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### **BIO:**

**Maria-Alejandra Gonzalez-Perez (PhD, MBS, Psy)** is Full Professor of Management at Universidad EAFIT (Colombia). Maria-Alejandra is the Vice-President of Administration at the Academy of International Business (AIB) (2015-2018), coordinator of the Colombian universities in the virtual institute of the United Nations Conference for Trade and Development (UNCTAD) since 2009, Distinguished Fellow of the Association of Certified Commercial Diplomats; and Editor-in-Chief of the business journal AD-minister. Dr. Gonzalez-Perez holds a

PhD in International Business and Corporate Social Responsibility, and a Master's degree in Business Studies in Industrial Relations and Human Resources Management from the National University of Ireland, Galway. She also did postdoctoral research at the Community Knowledge Initiative (CKI) in NUI Galway. Prof. Gonzalez-Perez is the past Head of the Department of International Business (2009-2013) and former Director of the International Studies Research Group (2008-2013) at Universidad EAFIT (Colombia). Prior to her positions in Colombia, she worked as a researcher in various organisations such as the Centre for Innovation and Structural Change (CISC), Irish Chambers of Commerce, and the Economics of Social Policy Research Unit (ESPRU) in Ireland.

Dr. Gonzalez-Perez has published several books, academic papers and book chapters in the areas of internationalisation, corporate social responsibility and international migration. She is a regular contributor to Latin American business media. Her research results have been presented in over 70 international academic conferences in all the continents. Also, she was trained as a Clinical Psychologist at the Universidad Pontificia Bolivariana (UPB) in Colombia. Maria-Alejandra has lived, studied or worked in the UK, USA, Ireland, France, Spain, and Colombia, and have travelled as a tourist to almost 60 countries.

### **EDUCATION:**

- Post-Doctoral Researcher. Community Knowledge Initiative (CKI) at the National University of Ireland, Galway. Community University Partnerships. Jan 2007 – January 2008.
- PhD (International Business and Corporate Social Responsibility: Economics-Management. Faculty of Commerce). National University of Ireland, Galway. Oct 2003 – Dec 2007.  
Dissertation: Social Responsibility Networks in the banana industry: The role of Corporate Social Responsibility and the International Civil Society in improving working and living conditions in the Banana Industry. Thesis supervisor: Prof. Dr. Terrence McDonough.
- MBS (Masters in Business Studies) in Industrial Relations and Human Resources Management. National University of Ireland, Galway. Ireland. Sep 2001 – Oct 2003.  
Dissertation: Actions and Strategies undertaken by trade unions and employers to integrate immigrant workers in Ireland: a comparison with the United States. Thesis supervisor: Dr. Tony Dundon.

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- 2003 (Winter term) PhD Exchange Programme, Department of Sociology, University of California (UCLA), Los Angeles, California, USA. Area of research: International Labour Migration. Supervisor: Professor Ruth Milkman. Superior Achievement: A. Courses: Migration theory, international migration, migration and the labour market, comparative migration; academic writing.
- BA Psychology. Universidad Pontificia Bolivariana, Medellin, Colombia. Jan 1994 - Dec 1998. Dissertation: A hermeneutic-interpretative approach to the classification of early signs and symptoms in the development of psychotic disorders. Thesis Supervisor: Prof. Oscar A. Muñiz.

