Institutes have been established: Environmental Sciences and Biodiversity, Coastal Engineering, Life Sciences and Biotechnology, and Social, Culture and Human Sciences - all contributing to the UN Sustainable Development Goals (SDGs).
Develop and promote gender equality schemes for participation in and access to research.	●	To promote gender equality in research participation and access, the University introduced targeted measures in its last two internal funding calls. Recognizing the underrepresentation of female academics in specific fields and the publication gap between genders, a minimum budget allocation of 40% was reserved for eligible proposals led by female researchers. Additionally, in the most recent call aimed at supporting young researchers, STEM proposals that included the hiring of a female researcher received one additional evaluation point. These measures proved effective, as results from the two calls where they were implemented surpassed the minimum threshold, with 58% of the total allocated budget awarded to projects led by female researchers

Case Study

Mapping the University Research Activities

The University has developed a comprehensive mapping of its research activities against the SDGs. The aim of this activity is two-fold: firstly, to achieve a reliable system of data collection and assessment, and secondly to enhance the SDG dimension of research activity within our community. Research mapping has been conducted along three levels:

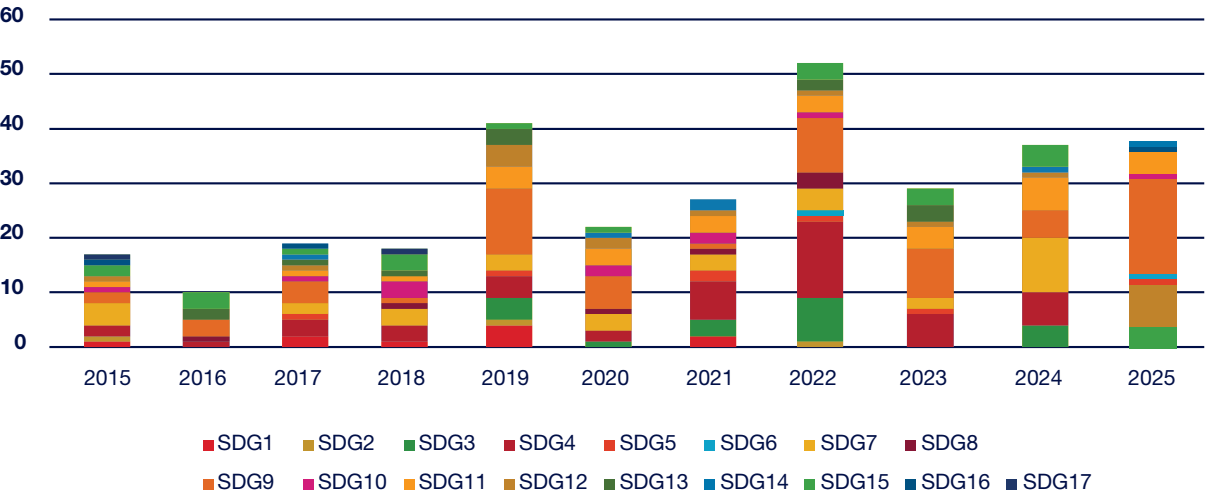
1. engagement of research units,
2. funded projects, and
3. academic publications.

During the year, some research units were restructured to better align with the University's research activities. This, combined with a renewed assessment of their relevance to the Sustainable Development Goals (SDGs), led to some adjustments in the mapping. The table below shows the areas of research concentration for each SDG, indicating the number of research units actively engaged in relevant activities.

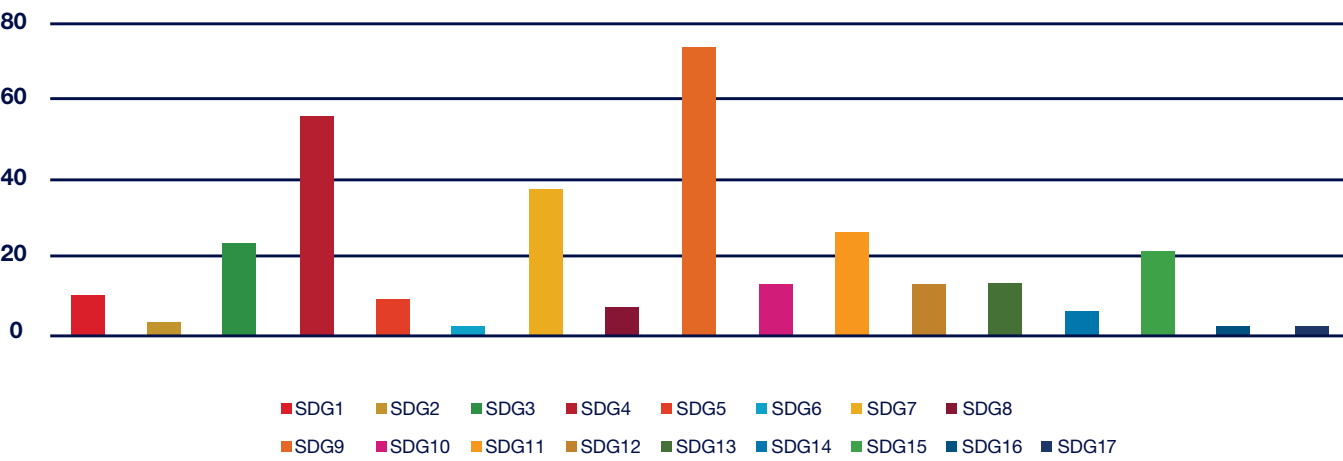
SDG	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
No. of Research Units	0	0	5	4	2	1	13	3	6	1	5	1	4	3	1	0

With respect to funded projects, we are mapping the number of funded projects granted on an SDG each academic year, as well as the total number of projects granted relating to each SDG since 2015. These data are provided in the following two charts, respectively.

New Projects by SDG per year



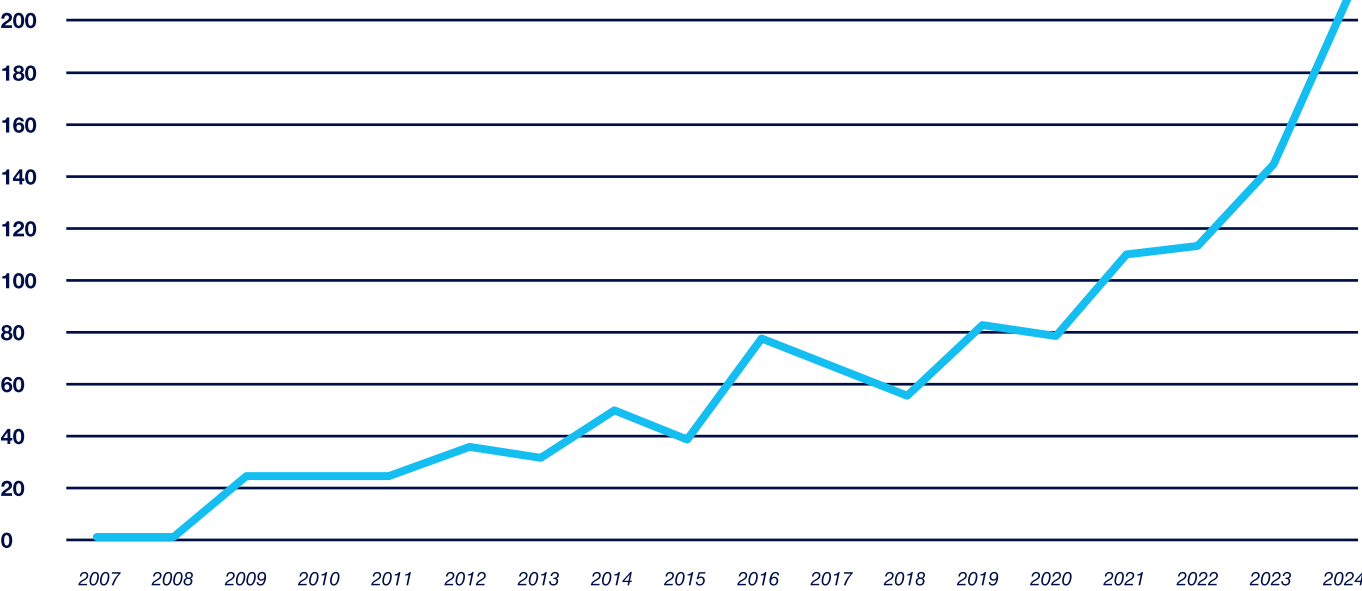
Total number of projects by SDG since 2015



The mapping is updated for 2025 and besides the variability in the number of projects per SDG that is also affected by the funding available through the various programs, similar conclusions are extracted as in past reports. The total number of research projects and correspondingly those related to SDGs has been increased in 2025 in comparison to 2024, where the focus has shifted to larger scale projects since 2022. The latter is evident also by the involvement of more of our research staff in the projects acquired, which has increased.

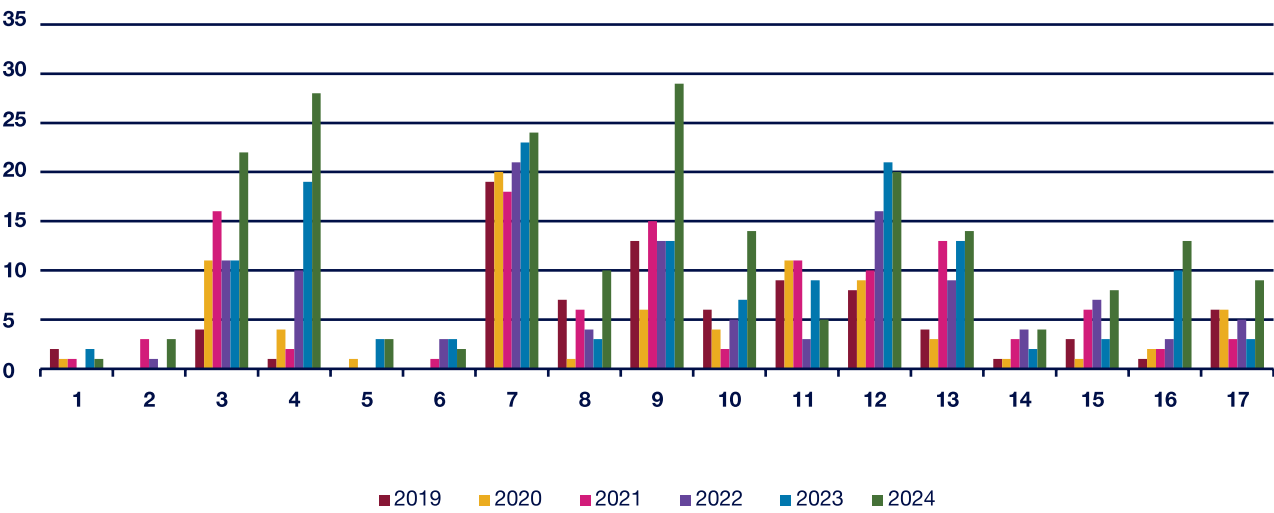
With respect to academic publications, we used the Sustainable Development Goals 2023 metrics available at the Scopus portal and retrieved our publication performance as depicted in the following chart which shows the total number of publications on all SDGs. The publications in 2024 have increased in comparison to 2023 by 44%, with an overall positive trend

Total publications related to SDGs per year



The chart below shows the number of publications for the period 2019 until 2024 per SDG. Examining the provided information, as expected, we see that there is a clear correlation between the areas of research activity and the funded research projects implemented with the number of publications. The main exception to the above seems to be SDG 12 (Responsible Consumption & Production), where the publications are relatively more than the recorded projects.

2019-2024 research article publications for SDGs



For the total country-wide publications, the same methodology (queries in Scopus) was used, as 2022.



Case Study

Green-HIT – A Holistic IoT Platform for Forest Management and Monitoring

The Green-HIT project, coordinated by Frederick Research Center under the umbrella of Frederick University, aims to fundamentally transform the way forests are managed and monitored by combining advanced Internet-of-Things (IoT) infrastructure, big-data analytics, remote sensing, unmanned aerial vehicle (UAV) deployment and machine-learning intelligence.

Forests play a crucial role in climate regulation, biodiversity preservation, and ecosystem resilience. In Cyprus, they face growing threats from wildfires, illegal logging, and climate change. Green-HIT addresses these challenges by developing a smart, data-driven platform capable of preventing, detecting and reacting on forest fires, protecting and monitoring forest biodiversity, detecting illegal activities (such as illegal logging and hunting), and supporting afforestation and reforestation initiatives through actionable insights.

Project delivery and outcomes:

- Pilot deployments have been established in diverse forest sites across Cyprus, where sensor networks and UAVs collect real-time and remote data.
- A big-data-ready database integrates information from IoT devices, remote sensing, and field observations, enabling advanced analytics and decision support.
- The system's intelligence module provides fire-risk probability modelling, anomaly detection, and real-time decision-support tools for forest authorities and communities.
- The project brings together key research and industry partners ensuring scientific rigour and practical application.

Sustainability impact:

By enhancing forest resilience, improving ecosystem monitoring, and enabling smarter forest governance, the project supports climate adaptation and sustainable land management in Cyprus and beyond.

This initiative showcases Frederick University's commitment to research that drives sustainability and innovation, positioning the University at the forefront of green technology and environmental resilience.



Case Study

CYGMEN Project: Strengthening weather monitoring and early warning infrastructure for resilience against extreme weather events

The CYGMEN project (Cyprus GNSS Meteorology Enhancement), led by Frederick Research Centre, is transforming how Cyprus monitors and predicts extreme weather events. Through this initiative, a new meteorological infrastructure, CyMETEO, has been developed to strengthen the country's capacity to forecast, prepare for, and respond to severe weather phenomena.

The upgraded infrastructure includes:

- A lightning-detection network deployed across Cyprus for rapid storm identification.
- A GNSS network that estimates atmospheric water vapour, a key factor in predicting heavy rainfall and severe storms.
- A Radar Wind Profiler and Microwave Radiometer, providing detailed atmospheric data that improve short-term forecasting accuracy.

Impact and significance:

- The CYGMEN project Strengthens Frederick University's research capacity and positions it as a national hub for meteorological innovation and resilience.
- Contributes to SDG 13 (Climate Action) and SDG 11 (Sustainable Cities & Communities) by improving short-term forecasts, helping to protect lives, infrastructure, and ecosystems.
- Encourages collaboration among academia, national meteorological services, and industry, showing how research infrastructure can generate real social benefit.

This project reflects Frederick University's commitment to bridging cutting-edge research with societal needs, combining academic excellence with meaningful impact for Cyprus and the wider region.





GOVERNANCE AND OPERATIONS

Targets 2025 Interim Assessment

▲ Exceeded ● Achieved ■ Partially achieved ▼ Not achieved

TARGET	STATUS	COMMENTS
Establish programs for fully-funded scholarships for Least Developed Countries as well as the bottom-income families locally.	●	Frederick University has made substantial progress toward widening access to higher education for disadvantaged groups both locally and internationally. In 2021, the University launched a Scholarship Scheme for International Students, offering full scholarships to high-school graduates from low and lower-middle-income countries, in collaboration with their embassies in Cyprus. The scheme continues to expand annually, increasing opportunities for students from Least Developed Countries to pursue higher education. Locally, the University has built relationships with schools in rural regions and provides scholarships and fee reductions to low-income pupils, promoting equitable access to higher education. Through its comprehensive financial assistance framework, which includes over 15 scholarship and aid schemes based on socioeconomic criteria, the University supports a wide range of students, including refugees, displaced persons, and those facing financial hardship, ensuring that economic barriers do not impede educational opportunity.
Increase, improve and modernize policies for rights protection in the University community.	●	Since 2022, Frederick University has made significant progress in modernizing policies to protect rights within the University community. The University developed and approved a Code of Practice for the Prevention and Combating of Harassment and Sexual Harassment, establishing clear principles, procedures, and responsibilities to ensure a safe and inclusive environment for students, faculty, researchers, and staff. Complementing this, in 2025 the University launched a Gender Inclusive Language Guide, providing practical guidance to promote equality, reduce stereotyping, and enhance the visibility of women in all aspects of University life. Both initiatives have been supported by awareness campaigns and targeted training for faculty, staff, and students, reinforcing Frederick University's commitment to fostering respect, equality, and inclusion across its academic and administrative community.
Ensure gender equality with respect to representation in management and equal pay.	■	Frederick University has continued to promote gender equality in leadership and decision-making roles across its academic and administrative structures. Across the highest governance bodies, including the President, Rector, Senate, University Council, and Rector's Council, women represent 40% of positions, while men represent 60%. In academic leadership roles, including Deans, Deputy Deans, Department Heads, and Departmental Council members, 37% are women and 63% are men. Administrative leadership demonstrates full gender balance, with women and men each holding 50% of Director and Head of Service positions. These figures reflect ongoing efforts to ensure fair representation and gender equality at all levels of University management. The University has a clear policy on ensuring pay scale gender equity (equal pay for work of equal value). This policy includes specific measures aimed at the measurement and elimination of the gender pay gap, alongside consistent tracking to ensure ongoing equity in salaries across all levels. The University strives to maintain a gender pay gap of less than 5% across all posts, with a focus on reducing the gap during salary increases.

TARGET	STATUS	COMMENTS
Invest in smart buildings and the adoption of energy efficient policies for the operations of the University. Pledge a 50% energy use target from renewable energy.	■	In line with its commitment to sustainability and energy efficiency, Frederick University inaugurated it's new Halls of Residence in September 2024. The building was designed to meet high energy performance standards and incorporates bioclimatic design principles, reflecting global best practices in sustainable construction. At least 50% of the Halls' energy needs are met through renewable energy sources, demonstrating the Universities active efforts to reduce its carbon footprint and advance smart, environmentally responsible operations.
Review policies and deploy an action plan for waste reduction and adoption of e-work policies in the University.	●	Frederick University has strengthened its commitment to sustainability through the development and implementation of a comprehensive Environmental Management Policy. The Policy integrates environmental considerations across all University operations, aiming to minimize the institution's environmental footprint by reducing waste, promoting reuse and recycling, conserving water, and enhancing energy efficiency. To further reduce its impact, the University has introduced timetabling measures that limit unnecessary travel for students and faculty, and is expanding policies that support remote work and virtual meetings for staff, thereby contributing to lower emissions and more sustainable daily operations. Responsibility for the effective implementation of the Policy is communicated to all staff, students, and partners and annual Environmental Management Goals are set, monitored, and reviewed to ensure continuous improvement. The Health, Safety, and Environmental Management Office oversees the system, ensuring staff are trained and equipped to support these efforts. Through these initiatives, the University strengthens environmental awareness within its community and aligns its operations with sustainable development principles.
Invest in the development of affordable housing for students, especially international students.	●	Frederick University has made significant strides in providing affordable housing for students, with a particular focus on international and low-income students. In September 2024, the University inaugurated its new Halls of Residence in Nicosia, prioritizing first-year students, including a substantial proportion of international students. Recognizing the high cost of renting in Limassol, the University has also secured an agreement for affordable housing for the academic year 2022-2023 and the following five years, offering subsidized studio apartments near the Limassol campus. The portion of the rent is covered by the University, ensuring that low-income students have access to safe, convenient and affordable accommodation throughout their studies.



