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Abdul Kadir Suleman

Professor Catedrático

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Contacts

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Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	PhD	Métodos Quantitativos	2006
Instituto Superior Técnico - UTL	M.Sc.	Engenharia Electrotécnica e de Computadores	1989
Instituto Superior Técnico - UTL	Licenciante	Engenharia Electrotécnica	1983

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
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2026/2027	1°	Calculus Topics I	Bachelor Degree in Data Science;	No
2025/2026	2°	Calculus	Bachelor Degree in Computer Science and Business Management;	Yes
2025/2026	1°	Simulation of Systems and Operations	Master Degree in Management of Services and Technology;	Yes
2025/2026	1°	Calculus Topics I	Bachelor Degree in Data Science;	Yes
2024/2025	2°	Calculus	Bachelor Degree in Computer Science and Business Management;	Yes
2024/2025	1°	Simulation of Systems and Operations	Master Degree in Management of Services and Technology;	Yes
2024/2025	1°	Calculus Topics I	Bachelor Degree in Data Science;	Yes
2023/2024	2°	Introduction to Fuzzy Analysis		Yes
2023/2024	2°	Calculus	Bachelor Degree in Computer Science and Business Management;	Yes
2023/2024	1°	Simulation of Systems and Operations	Master Degree in Management of Services and Technology;	Yes
2023/2024	1°	Calculus Topics I	Bachelor Degree in Data Science;	Yes
2022/2023	2°	Introduction to Fuzzy Analysis		Yes
2022/2023	2°	Calculus	Bachelor Degree in Computer Science and Business Management;	Yes
2022/2023	1°	Simulation of Systems and Operations	Master Degree in Management of Services and Technology;	Yes
2022/2023	1°	Calculus Topics I	Bachelor Degree in Data Science;	Yes
2021/2022	2°	Calculus	Bachelor Degree in Computer Science and Business Management;	Yes
2021/2022	1°	Simulation of Systems and Operations	Master Degree in Management of Services and Technology;	Yes
2021/2022	1°	Calculus Topics I	Bachelor Degree in Data Science;	Yes
2020/2021	1°	Simulation of Systems and Operations	Master Degree in Management of Services and Technology;	Yes
2020/2021	1°	Calculus Topics I	Bachelor Degree in Data Science;	Yes
2020/2021	1°	Calculus	Bachelor Degree in Computer Science and Business Management;	Yes
2019/2020	1°	Simulation of Systems and Operations	Master Degree in Management of Services and Technology;	Yes

2019/2020	1º	Calculus Topics I	Bachelor Degree in Data Science (PL); Bachelor Degree in Data Science;	Yes
2019/2020	1º	Calculus	Bachelor Degree in Computer Science and Business Management;	Yes

Supervisions

• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Lai Shiwei	Construction and Management of Talent Echelon in Sci-tech Enterprises in Tibet	English	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Inês Isabel Sousa Lopes	Estrutura Residencial sem Fins Lucrativos para Pessoas Idosas: Gestão de Recursos por Níveis de Complexidade de Cuidados	--	Iscte	2018

• M.Sc. Dissertations

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Vicente Manita Santos Mota	Improving performance in hospital emergency departments by using simulation	English	Iscte	2020
2	Pedro Alexandre de Oliveira Cordeiro	Job Quality of the PhD Graduates in Portugal	English	Iscte	2019
3	José Manuel Marques Ferreira dos Santos	Job Quality of Portuguese Health Professionals: 2011 vs 2015	English	Iscte	2019
4	Maria do Rosário Carvalho Marques Dias	Job Quality of Young Graduates in Southern European Countries	English	Iscte	2018
5	Ana Paula Batista Amaro	Tipologias de Desempregados em Portugal em 2001 e em 2010: uma contribuição para a definição de políticas públicas de emprego	Portuguese	Iscte	2012

6	Cláudio Gianordoli Teixeira	Gestão da Saúde e Qualidade de Vida no Trabalho: Análise de um modelo estruturado de avaliação da saúde de trabalhadores de uma empresa mineradora de grande porte	Portuguese	Iscte	2011
7	Jorge Fernandes de Matos	Análise dos Aspectos Comportamentais através da Ferramenta DISC.	Portuguese	Iscte	2009