## RESEARCH PORTFOLIO (PUBLICATIONS):

### EDITED BOOKS:

1. Leonard, Liam & Gonzalez-Perez, Maria Alejandra (2015) [\*Beyond the UN Global Compact: Institutions and regulations\*](#). Emerald Group Publishing Limited: Bingley, UK.
2. Gonzalez-Perez, Maria Alejandra & Leonard, Liam (2015). [\*The UN Global Compact: Sustainability in international markets\*](#). Emerald Group Publishing Limited: Bingley, UK.
3. Newbury, William & Gonzalez-Perez (2015). [\*International Business in Latin America: Innovation, geography and internationalization\*](#). Palgrave MacMillan, London: UK
4. Taras, Vasyl & Gonzalez-Perez, Maria Alejandra (2014). [\*The Handbook Experiential Learning in International Business and International Management\*](#). Palgrave MacMillan: London, UK.
5. Gonzalez-Perez, Maria Alejandra & Leonard, Liam (2013) [\*International Business, Sustainability and Corporate Social Responsibility\*](#). Emerald Group Publishing Limited: Bingley, UK.
6. Leonard, Liam & Gonzalez-Perez, Maria Alejandra (2013) [\*Principles and Strategies to Balance Ethical, Social and Environmental Concerns with Corporate Requirements\*](#). Emerald Group Publishing Limited: Bingley, UK.
7. Gutiérrez-Viana, Santiago; Gonzalez-Perez, Maria Alejandra; Rodriguez-Rios, Juan David & Gutiérrez Gómez, Laura. (2013) [\*Evaluación de la justificación económica y política de la Alianza del Pacífico\*](#). Proexport: Bogotá.
8. McDonough, Terrence, Michael Reich, David M. Kotz, & Maria-Alejandra Gonzalez-Perez (Eds) (2006) [\*Growth and Crisis, Social Structure of Accumulation: Theory and Analysis\*](#). Galway, Ireland: Centre for Innovation & Structural Change (CISC). Available online at: [http://www.nuigalway.ie/ssrc/documents/SSA\\_Conference\\_E-Book.pdf](http://www.nuigalway.ie/ssrc/documents/SSA_Conference_E-Book.pdf)

### EDITED BOOKS IN PROGRESS:

1. Gurdgiev, Leonard, Liam & Gonzalez-Perez, Maria Alejandra (2016) *Great Recession: At the Crossroads of Sustainability and Recovery*, Emerald Group Publishing Limited: Bingley, UK.
2. Torres, Miguel; Cathro, Virginia & Gonzalez-Perez, Maria Alejandra (2016) *Dead Firms: Causes and Effects of Cross-Border Corporate Insolvency. Advanced Series in Management*, Emerald Group Publishing Limited: Bingley, UK.

### ACADEMIC PAPERS (CHRONOLOGICAL ORDER)

1. Gonzalez-Perez, Maria Alejandra; Rios-Molina, Carolina & Vasquez-Melo, Maria Teresa. (2015) [\*International expansion and contexts of a global player from an emerging market: the case of SAB Miller 1993-2013\*](#). *Global Business Review*. Vol. 16(3), pp. 377-392.
2. Yepes-Rios, Beatriz; Gonzalez-Tapia, Kelly & Gonzalez-Perez, Maria Alejandra (2015) [\*The integration of stock exchanges: The case of the Latin American Integrated Market \(MILA\) and its impact on ownership and internationalization status in Colombian brokerage firms\*](#), *Journal of Economics, Finance and Administrative Sciences*. [In Press]

