

MARÍA HELENA JAÉN

maria.jaen@gmail.com

PROFESSIONAL EXPERIENCE

- SINCE 2001** **Professor** **IESA, Caracas, Venezuela**
Since 2006 Full Professor at IESA (Center of Management and Leadership). Associate Professor (2002-2005) and Aggregate Professor (2001-2002) at the Center of Public Policy. IESA is the leading management school in Venezuela, both in graduate studies (MBA, finance, marketing and public management) and executive education. The school has the triple-crown accreditation: AACSB, EQUIS and AMBA
- 2010 TO 2012** **Academic Dean** **IESA, Caracas, Venezuela**
Responsible for leading faculty development, intellectual production, and internationalization
- 2008 TO 2012** **Vice-president** **IESA, Caracas, Venezuela**
Member of the Presidency Office which foremost responsibility was to ensure IESA's well being and maximize its strategic, operating, and financial results in a very difficult political and economic context. IESA in 2012 was a financial sustainable institution and a very well recognized school internationally
- 2003 TO 2008** **Dean for Research** **IESA, Caracas, Venezuela**
Responsible for the creation of the IESA's office for research and development, and for leading the faculty intellectual contribution and internationalization
- 2001 TO 2003** **Public Policy Center Coordinator** **IESA, Caracas, Venezuela**
Responsible for leading faculty (teaching activities, research and intellectual contribution)
- 1998 TO 2000** **International Consultant** **World Bank, PAHO, US Agency for International Development, Abt Associates, and Clapp & Mayne**
Research, teaching, and consulting activities focused on public management, health policy implementation, health system and health services, and stakeholder analysis
- 1994 TO 1997** **General Manager of Operations & General Manager** **Ministry of Health and Social Welfare (Venezuela), World Bank & the Inter-American Development Bank (IDB)**
"The Health Services Reform Project (WB) aimed to improve health outcomes for the 3 million users of government health services in four project states (Aragua, Falcon, Trujillo, and Zulia)." The "Program to Strengthen and Modernize the Health Sector (IDB) intended to restructuring, strengthening, and modernizing the Venezuela Ministry of Health and Social Welfare, and to supporting the decentralization of health care services in seven states (Carabobo, Mérida, Sucre, Monagas, Táchira, Anzoátegui, and Bolívar)"

- 1984 TO 1994 **Consultant, Researcher & Part-time Professor** **AVEDIS & CIES (World Bank, PAHO, UNDP, UNICEF)**
 Research and consultancy projects focused on the relationship between poverty and children health and nutrition conditions. Co-founder of the "Asociación Venezolana para la Investigación en Salud AVEDIS and Centro de Investigaciones Económicas y Sociales/CIES." Worked as consultant in public health, nutrition, and health system, and decentralization of health services for the Pan American Health Organization (PAHO), World Bank, United Nations Development Programme (UNDP), UNICEF, Venezuelan Government and local governments, and private companies
- 1982 TO 1983 **Project Coordinator** **Ministry of the State for the Development of Intelligence and Ministry of Education (Venezuela)**
 "Coordinator of the Training Area of Human Resources of the Family Project"
- 1977 Psychologist **Clínica de Salud Mental Comunitaria. Venezuela Ministry of Health and Social Welfare (MSAS)**
- 1974 TO 1975 Co-therapist of adolescents **Unidad Sanitaria La California Norte de Higiene Mental. Venezuela Ministry of Health and Social Welfare**

EDUCATION

- 2012 TO 2013 **Cisneros Visiting Scholar of the David Rockefeller Center for Latin American Studies & HBS Visiting Scholar** **Harvard University**
 IESA Sabbatical 2012-2013
- 1985 TO 1990 **Doctorate in Development Studies in Social Sciences** **Centro de Estudios del Desarrollo (CENDES), Universidad Central de Venezuela, 1990**
 "La Estructura de Poder en el Sector Salud y la Atención Ambulatoria Pública en Venezuela" (Power Structure in the Health Sector and Public Health Care Outpatient Services in Venezuela). Caracas, October 1989. Recommended for Publication
- 1980 TO 1982 **Master of Public Health (MPH)** **University of Texas, Health Science Center at Houston. School of Public Health, Houston, Texas, 1982**
 Thesis: "Ranking poor areas for health planning purposes in Caracas"
- 1971 TO 1976 **Psychologist (Cum Laude)** **Universidad Católica Andrés Bello (UCAB), Caracas, Venezuela**
 Ranked first in the graduating class