Case Study

The Michael Frederickou Sustainability Awards

To demonstrate our commitment to the SDGs, in 2021 the University Council decided to dedicate a specific section of the annual **'Michael Frederickou Awards'**, the most prestigious awards granted by the University, to 'The SDGs Action Awards'.

The University recognizes:

- **Practices or activities:** Highlighting significant contributions by Frederick University faculty, staff, students, and alumni that have demonstrated a substantial impact in alignment with the SDGs.
- **Outstanding individuals:** Commending Frederick University faculty, staff, students, and alumni who exemplify the belief that inspiring and enacting change is within our collective responsibility.

Submissions need to demonstrate how the nominee's activities contribute to at least one of the following:

- **Mobilizer:** Mobilize others to take action for the SDGs.
- **Inspirer:** Inspire a shift in behaviour for the SDGs.
- **Connector:** connect people and/or diverse partners, bridging the gap between citizens and institutions, to increase progress on the SDGs.
- **Innovator / doer:** have implemented an innovation/idea or have carried out a small project or made efforts towards achieving one or more SDGs.



Case Study

Honouring Professor Jeffrey Sachs - A Global Voice for Sustainable Development

In 2025, Frederick University awarded an **Honorary Doctorate to Professor Jeffrey D. Sachs**, a world-renowned economist, global leader, and tireless advocate for sustainable development and human dignity.

Professor Sachs serves as University Professor at Columbia University and President of the United Nations Sustainable Development Solutions Network (SDSN) - a global initiative he co-founded with former UN Secretary-General Ban Ki-moon to mobilize universities and research institutions toward achieving the UN Sustainable Development Goals (SDGs) and the Paris Agreement.

Through his ground-breaking work, Professor Sachs has profoundly shaped international efforts to combat poverty, protect the planet, and promote peace. He played a pivotal role in the creation of both the Millennium Development Goals (MDGs) and the 17 Sustainable Development Goals (SDGs), which today serve as a global blueprint for sustainability.

The ceremony, held at Frederick University as part of its 60th anniversary celebrations, brought together academics, policymakers, and students, reflecting the University's role in connecting education, research, and society.

In her address, Ms. Natassa Frederickou, President of the Council and Co-Chair of SDSN Cyprus, highlighted Professor Sachs's conviction that higher education must unite knowledge, ethics, and action to address humanity's most urgent challenges. By honouring Professor Sachs, Frederick University reaffirmed its commitment to sustainability, ethical governance, and global engagement.

The recognition highlights the qualities the University seeks to celebrate: Leadership that is responsible, forward-looking, and dedicated to creating meaningful impact, while reinforcing its priorities of education, research, and societal contribution in pursuit of a sustainable future.



Case Study

Professional Development –
A dedicated committee to the SDGs

Frederick University invests in ongoing staff development and has developed a Center (Personal and Professional Development @ Frederick) tasked with developing a comprehensive training scheme that includes formal and informal training on a range of topics.

The breadth of the Center's tasks is very wide, from improvement of pedagogical techniques, development and provision of quality education for academic and administrative staff that will facilitate the integration of Sustainable Development Goals in all the dimensions of the University's operation, training on new technologies and dissemination of policies and procedures, to promotion of values, communication of organizational goals, and personal well-being. To achieve this, the Center is governed by the P²DF Board and is supported by seven Sub-Committees with their own portfolio.

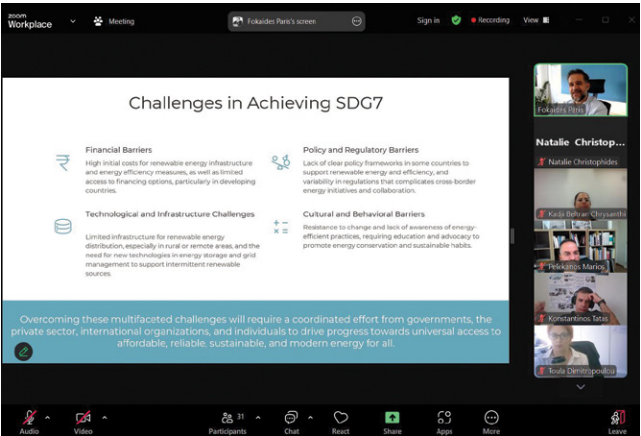
One of the Sub-Committees is the “**Integration of SDGs in the Operations of the University Committee**”. The objectives of the Committee are: to inform the University community about the SDGs and raise awareness on the relevant issues, as well as to provide quality training that will transfer the competences and skills necessary for the academic and administrative staff to effectively integrate the SDGs in their professional practice.

The Committee's first seminar on the SDGs, led by Maria Cortes Puch, Vice President of SDSN, delved into the pivotal role of Universities in achieving the Goals. This seminar, addressing both academic and administrative staff, aimed to heighten awareness of the SDGs and the crucial role Universities play.

Building upon this foundation, the University extended its efforts beyond academic staff. In addition to insights from the “Courses and SDGs Mapping” in 2021-2022, which showed faculty's need for further SDG integration support, the University broadened its focus. Recognizing the significance of administrative staff in this process, a needs assessment was conducted, leading to tailored training sessions. These sessions aim to assist both faculty and administrative staff in seamlessly integrating SDGs into teaching and services/operations, respectively, reinforcing our commitment to a comprehensive SDG understanding across university life.

Each academic year since then, two training sessions on sustainability topics are offered.

This ongoing initiative ensures that academic and administrative staff are continually empowered to contribute effectively to the achievement of the SDGs, fostering sustainable practices within our university community and beyond.



Case Study

Frederick University's Halls of Residence –
A Continuing Commitment to Sustainable
Campus Development

Frederick University's Halls of Residence stand as a lasting demonstration of the University's commitment to sustainability and energy efficiency, aligning with global sustainability goals. Designed with high energy performance standards and bioclimatic principles, the building continues to serve as a model for environmentally responsible infrastructure on campus. Renewable energy sources supply at least 50% of its energy needs, demonstrating the university's dedication to reducing its carbon footprint.

Key sustainability features include:

- **High-Efficiency Windows and Glazing:** The residence is equipped with high-performance window frames and glass panes that reflect thermal energy from the sun during the summer months while allowing heat in during the winter, without limiting natural light. This design ensures optimal natural lighting in the rooms, providing thermal comfort without negatively impacting the environment.
- **Excellent Insulation:** The building features a fully insulated external frame, including roof and wall thermal insulation, ensuring minimal heat loss. Each room is equipped with an insulated external door, further enhancing energy efficiency and occupant comfort.
- **Energy-Efficient Air Conditioning:** The air conditioning units installed are the most energy-efficient models available on the market today, maintaining ideal temperatures in the rooms while minimizing energy consumption.
- **LED Linear Lighting:** The building utilizes high-energy-efficiency LED linear lighting, providing effective illumination while reducing energy usage and environmental impact.
- **Solar Water Heating:** The hot water production system maximizes solar energy utilization, complemented by highly efficient heat pumps that enhance the building's sustainability.
- **Sustainable Landscaping:** The surrounding garden and green space create a microclimate that enhances the thermal comfort of the building's occupants. This not only contributes to the residents' well-being but also supports biodiversity and promotes a healthy ecosystem.

Through its Halls of Residence, Frederick University continues to demonstrate how sustainability can be integrated into the design and operation of campus facilities. The project reflects the University's long-term mission to foster an environmentally conscious campus that supports the well-being of its community and contributes meaningfully to global sustainability efforts.



Case Study

Promoting Inclusion and Visibility Through Gender-Sensitive Language

In 2025, Frederick University launched its **Gender Inclusive Language Guide**, a key step in embedding equality, respect, and inclusivity across all dimensions of university life. The Guide aims to promote the use of gender-sensitive language, reduce stereotyping and discrimination, and give greater visibility to women in communication and representation.

Designed for use by all members of the Frederick University community, the Guide provides practical guidance for applying inclusive language in official documents, correspondence, teaching, research, and everyday communication. To ensure effective implementation, the University organised specialised training sessions for faculty and administrative staff, focusing on how inclusive language can transform institutional culture and strengthen gender equality.

Through this initiative, Frederick University reinforces its governance framework for inclusion and equal opportunities, ensuring that its policies and practices reflect its values of integrity, fairness, and respect. The development and adoption of the Guide represent a significant step towards building a community where language supports, rather than limits, equality and representation.



Case Study

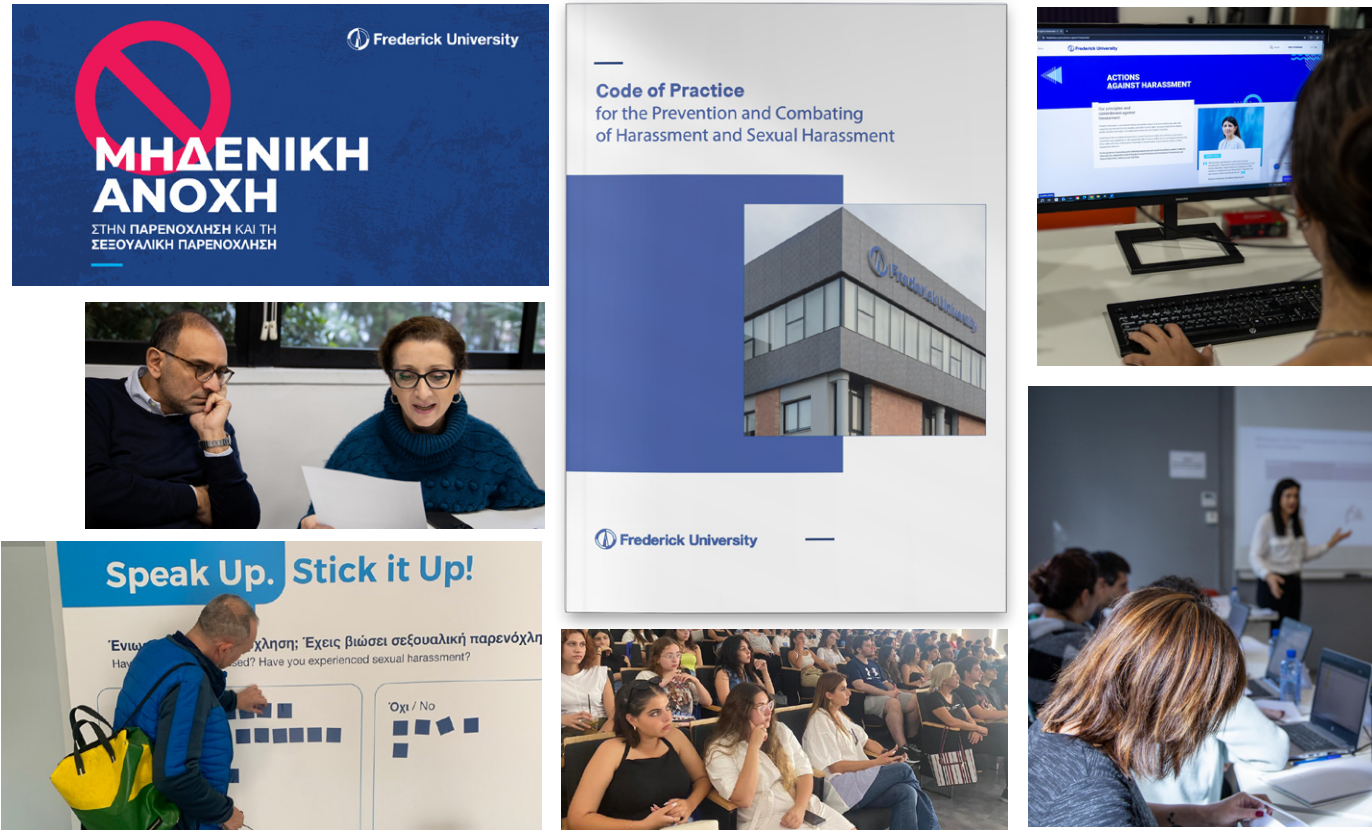
Fostering a Safe and Respectful University Community

At Frederick University, fostering a culture of respect, safety, and equality is a core institutional priority. The University has adopted a Code of Practice for the Prevention and Combating of Harassment and Sexual Harassment, which sets out clear principles, procedures, and responsibilities to ensure a safe and inclusive environment for all members of the University community: students, faculty, researchers, and administrative staff.

To make this commitment tangible and accessible, the University launched a dedicated website, Actions Against Harassment, which serves as a comprehensive information and support hub. The platform provides direct access to the Code of Practice, clear guidance on reporting procedures, and information on the available support mechanisms for those affected, including confidential counselling and designated contact persons.

The launch of the website was accompanied by a strong awareness and training campaign. All faculty and administrative staff participated in specialised training sessions aimed at recognising, preventing, and responding to harassment. Students were informed through orientation week activities and a dedicated awareness campaign.

This initiative reinforces Frederick University's zero-tolerance stance toward harassment and sexual harassment, ensuring that all members of its community understand their rights and responsibilities. It represents a key step toward building a safe, supportive, and equitable academic environment, where everyone can learn and work free from discrimination or fear.





Targets 2022–25 Final Assessment

▲ Exceeded ● Achieved ■ Partially achieved ▼ Not achieved

TARGET	STATUS	COMMENTS
The University plans and implements several campaigns and events, physically and online, to raise awareness on specific health and mental health issues. It also organises on-campus or online events (lectures, conferences, seminars) to raise awareness on human rights issues and discuss relevant topics (such as trafficking, wars, medical negligence), or to provide vocational training to professionals, such as lawyers, legal counsellors and others.	●	Frederick University has strengthened its role as a hub for lifelong learning, public engagement, and professional development, earning a UNESCO chair in lifelong learning adult education. Through the Frederick Training and Certification Center (EKEK), the University offers a wide range of vocational and professional programs, many of which are free or low cost for professionals, such as educators, social workers, lawyers and healthcare provide practitioners. Public lectures, seminars, workshops addressing the SDGs have increased by over 56% in the last two years, covering topics from health and mental health to human rights, the SDG, and science and technology. Selected courses and events are also open to the general public, with certificates of participation provided. The University actively engages with schools, young soldiers, and the wider community through experiential workshops, competitions, and awareness campaigns on topics such as gender equality, the environment, and innovative technologies, further reinforcing its civic engagement and lifelong learning mission.
Maintain a migrant scholarship and support scheme for inclusion and reduction of inequalities.	●	Frederick University continues to support the inclusion of migrants, refugees, and displaced persons through its extensive scholarship and financial aid framework. Dedicated scholarships for international students from low and lower-middle-income countries, launched in 2021, remain active and have expanded annually. The University is also a partner in the Nicosia In Action Solidarity Network (NiInAct), contributing to integrated social services that empower vulnerable populations. In collaboration with UNHCR Cyprus, the University has supported initiatives promoting refugee inclusion and empowerment, such as programs enabling refugee women to build skills and confidence through creative industries.
Be an active platform for supporting SDGs in the community.	●	Frederick University serves as an active platform for advancing the UN Sustainable Development Goals (SDGs) both within its community and through its outreach to society. Through public lectures, workshops, vocational training programs, and outreach activities, the University engages students, professionals, and the wider public on issues such as gender equality, environmental sustainability, health, and innovation. The University has further demonstrated its commitment by incorporating a dedicated SDGs Action Awards category within the prestigious Michael Frederickou Awards, recognizing faculty, staff, students, and alumni who mobilize, inspire, connect, or innovate to advance the SDGs. As part of its broader outreach, the University also invests in capacity building and awareness raising through the Personal and Professional Development Center (P ² DF). The Center designs and delivers training sessions for both academic and administrative staff, helping embed SDG principles into teaching, research, and services. Since its launch, with the inaugural seminar led by Maria Cortes Puch, Vice President of SDSN, the program has offered regular sustainability-focused sessions each year. Through these initiatives, Frederick University extends its impact beyond the classroom, cultivating a university-wide culture of sustainability and inspiring its community to act as agents of positive change.

TARGET	STATUS	COMMENTS
Transportation remains a significant challenge for the University at both its campuses, as the main form of transport for students remains to be private cars. The University collaborated with the Municipality of Nicosia to plan an integrated bicycle route to serve the University. Additionally, campaigns for promoting other forms of transport apart from private car use are developed. Similar problems are faced in the Limassol campus.	●	Transportation remains a significant challenge for Frederick University, as private cars continue to be the primary mode of transport for students and staff at both campuses. In Nicosia the University collaborated with Cyprus Public Transport to improve bus routes, increase frequency, and enhance overall accessibility for students and staff. In addition, the University worked with the Municipality of Nicosia to implement an integrated bicycle route connecting the campus to the city center, which now passes very close to the University. In Limassol, the University organized a public discussion on traffic, congestion in the presence of the Mayor, the President of the Limassol Chamber of Commerce, and other decision-makers, inviting residents, students and other members of the University community to share their views and contribute to solutions. These initiatives, combined with awareness campaigns promoting alternatives to private car use, reflect the University's commitment to sustainable, safe, and accessible transportation for its members.

Case Study

Member of a European University Alliance committed to Sustainability

Frederick University is a full member in the European Universities alliance EU-CONEXUS. In 2022, the alliance was selected by the European Commission to continue receiving financial support and it is among the European University alliances selected to continue development for four more years.

EU-CONEXUS focuses on Smart Urban Coastal Sustainability, aiming to develop innovative educational methods and interdisciplinary approaches in the fields of Sustainability, Circular Economy and Blue Growth.

EU CONEXUS is a strong partnership between nine Universities developing science and innovation into a hub of excellence on Smart Urban Coastal Sustainability (SmUCS).

EU-CONEXUS Vision:

The European University for Smart Urban Coastal Sustainability is an integrated transnational higher education and research institution covering the smart urban sustainable coastal development from a holistic perspective. The thematic focus creates a unique competitive advantage for EU-CONEXUS which is well positioned to assemble and build on complementary thematic expertise from all its partners and regional ecosystems, through inter- and transdisciplinary based approaches.

Perfectly distributed across Europe, EU-CONEXUS covers all European coasts. Students, teachers, researchers, and staff are studying, teaching, conducting their research activities, innovating and working on a European scale.



Case Study

RE.MA.C. – Reinventing Mainstream Classrooms. Recognised with the European Language Label for Innovation in Language Education

Frederick University's RE.MA.C. (Reinventing Mainstream Classrooms) project has been honoured with the European Language Label, a prestigious EU distinction awarded to initiatives that demonstrate outstanding innovation and impact in language teaching and learning. This recognition underscores RE.MA.C.'s pioneering approach to rethinking how mainstream classrooms address linguistic and cultural diversity, while promoting inclusion and excellence in education across Europe.

The project developed innovative resources and methodologies that empower teachers to enhance second language teaching and learning in multicultural classrooms. Through interactive digital tools, intercultural materials, and specialised training on the MILAGE Learn+ platform, RE.MA.C. helped educators better support students from varied linguistic backgrounds, strengthening their academic language skills and overall engagement.