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3. Gonzalez-Perez, Maria Alejandra & Sosa, Santiago (2015) [Governments as Owners: Nationalization of International Business and Social Responsibility](#). *Advances in Sustainability and Environment*. Vol. 17, 219-232.
4. Gonzalez-Perez, Maria Alejandra & Leonard, Liam (2015) [The Global Compact: Corporate Sustainability in the Post 2015 World](#). *Advances in Sustainability and Environment*. Vol. 17, pp. 1-20.
5. Gonzalez-Perez, Maria Alejandra (2015) [International Business and the Post-2015 Agenda](#), Vol. 15(1)
6. Gonzalez-Perez, Maria Alejandra & Velez-Ocampo, Juan Fernando (2014) [Targeting their own region: Internationalisation trends of Colombian multinational companies](#). *European Business Review*. Vol. 26(6), pp. 531-555.
7. Ochoa-Giraldo, Sara Marcela; Gurusamy, GopiKannan & Gonzalez-Perez, Maria Alejandra. (2014) [Internationalization of a software firm in Colombia: Case study: Sophos Banking Solutions](#). *Journal of Technology Management and Innovation*. Vol. 9(3), pp. 169-181.
8. Tamayo-Álvarez, Rafael; Gonzalez-Perez, Maria Alejandra & Rodríguez-Rios, Juan David. 2014. [How to enhance labor provisions in IIAs](#). *Columbia FDI perspectives*. Number 124, pp. 1-3
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10. Gonzalez-Perez, Maria Alejandra. (2013) [Corporate Social Responsibility and International Business: A Conceptual Overview](#). *Advances in Sustainability and Environment*. 11, pp. 1-35.
11. Gonzalez-Perez, Maria Alejandra (2013) [Global Civil Society and International Business: A Review](#). *Advances in Sustainability and Environment*. 11, pp. 37-63.
12. Gonzalez-Perez, Maria Alejandra (2013) [An eclectic review of critical perspectives on globalization and International Business: Setting the context for corporate social responsibility and sustainability](#). *Advances in Sustainability and Environment*. 12, pp. 1-21.
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14. Gonzalez-Perez, Maria Alejandra & Gutierrez-Viana, Santiago (2012) [Cooperation in coffee markets: the case of Vietnam and Colombia](#). *Journal of Agribusiness in Developing and Emerging Economies*. 2 (1), 57-73.
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16. Gonzalez-Perez, Maria Alejandra; Riegler, Stephanie, & Riegler, Franz Xaver (2011) [Foreign Direct Investment \(FDI\) and Social Responsibility Networks \(SRN\) in Colombia](#). *Journal of Globalization, Competitiveness & Governability*, 5(1), 42-59.
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24. Dundon, Tony, Maria-Alejandra Gonzalez-Perez, & Terrence McDonough (2007). [Bitten by the Celtic Tiger: immigrant workers and industrial relations in the new "Glocalised" Ireland](#). *Economic and Industrial Democracy*. , 28(4). 501-522.
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## BOOK CHAPTERS

1. Carneiro, Jorge; Bandeira-de-Mello, Rodrigo; Cuervo-Cazurra, Álvaro; Gonzalez-Perez, Maria Alejandra; Olivas-Lujan, Miguel; Parente, Leonardo, & Xaver, Wlamiir (2015) Doing Research and Publishing on Latin America. In: Newburry, William & Gonzalez-Perez (2015). *International Business in Latin America: Innovation, geography and internationalization*. Palgrave MacMillan, London: UK. Pp. 11-46.
2. Gomez, Camilo & Gonzalez-Perez, Maria Alejandra (2015) Internationalization of video game studios from emerging markets: A Colombian case study. In: Newburry, William & Gonzalez-Perez (2015). *International Business in Latin America: Innovation, geography and internationalization*. Palgrave MacMillan, London: UK. Pp. 140-165
3. Newburry, William & Gonzalez-Perez, Maria Alejandra (2015) *International Business in Latin America, and Latin Americans in International Business: Insights from AIB-Lat*. In: Newburry, William & Gonzalez-Perez (2015). *International Business in Latin America: Innovation, geography and internationalization*. Palgrave MacMillan, London: U.K.
4. Gonzalez-Perez, Maria Alejandra (2014) [Foreword: Technological Change and Economic Growth in Latin America](#). In: Christainsen, Bryan. *Handbook of Research on Economic Growth and Technological Change in Latin America*. pp. xxi-xxii.
5. Gonzalez-Perez, Maria Alejandra (2012) Social Responsibility Networks in the banana industry: beyond corporate responsibilities. In: Lenzen, Elmer (Ed). *Global Compact International Yearbook 2012*. (pp. 66-69). Macondo: Germany.
6. Gonzalez-Perez, Maria Alejandra & McDonough, Terrence (2011) Bien plus que des bananes: les réseaux de responsabilité sociale et les relations de travail dans l'industrie de la banane de la région colombienne d'Urabá. In V. Schmidt (Ed.), [Les syndicats face aux défis de la mondialisation : une étude de Réseau international de recherches syndicales](#) (pp. 141-154). Genève, Switzerland: Bureau international du travail ; Réseau international de recherches syndicales.
7. Gonzalez-Perez, Maria-Alejandra. (2010) Beyond CSR: Evidence of Social Responsibility Networks in the banana industry. In: Barton, Jonathan R. [Corporate Social Responsibility in Latin America](#). UNCTAD. 61-78
8. Gonzalez-Perez, Maria Alejandra, Terry Dundon, & McDonough, Terrence (2009) Organising Immigrants: State Policy and Union Organising Tactics in the Republic of Ireland. In Gall, Gregor, editor, [The Future of Union Organising: Building for Tomorrow](#). London: Palgrave. 150-174.
9. Gonzalez-Perez, Maria-Alejandra & Terrence McDonough (2007). More than Bananas: Social responsibility Networks and labour relations in the banana industry in the Uraba Region of Colombia. In Schmidt, Verena, editor, [Trade Union strategies towards globalization](#). Geneva: ILO. 139-152