AWARDS, SCHOLARSHIPS, AND GRANTS

- 2015 IESA "OTAOLA Special Award: Exceptional Intellectual Production" Academic year 2013-2014

- 2014 CLADEA 2014 Annual Conference, Best Teaching Case on Innovation Award 2014. "Innovar en la EGA: cómo ganarle al fantasma de la ejecución" (With N. Auletta)
- 2012 USD-EGADE/Tec de Monterrey, Best Teaching Case Award, 2012 Annual Conference, The Business Association of Latin American Studies (BALAS). Teaching case: "Miss Venezuela: More than Just Beauty?" (With N. Auletta)
- 2012 TO 2013 HBS Visiting Scholar 2012-2013 & Cisneros Visiting Scholar of the David Rockefeller Center for Latin American Studies, 2012-2013
- 1976 *Cum Laude*. Universidad Católica Andrés Bello, Caracas, Venezuela
- 1980 TO 1982 Scholarship granted by the Fundación Gran Mariscal de Ayacucho to study the Master of Public Health, at The University of Texas, Health Science Center at Houston, School of Public Health
- 1996 TO 1998 Resident Researcher for CONICIT. Caracas, Venezuela

CURRENT RESEARCH

My main research focuses on management education and learning, business ethics, corporate responsibility and sustainability, and change management

PEER REVIEWED PUBLICATIONS

Reficco, E., & Jaén, M.H., Case method use in shaping well-rounded Latin American MBAs, **Journal of Business Research** (2015). (<http://dx.doi.org/10.1016/j.jbusres.2015.06.027>)

Jaén, M.H., Reficco, E., and Ossa, M., (2014) Can civility be taught to Latin-American MBAs? Implications of case-method use for the development of civic behaviour in managerial education. **Management Decision**, Vol. 52 Iss 9 pp. 1833 – 1856. (<http://dx.doi.org/10.1108/MD-08-2013-0424>)

Auletta, N. & Jaén, M.H., Miss Venezuela: More than Just Beauty? **Academia Revista Latinoamericana de Administración**. November 2013 (Volume 26, number 3).

Jaén, M.H. & Malavé, J., El profesor Rincón, sus alumnos y el Decálogo, **Academia Revista Latinoamericana de Administración**, 48, 2011, 61-66

BOOK

Srikant Datar, Raquel Galindo-Dorado, Gustavo Herrero, María Helena Jaén, F. Asís Martínez-Jerez, the Consejo Latinoamericano de Escuelas de Administración (CLADEA), and the 28 Participating Schools 2013, Rethinking Graduate Management Education in Latin America, A Collaborative Research project, **CLADEA** forthcoming 2016

Jaén, M.H., Mogollón D., Vidal, R. & Gómez, H., ¿Quieres cambiar tu organización? Guía práctica para conducir el cambio, **Ediciones IESA** (2009)

Jaén, M. H. (coordinator); S. Salvato, A. Daza, y J.C. Rivas (2006). Costo de la salud en Venezuela. Gasto fiscal y sostenibilidad financiera del sistema de salud. **Ediciones IESA**

Jaén, M. H. (2001). El sistema de salud en Venezuela: desafíos. **Ediciones IESA**

BOOK CHAPTER

Auletta, N. & Jaén, M.H., "Tropicalia: planning for sustainability in the Caribbean." In: H. G. Parsa (editor); Vijaya Narapareddy (Consulting Editor); SooCheong (Shawn) Jang, Marival Segarra-Oña, and Rachel J. C. Chen (Associate Editors). *Advances in Hospitality and Tourism. Sustainability, Social Responsibility, and Innovations in Tourism and Hospitality*. **Apple Academic Press**, 2015

