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# EMDM

Responsible Organizations Management  
For Sustainable Transitions

## PROJECT TEAMS, STAFF AND EXPERTS



**Prof. Stela Raytcheva**, *ISM-IAE of UVSQ-Paris Saclay*

-> Project Manager, Senior researcher

Stela Raytcheva is Professor of Management Sciences at ISM-IAE, Université de Versailles Saint Quentin en Yvelines - Université Paris Saclay. She is Vice Dean in charge of International Relations at ISM-IAE and has over 10 years' experience of international projects. She is also in charge of a Master's program in Organizational Management and Communication. Her research interests include intercultural management, organizational change management, organizational ethics, epistemology and the social responsibility of organizations.



**Dr. Hervé Chomienne**, *ISM-IAE of UVSQ-Paris Saclay*

-> Senior researcher and Vice Dean of ISM-IAE in charge of the Learning Programs

Dr. Hervé Chomienne is an associate professor in Management sciences and Vice-Dean in charge of programs of ISM-IAE of UVSQ -University Paris Saclay. He is also in charge of the Master degree Strategic Management and Change. He has published works on

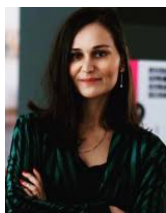
topics such as organizational hybridization in the public sector, management by values in public organizations, and the role of management in the modernization of French public organizations.



**Pedro Sanatigo**, *Université Paris Saclay*

-> Project Manager

Santiago worked for 13 years at the International Relations Department of the University of Bordeaux before being recruited as Deputy Director of International and European Relations at the University of Paris-Saclay. He was responsible for managing student mobility and international partnerships. Since 2021, he has been Deputy-Director for International and European Affairs at Université Paris Saclay. Today, his expertise in European projects makes him the ideal contact to steer the European component of Université Paris Saclay's international strategy, and to coordinate the EUGLOH European Alliance coordinated by the university, overseeing the missions of its general secretariat, which is hosted by Université de Paris Saclay.



**Ani Chelishvili**, *Business and Technology University*

-> Project Manager

Ani Chelishvili is the Head of the International Relations and Development Offices, Erasmus+ Institutional Coordinator and DAAD Honorary Ambassador at Business and Technology University; skilled in stakeholder engagement, fundraising, and digital transformation within the private and public sectors. In her role as a Head of the Office, Ms. Chelishvili oversees the international partnerships of the university, actively pursues and develops international bilateral agreements, manages Erasmus+ ICM, Jean Monnet projects, collaborates with BTU's international partners, develops concept papers and drafts proposals for internationalization projects, contributes to the management of CBHE project of which BTU is a partner and facilitates the strategic development of the International Relations Office of the university. Over the 12 years of work at another Georgian University (Ivane Javakhishvili Tbilisi State University, TSU), Ani has acquired extensive experience, expertise and knowledge in project management and internationalization, managing 182 Erasmus+ ICM and 6 Erasmus Mundus projects. She is a co-author of Erasmus+ ICM Handouts - 2018-1 and 2019-2 developed as an initiative of German Academic Exchange Service (DAAD).

**Kesi Katsitadze**, *Business and Technology University*

-> Program Assistant

Kesi Katsitadze has years of background in STEM and is an experienced Project /Program Manager, skilled in stakeholder engagement, fundraising, and digital transformation, having implemented up to 20 ICT and digitalization nationwide projects in Georgia for up to 5000 beneficiaries. Her projects involve partnerships with leading international organizations such as USAID, US State Department, British Council, European Commission, Space Foundation, Microsoft, and others. Currently, Kesi serves as a strategic development professional at Business and Technology University.



**Dr. Stephan Schmucker**, *University of Hamburg*

-> Scientific Program Manager and Lecturer at University of Hamburg

Dr. Stephan Schmucker, M.A., M.Sc. is a scientific Program Manager and Lecturer in Business Administration at the University of Hamburg. He studied Business Administration in Hamburg, Würzburg, and Växjö (Sweden). In 2008, he obtained a doctorate from the University of Hamburg on the topic of 'Organizational Design and Personnel Policy in Innovation Management.' Since 2008, he has worked as a lecturer, specializing in personnel and organizational management at the University of Hamburg. He has also been acting as Deputy Equal Opportunity Representative at the same university since 2014. Since 2019, he has been working as the scientific Program Manager for the certificate program 'Change Management for Digital Transformation' at the Center for Continuing Education at the University of Hamburg. He has published scientific articles and book chapters and has given several presentations at international conferences. Stephan also has many years of experience in personnel and organizational development as a trainer, consultant and lecturer for various clients in Germany and abroad.



**Prof. Albena Vutsova**, *University of Sofia*

-> Project Managers and Senior Researcher

PhD in economics in 2005 and professor in economic science since 2015 at Sofia University, Prof Vutsova has more than 20 years of professional experience in management of large scale national and EU funded programmes and projects in the field of education and research in various capacities such as Team Leader, Programme /Project Manager, Head. She has more than 20 years of experience in research and education projects/programmes, management and policy development in middle-income countries at international level (Ukraine, Serbia, Kosovo, Bulgaria, Bosna and Herzegovina) and large experience in working with government institutions and high-level

government officials at national (MoE) and EU Commission level on issues related to research and education. She has also experience at positions with expert functions as a member of working groups with DG Research Brussels.