Among its key achievements are the creation of new methodologies for assessing and developing academic language, a digital toolkit for inclusive and effective language learning, and resources that foster European cooperation in higher education and multilingualism. The project's results have demonstrated measurable improvements in teaching practice and student inclusion, offering a replicable model for other European contexts.

The RE.MA.C. initiative directly supports several UN Sustainable Development Goals, notably SDG 4 (Quality Education) by promoting inclusive and equitable learning opportunities for all, SDG 10 (Reduced Inequalities) by addressing linguistic barriers in education, and SDG 16 (Peace, Justice and Strong Institutions) by fostering respect, diversity, and social cohesion within classrooms.

With the European Language Label distinction, RE.MA.C. reinforces Frederick University's leadership in educational innovation and inclusion. It exemplifies how targeted research and digital transformation can drive sustainable change in education—empowering teachers, embracing diversity, and building stronger, more inclusive learning communities across Europe.





Case Study

“Women’s Gaze of War”: Empowering Students to Drive Social Awareness and Impact

The exhibition “Women’s Gaze of War” emerged from the thesis of Georgia Michael, a graduate of Visual Communication at Frederick University, under the supervision of Professor Costas Mantzalos. What began as an academic exploration evolved into a powerful act of remembrance and recognition, giving voice to women who lived through the 1974 Turkish invasion of Cyprus, voices long absent from public narratives and history books.

Georgia conducted in-depth interviews with twenty women, listening to their untold stories of loss, resilience, displacement, and silence. Twelve of these testimonies were transformed into a multimedia installation combining sound, illustration, and space to immerse visitors in the women’s experiences.

The exhibition was inaugurated at the House of Representatives, in collaboration with the Foundation of Parliamentarism and Participatory Democracy, underscoring its symbolic importance: in the very place where political history is written, the “hidden history” of women finally found its voice. Within the exhibition, the installation invited audiences into a quiet, enclosed space where they could hear excerpts of women’s testimonies performed by actors and view accompanying illustrations, an encounter that was both intimate and profoundly human.

Supported by members of the School of Arts, Communication and Cultural Studies, the project exemplifies art as a catalyst for empathy, social awareness, and collective memory. It also reflects Frederick University’s commitment to integrating education, research, and civic engagement, empowering students to confront complex social and historical issues through creativity, compassion, and critical reflection.

Plans are underway to present the exhibition in other cities across and beyond Cyprus, ensuring that these stories continue to be seen, heard, and remembered - this time, through the eyes of women.





Case Study

Where Education, Culture, and Sustainability Meet: The EU-CONEXUS Festival 2025

In May 2025, Frederick University, in partnership with the Municipality of Limassol, hosted the 4th edition of the EU-CONEXUS Festival, marking both the University's 60th anniversary and a major milestone for the EU-CONEXUS European University Alliance. Entitled "Welcome to the Hotel Mediterranean", the festival explored the sustainability of the Mediterranean Sea. Its history, paradoxes, and its role as both a home and a crossroads of cultures, migrations, and ecological challenges.

Over three days (13–15 May 2025), Limassol became a vibrant hub of artistic, academic, and civic engagement, welcoming more than 150 participants from partner universities and over 500 members of the public to open-air exhibitions, performances, workshops, and sports events along the city's seafront.

The festival's multidisciplinary programme reflected the essence of the EU-CONEXUS mission: Smart Urban Coastal Sustainability (SmUCS). Events included visual arts exhibitions, music and dance performances, and thematic workshops such as "The Scent of the City" and "Re-use, Re-imagine, Re-design."

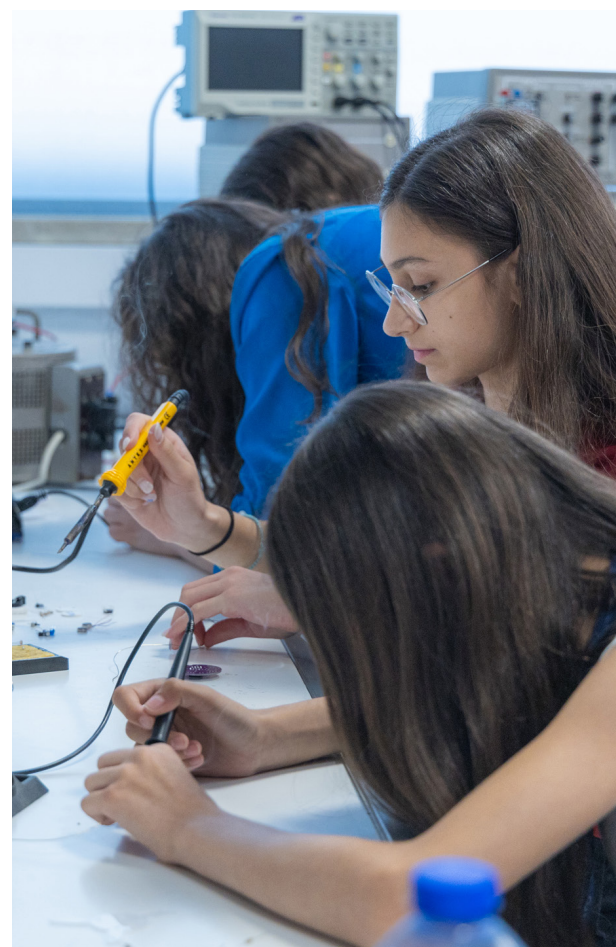
Among the highlights was the documentary theatre performance "Do You Remember? Everything. The Story of Haifaa and Gevara," developed under the Anti-Crisis (Αντί-κρίση) research programme of the School of Arts, Communication and Cultural Studies, which explored themes of displacement, resilience, and hope through real-life testimonies.

The "I am Student Congress" brought together students from across Europe to co-develop an action plan for strengthening inter-campus cooperation and fostering a shared EU-CONEXUS identity.

The festival was coordinated by the Department of Arts and Communication, with the theme and visual identity developed through a student design competition.

The EU-CONEXUS Festival 2025 demonstrated how education, culture, and sustainability can intersect to generate meaningful social impact. Beyond celebration, it served as a platform for dialogue, inclusion, and collaboration, advancing EU-CONEXUS's vision of integrating education, research, and society around sustainable coastal development, and reinforcing Frederick University's role as a cultural and academic bridge within Europe.





Case Study

Inspiring Women and Girls to Shape the Future of STEM

Frederick University's long-term initiative "To All Women and Girls: Join the Journey in Engineering and Technology" continues to drive measurable progress in addressing the underrepresentation of women in science, technology, engineering, and mathematics (STEM).

Launched in 2021 by the Center for Gender Issues, Diversity & Equality, in collaboration with the School of Engineering, and implemented under the auspices of the Commissioner for Gender Equality, Ms. Josie Christodoulou, the initiative aims to eliminate stereotypes, empower women and girls, and create equal opportunities in STEM education and careers.

A cornerstone of the initiative is its scholarship scheme for female students in engineering, which offers partial scholarships to all new female students enrolling in undergraduate programs at the School of Engineering. In partnership with Chevron, the University also awards a number of full scholarships each year to new female students in engineering disciplines. These scholarships not only provide financial support but also reflect the shared commitment of academia and industry to promote gender equality and diversity in STEM.

The initiative's broader impact is evident: **Female enrollment in the School of Engineering has doubled, increasing from 13.5% in 2019 to 26.97% in 2024. More than 600 girls aged 9–16 have participated in STEM Days and Camps**, gaining hands-on experience in science, technology, and engineering through creative, project-based activities, with **85-92% rating the experience as highly effective**.

Workshops for parents and educators have further challenged gender biases, helping to build supportive environments for girls' participation in STEM. Alongside mentorship opportunities and industry collaborations, these efforts have received international recognition, including an Advance HE Global Impact Grant (2023–24).

Through sustained action, partnerships, and education, Frederick University is nurturing the next generation of female innovators and leaders, ensuring that women's voices, ideas, and talents continue to shape a more sustainable and equitable technological future.





TARGETS 2026–2030

Building on the progress achieved during the 2022–2025 cycle, and informed by the insights gained through the final assessment of our previous targets, the University now sets forward a renewed and more ambitious roadmap for 2026–2030.

The new targets, structured across our four strategic axes of Teaching, Research, Governance & Operations, and Outreach, reflect a maturing institutional framework, a stronger evidence base, and a clearer understanding of our strengths and challenges. They aim to consolidate successful practices, address identified gaps, and steer the University toward deeper impact, greater inclusivity, and stronger alignment with our mission and the UN Sustainable Development Goals. These forward-looking commitments position us to continue transforming education, advancing knowledge, and contributing meaningfully to society.

Education

- **Align all curricula** across programs of study with the UN Sustainable Development Goals (SDGs), ensuring that sustainability principles and competences are embedded in learning outcomes, teaching, and assessment.
- **Advance interdisciplinary and transdisciplinary learning** by fostering collaboration among departments and programs, promoting joint initiatives, and integrating projects that address complex global challenges from multiple perspectives.
- **Embed transferable skills, work placements, and entrepreneurship** opportunities across all programs, ensuring that every student graduates with hands-on professional experience and entrepreneurial mindset.
- **Integrate project-based, multi-disciplinary, and industry-collaborative courses** into at least 50% of programs, enabling students to address real-life challenges and co-create solutions with external partners through initiatives such as the Frederick University Living Lab (FULL).
- **Expand lifelong learning initiatives** for society through the Frederick Training and Certification Center (EKEK) and the UNESCO Chair, ensuring broad access to flexible, SDG-aligned learning pathways for all ages.
- **Advance innovation in teaching and learning** by supporting experimentation with novel pedagogical approaches, such as team-based learning, living labs, challenge-based learning, and experiential education, and by developing modern learning spaces and digital facilities to support them.
- **Adopt student-centred assessment practices**, emphasizing formative feedback, reflective learning, and authentic assessment aligned with real-world challenges.
- **Equip students to use Artificial Intelligence responsibly, critically, and ethically**, integrating AI literacy and digital ethics across all programs and fostering sustainability competences essential for addressing global challenges.

Research

- **Utilize the established SDG research mapping system to identify the bottom 50% of SDGs in terms of research activity and publication output.** From these, select at least three (3) SDGs. Launch a targeted initiative to increase R&I output in the selected SDGs, in terms of funded projects and high-impact publications, by at least 25% by 2030. Annual monitoring will guide adjustments and ensure progress.
- **Establish an internal funding mechanism dedicated to supporting interdisciplinary projects with strong potential for measurable societal or environmental impact.** Priority will be given to projects that integrate multiple SDGs, involve community or industry partners, and demonstrate clear pathways to implementation or policy influence
- **Strengthen the Knowledge Transfer Office (KTO) and sett specific KPIs for SDG-related commercialization and valorization activities.**
By 2030, aim to: Support at least five (5) new spin-offs or licensed technologies, and establish ten (10) new industry-funded research collaborations focused on sustainability-driven solutions.
- **Leverage participation in EU-CONEXUS to generate tangible joint research and innovation outcomes in Smart Urban Coastal Sustainability.**
By 2030: Secure funding for at least three (3) new collaborative European projects (e.g., Horizon Europe, Interreg), and produce twenty (20) co-authored high-impact publications through the four Joint Research Institutes.
- **Broaden the existing PhD sponsorship program into a comprehensive “Inclusive R&I Talent Pipeline.”** The program will provide mentorship, training, and support pathways for early-career researchers, including PhD

candidates, postdoctoral researchers, and junior faculty, from underrepresented groups, low-income countries, and refugee or displaced backgrounds.

- **Establish annual Sustainability Research Awards to recognize faculty and research teams whose work demonstrates outstanding impact on the SDGs.** Awards will emphasize interdisciplinarity, social relevance, and engagement with community or policy stakeholders.
- **Form interdisciplinary research clusters,** either within the University or in partnership with other institutions, in areas with strong potential for SDG impact (e.g., Energy in Smart Cities, Circular Economy, Sustainable Ecosystems, Health and Wellbeing). These clusters will serve as incubators for large-scale collaborative proposals and innovation.
- **Expand the gender equality strategy from project-level funding to systemic career progression.** Formally apply for and achieve the Athena Swan Bronze Award and implement its action plan to increase the proportion of female researchers in senior academic and research leadership roles by 10% from the 2025 baseline.
- **Establish an Early Career Researcher (ECR) Academy** offering structured training in research methods, ethics, proposal writing, leadership, and public engagement — with a focus on diversity and SDG impact. Track gender and diversity balance in participation and leadership roles.
- **Establish a formal career path with open ended employment for University Researchers,** ensuring transparent progression criteria, stable employment conditions, opportunities for integration into academic departments, and a clear pathway for transition to faculty roles where appropriate.

Governance and Operations

- **Expand programs for fully and partially funded scholarships** for students from Least Developed Countries and from low-income families in Cyprus, with a focus on gender balance and equitable access.
- **Introduce a “Bridge to University” preparatory program** for students from disadvantaged backgrounds to strengthen academic readiness and integration.
- **Enhance accountability and reporting mechanisms** for harassment, discrimination, and other forms of misconduct through improved digital systems and transparent monitoring.
- **Expand awareness and training programs** on respect, equality, and inclusive leadership across all levels of the university community.
- **Ensure gender equality in representation** across all governance, academic, and administrative leadership positions.
- **Maintain and further eliminate any gender pay gap** across all categories, through continuous pay equity audits and corrective measures.
- **Introduce a Gender Equality Dashboard** to transparently monitor progress in leadership, pay equity, and participation in decision-making.
- **Expand the existing “To All Women and Girls: Join the Journey in Engineering and Technology” initiative** to reach and engage more girls from underprivileged and rural backgrounds, ensuring equal access to STEM Days, Camps, and related activities.
- **Sustain and enhance the existing scholarship scheme** for women in engineering and technology, offering both full and partial scholarships in collaboration with industry partners, until

a significantly higher percentage of women in STEM fields is achieved.

- **Broaden and formalize the mentorship program,** connecting female engineering students and alumnae with girls participating in STEM activities, creating continuous support networks and role models.
- **Strengthen partnerships** with schools and industry to expand outreach, deliver teacher and parent training on gender stereotypes, and promote the visibility of women in STEM professions.
- **Develop impact evaluation metrics** to monitor the initiative's reach, long-term influence on academic and career choices, and progress toward gender balance in STEM disciplines.
- **Invest in energy-efficient infrastructure and operations,** achieving at least 50% energy produced by the University from renewable sources and 80% total energy consumption from renewables by 2030.
- **Ensure all new buildings meet or exceed EU nearly zero-energy” building standards,** integrating bioclimatic design, smart systems, and sustainable materials.
- **Continue to publish an annual Sustainability Report and introduce a dedicated Gender Equality Report,** presenting progress, actions, and measurable outcomes in advancing equality, diversity, and inclusion across the University.
- **Submit and maintain the University's application for the Athena Swan Bronze Label,** implementing the corresponding action plan.
- **Adopt digital-first and remote-friendly policies** across administrative and academic functions to reduce paper use and travel emissions.

Outreach and Engagement

- **Formalize the “Frederick for Society” umbrella program** as the University's main platform for civic engagement and lifelong learning. Under this program, offer a series of annual workshops, seminars, and community events addressing topics aligned with the SDGs (such as human rights, social justice, digital literacy, mental health, gender equality, environmental sustainability, and climate action).
- **Continue and expand the migrant, refugee, and displaced persons scholarship and support schemes,** ensuring equitable access to higher education and training.
- **Develop mentorship programs and language or skills courses** to further support inclusion, integration, and employability of vulnerable populations.
- **Host an annual “SDG Forum”** that brings together academia, NGOs, policymakers, and youth.
- **Invite municipalities, NGOs, and civic organizations to use University facilities** as spaces for SDG-related public events, exhibitions, and innovation challenges.
- **In collaboration with the Municipalities of Nicosia and Limassol, advance sustainable transport solutions** by supporting the implementation of integrated bicycle routes

connecting the campuses to city centers and running awareness campaigns on sustainable mobility, carpooling, and public transport use.

- **Integrate service learning and community engagement into selected curricula,** allowing students to earn credits through volunteering that aligns with learning outcomes.
- **Launch a Digital Literacy for All initiative** under Frederick for Society, offering workshops for citizens, educators, and youth on digital ethics, AI literacy, media bias, responsible media use and cybersecurity - contributing to inclusive digital transformation and resilience.
- **Develop an ongoing Schools Partnership Program** that promotes awareness of the SDGs among younger students through interactive workshops, competitions, and mentorship. Encourage intergenerational dialogue by involving University students and faculty as mentors or facilitators.
- **Use the arts as a medium for civic reflection and inclusion** by supporting public exhibitions, performances, and creative projects that highlight human rights, diversity, and sustainability themes - reinforcing the University's cultural and societal impact.





End poverty in all its forms everywhere

Scholarships to rural Schools

The University has built relationships with schools in rural regions across Cyprus and has been providing scholarships and fee reductions to low-income pupils to increase their access to higher education.

Scholarships to Least Developed Countries

In an effort to support disadvantaged communities worldwide by responding to their educational needs, Frederick University launched in 2021 a new Scholarship Scheme for International Students, which continues to be offered today. As part of the program, the University initially provided a number of full scholarships for undergraduate studies for the 2021–2022 academic year to disadvantaged high-school graduates from low and lower-middle-income countries, in collaboration with their embassies in Cyprus. The Scholarship Scheme has since continued each academic year, expanding its reach and offering even more opportunities to low-income international candidates to pursue higher education.

Member of NicInAct Solidarity Network

Frederick University is one of the partners of Nicosia In Action Solidarity Network (NicInAct), a project implemented by the Nicosia Municipality Multifunctional Foundation. The Solidarity Network Hub provides innovative social services to the most deprived citizens. In its role as a hub, it integrates various social services of the Foundation and of other non-governmental organizations (NGOs) who act within the area of Nicosia Municipality to create a network of social services. The overall objective of the project is to empower vulnerable people in Nicosia to become activated and become integrated in society. The project's purpose is to develop an integrated social service model to address the increasing needs of vulnerable and deprived populations in Nicosia. This integrated social service model aims to address the needs and challenges faced by vulnerable populations to become economically active, firstly by developing their entrepreneurship skills and employability profile, but also providing the social context for their access to their active economic population, and, secondly, by addressing first level needs such as food, financial independence, health, etc. and at the same time addressing psychosocial needs of all family members to enable them to participate in the social arena. The project is co-funded by the financial mechanism of Norway Grants (85%) and the Republic of Cyprus (15%).

Affordable Housing for Students

Limassol is the most expensive city in Cyprus for renting a house or apartment, making it increasingly difficult for students to find any type of affordable accommodation close to the campus. Addressing this issue, the University, for the academic year 2022 – 2023 and for the next five years, has concluded an agreement for affordable housing, providing its low-income students with access to subsidized studio apartments that are located close to the University's campus in Limassol and provide easy access to the city centre. A percentage of the rent is subsidized by the University, thus alleviating housing costs and expenses for low-income students for the duration of their studies.