## TEACHING CASES

1. Gonzalez-Perez, Maria Alejandra & Robledo-Ardila, Cristina (2015) [Going bananas for change: An industry ripe for Corporate Social Responsibility](#). *Globallenses*.

## ORGANISATION OF MAJOR INTERNATIONAL ACADEMIC EVENTS:

1. 2015. UNCTAD Paragraph P166 course. Key Issues on the International Economic agenda. 32<sup>nd</sup> regional course. 3-31 July 2015.
2. 2014. AIB-Lat. Academy of International Business (AIB) Latin American chapter. Innovation, Geography and Internationalization in Latin America. Medellin, Colombia. March 20-22, 2014.
3. 2013. UNCTAD Paragraph P166 course. Key Issues on the International Economic agenda. 26<sup>th</sup> regional course. 4-22 February 2013.
4. 2011. UNCTAD Paragraph P166 course. Key Issues on the International Economic agenda. 22<sup>nd</sup> regional course. 11-29 July 2011.
5. 2009. UNCTAD Paragraph P166 course. Key Issues on the International Economic agenda. 17<sup>th</sup> regional course. 24 August-17 September 2009.
6. 2006. Social Structures of Accumulation (SSA) International Conference. National University of Ireland, Galway. Galway, Ireland. 2-4 November 2006.

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## EDITORIAL EXPERIENCE:

- 2012-Present. Editor-in-Chief. *Ad-Minister*.
- 2008-2012. Editor-in-Chief. *Revista de Negocios Internacionales*
- 2009. Co-editor with R.K. Pillania of the special issue on Emerging Markets in the *International Journal of Technology and Globalisation*, Inderscience.
- Ad-hoc reviewer at: Academy of International Business (AIB), Academy of Management (AOM)'s annual conferences, Ciencias Estratégicas, Civilizar, Contemporary Economics, Cuadernos de Administración de la Universidad del Valle, Derecho del Trabajo, Emerald Emerging Markets Case Studies, GBATA's annual conferences, Iberoamerican Academy of Management, Innovar, Irish Ecopolitics, International Journal of Emerging Markets, International Journal of Technology and Globalisation (IJTG), Journal of Current Research in Global Business, Journal of Global Commerce Research, Management of Environmental Quality, Multinational Business Review, Service Industry Review, Science and Public Policy Journal.

## WORKING PAPERS:

- Gonzalez-Perez, Maria-Alejandra & Terrence McDonough. 2006. Chiquita Brands and the banana business: brands and labour relations transformations. *CISC Working Paper* No: 23, January 2006.
- Gonzalez-Perez, Maria-Alejandra. 2006. Corporate Social Responsibility as a form of transnational regulation. In McDonough, Terrence, Michael Reich, David M. Kotz, & Maria-Alejandra Gonzalez-Perez, editors, *Growth and Crisis, Social Structure of Accumulation: Theory and Analysis*. Galway, Ireland: CISC. 426-440.
- Gonzalez-Perez, Maria-Alejandra & Terrence McDonough. 2005. Labour Relations Practices and Migrant Workers in Ireland. *CISC Working Paper* No: 22, December 2005.
- Gonzalez-Perez, Maria-Alejandra & Terrence McDonough Bananas Ethical Quality: Multi-stakeholders, Corporate Social Responsibility and Corporate Governance. *CISC Working Paper* No: 21, November 2005.