Reficco, E. & Jaén, M.H., (2012) Enseñanza de la Responsabilidad Social Empresarial y la Metodología de Aprendizaje Centrado en el Participante." In: Enseñanza de la RSE. Retos de las Universidades en Iberoamérica, edited by Isabel Licha, 307-22. Buenos Aires: Programa de las Naciones Unidas para el Desarrollo; **Random House**

Jaén, M.H. & Malavé, J. (2009) "Crisis e incertidumbre: el entorno habitual en la empresa venezolana." In: M. Penfold y R. Vainrub (editors). *Estrategias en tiempos de turbulencia: las empresas venezolanas*, (pp. 271-284), Caracas: **Ediciones IESA**

Jaén, M.H. and D. Mogollón (2007) "¿Quieres cambiar tu empresa? Necesitas conocer a los involucrados." In: Francés, A. *Compromiso social: gerencia para el siglo XXI*. (pp. 123-150), Caracas: **Ediciones IESA**

Jaén, M. H. (2003) "El mal estado de la salud y sus remedios." In: Márquez, P. & R. Piñango (Ed.) *En esta Venezuela: Realidades y nuevos caminos* (pp.241-268), Caracas: **Ediciones IESA**

Barrios, A. in collaboration with M.H. Jaén, J. Brunicelli y R.A. González (2003) "Los desafíos de la reconstrucción del Estado venezolano." In: Márquez, P. & R. Piñango (Ed.) *En esta Venezuela: Realidades y nuevos caminos* (pp.289-310), Caracas: **Ediciones IESA**

Freije, S., & M. H. Jaén (2003) "Hacia una Seguridad Social Eficaz: Salud y Pensiones." In: J. Kelly (Ed.) *Políticas Públicas en América Latina: Teoría y Práctica*. (pp.147-182), Caracas: **Ediciones IESA**

Jaén, M. H. y D. Paravisini (2002) "Salarios, Probabilidad de Captura y Sanción en los hospitales Públicos de Venezuela." In: R. Di Tella and W. Savedoff. *Diagnóstico corrupción. El fraude en los hospitales públicos de América Latina*. **Red de Centros de Investigación. Washington D.C.: BID**.

Jaén, M. H. and D. (2001). "Wages, captures and Penalties in Venezuela's Public Hospitals." ("Salarios, Probabilidad de Captura y Sanción en los hospitales Públicos de Venezuela.") In: R. Di Tella and W. Savedoff (editors). *Diagnosis Corruption. Fraud in Latin America's Public Hospitals.* Latin American Research Network. **Inter-American Development Bank: Washington, D.C.**

TEACHING CASES

Auletta, N. & Jaén, M.H., *Innovar en la EGA: de las ideas al desarrollo*, **CLADEA-BALAS Case Consortium at Harvard Business Publishing**, forthcoming 2015.

Jaén, M.H., Padilla, J.R. & Montesinos, R. "Powerven –When It Is Imperative to Change", **CLADEA-BALAS Case Consortium at Harvard Business Publishing**, 2014.

Chu, M, Jaén, M.H. and Briceño, M. "Morella Mendoza de Grossmann Foundation & the Joslin Vision Network-Venezuela." HBS case, N9-314-035, **Harvard Business Publishing**, October 27, 2013.

Piñango, R., Jaén, M.H. & Malavé J., "An incentive Policy"(Una política de Incentivo), **European Case Clearing House**, 2011

Jaén, M.H., Viana, H & Gomes, J., "Cruzsalud: tecnología de información para el manejo de medicina prepagada a bajo costo", **Ediciones IESA**, 2009

Jaén, M.H. & Márquez, P., "Corporate Social Responsibility at CANTV" (HBS/SEKN/IESA Case No. SKE094-PDF-ENG. Boston: **Harvard Business Publishing**, 2007.