Students awarded for creating artistic works on child poverty

On-campus Student Employment

Conference on Child Poverty

Student on-campus Employment

Students can take a temporary part-time job at the University during their studies. Employment lasts for a predetermined amount of time. A variety of campus jobs are offered (more than 50) to undergraduate and postgraduate students every year, from administrative to technical positions, and from one-off opportunities to regular shift work. Working on campus enables students to fund their studies and lower their university fees, as the compensation for the hours they are working is deducted from their tuition fees. Working on campus also enables them to build a network with professionals in their field, improve their skills and gain valuable work experience. Students from lower socioeconomic status have priority access to these opportunities.

Discussing Child Poverty

According to the National Anti-Poverty Network Cyprus (EAPN Cyprus), child poverty is one of the most critical issues faced by modern societies. In November 2025, Frederick University hosted the Cyprus National Network Against Poverty's annual conference titled "Child Poverty and Mental Health: Challenges and Prospects". The event built on conclusions from the 2024 conference on child poverty, focusing on the link between poverty and children's mental health. It highlighted how poverty affected psychological development, social relationships, and future opportunities, increasing risks of depression, low self-

esteem, learning difficulties, and social isolation. The conference aimed to foster dialogue among experts, youth, and stakeholders to propose realistic policy solutions promoting social protection, early intervention, access to mental health services, school support, inclusion, and the gradual eradication of child poverty.

Financial Aid to Low-Income Students

Frederick University is committed to establishing an academic environment that grants everybody an equal access to education. It provides an extensive financial assistance scheme which offers a partial reduction of fees or full scholarships to incoming students based on socioeconomic criteria, regardless of the students' academic performance. This includes refugee and displaced people whose access to education is limited because of poverty as well as their immigration status. Financial aid is also given to current students for a variety of reasons including: overall financial income in the family, health problems in the family, single-parent families, number of dependents in the family, distance of residence from the university, unemployed parents/guardians and other reasons. Overall, more than 15 different scholarship and financial aid schemes are offered to current and new students.

Contributing to policy making

Members of Frederick University academic staff participate in policy making at local and national level to implement programmes and policies to end poverty in all its dimensions.

Student Projects on Child Poverty

The University hosted an event in March 2025 to showcase and award student projects from the Visual Communication program on the theme of child poverty. Students created artistic works as part of the course 'Image Making Processes II' and contributed to the Pancyprrian Association of Single-Parent Families and Friends' 2025 calendar, developed within the Frederick University Living Lab (FULL). Through this initiative, students engaged with the issue of child poverty, its link to women's poverty, and the broader social impact, enhancing both their creative skills and social awareness.



End hunger, achieve food security and improved nutrition and promote sustainable agriculture

Collaboration with relevant organisations

Frederick University has signed a Memorandum of Cooperation (MoC) with the Cypriot Farmers Association, the biggest farmers' Union in Cyprus, and the Agricultural Research Institute (ARI), a governmental department conserving thousands of endemic seeds and conducting research aiming to create and transfer knowledge for the development of agriculture and to solve problems at the farmer's level. The collaboration with these two organisations includes research and other common activities in the area of agriculture development, food security and seed conservation.

Conserving native seeds

Frederick University is a member of ENSCONET (European Native Seed Conservation Network). The objective of the network is to improve quality, coordination and integration of European seed conservation practice, policy and research for native plant species and to assist EU conservation policy and its obligations to the Convention on Biological Diversity and its Global Strategy for Plant Conservation. The network is coordinated by the "Millennium Seed Bank" of the Royal Botanic Gardens, Kew, United Kingdom.

Food Waste Management in Hotels

According to the European Commission, around 88 million tonnes of food waste are generated annually in the EU, costing approximately €143 billion, with the hospitality industry alone responsible for 12% of this waste. To address this challenge, Frederick University developed FoodFlow—an AI-powered food-waste tracking system designed for professional kitchens. The system automatically measures and analyzes discarded food, enabling kitchens to reduce surplus, reuse edible leftovers, and recycle unavoidable waste. By improving food-use efficiency and promoting responsible consumption and production, FoodFlow contributes to the creation of sustainable food systems that reduce hunger and food insecurity. This initiative helps ensure that food resources are used more effectively, minimizing waste, and enhancing access to sustainable nutrition through smarter management practices.

Limiting food waste

The University implements several measures to minimize food waste across the food production, storage, and consumption stages. The cafeterias are equipped with sanitary storage systems and proper refrigeration to ensure food safety. They actively manage the production process by limiting the preparation of excess food, avoiding the display of unnecessarily large quantities, and refraining from serving oversized meal portions. Additionally, the University monitors and reduces the amount of food waste from external catering services, ensuring that discarded food is kept to a minimum.

Healthy and affordable food choices

The University's cafeterias provide on a daily basis fresh, healthy and affordable locally-sourced meals, including vegetarian and vegan food for all on campus.



Informational booth on the Common Agricultural Policy (CAP)

Conserving native seeds is one of the objectives of the European Native Seed Conservation Network

Healthy and affordable meals at the University's cafeterias

Radiation measurements in food and soil

Humans are continuously exposed to natural environmental radioactivity from soil, the food chain and other sources. The University's Environmental Radioactivity Unit conducts gamma radiation measurements on commonly consumed foodstuffs (such as cereals, nuts, dried fruits, pulses, etc.) in Cyprus. It also performs dose calculations and radon measurements in soil, covering a wide range of geological formations and terrains across the island.

Plant phenotyping

The Phenotypos project aims to establish an advanced plant phenotyping center in Cyprus. Plant phenotyping involves measuring the physiological and biochemical traits of plants to evaluate their growth, development, and responses to various conditions. The facility would enable the assessment of plant cultivars suited to local environments, aid breeders in selecting improved varieties, test agricultural chemicals, and accelerate research in plant and environmental studies. Given the predicted impacts of climate change in the Eastern Mediterranean, such a center becomes crucial in addressing challenges like droughts, floods, temperature extremes, and pests. By integrating genomics and molecular approaches, the project seeks to enhance crop breeding programs, ensuring the development of stress-adapted cultivars. The ultimate goal is to advance local agriculture, promote sustainability, enhance food security, and mitigate climate change's adverse effects on agricultural productivity.

Building Drought-Resilient Agriculture

The Mediterranean basin is increasingly vulnerable to water scarcity due to climate change, with frequent droughts, soaring temperatures, and declining water resources threatening agricultural productivity. The WaterMellon project, in which Frederick Research Center participates, aims to develop novel farming systems for the Mediterranean that combat extreme drought by combining modern Earth Observation (EO) and Geographic Information Systems (GIS) technologies with traditional water-harvesting techniques and drought-tolerant crops to improve the resilience of Mediterranean dryland agriculture. By establishing demonstration fields and smart irrigation systems, the project provides smallholder farmers with practical tools and knowledge to adapt to increasing water scarcity, safeguard crop yields, and strengthen local food systems. Through training, capacity-building, and the creation of self-sustaining "living labs," WaterMellon empowers communities to implement climate-smart agricultural practices. These approaches not only improve water-use efficiency but also support long-term environmental sustainability and knowledge transfer across the region. By increasing agricultural productivity and resilience in water-stressed areas, the project directly promotes sustainable food production systems, ensuring food security, and enhancing the livelihoods of vulnerable farmers in the Mediterranean.

Students Explored CAP's Impact

Frederick University students were informed about the role of the Common Agricultural Policy (CAP) in addressing current challenges in the agricultural sector, promoting healthy eating habits, and ensuring the sustainability of agricultural production through the "Let's Speak CAP" project, which is co-funded by the European Union. The project participated in the EU CONEXUS Festival organised by Frederick University.



Ensure healthy lives and promote wellbeing for all at all ages

Staff training on First Aid

Frederick University staff were trained to effectively handle emergency situations. The program aimed to develop competencies in both basic and advanced emergency incidents, ensure appropriate response in critical cases, certify participants according to HRDA and international first aid standards, and promote a culture of prevention and workplace safety.

Transforming Healthcare with AR/VR Innovation

AURA-Care project is developing an innovative AR/VR-based system that will improve communication, standardize training, and facilitate data-driven decision-making in healthcare settings. AURA will offer a user-friendly tool, targeting healthcare clinics and private practice professionals through subscription-based packages. It includes a 360° simulation module and customizable wearables.

Promoting Social Well-being through eSports

The ENHANCE project explores the social side of eSports, emphasizing the positive impact of gaming on mental health, social interaction, and community engagement. By fostering inclusive and responsible participation in digital gaming environments, the project aims to enhance well-being, teamwork, and social cohesion.

Health outreach programmes

Frederick University plans and implements several campaigns and events to raise awareness on specific health and mental health issues. Some examples:

- The University hosted a workshop organized by the Ministry of Health to develop a National Strategy for Eating Disorders. The event was opened by the Minister of Health and included presentations on the current situation regarding eating disorders in the Cypriot population while proposing actions across key pillars for the development of the National Strategy.
- Frederick University's Department of Psychology and Social Sciences organized a seminar titled "Alzheimer's Disease: The Power of Prevention" for health professionals, caregivers, students, graduates of Medicine, Psychology, and related fields, as well as the general public. Presentations covered early signs of Alzheimer's, prevention and treatment, and health professionals' care competencies.

Research on health and well-being

A number of research units and laboratories are dedicated to promoting good health and well-being. These include the Cyprus Nuclear Physics (CyNuclPhy), the Synthesis, Formulation and Evaluation of Pharmaceuticals (SFEP) Research Unit, the Clinical Pharmacology and Evaluation of Bioactive Compounds Research Unit, and the Kinesiology and Integrative Physiology Research Unit.

Advanced Orthopedic Devices

The 3D-OptimAux project focuses on the development of optimised additively manufactured polymeric auxetic metamaterials for orthopedic products and devices. Using a simulation-driven design approach, the project aims to create medical devices that are more effective, durable, and tailored to patient needs. By improving orthopedic treatments and patient outcomes, this initiative directly contributes to enhanced healthcare solutions, improved mobility, and a higher quality of life for individuals requiring orthopedic care.

VR Training for Emergency Services

The ViRaLes project uses virtual reality (VR) technology to provide immersive learning experiences for emergency services personnel. By simulating real-life crisis scenarios, the project enhances training effectiveness, preparedness, and decision-making skills, ensuring responders are ready to act swiftly and safely in emergencies.

Collaborations with health institutions

The School of Health Sciences collaborates with private and public health institutions and health services providers to conduct research and implement various actions to improve health and well-being outcomes of the general public and specific patient groups. One of these actions is the annual demonstration of Cardiopulmonary Resuscitation (CPR) and the use of an



The Minister of Health, Mr. Michalis Damianou, opening the workshop on the National Strategy for Eating Disorders.



CPR demonstration at the University campus

Collaborations with health institutions

Automated External Defibrillator (AED), as part of an event organised by the University's School of Health Sciences in collaboration with the Resuscitation Services of the Ministry of Health in the framework of the "World Restart A Heart Day".

Healthy Sailing

'Healthy Sailing' supports substantially reducing the spread of communicable disease on board passenger ships through improved health and hygiene operations, while also addressing strategic goals for the overall safety and resilience of transport, climate neutrality and European leadership in key industries. It facilitates the development of evidence-informed guidelines and policies that incorporate infectious disease prevention, mitigation and management measures into routine operations by governmental authorities, the transport industry and the wider global community.

Advanced 3D-Printed Medical Phantoms for Improved Healthcare

Frederick Research Center coordinates projects that advance the development of 3D-printed, multipurpose, and multimodality medical phantoms designed to enhance medical imaging and treatment planning. Elastic3D focuses on creating deformable phantoms using elastic resins, enabling realistic simulations of human tissue, while M3Phantom simulates thoracic motions and disease conditions such as tumors and cardiac disorders. These innovations allow for clearer imaging, optimized treatment plans, and reduced healthcare costs.

Mental Health Support for students and staff

The University's Counselling Centre's primary purpose is to empower students so that they are able to perform productively both in academic tasks and in their personal lives. The Center regularly holds Seminars and Workshops related to wellbeing and mental health which are open to the entire University community.

Graduates in health professions

The University directly supports health professions by offering a range of undergraduate and postgraduate programs of study through its School of Health Sciences and its School of Education and Social Sciences. Degrees include Pharmacy, Nursing, Physiotherapy, Physical Education and Sports Science, Biomedical Sciences, and Psychology providing students with the knowledge and skills needed for careers in health-related fields. The University is committed to preparing competent professionals who can contribute to the healthcare sector, enhancing both public health and well-being.

CyFIT

Frederick University is implementing the national program "Aristotle - CyFIT", the largest physical fitness assessment of school-age children and adolescents ever conducted in Cyprus. The program has been incorporated into the National Strategy for Sport. As part of this initiative, the University has developed an online platform to collect and evaluate data on the physical fitness levels of children in Cyprus, as well as their dietary habits and levels of physical activity, and designed targeted actions that enhance children's health. During the 2024–2025 school year, the program was implemented nationwide in all Secondary Education Schools.

Yeast-Based Biotechnology for Health and Bio-Communication

The YeCIE and YeasPSense projects focus on engineering yeast cells as living systems capable of processing and exchanging information. By designing and optimizing synthetic biological circuits, these projects enable yeast to transmit and respond to signals, supporting advanced biotechnology applications such as biosensing, bio-computation, smart pills, and therapeutic monitoring. Together, they advance understanding of cellular communication mechanisms and foster innovative solutions in healthcare and bioengineering. These initiatives enable improved diagnostics and personalized treatments.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Lifelong Learning Policy

Frederick University assigns particular importance to Lifelong Learning initiatives and has undertaken a series of actions to provide such opportunities. The University has set up the Frederick Training and Certification Center that systematically offers training programs on a wide variety of fields. In addition, special-focus initiatives for lifelong training have been established, such as the Cyprus Marine Technology Academy and the School of Greek Language. The University participates and promotes Erasmus+ activities, through which students and graduates gain invaluable education and training experiences. In order to educate a new generation of lifelong learning educators and activists, as well as promote research and knowledge in the field, the University offers the MA in Adult Education program of study. To provide lifelong learning opportunities to the general public, the University organises and hosts events and educational activities on campus, off campus and online that are open to the general public. In addition, the University, in cooperation with UNESCO, established an UNESCO Chair on Lifelong Learning and Adult Education. The purpose of the Chair is to promote an integrated system of research, training, information and documentation on lifelong learning and adult education in Cyprus and other countries in Europe, Asia and the Pacific.

Sustainability Transformation for Educational Institutions

In 2021, Frederick University launched the Forest School in the Kornos forest where children aged 3-5 learn in a natural way, through free play and self-led outdoor activities. The Forest School, like the University's School of Nature which operated for years as a summer school, adopts forest pedagogy and the children's creative development is guided by the educators, who are primary school teachers, students and graduates of the University.

Student Success

The University operates the Peer Tutoring Center. Tutoring services are offered by Peer Tutors, students employed by the University that have excelled in the course they tutor. Their goal is to assist students with the course content and help them develop study skills.

Educational activities open to the public

The University allows members of the general public, i.e. non-registered students, to attend selected courses and lectures as audience participants at no cost. In addition, the University libraries are open to the general public. The University also runs a number of outreach programs for the community on and off campus. These include lectures, exhibitions, seminars and workshops aiming to raise awareness, build understanding and knowledge on several issues ranging from health to art and culture, and from humanities to science and technology.

Teaching Greek to underage migrants

Teaching the local language of the host country to migrants, is a key priority for many EU countries. The "Greek Minors IV" project's goal is the smooth and rapid integration of minor asylum seekers into the school environment and the host society. The program is co-funded by the Republic of Cyprus and the Asylum, Migration and Integration Fund and is implemented by Research Center CARDET and Frederick University, under the guidance of the Ministry of Education, Sport and Youth. All children, whose both parents are third country nationals, are entitled to attend these lessons.



"The Sun and Us" educational exhibition



UNESCO Chair on Lifelong Learning and Adult Education established by Frederick University



Peertutoringcentre

Promotion of a Sustainability Mindset in Schools

Aligned with the priorities of the European Green Deal, the GreenComp School project, in which Frederick University participates, aims to build the capacity of current and future teachers and integrate sustainability into various disciplines. The project's overall goal is to foster a sustainability mindset among primary school pupils. Through this initiative, a minimum of 60 in-service teachers and 200 future teachers will receive GreenComp School training and micro-credentials. Additionally, at least 200 pupils will benefit from classroom learning activities, as well as non-formal project-based learning (PBL) activities and games involving their parents.

Graduates with teaching qualification

The Department of Education offers well-established programs of study at both the undergraduate and postgraduate levels, designed to prepare graduates for a wide range of teaching and educational roles (Primary Education, Early Childhood Education, Special Education, Adult Education, Intercultural Education and more).

Education for all pupils in STEM disciplines

Frederick University is a member of the Fairness in Teaching (FIT) alliance, a new Erasmus+ project which aims to develop and advance teaching practices using an intersectional and fair approach especially in STEM disciplines (Science, Technology, Engineering, Mathematics), and give equal opportunities and access to STEM to a diverse range of pupils (boys, girls, less advantaged audiences, refugees, migrants, etc). The project targets primary and secondary level Education. Through the Project, the five partners in Luxemburg, Italy, France and Cyprus aim to create a Competencies Framework for fair teaching in primary and secondary education, which is expected to become a reference in education, and to also develop workshops and training sessions (online as well as face-to-face) for this Framework.

Member of Advance HE

Frederick University is a member of Advance HE, a member-led charity dedicated to enhancing higher education globally. Advance HE collaborates with partners worldwide to improve education for staff, students, and society, focusing on key areas such as teaching and learning, governance, leadership development, and equality, diversity, and inclusion (EDI). Their mission is to help higher education institutions become more inclusive, sustainable, and high-performing.

Educational Exhibitions to inspire learning

Through educational exhibitions on specific topics, the University aims to make scientific matters accessible to young people and the general public and inspire learning. The exhibitions are open to the public and offer free admission. Currently, the University runs the "The Sun and Us Space Weather Exhibition" which is a collaboration between Frederick University and the European Space Agency. The exhibition aims to introduce the public to Space Weather, the changes that occur in the Sun and affect both space technology systems and the Earth itself.



Achieve gender equality and empower all women and girls

Gender Equality Awareness Campaigns

Every year, for the past 12 years, the University organises seminars, public lectures, community events, conferences and workshops to raise awareness on gender equality within the University community and the general public. It has implemented several successful campaigns on promoting and raising awareness on gender equality and fighting gender-based violence and human trafficking.

Supporting Trafficking Victims

The University has close links with NGOs that are supporting trafficking victims and offers scholarships to victims of sexual exploitation.

Gender-Inclusive Language Training

Frederick University has developed a practical Guide for the Use of Gender-Sensitive Language in order to promote equality, reduce gender stereotyping, and foster communication that reflects respect and inclusion. To support its effective implementation, the University organised specialised training sessions for academic and administrative staff, focusing on how to apply inclusive language in everyday communication, teaching materials, and institutional documents. These trainings have played a crucial role in raising awareness, building confidence, and embedding inclusive practices across the University community, reinforcing Frederick University's commitment to gender equality and respect for diversity.