## INTERNATIONAL ACADEMIC CONFERENCE PAPERS:

1. El-Kassar, Abdul-Nasser; Simendinger, Earl & Gonzalez-Perez, Maria Alejandra (22nd-23rd November, 2015) Attributes that might increase perceived teaching effectiveness in business schools: An international comparative study. *International Conference on Organizational Management (ICOM)*. InterContinental Hotel, Abu Dhabi (UEM).
2. Talavera, Jorge; Gomez, Jaime Alonso; Dimon, Denise & Gonzalez-Perez, Maria Alejandra (6th-8th September 2015) Cooperación con Redes de Escuelas de Negocios en Asia. *CLADEA Asia Pacífico: Principal Foco de Negocios del siglo XXI, Una Mirada para la Educación de la Economía Global*. Viña del Mar, Chile.
3. Uribe, Ricardo; Escalante, Juan Esteban & Gonzalez-Perez, Maria Alejandra (6th-8th September 2015) Transformaciones Pedagógicas en Escuelas de Negocios: Internacionalización, Aprendizaje Experiencial y Consciencia Ética. *CLADEA Asia Pacífico: Principal Foco de Negocios del siglo XXI, Una Mirada para la Educación de la Economía Global*. Viña del Mar, Chile.
4. Gonzalez-Perez, Maria Alejandra (3<sup>rd</sup>-6<sup>th</sup> July, 2015) Latin America and the Caribbean 2015: Its current political and economic scenario and its relations with Asia and the Pacific. *PACIBER Annual meeting "ASEAN integration"*. Bali, Indonesia.
5. Gonzalez-Perez, Maria Alejandra; Ballan, Mark; Shealy, Mike & Suyderhoud, Jack (3<sup>rd</sup>-6<sup>th</sup> July, 2015) Study tours: Acquiring and consolidating intercultural competences and international knowledge while travelling abroad. *PACIBER Annual meeting "ASEAN integration"*. Bali, Indonesia.
6. Gonzalez-Perez, Maria Alejandra & Manotas, Eva Cristina (25<sup>th</sup>-27th July 2015) Trials of international entrepreneurship: Overcoming liabilities of smallness, newness and origin in emerging market SMEs. *Academy of International Business (AIB) Annual Conference*. Bengaluru, India.
7. Cathro, Virginia & Gonzalez-Perez, Maria Alejandra (25th-27th July 2015) Virtual Teams as International Business teaching tools: The case of the Global Enterprise Experience (GEE). Panel. Engage Them and They'll Understand: Existing Projects and Best Practices of Integrating Experiential Learning in International Business Curriculum. *Academy of International Business (AIB) Annual Conference*. Bengaluru, India.
8. Gonzalez-Perez, Maria Alejandra, Manotas, Eva Cristina & Ciravegna, Luciano (22nd-25th January 2015)