ARTICLES INVITED FOR RESUBMISSION

Reficco, E.; Jaén, M.H. & Trujillo, C. "Integrating values in the MBA curricula. Latin American Business Schools' practices in shaping 'well-rounded' leaders." This article is being prepared for resubmission to **Journal of Business Ethics**

ARTICLES BEING PREPARED FOR SUBMISSION

Auletta, N.; Gutiérrez, R.; Jaén, M.H. & Reficco, E. "Stakeholder engagement and business model innovations in Latin-American sustainable enterprises." **Global Cleaner Production & Sustainable Consumption Conference**

Malavé, J.; Dakduk, S. & Jaén, M.H. Assessing Graduate Business Students 'ethics learning: An adaptation of Moore's Moral Disengagement measure. **Journal of Business Ethics**

OTHER JOURNAL ARTICLES

- Auletta, N. y M.H. Jaén (2015) "Una ruta hacia los negocios sostenibles. **Debates IESA**, Volume XX (2): 11-14
- Jaén, M.H., (2013) "Accreditation: How to get it right." **Global Focus Magazine** (FMD). October 2013 issue.
- Jaén, M. H. y J. Malavé (2009). "Prosperar en medio de la crisis, a la venezolana, **Debates IESA**, Volume XIV (3): 20-24
- Jaén, M.H. y J. Rivas (2008). "¿Cómo se organizan las empresas para ser socialmente responsables?" **Debates IESA**, Volume XIII (2): 54-58
- Jaén, M.H. y D. Mogollón (2007). "¿Quieres cambiar tu empresa? Necesitas conocer a tu gente", **Debates IESA 2007**, Volume XII (4): 22-28
- Jaén, M.H. y P. Márquez (2006). "Cantv: Diseño de un portafolio de responsabilidad social", **CLADEA-Leadership Magazine**
- González, R. A. y Jaén, M.H. (2006). "Responsabilidad social empresarial: ¿llegó para quedarse?" **Debates IESA**, Vol. XI (1): 44-48
- Jaén, M.H. (2003) "La salud: ¿privilegio de pocos o derecho de todos?" **Debates IESA**, Vol. VIII (3): 59-62
- Jaén, M.H. (2001). "Falta de ética o de organización La corrupción en los hospitales venezolanos." **Debates IESA**, vol. VII (1)
- Jaén, M.H. (1994) "El Ser Pequeño como Manifestación de Ser Pobre." *Anales Venezolanos de Nutrición*. Caracas, enero de 1994
- Jaén, M.H. (1990) "Impacto de la Crisis Socioeconómica sobre la Población." **Anales Venezolanos de Nutrición**. Vol. 3, Caracas, 1990
- Jaén, M.H., Irureta N., F. (1989) "Etiología de la desnutrición energético-proteínica." **Avances de Nutrición y Dietética** N° 1, Caracas, 1989
- Jaén, M.H. (1988) "Revisión bibliográfica para evaluar los logros de la estrategia de atención primaria de salud, especialmente en América Latina." **Perspectiva. Proceso Salud-Enfermedad**. Vol. 4, N° 1, pp 14-40, 1988
- Jaén, M.H., Quezada A., T. (1986) "Ciencias sociales, medicina preventiva y social y formación médica en la Escuela de Medicina Luis Razetti, UCV." **Educación Médica y Salud**. Vol. 20, N° 2, pp. 160-179, 1986
- Jaén, M.H. (1984) "Jerarquización de barrios pobres en Caracas con fines de planificación." **Revista de la Facultad de Medicina**, UCV, primer trimestre de 1984, pp. 55-79

OTHER CHAPTERS IN BOOKS

Jaén, M.H. (2002). Preface in: R. Obuchi, R. and A. Alayón. (2002) *Análisis económico de las enfermedades del hígado y el riñón*. Caracas: Ediciones IESA

Jaén, M.H. and A. Brito (2001). "El anteproyecto de ley de salud de julio de 2001: se estableció lo necesario, hagámoslo posible." In: A. Brito; E. Capriles; N. Croce; J. Díaz Polanco (coordinator); O. Feo; Y. Fernández; M.H. Jaén; T. Maingón; y Z. Pereira. *La reforma de salud de Venezuela: Aspectos políticos e institucionales de la descentralización de la salud en Venezuela*. CENDES, CIIDS, MSDS, CorpoSalud, IESA, Fundación Polar