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Guilherme Pinto de Frias	Using Discrete Event Simulation to implement a conceptual model aiming at evaluating the performance of manufacturing lines	English	Iscte	2020
2	Pedro Miguel de Sousa Rodrigues	Análise de Filas de Espera Através da Simulação: Caso de estudo pedagógico	Portuguese	Iscte	2014
3	Luís de Castro Moreira	A Simulation Approach to Warehousing Policies: The GrandVision case	English	Iscte	2014

Total Citations

Web of Science®	141
Scopus	123

Publications

• Scientific Journals

- Scientific journal paper

1	Suleman, F. & Suleman, A. (2025). The collaboration of higher education with the business: The barriers to employers' engagement. <i>Industry and Higher Education</i> . 39 (3), 304-313 - Times Cited Web of Science®: 4 - Times Cited Scopus: 4 - Times Cited Google Scholar: 3
2	Suleman, F., Suleman, A. & Cunha, F. M. (2024). Employability skills and jobs for graduates: Learning from job advertisements. <i>Sociologia, Problemas e Práticas</i> . 105, 121-140 - Times Cited Google Scholar: 1

3	<p>Suleman, A. & Vicente, P. (2024). COVID-19 vaccination reluctance across Europe: Lessons for the future. <i>Vaccine</i>. 42 (21)</p> <p>- Times Cited Web of Science®: 4</p> <p>- Times Cited Scopus: 3</p>
4	<p>Suleman, F., Duarte, H., Brewster, C. & Suleman, A. (2022). Compensation policies and comparative capitalisms. <i>European Journal of Industrial Relations</i>. 28 (4), 405-425</p> <p>- Times Cited Web of Science®: 2</p> <p>- Times Cited Scopus: 2</p> <p>- Times Cited Google Scholar: 2</p>
5	<p>Vicente, P. & Suleman, A. (2022). COVID-19 in Europe: From outbreak to vaccination. <i>BMC Public Health</i> . 22</p> <p>- Times Cited Web of Science®: 19</p> <p>- Times Cited Scopus: 13</p>
6	<p>Suleman, A. (2021). Comparing different approaches to archetypal analysis as a fuzzy clustering tool. <i>International Journal of Fuzzy Systems</i>. 23 (7), 2182-2199</p>
7	<p>Vicente, P., Suleman, A. & Reis, E. (2020). Index of satisfaction with public transport: a fuzzy clustering approach. <i>Sustainability</i>. 12 (22), 1-19</p> <p>- Times Cited Web of Science®: 17</p> <p>- Times Cited Scopus: 18</p> <p>- Times Cited Google Scholar: 26</p>
8	<p>Suleman, F., Lagoa, S. & Suleman, A. (2019). Patterns of employment relationships: the association between compensation policy and contractual arrangements. <i>International Journal of Human Resource Management</i>. 30 (7), 1136-1156</p> <p>- Times Cited Web of Science®: 6</p> <p>- Times Cited Scopus: 3</p> <p>- Times Cited Google Scholar: 8</p>
9	<p>Suleman, F. & Suleman, A. (2019). How do household tasks shape employment contracts? The provision of care in Portugal. <i>Feminist Economics</i>. 25 (1), 174-203</p> <p>- Times Cited Web of Science®: 4</p> <p>- Times Cited Scopus: 1</p> <p>- Times Cited Google Scholar: 6</p>
10	<p>Suleman, A. (2017). Measuring the congruence of fuzzy partitions in fuzzy c-means clustering. <i>Applied Soft Computing</i>. 52, 1285-1295</p> <p>- Times Cited Web of Science®: 17</p> <p>- Times Cited Scopus: 14</p>
11	<p>Suleman, A. (2017). Assessing a fuzzy extension of Rand index and related measures. <i>IEEE Transactions on Fuzzy Systems</i>. 25 (1), 237-244</p> <p>- Times Cited Web of Science®: 5</p> <p>- Times Cited Scopus: 6</p>
12	<p>Suleman, A. (2017). A fuzzy clustering approach to evaluate individual competencies from REFLEX data. <i>Journal of Applied Statistics</i>. 44 (14), 2513-2533</p> <p>- Times Cited Web of Science®: 5</p> <p>- Times Cited Scopus: 4</p>
13	<p>Suleman, A. (2017). On ill-conceived initialization in archetypal analysis. <i>Advances in Data Analysis and Classification</i>. 11 (4), 785-808</p> <p>- Times Cited Web of Science®: 2</p> <p>- Times Cited Scopus: 2</p>