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- Overcoming liability of smallness, newness and origin in emerging markets SMEs: Size, age, export intensity and the country of destination of exports matter. *Academy of International Business Latin America (AIB-Lat) Chapter. Internationalization of Family & Entrepreneurial Businesses in Latin America*. Universidad de los Andes, Santiago, Chile.
9. Gonzalez-Perez, Maria Alejandra & Manotas, Eva Cristina (22nd-25th January 2015) Survival and export performance (speed and intensity) in emerging markets' SMEs: International entrepreneurship in the textile and apparel industry. *Academy of International Business Latin America (AIB-Lat) Chapter. Internationalization of Family & Entrepreneurial Businesses in Latin America*. Universidad de los Andes, Santiago, Chile.
  10. Castro-Olaya, Juanita; Castro-Olaya, Juliana & Gonzalez-Perez, Maria Alejandra (22nd-25th January 2015). Adaptation, adaptation and expedite creative adaptation: The patterns of internationalization of multilatinas in the food industry. *Academy of International Business Latin America (AIB-Lat) Chapter. Internationalization of Family & Entrepreneurial Businesses in Latin America*. Universidad de los Andes, Santiago, Chile.
  11. Velez-Ocampo, Juan Fernando; Gonzalez-Perez, Maria Alejandra; Quintero Montoya, Olga Lucia & Rodriguez, Santiago (23rd-25th October 2014) Exporting Firms from Emerging Markets: Regional Influences and Institutional Features. *AIB-SE*. Miami, United States
  12. Gonzalez-Perez, Maria Alejandra; Roldán Pérez, Adriana & Pérez-Restrepo, Camilo (22nd-23th September 2014) More than commercial diplomacy: Mapping political, economic and diplomatic dimensions of Colombia in the Pacific Alliance. *Pacific Alliance and East Asia: Enhancing Inter-Regional Exchange and Cooperation*. Korea Foundation, Seoul, Korea.
  13. Manotas, Eva Cristina & Gonzalez-Perez, Maria Alejandra (3rd-5th September 2014) Internacionalización de las pymes de países emergentes: Unas nacen internacionales y las otras renacen. ¿Accidente o decisión?. CLADEA 49th Annual Meeting. Barcelona, Spain.
  14. Gonzalez-Perez, Maria Alejandra; Uribe Marin, Ricardo, & Escalante, Juan Esteban. Living the Factory: Aprendizaje experiencial internacional para la formación de Gerentes de Operaciones. CLADEA 49th Annual Meeting. Barcelona, Spain.
  15. Tamayo-Álvarez, Rafael & Gonzalez-Perez, Maria Alejandra (13th-16th August 2014). La importancia de las cláusulas laborales en los Acuerdos Internacionales de Libre comercio e Inversión: Análisis y perspectivas para el desarrollo sostenible. *International Labour and Employment Relations Association (ILERA), Regional Congress of the Americas*. Bogota, Colombia
  16. Gonzalez-Perez, Maria Alejandra & Crump, Larry (27th-30th June 2014) The Pacific Alliance: A Latin American strategy to engage the Asia Pacific. *Paciber 2014 Annual Meeting: Corporate Governance*. San Francisco, United States.
  17. Gonzalez-Perez, Maria Alejandra & Manotas, Eva Cristina (23rd-26th June 2014) Endurance and internationalisation of firms from emerging markets: The case of Colombian textile and apparel companies. *AIB (Academy of International Business) annual meeting*. Vancouver, Canada.
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  19. Velez-Ocampo, Juan Fernando, Gonzalez-Perez, Maria Alejandra & Quintero, Olga Lucia (10th-12th April 2014) Exports concentration and incremental international expansion: Internationalization signals from Colombian multilatinas. *1st Academy of International Business (UK & Ireland) Conference*. Achieving a New Balance? The Rise of Multinationals from Emerging Economies and the Prospects for Established Multinationals. The York Management School, University of York. Inglaterra.
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31. Gonzalez-Perez, Maria Alejandra. 2013. (30 June- 1st July 2013) Latin America Today: Recent developments and trends. The case of the Pacific Alliance. *PACIBER (Pacific Asian Consortium for International Business Teaching and Research) meeting 2013 "Capitalism for the long run"*. Bangkok, Thailand.
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#### DOCTORAL AND MASTER LEVEL THESIS SUPERVISION:

1. Manotas, Eva Cristina. 2013 - 2015. Doctorate in Management thesis. Universidad EAFIT.
2. Pulido González, Laura & Rodríguez Mendoza, Diana Carolina. 2014-2015. MIB thesis. Medellín: An attractive city of destination for Venezuelan Immigrants. Universidad EAFIT.
3. Wolf, Ronald. 2014-2015. MIB thesis. Theories and Contemporary Challenges of a Global Pasta Leader: The Case of Barilla SpA. Universidad EAFIT.
4. Kangeyan, Kabilan. 2013-2015. MIB thesis. Low-cost education model to the base of the pyramid population in developing countries. Universidad EAFIT.
5. Govindan, Karthik. 2013-2015. MIB thesis. Nationalization and Privatization Influence on the Internationalization and Growth of Latin America Oil Companies. Universidad EAFIT.
6. Franco Salazar, William Alfonso. 2013-2014. MIB thesis. Multi-level Marketing Companies Internationalizing by Targeting the Informal Economy in Latin America: The Case of Colombia. Universidad EAFIT.
7. Restrepo Cardona, Alfonso. 2013-2014. MIB thesis. Travelling, intercultural experiences, and managerial leadership: Are international travelers better leaders. Universidad EAFIT.
8. Ramirez Soto, Juan David. 2014. MBA thesis. Empresas colombianas en los índices de sostenibilidad global: generan confianza inversionista. Universidad EAFIT.
9. Siegel, Eyal. 2013-2014. MIB thesis. Institutional framework and bribery in Latin America: The case of PetroTiger Ltd. and Ecopetrol S.A. Universidad EAFIT.
10. Arrieta Aguas, Edinson Alberto. 2012-2014. MIB thesis. International Tourism: Understanding the concepts and the future outlook of the industry. Universidad EAFIT.
11. Yepes Rios, Beatriz Eugenia & Gonzalez-Tapia, Kelly J. 2013-2014. MIB Thesis.. Universidad EAFIT.
12. Murillo Arbelaez, Lisardo Andrés. 2012-2014. MIB thesis. International sports events and the impact On host cities: The case of the 9th South-American Games Medellín 2010. Universidad EAFIT.
13. Gomez Aristizabal, Camilo. 2013-2014. MIB thesis. Colombia in the global videogame industry: More than an emerging industry in more than an emerging country. Universidad EAFIT.
14. Rios-Molina, Carolina & Vasquez-Melo, Maria Teresa. 2012-2013. MIB Thesis. The internationalization of SAB Miller. Universidad EAFIT.
15. Velez-Ocampo, Juan Fernando. 2011-2012. MIB Thesis. International Expansion of Multilatinas: Evidence from Colombian Firms. Universidad EAFIT.
16. Toquica Bravo, Cristina. 2012. Estudios de Caso de Internacionalización de Empresas en el sector confecciones en Colombia. MBA Thesis.
17. Botero Mesa, Juan Fernando & Álvarez Pareja, Federico. 2011-2012. MBA Thesis. Modelos de internacionalización de las Pymes colombianas. Universidad EAFIT.
18. Arbélaez, Carlos Fernando & Montoya, Antonio Andrés. 2010-2011. MBA Thesis. Incorporación de virtual teams como componente complementario al modelo educativo tradicional a nivel internacional. Universidad EAFIT.
19. Henao Aguirre, Sofia Catalina. 2009-2010. MBA Thesis. Science Shop: A way to get Colombian universities closer to the community. Universidad EAFIT.

#### AWARDS:

- Best Teacher Award 2013. Master in International Business. Universidad EAFIT. 12.2013.

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- Distinguished Scholar for contribution to the academia in International Business in Latin America. Universidad Privada Antenor Orrego (UPAO). Peru. 10.2013.
- Best Teacher Award 2012. Master in International Business. Universidad EAFIT. 12.2012.
- Scholarship by the Irish Research Council for the Humanities and the Social Sciences (IRCHSS). Project: Globalization and Global Waves. 10.2003 -12.2007
- Scholarship exchange programme University of California. Los Angeles – United States. Special project: Unions campaigns to promote social and economic justice for immigrants workers. 01.2003 – 03.2003
- Scholarship for the practice term in the Universidad de Granada. Ceuta – Spain. Special project: Psycho-evolution and Developmental Psychology. 03.1998- 06.1998