Jaén, M.H. (1999) Comentarista de la conferencia "El impacto de los programas sociales. Balance y perspectivas" (Mercedes Pulido de Briceño) y "Los nuevos programas sociales: notas para un balance" (Moisés Carvallo). *Política Social: Exclusión y equidad en Venezuela durante los años noventa*. L. Alvarez, H. I. Rosario y J. Robles (coordinadores). FONVIS, ILDIS, CENDES. Editorial Nueva Sociedad, 1999

Jaén I. M.H. (coord.) and A. Pérez Itriago (1993). "Descentralización de la salud: por una atención de calidad." In R. de la Cruz, coord. *Descentralización. Gobernabilidad. Democracia*. Caracas, COPRE: COPRE, PNUD y Nueva Sociedad

Pérez Itriago, A. and M.H. Jaén (1993). "Descentralización de la Salud: por una Atención de Calidad. Propuestas y Escenarios." Editorial Nueva Sociedad, Caracas, Venezuela. Comisión Presidencial para la Reforma del Estado (COPRE) y Programa de las Naciones Unidas para el Desarrollo (PNUD). *La Distribución del Poder I: Descentralización de la Educación, la Salud y las Fronteras*. R. Casanova/J.C. Navarro, M.H. Jaén, J. Corredor (Coordinadores)

González, M., Irureta, F. and M.H. Jaén (1989) "La descentralización de los servicios de salud en Venezuela." In: COPRE. *La descentralización y transferencia de competencias en Venezuela*. Caracas, 1989

FASCICLES AND KEY WORKING PAPERS

Robert T. Sumichrast (Chair), Susan Hart, María Helena Jaén, Dianne Le, Richard Thorpe, John M. Trapani, Michael A. Trick, Daniel R. LeClair, Juliane Iannarelli and Hanna Drozdowski (2013) "The Promise of Business. Doctoral Education Setting the pace for innovation, sustainability, relevance, and quality". Report of the AACSB International, Doctoral Education Task Force, AACSB International (The Association to Advance Collegiate Schools of Business), © 2013 AACSB International

Díaz Polanco, J., M. H. Jaén, Edgar Capriles, Yajaira Fernández, Silvia Salvato, Eduardo Añez, A. Barrios, Zegrí Pereira, et al. (2002) "La reforma de salud en Venezuela: Aspectos políticos e institucionales de la descentralización de los servicios de salud y sus opciones de cambio." RESVEN I. Informe final del proyecto. Cendes de la Universidad Central de Venezuela, IESA, Ministerio de Salud y Desarrollo Social (MSDS), Fundación Polar, Corporación de Salud del estado

Aragua (CORPOSALUD) y Centro Iberoamericano de Estudios Provinciales y Locales (CIEPROL) de la Facultad de Ciencias Jurídicas y Políticas de la Universidad de los Andes (ULA), Fonacit; IDRC, Canada: Caracas: 2002

Jaén, M. H. (2002). Final Report: Session 3: Allocation of Health Resources. Panamerican Health Organization, University of Ottawa. Report Coordinator. Jaén, M.H. y B. O'Hanlon. Análisis Estratégico de Actores. Capítulo de Fascículo de la División de Desarrollo de Sistemas y Servicios de Salud. Organización Panamericana de la Salud y de la Organización Mundial de la Salud. Lineamientos para el Análisis Sectorial de la Salud. Serie Reforma del Sector Salud

Robinson, G., Jaén, M.H., and Jellinek, S. (2000). "Midterm Evaluation of the Latin America and the Caribbean Regional Health Sector Reform Initiative." Monitoring, Evaluation and Design Support – MEDS. Submitted by: LTG Associates, Inc., and TvT Associates, Inc. to: The United States Agency for International Development. Contract N° HRN-1-00-99-00002-00. Washington, D.C. March, 2000 (working paper)