Equality and Awareness at Frederick

The University established EnAF, a Center on Gender Issues, Diversity and Equality. EnAF comprises faculty and administrative staff with the primary aim of conducting research and raising awareness amongst the University Community and the society at large on gender equality and diversity issues. The Center also functions as an advisory body to the Council, the Senate and the Schools and Departments for the promotion of equality and diversity in all levels of operation and academic life. It has developed a Code of Conduct on Harassment and Sexual Harassment in the workplace, which serves as a guide for all members of the University community and outlines the procedures that are to be followed in case of harassment and sexual harassment. The Center has developed a Code of Conduct on Language Use, which promotes the use of gender-sensitive language and reduce gender stereotyping. The Center organises and offers training sessions open to all university staff. These sessions cover essential topics, including gender equality, fostering an inclusive environment, and the implementation of a zero-tolerance policy toward violence.

Memorandum on Equality

Frederick University was among the higher education institutions in Cyprus that signed the first Inter-University Memorandum of Cooperation on Equality, marking a joint commitment to collective action for equality, inclusion, and diversity. The Memorandum was signed in May 2025, by the Rectors of all Cypriot universities in the presence of the Commissioner for Gender Equality, Ms. Josie Christodoulou. The initiative aims to establish a shared dialogue and collective strategy on equality and diversity across universities, including knowledge exchange, joint educational actions, staff networking, and collaboration on related research projects.

Annual campaign on Gender-Based Violence

Frederick University conducts an annual awareness campaign in recognition of November 25th, the International Day for the Elimination of Violence Against Women, which also marks the start of the United Nations' "16 Days of Activism" campaign aimed at raising awareness and informing the public about gender-based violence. As part of this year's initiatives, the university launched an awareness campaign to educate its students and staff about harassment and sexual harassment. The campaign aimed to ensure that the entire university community is well-informed about the relevant Code of Conduct and the procedures available for filing complaints, seeking support, and accessing counseling services.



STEM workshops for girls, as part of Women in STEM campaign

Women in STEM Campaign

The University launched a dynamic, long-term campaign to tackle the underrepresentation of women in engineering and technology, titled: "To all women and girls: Join the Journey in Engineering and Technology". The campaign was launched in June 2021 under the auspices of the former Commissioner for Gender Equality, Josephina Antoniou. It aims at educating girls from an early age about the prospects of engineering and technology, areas in which women's participation is disproportionate, even though these sectors have excellent employment prospects and offer attractive pay packages. In this context, special scholarships are offered to all girls who choose to study undergraduate programs in Engineering and Technology at Frederick University. In addition, the University organizes interactive, hands-on workshops and other activities focused on empowering young girls and motivating them to follow a career in STEM. STEM Days for girls aged 9-12 are organised regularly at both campuses of the University, while a STEM Camp for girls aged 13-16 takes place once a year at the Nicosia campus. Hundreds of young girls have participated in these initiatives which serve as platforms for them to explore the exciting world of science, technology, engineering and mathematics, with the aim of breaking down barriers and inspiring them to pursue STEM careers.

RIGE Research Unit

The University's Gender Equality and Inclusion Research Unit - RIGE aims to identify and analyse gender inequalities in Higher Education and the society at large through academic research and implementation projects. The main activities of the Unit include:

- Gender equality and inclusion in Higher Education Institutions (HEIs)
- Research on gender-based violence
- Women and girls in STEM
- Implementing projects for making Higher Education and society more inclusive and equal
- Analysing quantitative data and perform quantitative and qualitative studies and surveys about equity in Higher Education and the society
- Inclusive Design

The team members of the RIGE Unit have interdisciplinary backgrounds to address all aspects of research on gender equality and inclusion.

Gender Equality Journalism Competition

Frederick University, in collaboration with the Office of the Commissioner for Gender Equality, launched the Gender Equality Journalism Competition in May 2025. The initiative was organized jointly with the Cyprus Radio, Television and Digital Services Authority, the Union of Cyprus Journalists, and the Media Ethics Committee. The aim of the competition was to recognize and reward journalistic work that addressed issues related to gender equality, the promotion of women's rights, the combating of gender stereotypes, and the elimination of gender-based discrimination.

Commitment against harassment

Frederick University is committed to taking all possible actions to ensure a welcoming, safe, and supportive environment for both students and staff. For the purpose of preventing and combating harassment and sexual harassment conduct, Frederick University has adopted a Code of Practice for the Prevention and Combating of Harassment and Sexual Harassment. Reporting incidents of harassment and/or sexual harassment is encouraged and protected. The handling of complaints takes place through an internal informal or formal procedure in a prompt, solemn and confidential manner. All members of the university community are protected from victimisation, adverse treatment, and detrimental changes in conditions because they contributed in any way (e.g. reporting, testifying) to the investigation of a harassment or sexual harassment complaint.

Development of inclusive Gender Equality Plans

Frederick University participates in NEXUS, a Horizon project which focuses on bridging inclusivity gaps in nine research organisations and their respective R&I ecosystems with the aim to bolster institutional change through the development of inclusive Gender Equality Plans (GEPs) in intersectional and intersectoral directions.

Center dedicated on Gender Issues, Diversity and Equality

ENAF

EQUALITY 'N' AWARENESS AT FREDERICK



Educating students and staff about harassment and sexual harassment



Ensure availability and sustainable management of water and sanitation for all

Enriched academic programs

The University's BSc in Civil Engineering Program includes courses (both required and elective) that cover, among other subjects, the processes and techniques applied to understanding the requirements for the provision of stable, high quality and sustainable water resources, the role of hydrological knowledge in securing safe and sustainable water supplies, ecological engineering and green technologies such as constructed wetlands for wastewater treatment:

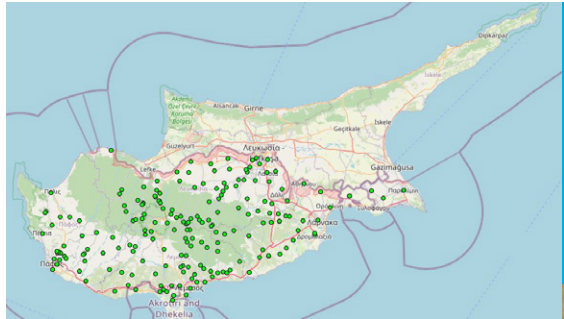
- Hydrology and water resources engineering
- Water and water waste engineering
- Environmental pollution control

Sustainable Water and Marine Ecosystem Protection

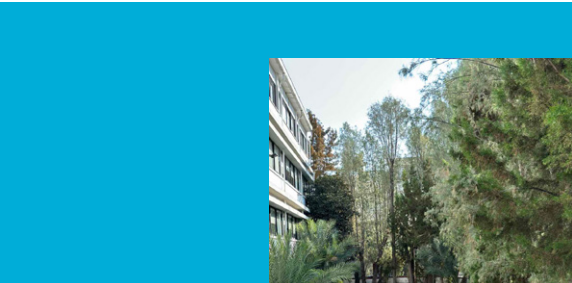
By addressing water quality and freshwater ecosystem restoration, the TASC-RestoreMed program contributes to sustainable water management. The project, in which Frederick University collaborates with nine other partners across Europe, aims to provide technical and other support to communities in the Mediterranean basin. This support will enable them to engage in protecting and restoring the marine ecosystem, reducing marine pollution, and promoting a circular, blue economy with zero carbon footprint. The project aspires to create real change by combining environmental sustainability with social justice. Frederick University will leverage its expertise in developing case studies and analyzing their impacts regarding community programs. These studies will ensure that the proposed solutions of each project are not only economically viable but also aligned with the market, regulations, legislation, and broader policies of the EU and the Mediterranean region. The University will collaborate with partners to examine the additional impacts of these solutions on the environment, climate, health, and biodiversity.

SERG awarded the ISO 14001 certification

Our University's Sustainable Energy Research Group (SERG) has been awarded the ISO 14001 Environmental Management System (EMS) certification, following a successful third-party audit by TÜV NORD GROUP Cyprus. The successful audit was conducted by TÜV Nord at the research group's premise. ISO 14001 is a global and sector-independent standard for the introduction and continual improvement of EMS in companies around the world. It promotes responsible water use, wastewater management, and pollution prevention, directly supporting efforts to improve water quality and availability. Also, through the EMS framework, organizations are encouraged to manage energy use more efficiently, conserve energy, and adopt cleaner energy sources. Finally, it aids organizations in reducing greenhouse gas emissions and improving resilience to climate impacts.



Measurements of water samples covering all water drinking resources in Cyprus



Native, drought-resistant plants are planted in the University's outdoor areas



The newly-launched TASC-RestoreMed program aims at contributing to sustainable water management.

Water-conscious building standards and planting

Frederick University applies building and planting standards to minimise water use and waste. For example:

- Conventional faucets have been replaced with proximity sensor controlled taps in all wash areas to prevent unnecessary water loss
- A plumbing team is available on-campus for routine maintenance and to correct water leakages
- Dual syphon flush tanks are used in toilets for cautious water usage
- The majority of the plants in the University's outdoor areas are native, drought-resistant plants that have lower water requirements. The design of the University's gardens is overseen by the Nature Conservation Unit of the University, which ensures that water-conscious techniques are applied.
- The University's plants are watered using drip watering systems that use available water with maximum efficiency, eliminating unnecessary waste and evaporation.

Radon measurements of water samples

Since 2019, the Environmental Radioactivity Unit of Frederick University, on behalf of the Radiation Protection and Control Services of the Cyprus Government, has been performing radon measurements of water samples covering all water drinking resources in Cyprus. The corresponding interactive radon maps of Cyprus were also developed. Radon measurements are also performed in groundwater.

Free drinking water

University-owned Student Halls are equipped with water fountains providing free drinking water for students and all administrative and academic staff have access to free drinking water.

Protecting water-related ecosystems

The University's Nature Conservation Unit implements various projects that protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes, and improve water quality by reducing pollution and eliminating dumping. Most of these projects are implemented for or in collaboration with the Ministry of Agriculture, Rural Development and Environment.



Ensure access to affordable, reliable, sustainable and modern energy for all

Virtual Power Plants for Carbon-Neutral Smart Grids

The CoEnerBuild project aims to develop a Buildings' Virtual Power Plant (BVPP) to advance carbon-neutral electricity and enhance grid resilience. By aggregating nearly-zero energy buildings (nZEBs) into a virtual entity, the BVPP functions as a large-scale prosumer, optimizing energy management, load regulation, energy flows, and transactions with the grid. Unlike conventional BVPPs, CoEnerBuild employs a central control system that coordinates the operation and sizing of each nZEB to maximize collective benefits.

Clean energy transition plans for authorities

Frederick University participates in Step-WISE, a project that empowers Local and Regional Authorities in reducing energy consumption and greenhouse gas emissions through the development of customized Clean Energy Transition Plans.

Advancing Smart and Energy-Efficient Buildings

SmartLivingEPC is an EU project that develops advanced tools for assessing and improving the energy performance of buildings and districts. By integrating smart technologies and data-driven approaches, it promotes energy efficiency, sustainability, and smart living. The project advances energy efficiency by developing innovative tools to assess and improve the energy performance of buildings and districts, promoting the transition to smart, low-carbon energy systems.

Driving Sustainable and Smart Port Solutions

Frederick University and Frederick Research Center participate in multiple projects aimed at transforming port operations through sustainability, innovation, and energy efficiency. These initiatives address the environmental, economic, and social challenges faced by modern ports, fostering low-carbon transitions and smarter, more resilient maritime infrastructure.

The P2P-Ironing project developed a blockchain-based platform that enables ships to access green energy while docked, reducing emissions and supporting sustainable maritime operations. The DECARBONLIM project focuses on implementing an Onshore Power Supply system at the Port of Limassol, allowing vessels to use grid electricity instead of onboard generators, significantly cutting air pollution and improving energy efficiency. Finally, the Port City Territories in Action (PACT) project brings together researchers and stakeholders to design integrated strategies for sustainable, energy-conscious port city development.

Simulating Green Technologies

The REALISATION-GREEN-CLOUD project develops a cloud-based simulation platform to model and test green technologies in real-time, allowing stakeholders to assess energy efficiency, environmental impact, and operational feasibility before full-scale deployment.

Developing an Energy Storage system

Frederick Research Center (FRC) is actively participating in the DIAS project, which addresses Cyprus's renewable energy storage challenges and the underutilization of construction and demolition waste (CDW). FRC contributes its expertise in materials science and sustainable technologies to develop an innovative Thermal Energy Storage (TES) system using geopolymers derived from CDW. The system stores excess thermal energy, operates efficiently at high temperatures, and can be applied in solar power plants, industrial heat recovery, district heating, and buildings, while supporting smart grid stability.

Active Research on Renewable Energy

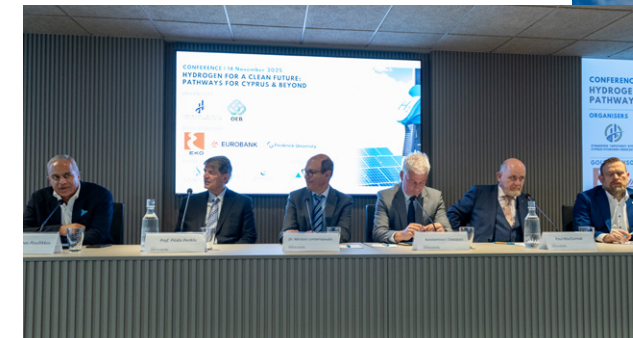
At least four of the University's research groups are actively involved with sustainable and renewable energy applications. These are:

- The "Sustainable Energy Research Group"
- The "Conventional and Alternative Energy Sources Group"
- The "Power and Renewable Energy Systems" Group
- The "HzZero" Group

Collectively, these groups have been involved in more than 20 projects on subjects relating to renewable and sustainable energy applications, energy conservation in buildings, and biomass.



Educating pupils on renewable energy



Conference focusing on Hydrogen for a Clean Future



Research groups actively involved in research related to renewable energy systems.

Energy-efficient campus buildings

Frederick University treats energy efficiency as a key factor in any decisions taken for renovation or new building construction for the University. According to the Energy Policy of the University, all buildings in which the University operates and are owned by the University shall reach 80% renewable energy use, and existence of renewable energy will be a key factor in renegotiation of new leases. Furthermore, by 2040 the University will use 100% of its energy from renewable sources.

Educating the youth on clean energy

As part of its commitment to raise awareness on the importance of energy efficiency and clean energy, Frederick University has included a dedicated section on renewable energy in its annual Summer School programme for local pupils. During the summer school, pupils are informed of the various types of renewable energy sources and have the opportunity to observe the use of photovoltaics and attend a hands-on workshop. They also visit a Wind Farm and a state-of-the-art factory, where Hydrogen Technologies are being developed.

Cyprus Hydrogen Association

Frederick University has co-founded the Cyprus Hydrogen Association, an organization that advocates for the use

of green hydrogen and raises awareness of its benefits through meetings and events with relevant stakeholders. It has also hosted the Association's Conference "Hydrogen for a Clean Future: Pathways for Cyprus and Beyond" which highlighted the pivotal role that green hydrogen is expected to play in the energy transition, and showcased the technological advancements and business opportunities linked to the development of the hydrogen economy. Particular emphasis was placed on the prospects emerging both for the European Green Deal and for the long-term sustainable growth of Cyprus.

AI-Driven Energy Efficiency for Greener Residences

The SAIEnG project develops a smart AI-powered energy management system for communal residences, aimed at optimizing energy consumption and integrating sustainable energy solutions.

Contribution to policy development

Frederick University provides consulting services to the Ministry of Energy, Commerce and Industry, the Ministry of Transport, Communications and Works, the Ministry of Agriculture, Rural Development and Environment, and other government bodies and local authorities, for energy-related policy development. The consultancy projects include identifying problems and challenges, collecting and measuring data, revising existing processes, methods and systems, developing policies and strategies, preparing feasibility and

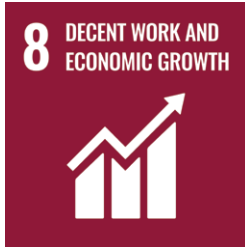
cost benefit analysis, developing action plans, developing guides, standards and methodologies, developing educational material and organizing trainings. In addition, the University participates in several consultancy projects on energy efficiency.

Redefining energy sharing within communities

The DYNAMO project, in which Frederick Research Center participates, aims to develop a decentralized platform for energy exchange in microgrids, which will be implemented in a pilot location by the Electricity Authority of Cyprus, promoting the participation of producer-consumers (prosumers) and enhancing both green technologies and social welfare. At the same time, a new scheme for energy management and pricing will be developed, with the aim of maximizing the use of energy produced within the microgrid and reducing imports from the central grid. This scheme will use machine learning techniques to enhance energy storage and accurately predict energy profiles and prices, ensuring optimal energy management and cost reduction for consumers.

Promoting conscious water usage on campus

Posters and signs are placed in key locations in the campus and student halls to remind students of the importance of conserving water.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Students and graduates employability

The University's Career Office provides professional, high-quality career services for students, in collaboration with employers. Its aim is to help students enhance their employability by providing the necessary tools and training, through workshops and mentoring. It also supports them in exploring career opportunities, such as an annual Career Fair, and creating contacts with the job market through career events and a dedicated job listings service which posts job, training and continuing education opportunities in Cyprus and abroad. The University is dedicated to supporting graduates as they continue their journey and helping them connect with the University, fellow alumni and the industry. The Alumni Office provides targeted benefits and services to them, as well as regular updates on career and networking opportunities. To boost their employability, the University's Career Office provides career counselling sessions to graduates through seminars, lectures and workshops focusing on training and professional skills development.

Certified Good Practices Employer

Frederick University's workplace culture is respectful and inclusive, ensuring all employees feel valued and have the opportunity to contribute to innovation and growth. In 2015 the University participated in the project "Actions to Reduce the Remuneration Gap between Men and Women", was evaluated by the Ministry of Labor, Welfare and Social Insurance, and was one of the first organisations

to be certified as "A Good Practices for Gender Equality in the Work Environment Employer".

Ongoing staff training

Frederick University invests in on-going staff training and skillset development and has developed a dedicated Center (Personal and Professional Development @ Frederick) tasked with developing a comprehensive training scheme that includes formal and informal training based on specific needs that have been identified.

Student internships

To prepare students for the world of work, the University introduced internship as a course in all programs of study. This gives students the opportunity to put their skills to practice and gain valuable work experience during their studies. Types of practical training include paid work placements in organizations in Cyprus and abroad, summer internships in Cyprus and abroad, and on-campus employment.