14	Suleman, A., Suleman, F. & Reis, E. (2016). Fuzzy approach to discrete data reduction: an application in economics for assessing the skill premium. <i>Journal of Business Economics and Management</i> . 17 (3), 414-429 - Times Cited Web of Science®: 4 - Times Cited Scopus: 3 - Times Cited Google Scholar: 10
15	Vilas-Boas, J., Suleman, A. & Moreira, L. (2015). Testing the performance of rival warehousing policies through discrete event simulation. <i>International Journal of Social, Behavioral, Educational, Economic, Business and Industrial Engineering</i> . 9 (11), 3545-3550 - Times Cited Google Scholar: 1
16	Suleman, A. (2015). A new perspective of modified partition coefficient. <i>Pattern Recognition Letters</i> . 56, 1-6 - Times Cited Web of Science®: 10 - Times Cited Scopus: 10
17	Suleman, A. (2015). A convex semi-nonnegative matrix factorisation approach to fuzzy c-means clustering. <i>Fuzzy Sets and Systems</i> . 270, 90-110 - Times Cited Web of Science®: 21 - Times Cited Scopus: 22
18	Suleman, A. (2013). An empirical comparison between grade of membership and principal component analysis. <i>Iranian Journal of Fuzzy Systems</i> . 10 (2), 57-72 - Times Cited Scopus: 1
19	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Wage policy of medium and large Portuguese firms. <i>Portuguese Journal of Social Science</i> . 12 (3), 227-248 - Times Cited Web of Science®: 4 - Times Cited Scopus: 2 - Times Cited Google Scholar: 6
20	Suleman, A. & Suleman, F. (2012). Ranking by competence using a fuzzy approach. <i>Quality and Quantity</i> . 46 (1), 323-339 - Times Cited Web of Science®: 14 - Times Cited Scopus: 13 - Times Cited Google Scholar: 31

• Books and Book Chapters

- Book chapter

1	Suleman, F., Lagoa, S. & Suleman, A. (2023). Políticas salariais das empresas em Portugal nas últimas décadas: Forças institucionais ou forças do mercado. In <i>A persistência da desvalorização do trabalho e a urgência da sua revalorização</i> . (pp. 167-198).: Almedina.
2	Duarte, H., Suleman, F. & Suleman, A. (2023). Políticas salariais na europa: uma comparação entre variedades do capitalismo e sectores de actividade. In Maria da Paz Campos Lima e José Castro Caldas (Ed.), <i>A persistência da desvalorização do trabalho e a urgência da sua revalorização</i> . (pp. 197-220). Coimbra: EDIÇÕES ALMEDINA, S.A.
3	Calapez, T. & Suleman, A. (2003). ACP: Uma abordagem à Multiplicidade dos Valores Próprios. In Elizabeth Reis; Manuela Magalhães Hill (Ed.), <i>Temas em Métodos Quantitativos 3</i> . (pp. 17-36). Lisboa: Sílabo.