Jaén, M.H. and Paravisini, D. (2000) "Lineamientos para la realización de análisis estratégicos de los actores de la reforma sectorial en salud." Series: Reforma del Sector Salud. N° 4. Fascicle of the "División de Desarrollo de Sistemas y Servicios de Salud." Organización Panamericana de la Salud y de la Organización Mundial de la Salud

Jaén M.H. y Paravisini, D. (1999) "Transparency and accountability in public hospitals: Latin America." Diseño Institucional, Estructura de Incentivos y Corrupción en Hospitales Públicos en Venezuela." IESA y Banco Interamericano de Desarrollo, Red de Centros de Investigación. Oficina del Economista Jefe. The Inter American Development Bank. Working papers series R-380

Jaén M.H. "La Reforma de Salud en Venezuela." (1997) (Coordinadora y coautora con integrantes del equipo de la Gerencia General de la Unidad Coordinadora del Proyecto Salud-MSAS: Salvato. S.; Briceño, A.; Díaz P., J.; Padrón, G.; Gómez C., D.; Venot, C.; Guzmán, B.; Aparicio, J.; Castillo, L.; Aguirre, V.; y Fuenmayor T., L.). Cuadernos para la Reforma del Sector Salud. Ministerio de Sanidad y Asistencia Social. Proyecto Salud. Vol. 1/N° 1, 1997. Caracas, Venezuela

Jaén, M.H. (1996) "Cuerpo sano en mente sana." Conferencias Ética e Institucionalidad en Venezuela, una reflexión previa al año 2000, organizadas por la Fundación SIVENSA y Fundación CELARG. 7 de noviembre de 1996

Jaén, M.H. (1994) (coord.), colaboradoras: V. Cartaya y H. García. "Nutrición y Pobreza." En: Nutrición. Base del Desarrollo. Fundación CAVENDES. Fascículo VII, Caracas, enero de 1994

Jaén, M.H. (1991) "Impacto de la crisis socioeconómica sobre la población: señales de alerta." Venezuela 1989. Caracas, Fundación CAVENDES

Quezada T., Jaén, M.H. (1986) "Búsqueda de una legitimación necesaria. Estudio de caso: Cátedra de Medicina Preventiva y Social." Escuela de Medicina Luis Razetti. CRESALC/UNESCO, Documento de trabajo N° 14, Caracas, Enero de 1986, pp.57-63

CONFERENCE AND SEMINAR PRESENTATIONS (2006 – 2015)

AUGUST 2015 Peru	AACSB Int'l Latin America Annual Conference	Lima,
	Plenary session speaker: Building a pro-entrepreneurship ecosystem: experiences and lessons from Chile and Venezuela. (Co-presenter: Alfonso Gómez, PUC)	
NOVEMBER 2014 USA	AACSB Int'l Latin America Annual Conference	San Juan, Puerto Rico,
	Plenary session speaker: "Rethinking Graduate Management Education in Latin America" (Co-presenter: Virginia Lasio, ESPAE)	
SEPTEMBER 2014 Spain	CLADEA 49th Annual Assembly	Barcelona,
	Key speaker: Challenges and Opportunities Facing Business Schools in Latin America (Invitation to speak on behalf of AACSB International)	
SEPTEMBER 2014 Spain	CLADEA 49th Annual Assembly	Barcelona,
	Innovar en la EGA: Cómo ganarle al fantasma de la ejecución (Teaching case with N. Auletta)	
APRIL 2014	The Business Association of Latin American Studies (BALAS) Annual Conference	Trinidad & Tobago, West Indies
	Paper: Integrating values in the MBA curricula. Latin American Business Schools' practices in shaping "well-rounded" leaders (with E. Reficco)	
APRIL 2014	The Business Association of Latin American Studies (BALAS) Annual Conference	Trinidad & Tobago, West Indies
	CLADEA-BALAS Case Consortium (Panel with E. Reficco)	
OCTOBER 2013	CLADEA 48th Annual Assembly	Rio de Janeiro, Brazil
	Panel organizer and speaker: Responsible Leadership (Dean's track)	
SEPTEMBER 2013	Association Of MBAs', Latin America Conference For Deans And Directors 2013	Rio de Janeiro, Brazil
	Panel organizer & speaker: Rethinking the MBA in Latin America (with V. Lasso y X. Ordeñana)	