Union and labour rights

The University actively recognizes unions and labor rights for all its employees, including the freedom of association and the right to collective bargaining. This ensures that employees can organize and advocate for their rights within the institution. Additionally, the University has taken proactive steps to establish a Staff Committee that provides a formal platform for employees to discuss and appeal any issues regarding their rights. Further to this, employee representation is embedded within the University's

governance structure. A representative of the academic staff and a representative of the administrative staff participate in the University Council, giving staff a voice in decision-making processes. These representatives are elected by the staff.

Enhancing AI-Powered ESG Reporting for SMEs

The TRUST-ESG project focuses on optimizing transparency and accuracy in ESG (Environmental, Social, and Governance) reporting for small and medium-sized enterprises using state-of-the-art AI technologies. By developing tools and methodologies that support reliable, efficient, and standardized ESG reporting, the project helps SMEs demonstrate accountability, improve sustainability performance, and make informed decision

Empowering Rural Women Entrepreneurs

Frederick University proudly participates in a new project, DESTInE, which will empower rural women entrepreneurs of all ages and educational backgrounds by providing them with essential digital skills for the tourism, hospitality, cultural, and creative sectors, enabling them to build competitive and innovative businesses. By addressing the digital divide and gender inequalities, the project supports EU economic growth and sustainability. Bringing together partners across Europe, the project will identify training needs, deliver tailored programs, and pilot an AI-powered, adaptive online learning platform to foster cross-border collaboration. Through its holistic and inclusive approach, DESTInE will enhance digital



GreenHost project integrates sustainability into hospitality management.

The University organises an annual Career Fair for students.

inclusion and strengthen rural women's participation in the digital economy.

Driving Innovation and Growth in Agriculture

The ASC4INN project fosters innovation in education and enterprises by digitizing agricultural supply chains, improving efficiency, productivity, and competitiveness across the sector. By equipping stakeholders with digital tools, training, and collaborative strategies, the project promotes sustainable economic growth and enterprise development. Through these initiatives, ASC4INN helps create opportunities for skilled employment, strengthens agribusinesses, and enhances the overall resilience and sustainability of agricultural systems.

Modern Slavery prevention

The University is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. It is committed to acting ethically in all its business relationships and to implementing effective systems to ensure slavery and human trafficking is not taking place. The University undertakes the following to prevent modern slavery:

- (a) Effective Human Resources policies,
- (b) Ensuring major contractors have undertaken appropriate action, and
- (c) Including appropriate clauses in purchasing and contracting contracts.

Fostering Business and Education Innovation

Frederick University participates in the Erasmus+ Alliances for innovation entitled "Alliances for Fostering Business and Education Innovation through Digital Supply Chain – BE-Digital" which aims at identifying the digital needs and opportunities within the Supply Chains ecosystem, developing an innovative HE and VET program which will provide pupils with digital competences and skills.

Eliminating gender pay gap

The University has a clear policy on ensuring pay scale gender equity (equal pay for work of equal value). This policy includes specific measures aimed at the measurement and elimination of the gender pay gap, alongside consistent tracking to ensure ongoing equity in salaries across all levels. The University strives to maintain a gender pay gap of less than 5% across all posts, with a focus on reducing the gap during salary increases.

Supporting Skills and Growth in Port City Economies

The PortAbility project develops strategies for vocational education and training (VET) to support port city economies in achieving a just and sustainable transition. By equipping workers with relevant skills and knowledge, the initiative enhances employability, workforce development, and economic resilience in the maritime and port sectors. This promotes inclusive and

sustainable economic growth, productive employment, and improved livelihoods in port communities.

Green Skills for Sustainable Hospitality

Frederick University is participating in the GreenHost research project, which aims to bridge the skills gap in tourism and hospitality while promoting green and digital practices. The project enhances training and reskilling for students, professionals, and educators by integrating sustainability into hospitality management and applying the European Commission's Environmental Footprint Methods (2021) for reliable environmental performance assessment.

Promoting Sustainable and Responsible Investments

The easySRI project aims to improve and demonstrate the potential of Sustainable and Responsible Investments (SRI) by integrating environmental, social, and governance (ESG) criteria into investment strategies. By guiding capital towards responsible businesses and sustainable economic activities, the project helps foster sustainable business development, innovation, and inclusive economic growth.

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Research & Innovation activities

Frederick University places great emphasis on the development of R&I activities that, besides contributing to science and knowledge, directly benefit the society (businesses, government, citizens). These R&I activities are in the form of applied research for optimally addressing technological, economic, social and other challenges. Therefore, Frederick University encourages its members to continuously seek contacts and collaborations with relevant institutions and companies in the country. Overall, technology and knowledge transfer to the industry is practiced by the University through the promotion and support of the following functions:

- Consulting services to companies and other organizations
- Contract Research for companies and other organizations
- Participation in collaborative research and innovation proposals and projects with companies
- Establishment of collaborations with Incubators / Accelerators for supporting start-up ideas
- Participation in innovation and entrepreneurship competitions or hackathons
- Training programs responding to industry/ business needs through the University's Training and Certification Center (EKEK)

Driving Industry Collaboration

Frederick University Living Lab (FULL) is an initiative integrated into university courses that connects students with

industry, government, and non-profit partners to tackle real-world projects. This hands-on experience allows students to address complex challenges, enhance their skills, and contribute to sustainable industrial and organizational practices. Complementing this, the Active Students program offers co-curricular activities that enable students to apply theory in practical contexts, develop and test innovative ideas, and collaborate with companies and organizations. A notable example is the Frederick University Formula Racing Team.

Advancing Innovation in Communication Technology

The ROMANIA and WAVEFLECT-KaRF projects drive innovation in advanced communication and microwave technologies. ROMANIA (RecOnfigurable MAgnet-Less Non-Reciprocal MicrowAve Filters) develops reconfigurable, magnet-less microwave filters that enhance efficiency, performance, and compactness in communication and radar systems. Similarly, WAVEFLECT-KaRF focuses on creating broadband, reflectionless RF filters using 3D waveguide technology for Ka-band applications, improving the reliability and efficiency of high-frequency telecommunication and satellite infrastructure. Together, these projects foster technological progress and sustainable industrial modernization in the communication technology sector.

Spin-offs

A number of spin-offs have been established to exploit intellectual property that has originated from within Frederick University:

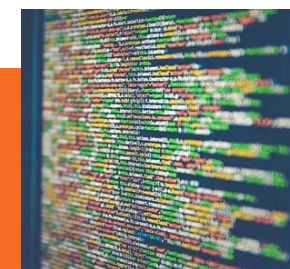
- Kyamos, a start-up that develops software to design and optimize engineering systems and facilities.
- HyStore Tech, with activities that cover H2 production, purification, storage and the use of H2 in applications such as green electricity production with H2/Fuel Cells.
- RF and Microwave Solutions, offering modelling, simulation, measurement, characterization and design of RF components in various technologies, circuits and antennas, as well as technical assistance and consultancy.
- Cloud Water, an R&D start-up focusing on low-cost GNSS receiver development and on high-level research on GNSS receiver's software and hardware development, as well as on GNSS Meteorology, Geodesy and Positioning, Atmospheric Remote Sensing and Weather Prediction.
- Alnfinite, exploiting specialised software developments, starting with the DineTours platform, a virtual tour and online booking platform.
- Euphyia Tech, which launches a brand new, innovative service for organizations in Europe: the Smart Readiness Audit.

Advancing Innovation in Satellite Communication Technologies

The KAREFLECT and SWIFTWAVE projects both advance next-generation satellite and space communication systems through cutting-edge RF filtering



Computer Science students won 3rd place in the Junior Achievement Cyprus "StartUp 2025" competition.



CompSafeNano, a Horizon 2020 project, advances safe-by-design nanomaterials through data-driven and computational approaches.



Students from various disciplines participate in the FUF (Frederick University Formula) Racing Team and apply theory to practice

innovations. KAREFLECT focuses on developing Ka-band reflectionless filters using 3D waveguide technology to enhance the performance, efficiency, and security of satellite telemetry and command systems, while SWIFTWAVE develops W-band Air-Filled Substrate Integrated Waveguide (AFSIW) filters optimized for size, weight, power, and cost (SWaP-C) efficiency. Together, these projects drive progress in high-frequency communication by improving signal integrity, reducing hardware complexity, and enabling more compact, reliable, and sustainable satellite payloads. By fostering technological innovation and supporting the modernization of digital and space infrastructure, these initiatives strengthen Europe's leadership in advanced communication technologies.

Student competitions

The University actively encourages student participation in industry-sponsored competitions aimed at empowering the younger generation to contribute positively to the local society and economy. One example is the Junior Achievement Cyprus "StartUp 2025" competition, where Frederick University Computer Science students Giorgos Fiakkas, Petros Ioannou, Christodoulos Tylliros, and Kyriakos Fandousis secured 3rd place with their innovative idea, HairTracker. HairTracker uses artificial intelligence to monitor and manage hair loss: by simply uploading a photo, users receive a hair loss percentage along with personalized advice for hair regrowth.

Safe and Sustainable Nanomaterials

CompSafeNano is Horizon 2020 project focusing on developing safe-by-design nanomaterials using data-driven and computational (NanolInformatics) approaches. By promoting safety, sustainability, and efficiency throughout the life cycle of nanomaterials—from design to production and use—the project supports sustainable industrial practices and reduces environmental and health risks associated with advanced materials. The project also focuses on enabling industry—especially SMEs—and regulators to use these tools for decision-making, regulatory compliance and responsible innovation in nanotechnology.

Promoting innovation in the business world

The University's Centre for Research in Entrepreneurship, Finance and Strategy is dealing with corporate finance and strategy relating to the management of knowledge, organizational networks and franchising. This knowledge is made accessible to the business world through talks by renowned international speakers with the objective of changing businesses' mindsets and spurring innovation in the business world.

Enhancing GNSS and Ionospheric Technologies for Innovation and Infrastructure

Frederick University and Frederick Research Center coordinate and participate in several projects aimed at

enhancing GNSS technology, ionospheric monitoring, and space infrastructure. CYRISSA develops a radar system for monitoring the ionosphere, improving satellite operations, communication, and navigation infrastructure. MGR creates a multi-purpose GNSS receiver for precise positioning, timing, and navigation across diverse applications. OGIDS provides operational tools for detecting ionospheric irregularities in real time. VASIDII refines algorithms for detecting ionospheric disturbances from single ionograms. ISFICAG enhances single-frequency GNSS correction methods for Galileo, boosting positioning accuracy and reliability. TAGMOS-F develops a global model for spread F phenomena affecting GNSS signal propagation. Together, these projects drive technological innovation, industrial modernization, and resilient infrastructure, strengthening high-tech systems for navigation, communication, and space situational awareness.

Enhancing Infrastructure Security through Drone Detection

The UAVNeutralizer project develops advanced systems for the detection and neutralization of drones to protect critical infrastructure from potential threats. By combining cutting-edge technology and real-time monitoring, the project enhances security, safety, and resilience of public and private facilities.



Reduce inequality within and among countries

Non-discriminatory admissions policy

The University's decisions on student recruitment are based on individual merit and are free from any form of discrimination. Candidates are considered for admission on the basis of their academic qualifications, regardless of sex, gender, race, colour, ethnic or social origin, genetic features, religion or belief, political or any other opinion, membership of a national minority, disability, age or sexual orientation. This Policy also applies to access to scholarship schemes and access to the rights, privileges, programs, and activities made available to students. The University also applies positive discrimination policies in admissions for specific underrepresented and vulnerable groups as clearly stated in the relevant policy. One such example is Women in STEM Scholarship Scheme.

Supporting Refugee Students

Frederick University is committed to providing equal opportunities for students from refugee backgrounds. The University's Scholarship Scheme supports refugee students financially and the Counselling Centre helps improve the wellbeing of students from refugee backgrounds.

Empowering Refugees and Promoting Social Inclusion

Frederick University is actively engaged in initiatives that support refugees while combating discrimination and promoting social inclusion. Some examples:

- In May 2025, the University presented a staged reading of a documentary theatre piece inspired by the real-life experiences of two of its graduates who were forced to flee their home countries and rebuild their lives in Cyprus. Developed through in-depth interviews, their stories were brought to life by actors during the EU-CONEXUS festival hosted by Frederick University.
- In June 2025, on the occasion of World Refugee Day, the University, with the support of UNHCR Cyprus, organized the event "Voices of Resilience: Stories, Creativity and Solidarity" to mark World Refugee Day. The event showcased personal testimonies from refugees and asylum seekers, highlighting their strength, creativity, and successful integration into the community.

Promoting Inclusion through Intercultural Education

Frederick University's postgraduate program "Intercultural Studies and Greek as a 2nd/Foreign Language" equips educators and professionals with the knowledge and skills to respond to increasingly multicultural and multilingual environments. By fostering intercultural awareness, promoting respect for diversity, and training participants in inclusive methods for teaching Greek to learners with varied cultural and learning needs, the program actively supports social cohesion and equal opportunities.

Supporting underrepresented groups

The University offers comprehensive services to enhance access to educational activities and self-development opportunities for students of all backgrounds, identities and experiences.

Anti-discrimination Policy

The University adopts a no-discrimination policy as explicitly expressed in article 4(c) of its Charter and does not accept any discrimination or bias, whether obvious or tacit, in its community in relation to ethnicity, race, color, religion or belief, disability, gender, or sexual orientation.



Event "Voices of Resilience: Stories, Creativity and Solidarity".



Documentary theatre inspired by real-life refugee stories.

Training of fashion designers with a migrant background in sustainable design

Diversity Charter

The University has signed the Diversity Charter Cyprus (DCC) to promote inclusivity in the workplace and is committed to following the Practical Guide of DCC and the accompanied online training, in collaboration with both the national and European Platform of Diversity. It is also committed to enhancing its long-term efforts to maintain a workplace that is open to everyone, regardless of nationality, ethnicity, race, disability, age, sexual orientation, gender identity, religion and any other characteristics. The principles of nondiscrimination are also included in the University Charter.

Supporting Fashion Designers with a Migrant Background

The Department of Arts and Communication at Frederick University and Nicosia 2030 – Candidate European Capital of Culture joined forces to implement a new initiative that supported nine fashion designers with a migrant background. As part of the Face Forward into my Journey program, members of the Department's academic staff offered an experiential workshop designed to meet the specific needs of the nine participating designers. The program aimed to strengthen the professional skills of the participants, preparing them to enter the highly demanding and competitive fashion industry. Through a five-part workshop, participants enhanced their knowledge of fashion design, received training in sustainable design principles, and built their confidence and creative identity.

The workshop covered areas such as garment design, brand creation, and the contemporary promotion of fashion products.

Students with Learning Difficulties & Disabilities

Frederick University is committed to establishing an academic environment that grants everybody an equal access to education. The Counselling Centre is responsible for providing support to students with learning difficulties or disabilities and has developed clear policies in order to safeguard an inclusive environment for all. Its primary role is to determine eligibility and to provide academic accommodations for students with disabilities. Newcomers with disabilities are required to participate in specialized workshops focused on enhancing their study skills. The workshops are provided by specialized professionals and cover topics such as time management, planning, stress management and goal setting. They also have priority access to support services such as peer tutoring. Finally, teaching staff is trained on inclusive teaching and learning practices and is supported on how to adjust the delivery of their classes to accommodate students with disabilities and support them. In addition, University facilities and public spaces are accessible for people with disabilities. Ramps and elevators are available in all teaching buildings. Elevators have both raised numerals and braille signage. Classroom settings are inclusive and can easily accommodate students with disabilities. Toilet facilities are accessible for disabled students. All buildings have accessibility signs with appropriate symbols and

guidelines. There are also dedicated parking spaces for disabled students, staff or visitors.

First generation students

More than half of Frederick University's new undergraduate students are first-generation students, meaning they are the first in their immediate family to attend university. This highlights Frederick University's commitment to providing access to higher education for underrepresented and disadvantaged groups.



Make cities and human settlements inclusive, safe, resilient and sustainable

Smart urban coastal sustainability

Frederick University is a member of EU-CONEXUS, a consortium of European Universities focused on Smart Urban Coastal Sustainability. EU-CONEXUS has been selected by the European Commission as one of four European University Alliances in the framework of the European Universities' initiative. EU-CONEXUS' mission is to develop innovative educational and research methods and interdisciplinary approaches covering societal challenges faced by urbanised coastal areas and sustainable development.

Protection of Cultural Heritage from Seismic Risks

The EU-funded ERA4CH project, in which Frederick University participates, combines artificial intelligence, remote sensing, and Geographic Information System (GIS) technology to develop tools for monitoring, assessing, and protecting cultural heritage in European cities from seismic risks. The project aims to enable proactive interventions and provide accurate data to support more effective risk assessment and mitigation strategies, helping to prevent potential disasters.

Preserving Cultural Heritage

The MOSAIC project focuses on the documentation, promotion, and reproduction of mosaics from ecclesiastical and other culturally significant sites. Through educational initiatives, public engagement, and heritage promotion, MOSAIC helps strengthen community identity, foster cultural awareness, and enhance the sustainability of cities and communities.

Safeguarding our Cultural Heritage

Frederick University offers a Postgraduate MSc program in Conservation and Restoration of Historical Structures and Monuments, designed to train specialists in preserving and promoting cultural heritage. Through hands-on study and close examination of historical buildings, students develop the skills to repair, reinforce, restore, or adapt heritage structures sustainably, preparing them to contribute to the preservation of cultural and historical assets.

Open library policy

The University libraries, which are among the largest libraries in Cyprus, are open throughout the year to the general public and are considered a focal point for the local community. There are fully equipped libraries at both University campuses (Nicosia and Limassol) with general-purpose PCs, uninterrupted internet access, comfortable and inspiring study spaces, meeting and conference tables and informal seating areas.

Smart Mobility through Connected Autonomous Systems

The AUTOMETA project advances connected and autonomous driving technologies by integrating Reconfigurable Intelligent Metasurfaces (RIMs) to enhance vehicle perception, communication, and safety. By enabling vehicles to interact intelligently with their surroundings, the project contributes to the development of smarter, safer, and more energy-efficient transport systems. It promotes innovation in mobility infrastructure and paves the way for the next generation of intelligent transportation solutions.

Student Calls

For the 2nd year, EU-CONEXUS, the European Universities Alliance that Frederick University is a part of, launched an annual call for cultural and artistic project proposals enhancing Smart Urban Coastal Sustainability. The selected projects were exhibited at the nine EUCONEXUS partner universities in 2025. In 2025 EU-CONEXUS also organised a photo contest open to EU-CONEXUS community (students and staff) on the topic: Memories, history and heritage of coastal cities.



AccessS: Enhancing Accessibility and Sustainability in Smart Cities and Smart Buildings - A Horizon Europe project.



The University's libraries are open to the general public

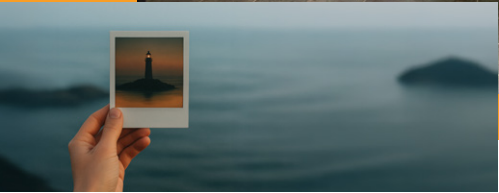


Photo contest on the topic: Memories, history and heritage of coastal cities.