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Suleman, F. & Suleman, A. (2022). Employers' perception of the role of higher education in Portugal: The varying solutions for skill problems. In Domenech, J. (Ed.), 8th International Conference on Higher Education Advances (HEAd'22). (pp. 951-958). Valencia, Spain: Editorial Universitat Politècnica de València. - Times Cited Web of Science®: 1 - Times Cited Scopus: 1 - Times Cited Google Scholar: 1
2	Suleman, F., Suleman, A. & Cunha, F. (2020). Employability skills of graduates: Insights from job advertisements. In Domenech, J., Merello, P., de la Poza, E., and Peña-Ortiz, R. (Ed.), Congress UPV: 6th International Conference on Higher Education Advances (HEAd'20). (pp. 247-254). València: Editorial Universitat Politècnica de València. - Times Cited Web of Science®: 2 - Times Cited Google Scholar: 3
3	Suleman, A. (2017). Validation of archetypal analysis. In 2017 IEEE International Conference on Fuzzy Systems, FUZZ 2017. Naples: IEEE.
4	Suleman, A., Suleman, F. & Lagoa, S. (2017). Understanding firms compensation policy using fuzzy sets. In 2017 IEEE International Conference on Fuzzy Systems, FUZZ 2017. Naples: IEEE.
5	Silva, J., Suleman, A. & Moreira, L. (2015). Testing the performance of warehousing rival policies through discrete event simulation. In Gerald Reiner (Ed.), Proceedings of the EUROMA European Operations Management Association 22nd International Annual Conference. Neuchâtel: Emerald Publishing.
6	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Firms' wage policies: new evidence from Portuguese linked employer-employee data. In University), Nicolette van Gestel (Tilburg University), Peter Leisink (School of Governance, University of Utrecht), Jan Kees Looise (School of Management and Governance, University of Twente), Marc van der Meer (ECBO), Erik Poutsma (Institute for Managem (Ed.), 10th European Conference of the International Labour and Employment Relations Association (ILERA). (pp. 1-14). Amesterdão: ILERA.
7	Nogueira, D., Reis, E., Suleman, A., Dias, J. G. & Borges, C. (2013). A new complexity measure to classify ambulatory patients in rehabilitation facilities for financing purposes. In Bulletin of the International Statistical Institute 59th World Statistics Congress Session Proceedings. Hong Kong - Times Cited Google Scholar: 1
8	Suleman, F., Suleman, A., Lagoa, S. & Pereira, M. L. (2012). Wage flexibility in medium and large Portuguese firms. In IREC, ESA Research Network, and CIES-IUL (Ed.), Challenges for Public and Private Sector Industrial Relations and Unions in times of Crisis and Austerity. (pp. 1-32). Lisboa
9	Abdul Kadir Suleman (2011). Grade of Membership and Principal Components Analysis: A Comparative Empirical Study. In Bulletin of the International Statistical Institute 58th Session Proceedings. (pp. 0-0). Dublin

- Talk

1	Suleman, F., Lagoa, S. & Suleman, A. (2024). Young people in large sized low pay firms in Portugal. 7º encontro anual de economia política.
2	Suleman, F., Lagoa, S. & Suleman, A. (2023). Políticas salariais das empresas em Portugal nas últimas décadas. Forças institucionais ou forças do mercado?. 7ª Edição do Workshop Dinâmia'Cet-IUL.