**Dr. Todor Yalomov**, *University of Sofia*

-> Vice-dean Research and Innovation of Faculty of Economy and Management

Dr. Todor Yalomov is coordinator of Applied Research and Communications Fund, Sofia, Bulgaria and since 2018 is vice dean Research and Innovation of Faculty of Economy and Management of the University of Sofia. He is also senior analyst in the Center for the study of Democracy, Sofia, Bulgaria. PhD. In 2015, he has over 20 years of experience in various roles in the full project management cycle – proposal preparation, budgeting, coordinating implementation, human resources management, reporting and evaluation. He has over 26 years of experience of providing short-term consultancy to various SMEs in Bulgaria (both on a commercial base as an individual consultant or within different development projects) to launch new services, branding, develop R&D and internationalization strategies or optimize their processes based on utilizing data and algorithms with. Besides the national experience he has also gained a significant international track record in managing projects and coordinating people and tasks (Eastern Europe and Central Asia, Vietnam). He worked with government agencies or public authorities in various roles (interviewing or consultancy) from Azerbaijan, Moldova, Macedonia. He has worked with municipalities (i.e. Gabrovo, Bulgaria) on innovation policy and smart intelligence strategy.



**Prof. Ana Sofia Coelho**, *Polytechnic Institute of Braganca*

-> Program Coordinator at IPB

Ana Sofia Coelho is Professor of Marketing at the Escola Superior de Comunicação, Administração e Turismo, Instituto Politécnico de Bragança (EsACT-IPB) and researcher at Governance, Competitiveness and Public Policies (GOVCOPP) at the University of Aveiro. She has developed scientific research focused on marketing, strategy and communication applied to the digital environment. Ana Sofia Coelho has published scientific articles, book chapters and presented several communications at international conferences. She has also implemented some different pedagogical innovation strategies, in particular, she used new methods and adopted new technologies by developing e-learning courses. These pedagogical innovations implemented contributed to publishing scientific articles, such as Project-Based Learning in distance learning, Interdisciplinary pedagogical activity, Problem-Based Learning, Active Learning

Strategies through Educational Games. She has a diverse Erasmus Teaching Experience. After she has studied in Miami, USA, she had experienced teaching in several universities by the Erasmus Program that allowed her to acquire a range of different ICT Techniques Knowledge (RRiF College of Financial Management, Croatia; Larnaca College, Cyprus; Universidade da Católica, Italy; Yeni Yuzyil Universiti, Turkey; Liepaja University, Latvia). She supervised Master`s thesis within different areas of research, such as Content Marketing, Sports Marketing, Marketing, and Communication. She also supervised several works leading to an academic degree in the area of Digital Marketing and Communication applied to the digital environment. She has a Bachelor of International Business (Barry University-Miami-USA), a Master of Marketing (University of Portucalense), and a Doctor of Business Sciences with a specialization in Marketing and Strategy (University of Minho)



**Prof. María Sarabia Alegría**, *University of Alcalá*

-> Vice-Rector of Institutional Relations and Coordination, senior researcher

Prof Maria Sarabia Alegría is Vice-Rector of Institutional Relations and Coordination of the University of Alcalá, Spain. Her research is focused on Entrepreneurship and SMEs: business models and dynamics; Entrepreneurship and business failure: influence of the institutional environment; Entrepreneurial dynamics and demographics; Entrepreneurial strategy and culture; Evaluation of government policies to support SME-entrepreneurs; Entrepreneurial financing of small and medium-sized enterprises.



**Prof. María Teresa del Val Núñez**, *University of Alcalá*

María Teresa del Val Núñez is a professor of Business Organization at the University of Alcalá. She is a doctor in Economics and Business Studies and has contributed to research on entrepreneurship, human resources, corporate culture, and business strategy. She has also taken part in several European research projects and has held important academic and institutional responsibilities at the university.



**Dr. Sonja D. Radenkovic**, *Union University Belgrade - Belgrade Banking Academy*

-> Program Coordinator at BBA, senior researcher

Dr. Sonja D. Radenkovic is an associate professor at the Belgrade Banking Academy – Faculty of Banking, Insurance and Finance, Union University Belgrade. She earned her

Ph.D. degree in informatics and software engineering from the department of information systems and technologies at the Faculty of Organizational Sciences, University of Belgrade. She has finished her Ph.D .thesis in the EU FP7 project called IntelLEO (project No. 231590) in the area of technology-enhanced learning. She has managed the EU Erasmus+ project called “CTPCIE – Creating Theory-To-Practice Centers For Innovation And Employment” (project No. 586347-EPP-1- 2017-1-XK-EPPKA2-CBHE-JP (2017-3485/001-001) in the area of capacity building of higher education (CBHE). She has participated in many other projects in the area of e learning. She has worked in higher education for 20 years. She has experience in the process of accreditation (both institutional accreditation and accreditation of study programs). Her areas of expertise are software engineering, artificial intelligence, information systems, digital and circular economy, technology enhanced learning, and knowledge management. She has been an author and co-author of many books and research papers in the areas above. For detailed information, visit [www.sonjaradenkovic.net](http://www.sonjaradenkovic.net)



**Prof. Dr. Mile Vasic, *EUMMAS***

-> Program Coordinator at EUMMAS

Professor Vasic obtained his MA and PhD in Economics. He acted as a Dean of Faculty of Technical Sciences, Dean of Faculty of Economics and Management, Dean of Faculty of Philology, Vice-Rector of PIM University and Vice-Rector and Rector of Slobomir P University. He was a guest lecture in Greece, Romania, Serbia, Slovenia, and the United Kingdom. While holding the top managerial positions at the mentioned higher-educational institutions, professor Vasic was in charge of quality assurance, curricula development, and accreditation process. While he was a rector, Slobomir P University received the highest accreditation grades at the national level. Professor Vasic was also engaged in other institutions as a consultant in the field of program and curricula development and accreditation process.