Smart Utilities Management for Resilient Cities

The eUMaP project develops a digital platform for managing utilities during quarantines and lockdowns, ensuring that essential services remain operational even in emergency situations. By enabling real-time monitoring, control, and optimization of urban utilities, the platform enhances the resilience and adaptability of city infrastructure.

Urban planning research

The University's Urban Planning & Development Unit deals with every aspect of built environment in its three dimensions (social, economic and environmental). The Unit's research focuses on how spatial changes to the built environment affect the social and cultural life, the economy and the environment. The Unit also provides a variety of consulting services in the fields of Built Environment, Planning and Urban Design.

Smart Rooftop Farming for Sustainable Cities

The ORA project develops smart, nature-based monitoring solutions to support rooftop farming in urban areas. By integrating innovative technologies with green infrastructure, the initiative enhances urban sustainability, environmental quality, and resilience, while promoting greener, healthier, and more sustainable urban environments, and supporting local food production and community well-being.

Resilient Neighborhoods

The UPRUN research project, in which Frederick University participates, aims to equip future planners and built environment professionals with a deeper understanding of neighborhood resilience. The project will identify strategies to enhance social participation, resilience, and sustainability in urban communities. Its findings will inform the development of hybrid teaching modules that will enable students to design and implement planning solutions, collective actions, innovation, and learning processes to make urban neighborhoods more resilient.

Smart Accessibility for Inclusive Cities

AccessS project aims to transform the accessibility and inclusivity of smart buildings and smart cities through the Universal Accessibility Suite initiative. By leveraging advanced technologies such as Artificial Intelligence (AI), Building Information Modelling (BIM), and Geographic Information Systems (GIS), AccessS seeks to create barrier-free environments, enable seamless mobility, and ensure equitable access to essential services and facilities. Additionally, the project aspires to support the inclusive, adaptive, and sustainable operation of the built environment by optimizing building performance based on users' needs and promoting accessible e-mobility and micro-mobility solutions for all.

Promoting Road Safety Awareness Among Teenagers

The SAFETeen project focuses on building teenagers' skills in hazard perception and safe decision-making to reduce road accidents and enhance overall traffic safety. By educating young people about safe behaviors on the road, the project contributes to creating safer streets and urban environments.

Preserving Mining Heritage

The COHP-Revisited-mines project revisits the Cyprus Oral History and Living Memory Project, focusing on the experiences of workers in mines and quarries. By documenting personal stories and historical practices, the initiative preserves cultural heritage and collective memory, fostering a deeper understanding of community identity and historical labor life.

Ensure sustainable consumption and production patterns

Consulting projects

The University's Sustainable Energy Research Group is conducting a number of consulting projects on waste management, commissioned by the Ministry of Agriculture, Rural Development and Environment:

- Quantification of the amounts of food waste generated at each stage of the food supply chain in accordance with the Commission Delegated Decision (EU) 2019/1597.

- Development of an Action Plan on Green Public Procurement, identification and recording of green products and services that are available in the local market, identification and recording of similarities and differences among the popular European green standards and other standards, and development of an electronic Green Procurement database that will include a list of green products and services, standards, as well as a Register of Green Contracts for the preparation of the Action Plan on Green Public Procurement (PPC).

- Quantification, recording and development of Quality Control reports on single-use plastic products and waste, alternative options and development of a database of single-use plastic products.

School Contest “Think Smart, Create Green”

Frederick University is one of the coorganisers of the international annual school competition “Think Smart, Create Green”. In 2025 secondary education students were invited to create an object from recyclable materials and present it or create a business plan and an awareness campaign about circular economy. The contest is implemented by the EU-CONEXUS European University for Smart Urban Coastal Sustainability. Frederick University, a full member of EUCONEXUS, coordinates the competition's implementation in Cyprus.

Sustainable Biofuels for Maritime Use

The BIO4MAR project aims to develop a system that uses liquefaction and pyrolysis technologies to convert waste biomass into biochemicals for the maritime sector. This involves thermochemically treating biomass to produce useful products like biocrude oil and other compounds that can serve as sustainable alternatives to fossil fuels in maritime applications, which is a key component of waste management and bio-based product development. In doing so, the project promotes circular resource use, reducing waste, and advancing the development of sustainable, bio-based alternatives for the maritime industry.

Skateboard decks from recycled material

Frederick Research Centre participated in CapsuleX, a research project that aimed to support Capsule Skateboards in becoming the first circular-economy compliant skateboard deck manufacturer. Capsule Skateboards has developed, tested, and validated a prototype skateboard deck made from 100% recyclable fabric material waste, and a tailor-made process for production, that could be used to manufacture cruisers and kid skateboards. The process involved a combination of transportation robots, manipulators, automated processes, and moulds. The key objectives of the CapsuleX project are: (a) to advance the developed TRL4 prototype decks and their production process to TRL7, (b) to assess the quality and to demonstrate the 100% recycled prototype decks in real environment, and (c) to establish a compound dissemination and exploitation plan.



On-campus waste reduction

As stated in its Environmental Management Policy, Frederick University is committed to reducing the waste it produces, through actions focusing on reducing waste production, reuse and recycling of products and the adoption of the principles of the circular economy.

I am a T-shirt bag

Old and used T-shirts undergo a sustainable transformation into tote bags, skillfully crafted by the experts from Frederick University's Fashion and Image Design Program. This initiative not only minimizes waste but also breathes new life into discarded garments, aligning with eco-friendly principles. This activity is part of various eco festivals and events held across Cyprus throughout the year, showcasing the University's commitment to environmental consciousness and innovative re-use practices. The public is encouraged to bring their old T-shirts, slated for disposal, to have them skillfully transformed into stylish tote bags at no cost.

Circular Bio-Economy Innovation

The BioINSouth project seeks to support decision-makers across Southern European regions in integrating ecological limits into regional bioeconomy strategies and roadmaps.

Through the creation of eight regional HUBs, and the establishment of Multi-Actor Regional Groups (MARGs), the project brings together policymakers, SMEs, researchers, and civil society to build inclusive, circular bio-based value chains. BioINSouth develops guidelines, digital tools, and monitoring systems for assessing environmental impacts and circularity in bio-based industrial systems—anchored in a Safe and Sustainable by Design (SSbD) framework. By doing so, it promotes sustainable resource use, minimises waste, and encourages circular industrial models.

Enhancing Circularity in Aquaculture

The VASEACAD project, in which Frederick Research Center participates, aims to create value from unavoidable biomass side streams in order to increase the efficiency and circularity of aquaculture and fisheries. Through biotechnology-based valorisation of discards and processing by-products from bluefin tuna (BFT), European seabass, gilthead seabream (Mediterranean Sea), European sprat (Black Sea), and blue whiting (Atlantic Ocean), the project promotes sustainable resource use and waste reduction within the blue bioeconomy. The resulting bioactive protein hydrolysates, fish meal, and fish oil will be utilised for i) human health products targeting anti-oxidation, anti-inflammation, and skin and muscle health, and ii) as ingredients for aqua feeds, ensuring compliance with the safety provisions of Regulation (EC) No 1069/2009 on animal by-products and derived products not intended for human consumption.



Take urgent action to combat climate change and its impacts

Monitoring natural disasters

The Eastern Mediterranean region is one of the most prominent hot spots of climate change in the world. Extreme weather and climatic phenomena in this region, such as extreme and heavy precipitation events, are expected to become more frequent and intense. Frederick University's Cyprus Ionospheric Research Group conducts research focused on developing systems that monitor and provide forecasts of climate-related hazards and natural disasters that occur due to climate change. Monitoring of severe and abrupt weather events is extremely important due to their detrimental impact on a wide array of economy sectors. The projects assist local authorities to adopt and implement disaster risk management strategies. The Southeastern Europe Real-Time Severe Weather System (EuRTISS) project aims to develop a pilot, transnational monitoring system for severe weather and climate change using GNSS (Global Navigation Satellite System) tropospheric data. By providing real-time information on extreme weather and long-term climate trends, EuRTISS enhances regional safety, environmental protection, and quality of life. It also pioneers innovative methods for analyzing extreme weather events—especially precipitation—in the context of climate variability. Complementing this effort, the MedGIFORS project focuses on developing a transnational impact forecasting and emergency management platform to respond to flash floods and heavy rainfall from Mediterranean hurricanes (Medicane). The system integrates three components: real-time

GNSS data processing for atmospheric moisture tracking, a real-time Medicane and flood forecasting model, and a pilot emergency management system for Crete and Cyprus. By delivering ultra-high-resolution hydrological forecasts and public alerts through a web-based platform, MedGIFORS increases flood-risk awareness, supports local authorities, and strengthens community preparedness and resilience. Finally, the newly funded project Cyprus Gns Meteorology Enhancement (CYGMEN) will establish a Cyprus Meteorological cluster (CyMETEO) to promote scientific excellence in the field of operational weather prediction and meteorology in Cyprus through the strategic augmentation of existing Frederick University infrastructure. This will also enrich severe weather monitoring capabilities at the Cyprus Department of Meteorology, through assimilation of relevant datasets in Numerical Weather Prediction, for more comprehensive nowcasting and short-term forecasting of fast-developing intense storms over the eastern Mediterranean region.

Engagement among citizens on climate change

The GREAT project focuses on digital games, game-making and games technologies, as a realisable sustainable solution to actively engage citizens in meaningful dialogue with governments to address the global challenge of climate change.

Educational activities on climate change

The University develops and implements awareness-raising activities on climate change risks, impacts, mitigation, adaptation, impact reduction and early warning, such as open discussions and documentary screenings.

Making Limassol climate-neutral

Limassol was selected as one of the 100 cities in the European Union to participate in the EU Mission: Climate-Neutral and Smart Cities with the goal of becoming climate-neutral and smart cities by 2030. The Municipality of Limassol and Frederick University cooperate in the development of the City Climate Convention through an ambitious plan that will incorporate new technologies for implementing innovative actions for the green and digital transformation of Limassol, which will have environmental, economic, and social impact and multiple benefits for its residents. Frederick University will focus on issues related to the city's marine and coastal zone and will contribute to the areas where the entire mission for a climateneutral and smart Limassol by 2030 will be concentrated: transportation, circular economy, energy efficiency, protection of the terrestrial and marine environment, urban planning, culture, and tourism of the city.



Frederick University is an official signatory of the Race to Zero

The ClimEmpower project will empower five south-European regions to enhance their climate change resilience.



Enhancing Climate Change resilience

Frederick Research Center participates in ClimEmpower, which will empower five south-European regions with high Climate Change (CC) risk and exceptionally low adaptive capacity to enhance their CC-resilience, establish the regional Communities of Practice (CoP) and co-create the resilient development strategies adapted to the regional needs and potentials. This will be achieved through a combination of user-driven climate applications, capacity building and best practices transfer from other European projects and regions.

Integrating the New European Bauhaus into Art and Design Education

Futures Designed aims to develop and integrate Art & Design micro-credential courses into existing Higher Education programs focusing on skills and knowledge for design-based solutions to climate change, thus equipping current students with the skills deemed necessary for the Green Transition. The courses will essentially work as complementary courses to their already obtained skills, enhancing their employability and their ability to implement environmental and sustainability elements in their work.

Climate Action Plan

The University has developed an Energy Policy to steer decisions related to energy use and is upgrading existing buildings to higher energy efficiency, while it has completed the requirements for the

50001:2018 Energy Management System.

Importantly, it pledges that by 2030 all buildings in which the University operates and are owned by the University (more than 80% of used premises) shall reach 80% renewable energy use and that by 2040 the University will use 100% of its energy from renewable sources.

To support this commitment, a Climate Action Plan has been developed, which is reviewed and updated on an annual basis to reflect the progress made, internal or external factors that may have changed and new strategies. The plan outlines the strategic targets of the University in relation to its energy use and monitors the implementation of relevant actions.

- Actions are organized into the following target areas:
- Governance: Compliance with regulatory framework, policies, trainings
 - Facilities: Building construction and renovation
 - Energy Use: Energy production and use of renewable energy.

Frederick University joined the Race to Zero for Universities and Colleges

Frederick University proudly participates in the Race to Zero for Universities and Colleges, a global initiative aimed at mobilizing the higher education sector to take decisive action against climate change and achieve net-zero carbon emissions by 2050. The commitment to the Race to Zero campaign not only reflects Frederick University's dedication to environmental

responsibility but also emphasizes its role in fostering a sustainable future for the community and beyond. Through innovative practices, educational initiatives, and collaboration with other institutions, Frederick University seeks to inspire students, faculty, and staff to engage in sustainable practices and contribute to a greener planet. The Race to Zero criteria are established by an Expert Peer Review Group comprised of scientific and technical experts from around the world. This campaign is endorsed by the EAUC (Environmental Association for Universities and Colleges), a leading body for sustainability in the post-16 education sector in the UK and the Republic of Ireland. With over 300 universities, colleges, and learning and skills organizations as members, the EAUC is at the forefront of integrating sustainability into the core values and strategies of educational institutions. The organization provides support and resources to help these institutions implement strategies for reducing their carbon footprint, ensuring that the higher education sector plays a pivotal role in combating climate change and driving societal transformation toward a sustainable future.

Advancing Climate-Resilient Building Practices

Frederick University is a key partner in the CLIMRES project, which aims to strengthen climate resilience in buildings by identifying vulnerabilities and enhancing resistance to climate-related hazards like heatwaves, floods, fires, and earthquakes. The project will pilot resilience solutions in Spain, Greece, Italy, and Slovenia, with a multi-hazard replication pilot in France. Insights from these pilots will inform a "replication roadmap" adaptable to other regions.



Conserve and sustainably use the oceans, seas and marine resources for sustainable development

Blue Limassol Forum

The Department of Maritime Transport and Commerce, in a strategic collaboration with Limassol Municipality, organizes the annual Blue Limassol Forum which aims at promoting maritime and environmental awareness amongst local citizens and engaging them in decision making for Blue Growth and Environmental Sustainability. The Forum is a broad-based platform in which all stakeholders have a floor to speak. This year's forum examined the ongoing Limassol coastal transformation, focusing on the need for an inclusive approach. Leveraging Limassol's position as a major coastal city on the Mediterranean Sea and one of the Southeast Mediterranean's leading commercial and shipping centers, the Forum brought together distinguished speakers from Cyprus and abroad, including EU Commissioner for Fisheries and Oceans, Costas Kadić, and over 300 stakeholders and citizens. Emphasis was placed on long-term sustainability, active citizen involvement, and the integration of environmental and economic objectives. A core challenge raised was how coastal cities like Limassol can balance urban development with environmental protection—ensuring growth benefits for all citizens. The Forum highlighted the necessity of involving communities early in planning processes to ensure that the future development would reflect their needs and aspirations.

Sustainable Hull Cleaning

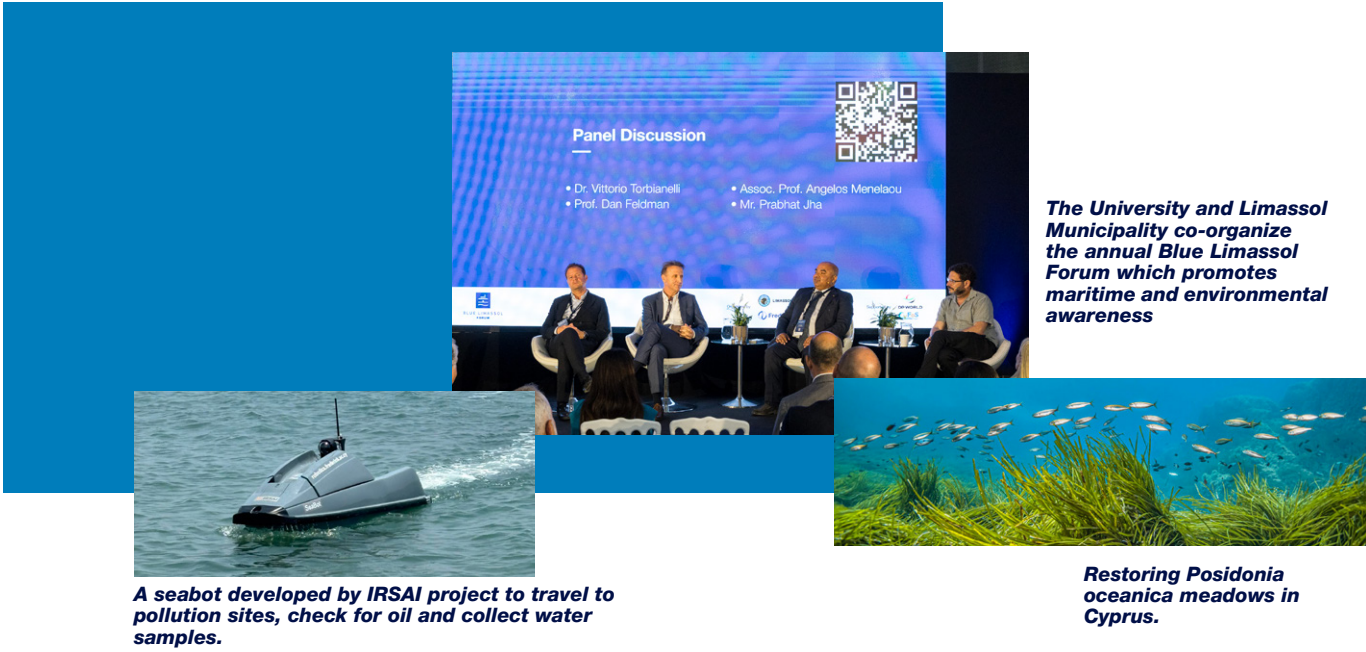
The Hull Antifouling Continuous Cleaning System (HACCS) is an innovative Israel-Cyprus initiative aimed at decarbonizing shipping operations and protecting marine ecosystems. By addressing the critical challenge of biofouling (the accumulation of marine organisms on ship hulls that increases drag and reduces fuel efficiency) HACCS offers a groundbreaking solution to minimize carbon emissions in the shipping industry. The system employs specialized brushes mounted on a transverse strip, which actively removes marine growth during ship transit, ensuring a clean hull surface and optimizing hydrodynamic performance, thereby significantly reducing fuel consumption and emissions. Unlike traditional hull cleaning methods that can disrupt operations, damage hull coatings, and introduce invasive species, HACCS provides an environmentally friendly alternative. Its design ensures that biofouling is removed without harming the hull or releasing pollutants, effectively reducing the transfer of invasive species between ports and safeguarding marine biodiversity. This solution promotes the sustainable use and conservation of oceans, seas, and marine resources.

Marine Environmental Risk Assessment

The EMMERA project, which Frederick University coordinates, brings together partners from the area of Eastern Mediterranean to share knowledge and expertise and develop both a methodology that can support and develop cross-border risk assessments and an e-platform to cooperatively share information, process and analyse data on marine environmental incidents, and provide warnings for detecting marine pollution events. This presents a novel proposal for the Eastern Mediterranean region to establish joint action plans for identifying, assessing, and communicating marine pollution hazards. Frederick University will focus on issues related to the city's marine and coastal zone and will contribute to the areas where the entire mission for a climate-neutral and smart Limassol by 2030 will be concentrated: transportation, circular economy, energy efficiency, protection of the terrestrial and marine environment, urban planning, culture, and tourism of the city.