3	Suleman, F., Lagoa, S. & Suleman, A. (2023). Políticas salariais das empresas em Portugal nas últimas décadas: Forças institucionais ou forças do mercado?. 6º Encontro Anual de Economia Política.
4	Suleman, F., Lagoa, S. & Suleman, A. (2022). Is the Portuguese labour market rigid or flexible? Firms' Compensation policies in last two decades. 13th ILERA European Congress .
5	Suleman, F., Lagoa, S. & Suleman, A. (2022). A evolução das políticas salariais em Portugal: De uma lógica coletiva à individualização dos salários. Conferência final do Projeto REVAL.
6	Suleman, F. & Suleman, A. (2022). Employers' perception of the role of HE in Portugal: The varying solutions for skill problems. 8th International Conference on Higher Education Advances (HEAD'22), .
7	Suleman, F., Suleman, A. & Figueiredo, M. C. T. (2021). Job quality of HE graduates: A comparison across Southern European countries. Society for Research into Higher Education (SRHE).
8	Suleman, F., Suleman, A. & Mendes Cunha, F. (2021). Que competências procuram os empregadores? Uma análise de conteúdo de anúncios de emprego na Europa. XI Congresso Português de Sociologia.
9	Suleman, F., Suleman, A. & Mendes Cunha, F. (2020). Employability skills of graduates: Insights from job advertisements. HEad'20.
10	Suleman, F., Duarte, H. & Suleman, A. (2019). Compensation policies across EU countries: Insights from SES data. GESIS 6th European User Conference for EU-Microdata.
11	Suleman, F., Duarte, H. & Suleman, A. (2019). Compensation policies and varieties of capitalism: The role of firms to generate inequality. ILERA European Congress 2019.
12	Duarte, H., Suleman, F. & Suleman, A. (2019). Compensation policies across EU countries: Different pay practices for similar outcomes. EURAM 2019 Conference.
13	Lopes, I., Suleman, A., undefined & Reis, E. (2018). Costing system for nursing homes: A Portuguese case. COMPSTAT 2018.
14	Suleman, F. & Suleman, A. (2017). How households care with caring? Contractual arrangements in domestic work in Portugal. Extension of the cleaning market and (re) configuration of social relations. Jobs, inequalities, coalitions.
15	Suleman, F., Figueiredo, M. C. T. & Suleman, A. (2017). The segmentation of the labour market of higher education graduates in Portugal . International Conference Democracy and Participation in the 21st Century .
16	Suleman, A. (2017). Validation of Archetypal Analysis. The 2017 International conference on Fuzzy Systems - FUZZ-IEEE 2017. - Times Cited Scopus: 1
17	Suleman, A., Suleman, F. & Lagoa, S. (2017). Understanding Firms Compensation Policy Using Fuzzy Sets. The 2017 International conference on Fuzzy Systems.
18	Lagoa, S. & Suleman, A. (2017). Types of financial insitutions and their supply of financial services: The case of microfinance in Europe. 3.º Workshop do DinâmiaCet-IUL, Dinâmicas Socioeconómicas e Territoriais Contemporâneas.
19	Suleman, A. (2016). Comparing matrix factorisation approaches to fuzzy clustering. COMPSTAT - The 22nd International Conference on Computational Statistics.

20	Suleman, F., Lagoa, S. & Suleman, A. (2015). Patterns of employment relationships: the association between compensation policy and contractual arrangements. Global Innovation and Knowledge Academy (GIKA 2015).
21	Silva, J., Suleman, A. & Moreira, L. (2015). Testing the performance of warehousing rival policies through discrete event simulation. 22nd EurOMA - Operations Management for Sustainable Competitiveness.
22	Lagoa, S. & Suleman, A. (2015). Types of financial institution and their supply of financial services: the case of microfinance in Europe. EIB Seminar.
23	Suleman, F. & Suleman, A. (2015). How households care about caring? Contractual arrangements in domestic work. 4th International Workshop on the Socio-Economics of Ageing.
24	Suleman, F., Lagoa, S. & Suleman, A. (2015). Patterns of employment relationships: the association between compensation policy and contractual arrangements. Leed 2015 Linked Employer-Employee data Workshop.
25	Suleman, A. (2014). An Information Theoretic Measure of Cluster Validity for Fuzzy Clustering . 3rd Stochastic Modeling Techniques and Data Analysis International Conference.
26	Lagoa, S. & Suleman, A. (2014). Types of financial institution and their supply of financial services: the case of microfinance in Europe. Workshop inserted in the FESSUD Conference "Understanding and responding to the financial crisis".
27	Suleman, F., Lagoa, S. & Suleman, A. (2014). New approach to labour market segmentation: the wage policy and vulnerable workers. International Labour Process Conference.
28	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Firms' wage policies: new evidence from Portuguese linked employer-employee data. 10th European Conference of the International Labour and Employment Relations Association (ILERA).
29	Nogueira, D., Reis, E., Suleman, A., Dias, J. G. & Borges, C. (2013). A new complexity measure to classify ambulatory patients in rehabilitation facilities for financing purposes. International Statistical Institute 59th World Statistics Congress.
30	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Políticas Salariais e Contratos: o caso das médias e grandes empresas em Portugal. FLEX- Flexible Employment Relationships.
31	Suleman, F., Suleman, A., Pereira, M. L. & Lagoa, S. (2012). Wage policies of medium and large Portuguese firms. Flexible Employment Relationships.
32	Suleman, A. & Suleman, F. (2012). A grade of membership representation of REFLEX project data. DEHEMS - The International Conference: Employability of Graduates & Higher Education Management Systems.
33	Suleman, A. & Suleman, F. (2012). An empirical illustration of a fuzzy clustering analysis. VII Congresso Português de Sociologia.
34	Pereira, M. L., Alves, Diana, Suleman, F. & Suleman, A. (2012). The quality of jobs assigned to higher education graduates in Portugal. International Working Party on Labour Market Segmentation 33rd Annual Conference.
35	Suleman, F., Suleman, A., Lagoa, S. & Pereira, M. L. (2012). Wage flexibility in medium and large Portuguese firms. Joint Conference IREC 2012/ESA RN 17, Set. 5-7.
36	Abdul Kadir Suleman (2011). Grade of Membership and Principal Components Analysis: A Comparative Empirical Study. 58th Session of the International Statistical Institute. Dublin. 0-0