- SEPTEMBER 2013 **DRCLAS Colloquium** **University of Harvard, Boston, Mass**
Rethinking the MBA in Latin America: Needs to be Met, Opportunities to be realized
- OCTOBER 2012 **CLADEA 47th Annual Assembly** **Lima, Peru**
Powerven: When It Is Imperative to Change (Teaching case with J.R. Padilla)
- OCTOBER 2012 **CLADEA 47th Annual Assembly** **Lima, Peru**
Panel: Aportes de Experiencia Regionales a la Perspectiva Global de los Negocios (Deans' track). Speaker: Redes internacionales y desarrollo de la investigación en América Latina
- APRIL 2012 **ASCOLFA Conference 2012** **Colombia**
Key speaker: Desafíos de las Escuelas de Negocios en Entornos Competitivos
- MARCH 2012 **The Latin American Research Consortium and Dean's Workshop. A.B. Freeman School of Business** **Tulane University, New Orleans, LA**
Conference speaker: "Challenges of the External Environment. A View from IESA – Venezuela" (Changing Market Conditions and Challenges for Latin American Business Schools)
- MARCH 2012 **The Business Association of Latin American Studies (BALAS) Annual Conference**
Teaching case: "Miss Venezuela: More than Just Beauty?" (With N. Auletta)
- OCTOBER 2011 **CLADEA 46th Annual Assembly** **Puerto Rico, USA**
Relativismo en la entrega de la educación 1. IESA: reflexiones para la discussion (Deans' session)
- NOVEMBER 2010 **CLADEA 45th Annual Assembly** **Cartagena, Colombia**
Experiencias en Acreditación Internacional. IESA: reflexiones para la discusión
- 2009 **American Chamber of Commerce and Industry of Panama (PanamCham) Panama**
Gerencia Responsable. La conexión entre gobierno corporativo y responsabilidad social
- 2006 **First European-Latin American Congress of Corporate Responsibility/SUMAQ** **Oviedo, Spain**
Session moderator: Responsible Investment

UNIVERSITY AND PROFESSIONAL SERVICE

- 2014 TO PRESENT Teaching cases reviewer for *Centro de Aprendizaje, Uniandes*
- 2010 TO PRESENT Teaching cases reviewer for **Universidad de San Andrés** (Programa de Casos Pedagógicos)

2003 TO PRESENT	Teaching cases reviewer for SEKN
2014	Co-chair Management Education and Teaching Cases (Entrepreneurship in a Diverse World of "Glocal" Initiatives, March 25-27, 2015 - San Juan, Puerto Rico, BALAS 2015 Annual Conference)
2013 to 2014	Member representing CLADEA of the Advisory Board of the CLADEA BALAS CASE CONSORTIUM (CBCC)
2012 to 2013	Leader of the initiative "CLADEA-BALAS Case Consortium (CBCC)" host by Harvard Business Publishing. HBP approved on May 2013 to take on the distribution of the Collection (Latin American case repository with their teaching notes)
2012 TO 2013	AASCB Doctoral Education Task Force
2010	Journal of Business Research Special Issue 2010. Reviewer
2008 TO 2012	Board IESA, as IESA Vice president
2008 TO 2012	IESA Foundational Board
2003 TO 2012	IESA Board of Overseers and Board of Foundational Overseers. Between 2003 and 2006: Executive Secretary of the Executive and Foundational Boards of Directors.
2005 TO 2012	Board IESA, Coordinator of the Strategy and Internationalization Committee
2005 TO 2012	IESA International Advisory Board
2003 TO 2012	IESA Editorial Board of Debates IESA journal
2003 TO 2012	IESA Management Committee
2003 TO 2012	IESA Research and Consultancy Committee
2003	Participant in the Harvard Business School Colloquium on Participant-Centered Learning (HBS/CPCL)
2010 TO 2012	Leader of IESA Faculty Council
2002 TO 2012	IESA Academic Council
1991 TO 1992	Member of the Academic Committee of the V Congress and II Latin American Workshop on Social Medicine. Organization and publication of the event's report