Enriched academic programs

The University has enriched its BSc in Maritime Studies Program with new courses on maritime and marine environment, coastal risk assessment, etc.



A seabot developed by IRSAI project to travel to pollution sites, check for oil and collect water samples.

The University and Limassol Municipality co-organize the annual Blue Limassol Forum which promotes maritime and environmental awareness

Restoring Posidonia oceanica meadows in Cyprus.

Monitoring maritime activities

Limassol has witnessed unprecedented development in recent years which threatens the water quality and can affect the provision of ecosystem services such as rich biodiversity, healthy and sustainable fisheries, safe recreation, and the growing tourism industry. To address this, the Integrating Remote Sensing and Artificial Intelligence (IRSAI) project is an innovative maritime surveillance initiative based in Limassol, Cyprus. It aims to enhance the detection and management of marine pollution through advanced technologies.

- SkyBot: An unmanned aerial vehicle (UAV) equipped with a high-resolution camera and infrared sensor for aerial surveillance.
- SeaBot: An unmanned surface vehicle (USV) designed for water sampling and navigation, capable of detecting oil spills using LED sensors.
- Forecaster: An environmental monitoring system that integrates real-time geographic data from drones and artificial intelligence to model oil dispersion and predict pollutant trajectories.

These technologies work together to provide comprehensive monitoring of Limassol Bay, enabling the identification of pollution violations, source tracing, evidence collection, and timely response coordination. By addressing the challenges of traditional maritime surveillance—such as labor-intensive, costly, and slow methods—IRSAI offers a cost-effective, efficient, and accurate alternative, ensuring the sustainability of the blue economy. In addition, by

safeguarding marine biodiversity, fisheries, and the overall health of Limassol Bay, the project directly promotes the sustainable use and conservation of oceans, seas, and marine resources.

Annual cleanup

Frederick University engages the entire community (students and staff) to clean up a local beach and the surrounding area, as part of #CallToEarth Day, a CNN initiative. This initiative contributes to the prevention of the pollution of our seas.

Marine Training

As part of Frederick University's participation in the European University Alliance EU-CONEXUS, students and researchers have the opportunity to attend free short training sessions in marine science and aquaculture. This year's sessions covered topics such as Quality Analysis in Aquaculture, Mediterranean Aquaculture Production and Technology, and Sustainable Fish Feed Raw Materials.

Research on Sustainable Aquaculture

Sustainable Aquaculture is one of the areas of expertise of the University's Aquaculture Engineering and Engineering Management Research Unit. Research interests include the design, optimization, and techno-economic assessment of offshore and land-based aquaculture facilities, and the integration of sustainable technologies in marine operations, including renewable-powered aquaculture and circular use of marine resources.

Restoring Posidonia Meadows

The RESPOSCY project focuses on restoring Posidonia oceanica meadows in Cyprus, a key Mediterranean marine habitat vital for biodiversity, coastal protection, water purification, and carbon sequestration. The initiative combines scientific research, risk mapping, and innovative transplantation techniques, deploying 3,000 cuttings across three pilot sites. By training 100 volunteer divers as "Posidonia Gardeners" and engaging the wider public through educational campaigns, the project will promote community involvement, citizen science, and environmental stewardship. RESPOSCY not only supports Cyprus in meeting its EU and international biodiversity commitments, but also advances marine habitat restoration techniques and unlocks socioeconomic benefits through the recovery of vital ecosystem services. RESPOSCY brings together marine biologists and academics, volunteer divers and citizen-scientists, managers and relevant authorities. By bridging scientific knowledge with community's passion, RESPOSCY aims to develop a Living Lab in Cyprus that will become a regional Excellence Hub and a successful model for seagrass restoration.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, & halt & reverse land degradation & halt biodiversity loss

Nature Conservation Unit

The University's Nature Conservation Unit specializes on biodiversity conservation, natural resources management and environmental education and awareness in Cyprus. The Unit constitutes the de facto point of reference in the environmental conservation sector in Cyprus. Its infrastructure includes a Plant Ecophysiology Laboratory and a Plant Genetics Laboratory, while -to date- it has been involved in more than 45 projects, nine of which are European LIFE projects. These projects focus on two main thematic areas:

- Biodiversity conservation. The Unit projects in this area aim at the implementation of the Natura 2000 Network, the conservation of endemic, rare and threatened species, the impacts of climate change on nature and biodiversity, the management of ecosystems and the rehabilitation of ecologically degraded areas.
- Environmental education and education for sustainable development. Projects in this area aim at enhancing education and raising awareness about the rich biodiversity of Cyprus and the importance of nature conservation. Moreover, they aim at promoting favourable environmental attitudes among the people. Some activities also focus on educating and training young educators on issues relating to conservation and sustainable development.

Contribution to National Policy Making

The University plays an important role in the promotion and implementation of related policies. Specifically, through the participation in research projects that involved Governmental Departments and NGOs, the implementation of the Habitats and Birds Directives in Cyprus was promoted, as well as the adaptation of forest policies, dealing with invasive alien species, sustainable use of genetic resources and management of natural resources.

Biodiversity protection

The EU-funded GUARDEN project will use environmental observations to monitor the status and trends of biodiversity and the supply of multiple ecosystem services. GUARDEN will exploit information and data from European data infrastructures, programmers, and GEO initiatives, to develop a suite of methods and tools for assessing the status and trends of biodiversity and ecosystem services.

Using IoT for forest management

Frederick University participates in Green-HIT project, which will develop a holistic IoT platform for forest management and monitoring using cutting-edge Information and Communication Technologies to promote digital and green technology. The platform will support (a) prevention, detection, and reaction to forest fires, (b) afforestation and/or reforestation recommendations, (c) protecting forests from illegal logging and hunting, (d) monitoring forests and forest areas, and (e) forest mapping and inventory by collecting, combining and analyzing field data and remotely- sensed data. Green-HIT will fundamentally transform how forests are managed and monitored, supporting forest departments and dependent communities, scientific communities and regulatory authorities. The project will enhance the effective collaboration between enterprises and the research community.

Conservation of tulipa akamasica

As a partner of MSB in Cyprus, Frederick University works on the conservation of Tulipa akamasica, a stenoendemic red tulip species known from a single population of about 600 plants in the Akamas Peninsula, the westernmost part of the island. Described as recently as 2014, it was already classified as Critically Endangered due to its small population and range, uncontrolled grazing, and low fertility. To support its conservation, the population has been fenced by the competent authority, and hand cross-pollination has been carried out to enhance sexual reproduction. Nevertheless, seed collection for ex-situ conservation remains challenging, as mature capsules have yet to be found.

Achieving conservation status

Cyprus is among the top EU countries in terms of land area covered by the Natura 2000 network. The primary objective of Pandoteira (LIFE-IP PHYSIS) project is to achieve and maintain a favourable conservation status for important species and habitat types in Cyprus, through actions in the whole Natura 2000 network. The project will fill knowledge gaps for species and habitats, improve the governance of the network, exploit ecosystem services and implement action and management plans for species and

habitats. It also aims to positively influence land users, owners, local population and other stakeholders in understanding the importance of the Natura 2000 network and embracing it.

Rebuilding nature in coastal areas

Around 40% of Europeans live within 100km of the coast, where there is a continuing loss of natural services that provide food, water, health, and recreation. This loss affects some livelihoods and groups of people more than others. Pro-Coast is a European Commission-funded initiative (under Horizon Europe) that brings together 20 partners across 14 countries to work in 9 case studies and discover how local people would like to restore a variety of coastal ecosystems. The main goal of the project is to empower local communities across Europe to restore and maintain coastal biodiversity and ecosystem services through a bottom-up approach that integrates social, cultural, and ecological perspectives, promoting the conservation and restoration of land-sea interface ecosystems such as coastal wetlands, dunes, and terrestrial habitats connected to coastal zones.

Plant Ecophysiology Lab

Frederick University's Plant Ecophysiology Lab was developed by the University's Nature Conservation Unit in 2006. It is equipped with modern research infrastructure and maintains one of the three seed banks of Cyprus, which currently hosts more than 100 lots of Cyprus' flora (more than 90% of these lots come from endemic plants of the island). The Lab's continuous involvement in numerous projects has enabled it to increase its know-how and excel on the use of various techniques for seed processing (cleaning, storage), seed germination (including simulation of environmental conditions), seedling growth, and more, regarding plant species of Cyprus.

Conservation of tulipa akamasica.



Partners in PRO-Coast initiative are discovering how local people would like to restore coastal ecosystems.

"Pandoteira" project aims at protecting species and habitat types in the Natura 2000 network.





Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Principles on corruption and bribery

Frederick University pledges to maintain an ethical conduct, both internally relating to its operations and investments, as well as externally. It adopts a zero tolerance approach to bribery, money laundering and any other form of corruption. Statements of ethical conduct are signed by all officials of the University, forbidding the direct or indirect offer of payments to a public official or other individual in the private sector that may be considered to fall within the definition of bribery. In addition, a strict framework is enforced on the University conduct relating to gifts and/or facilities to public bodies, foreign government representatives and individuals from the private sector. All such activities are transparently recorded in the organization's accounts. The University accounts are externally audited by reputable accounting firms to ensure due practices are followed.

Human Rights Events

The University organizes on-campus and online events—such as lectures, conferences, and seminars—to raise awareness of human rights issues, foster dialogue on relevant topics, and provide vocational training for professionals including lawyers, legal counselors, and other practitioners. For example, the Department of Law organized the 1st Human Rights Forum, titled “Modern Trends and Prospects of Human Rights in a Complex Environment,” in September 2025 on the Greek island of Spetses, in collaboration with the University of the Peloponnese and the Hellenic Open University. The event examined the need to protect human rights in a rapidly changing world and addressed critical legal issues such as the resilience of human rights in times of crisis, their safeguarding when under threat, their defense within democratic frameworks, and their institutional protection through the European Court of Human Rights. Discussions also explored current challenges and mechanisms for the international protection of human rights.

Discussing legal matters

The Department of Law regularly organises conferences, seminars and symposiums on legal matters. In March 2025, Frederick University held a scientific event titled “Legal Challenges in the Era of Personal Data,

Cybersecurity, and Artificial Intelligence”. The event brought together legal experts, lawyers, professionals from the public and private sectors, officials from regulatory and supervisory authorities, as well as members of the academic community to discuss the rapid technological developments and their impact on the legal framework.

Inclusive representation

The University strongly believes in inclusive representation of its community in the operations. This is clearly embedded in its Charter which implements the following principles: all academic bodies are headed by elected representatives, in all bodies of governance adequate representation from students is present, the Senate, the supreme academic body, comprises solely of students and elected academics with the exception of the inclusion of the Director of Administration and Finance, at the University Council, the supreme administrative body, there is equal representation between appointed members and elected representatives from students, academics and administrative personnel. The University facilitates the existence of a student union. Students are provided adequate office space and facilities so that they can undertake their different functions, including elections.

Mock trials for pupils and Law students



The Pulse-Z Event engaged young people in discussions about journalism, communication, and civic participation.



Discussing legal challenges in the era of personal data, cybersecurity, and artificial intelligence.

Academic freedom

The University allows the free and open exchange of ideas and it is thus committed to upholding the values of academic freedom and freedom of expression. These values are specifically safeguarded in the University's Charter under article 4(a) which specifies that all members of the university community can develop new ideas without fear of sanctions or censorship, and article 4(b) which specifies that all members of the University can freely express themselves.

Empowering Youth for Responsible Media Engagement

In April 2025 Frederick University hosted the Pulse-Z Event, uniting young people passionate about journalism, communication, and social change. Co-organized with Junior Achievement Cyprus, JA Alumni Cyprus, and Alpha TV, the event fostered open dialogue, creativity, and youth participation. Participants engaged with media professionals, shared ideas, and created youth-driven content promoting transparency and informed civic engagement. Two active contributors were selected to represent Cyprus in Brussels, strengthening youth voices at the European level. The University also supported the “Media Literacy in the Age of AI” ideathon, part of the British Council's Youth Connect programme in collaboration

with ThinkYoung and CYENS – Centre of Excellence. The initiative empowered young leaders to critically examine AI's impact on public discourse and disinformation, promoting accountable and ethical media practices. Teams designed practical solutions to combat misinformation, with the winning project earning a study visit to Belfast in 2026.

Mock trials for pupils

Frederick University organises and hosts mock trials for its Law students but also for high school pupils, helping them develop essential skills and a deeper understanding of the legal system. These educational experiences prepare them to become advocates for justice, ultimately fostering stronger, more resilient communities.

Implementing the European Digital Agenda in Cyprus

Frederick University's Department of Law has received EU Erasmus+ funding for a new Jean Monnet Module titled EUDACY – Application of the European Digital Agenda in Cyprus (2025–2028). The project will enhance teaching and research on EU digital policies, create a Law and Technology Research Unit, and align Cyprus with major EU regulations such as the Digital Services Act, NIS2 Directive, and AI Act. The initiative continues the university's strong engagement in European legal education and emphasizes its commitment to promoting digital rights, ethics, and European values in the digital era.



Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

International Networks

Frederick University is currently leading three international projects on integrating SDGs in Education, funded by the European Commission involving more than 20 partners from Europe, Asia and Africa. It has been involved in cross-sectoral dialogue about the integration of the SDGs in formal (course curricula), non-formal (capacity building) and informal (e.g. public campaigns, advocacy through social media) education sectors. In the context of this collaboration, Frederick University has contributed to the integration of SDGs and ESD in multiple academic disciplines through the development of innovative Toolkits and Pedagogical Methods applying transformative learning pedagogies.

SDSN President Professor Jeffrey D. Sachs named Honorary Doctor of Frederick University

Frederick University awarded Professor Jeffrey D. Sachs, world-renowned economist from Columbia University and President of the UN Sustainable Development Solutions Network (SDSN), the title of Honorary Doctor of the University in recognition of his exceptional contributions to global sustainable development. The award ceremony took place in May 2025, and was attended by government officials, diplomats, academics, and students. In his keynote address, “Achieving Sustainable Development in our Age of Instability,”

Professor Sachs emphasized the need for peace, social justice, environmental sustainability, and long-term governance to achieve the Sustainable Development Goals (SDGs). During his visit, Professor Sachs met with national leaders, visited local cultural sites, and engaged with members of the SDSN Cyprus Leadership Council, further strengthening ties between Cyprus and the global sustainable development community.

Member of SDSN

Since 2019, the University has been an institutional member of the UN SDSN, which brings together Universities, NGOs, research institutes, international organisations and governments to develop and promote solutions, policies and public education for sustainable development.

Founding Member of SDSN Cyprus

The University is one of the founding members of SDSN Cyprus which aims to assist Cyprus in creating the necessary roadmaps, strategies, and policies to achieve the SDGs. By cooperating through education, research, and policy analysis and by involving the people through reliable information and SDG awareness projects, Frederick University aims at maximizing Cyprus’ contribution to the global effort for achieving Sustainable Development. In 2025, SDSN Cyprus announced the appointment of Natassa Frederickou as its new Network Co-Chair. Ms. Frederickou, who serves as President of the Frederick University Council, is a dedicated advocate for

social justice and gender equality. She is a member of the Advisory Committee on the Prevention and Combating of Domestic Violence and has been part of the SDSN Cyprus Leadership Council since its establishment. Her extensive experience and strong leadership are expected to further strengthen the network’s mission, driving growth, collaboration, and sustainable innovation.

Sustainability strategy

The SDGs are embedded in the University’s strategy, and incorporated in its teaching, research and daily operation. The University is committed to integrating the SDGs in a holistic way. In this framework, a category in the University training plan is dedicated to the SDGs and includes workshops aiming at empowering academics to be able to incorporate the SDGs in their courses content, teaching practices, research, and community actions, but also enabling administrative staff to embed the SDGs in daily operations, policy making and university reporting.

Collaborating with universities and industry to advance green skills

Frederick University participates in the research project HEI GreenPath: Shaping HEI Environment for a Sustainable Tomorrow, which aims to strengthen environmental awareness among all members of its university community: students, academic, administrative, and research staff. The goals of the project include integrating green skills and the concept of sustainability into

the university’s existing curricula, providing faculty and research staff with the knowledge and tools to effectively teach green skills, and fostering stronger collaboration between universities and industry partners in the field of green skills. The project emphasizes collaboration between universities and industry partners to advance green skills, supporting partnerships that drive sustainability and innovation.

Educating the Community

The University plans and implements on and off campus outreach activities related to the SDGs. It has implemented several successful campaigns on promoting and raising awareness on issues such as gender equality, gender-based violence, human trafficking, human rights and more.

Public, private and civil society partnerships

Frederick University has established relationships with local, regional and international NGOs, local authorities and government bodies for SDG policy development. It also initiates and participates in cross-sectoral initiatives that facilitate dialogue about the SDGs, such as conferences involving local authorities, government or NGOs. Through its research, the University also participates in international collaboration on gathering or measuring data for the SDGs, reviews comparative approaches and develops educational material and international best practices on tackling the SDGs.



The University implements on and off campus outreach activities related to the Goals.



To demonstrate its commitment to the SDGs, Frederick University annually presents the SDGs Action Awards.



SDSN President Professor Jeffrey D. Sachs named Honorary Doctor of Frederick University.

Sustainability Awards

To demonstrate its commitment to the SDGs, Frederick University Council decided to dedicate a specific category of the annual Michael Frederickou Awards, the most prestigious awards granted by the University, to ‘The SDGs Action Awards’ which recognise:

- practices or activities from Frederick University faculty, staff, students and alumni that show significant impact with respect to contributing to SDGs or
- outstanding individuals (Frederick University faculty, staff, students and alumni) who are demonstrating that it is up to us to inspire and enact change.

The awards are presented every year during an official ceremony and any member of the University community is eligible to apply (faculty members, administrative staff, students & graduates).

Integration of SDGs in Programs of Study

The University’s policy is to integrate dimensions of the SDGs into all programs of study. All programs include courses relevant to SDGs and/or ESD dimensions. Great importance is placed on PhDs, where students from different disciplines develop their research on various SDGs in formal, informal and non-formal education. Examples that showcase how the University addresses SDGs through its programs of study: Integrated Master of Architect Engineer, MSc in Education for Sustainable Development and Social Change, MSc in Energy Engineering, MSc in Conservation and Restoration of Historical Structures and Monuments.

Free elective courses focused on the SDGs are also available to all students.

- Examples:
- PEENV100: ISSUES OF SUSTAINABLE DEVELOPMENT
 - DLSESC501: SUSTAINABLE DEVELOPMENT ISSUES, PRINCIPLES AND GOALS
 - PEELE121: OUTDOOR EDUCATION
 - ECENV300: ISSUES OF SUSTAINABLE DEVELOPMENT
 - VCS300: VISUAL CULTURE AND SUSTAINABILITY



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