37	Suleman, F. & Suleman, A. (2011). Flexible or continuous employment relationship: the relevance of assigned tasks in domestic work. SASE - Society for the Advancement of Socio-Economic.
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• Other Publications

- Working Papers

1	Lagoa, S. & Suleman, A. (2014). Types of financial institution and their supply of financial services: the case of microfinance in Europe. FESSUD Working Paper Series No 72. 1-51
2	Suleman, F., Lagoa, S., Suleman, A. & Pereira, M. L. (2013). Firms' wage policies: New evidence from linked employer-employee data. DINAMIA'CET working paper 2013/06. 1-26
3	Suleman, F. & Suleman, A. (2011). The outsourcing of household tasks and labour contract in domestic work in Portugal. DINAMIA'CET Working Paper. 0-0

- Other publications

1	Suleman, A., Suleman, F. & Lagoa, S. (2017). Understanding Firms Compensation Policy Using Fuzzy Sets. The 2017 International conference on Fuzzy Systems.
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- Report

1	Suleman, A. & A.C.M. Conceição (2011). Sem título. Sem título.
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Research Projects			
Project Title	Role in Project	Partners	Period
Supporting European Research and Innovation Through stakeholder collaboration and institutional reform	Researcher	BRU-Iscte (Data Analytics), ISTAR-Iscte (IS), DINAMIA'CET-Iscte (IL)	2024
Rebuilding solidarity in an age of job dualisation	Researcher	DINAMIA'CET-Iscte (IL) - Leader, CIES-Iscte	2021 - 2025
Bringing together Higher Education, Training, and Job Quality	Researcher	DINAMIA'CET-Iscte (IL) - Leader	2018 - 2022
From internal devaluation to revaluation of work: the case of Portugal	Researcher	DINAMIA'CET-Iscte (IL), CES-UC - (Portugal)	2018 - 2022

Flexible wages for flexible contracts? The dynamics of the relationship between wage policy and employment contracts at the firm level	Researcher	DINAMIA'CET-Iscte (IL)	2010 - 2012
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Academic Management Positions

Coordenador do 1º Ano (2019 - 2021)
Unit/Area: Bachelor Degree in Computer Science and Business Management (PL)

Coordenador do 1º Ano (2019 - 2021)
Unit/Area: Bachelor Degree in Computer Science and Business Management

Membro (Docente) (2019 - 2021)
Unit/Area: Comissão Permanente do Conselho Científico

Membro (Docente) (2019 - 2021)
Unit/Area: Plenário do Conselho Científico

Coordenador do 1º Ano (2018 - 2019)
Unit/Area: Bachelor Degree in Computer Science and Business Management (PL)

Coordenador do 1º Ano (2018 - 2019)
Unit/Area: Bachelor Degree in Computer Science and Business Management

Coordenador do 1º Ano (2017)
Unit/Area: Bachelor Degree in Computer Science and Business Management (PL)

Coordenador do 1º Ano (2017)
Unit/Area: Bachelor Degree in Computer Science and Business Management