1988 TO 1989 Temporary Secretary of Finance. Asociación Venezolana para el Avance de la Ciencia (Venezuelan Association for the Advancement of Science) (ASOVAC)

MEMBERSHIPS (2002-2015)

2010 TO PRESENT AACSB International, Latin American and Caribbean Advisory Council Meeting (2015-2018)

2014 TO PRESENT General Coordinator of the Social Enterprise Knowledge Network/SEKN

2013 TO PRESENT Uniandes School of Management International Advisory Board

2014 TO PRESENT The Audencia Group International Advisory Board

2013 TO 2014 President of CLADEA (Consejo Latinoamericano de Escuelas de Administración)

2010 TO 2014 CLADEA Executive Board

2003 TO Present Social Enterprise Knowledge Network (SEKN)

2012 TO Present Executive Committee of the Business Association of Latin American Studies (BALAS)

2004 TO 2012 Dividendo Voluntario para la Comunidad Board (affiliated to United Way)

2012 TO 2013 AACSB, Latin American and Caribbean Advisory Council (LAAC)

2004 TO 2007 Alianza Sumaq network of leading business schools in Latin America (Egade Business School, FGV/EAESP, IESA, INCAE, Pontificia Universidad Católica de Chile, Uniandes, and Universidad de San Andrés) and Europe (IE) to develop executive education to train new generation of leaders with privileged insights into corporate Latin America

TEACHING INTERESTS

My teaching focuses on leadership, change management, business ethics and corporate responsibility, and participant centered learning pedagogy (prepare faculty to case teaching)

TEACHING EXPERIENCE

2001 TO PRESENT **Professor Master Level** **IESA, Caracas, Venezuela**
Authentic leadership; business ethics and corporate responsibility; change management; participant centered learning pedagogy. (Until 2006: public management, and health management and policies)

2014 TO PRESENT **Adjunct professor** **University of Miami School of Business, James W. McLamore (Executive Education Center)**

- 2009 TO PRESENT **Professor Ex. Education & Master level** **IESA, Panama and Dominican Republic**
Change management, ethics for managers
- 2009 TO PRESENT **Professor** **Univ. del Pacifico (UP), Lima, Peru**
Participant centered learning pedagogy and case teaching. Program to prepare UP faculty (with E. Reficco).
- 1999 TO 2001 **Visiting researcher and Adjunct Professor** (Center of Public Policies) **IESA, Venezuela**
- 1992 **Visiting professor Master level** **Universidad Simón Bolívar, Caracas, Venezuela** Masters in Psychology
- 1983 TO 1985 **Part-time professor. Preventive and Social Medicine Department "Luis Razetti" School of Medicine. Central University. Universidad Central de Venezuela, Caracas, Venezuela**
- 1979 TO 1980 **Part-time professor of Social Psychology** **School of Political Studies, Universidad Central de Venezuela, Caracas, Venezuela**
- 1978 TO 1980 **Part-time professor of Social Psychology** **School of Sociology, Universidad Católica Andrés Bello, Caracas, Venezuela**
- 1979 TO 1980 **Lecturer of Psychology, High School students** **Colegio Mater Salvatoris, Private School, Caracas, Venezuela**
- 1975 TO 1978 **Lecturer of Psychology, High School students** **"La Salle La Colina" Private School**
- 1973 TO 1974 **Teaching Assistant of Neurophysiology and Psychophysiology** **School of Psychology, Universidad Católica Andrés Bello, Caracas, Venezuela (1973-1974)**
- 1972 TO 1974 **Teacher of special children** **AVESTRELLA School and AVEPANE Institute, Venezuela**
- 1971 TO 1973 **Teaching Assistant of Neurophysiology** **School of Psychology, Universidad Católica Andrés Bello, Caracas, Venezuela**

OTHER SKILLS

LANGUAGES Spanish (Native Speaker); English: excellent level of oral and written comprehension; professional working level of oral and written proficiency

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