## **WORK EXPERIENCE:**

- UNIVERSIDAD EAFIT. SCHOOL OF BUSINESS. MEDELLIN, COLOMBIA (JAN. 2008 – PRESENT)

Positions:

- Full Professor of Management (July 2013-Present)
- Editor-in-Chief AD-minister journal (July 2012-Present)
- Coordinator of the Corporate Social Responsibility academic area (January 2015 – Present)
- Full Professor of International Business (April 2012 – July 2013)
- Head of Department of International Business (July 2009- January 2013)
- Director of the International Studies Research Group (January 2008- August 2013)
- Associate Professor of International Business (2010-April 2012)
- Assistant Professor of International Business (Jan 2008 -2010)

Taught courses:

- Undergraduate: Theories of Firm Internationalisation, Ethics and Corporate Social Responsibility, Organisations & Cultures, Research Seminar I, II and III, Research Methods, Hermeneutics and Negotiation, International Conflicts Resolutions.
- Master Level: Theories of Firm Internationalisation, Corporate social responsibility, Corporate Citizenship and Corporate Governance, Multilateral Trade Agreements, Emerging Markets, Research Methodology.

- NUI GALWAY. COMMUNITY KNOWLEDGE INITIATIVE (CKI). GALWAY, IRELAND. POST-DOCTORAL RESEARCHER. (FEB. 2007 –JAN. 2008)

Full-Time Post-Doctoral Researcher in the area of higher education and civic and community engagement with focus on the role of universities and colleges in a wider society.

- NUI GALWAY. DEPARTMENT OF PSYCHOLOGY. GALWAY, IRELAND. ADJUNCT LECTURER (SEPT. 2005 –MAY. 2007)

Taught courses:

Undergraduate: Psychometrics, Interviewing Techniques, Personality Assessment, Group Dynamics, Mixed Research Methods.

Doctorate in Psychology: Mixed Research Methods, Interpretative Phenomenological Analysis (IPA).

- NUI GALWAY. CENTRE FOR INNOVATION & STRUCTURAL CHANGE (CISC). GALWAY, IRELAND. DOCTORAL RESEARCHER. (OCT. 2003 –FEB. 2007)

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Doctoral Researcher on multi-level international governance including instrumental initiatives led by the private sector (corporate social responsibility (CSR)) and by other economic and social actors of the international civil society.

- NUI GALWAY. ECONOMICS OF SOCIAL POLICY RESEARCH UNIT (ESPRU). GALWAY, IRELAND. RESEARCH ASSISTANT. (JUN. 2005 –AGO. 2005)

Researcher on Tax-Benefits analysis and Micro-modelling towards Poverty Reduction for Colombia.

- ONE WORLD CENTRE AND GALWAY CITY PARTNERSHIP. GALWAY, IRELAND. RESEARCHER. (JUL. 2003 –AGO. 2003)

Data collection and analysis for the project on Racism in Galway City. Galway, Ireland.

- NUI GALWAY. DEPT. OF MANAGEMENT. GALWAY, IRELAND. RESEARCH ASSISTANT. (JUL. 2003 –NOV. 2003)

Conducted ethnographic data collection researches in the fast food industry in Galway city, observations were focused on the experience of non-national workers. Conducted in-depth interviews of non-Irish national workers in different cities in Ireland.

- CHAMBERS OF COMMERCE OF IRELAND & EUROPEAN UNION. DIVERSITY AT WORK PLACE NETWORK (DAWN). DUBLIN, IRELAND. RESEARCHER (MAY. 2002 –DEC. 2002)

Identification, mapping and profiling valuable global practices related to diversity integration. Conducted a literature review in order to provide a better understanding of the conditions for the mobilisation of ethnic workers in to the Irish market. Compared international models, policies, and strategies to manage diversity in the work place focusing on immigrant and ethnic-minority workers. Designed and piloted research tools to measure the management of immigrant workers in the Irish business community. Pilot survey on local business responses in relation to non-Irish national workers. Identified innovative responses taken by the local business community (South Dublin) to promote diversity, particularly in relation to non-Irish national workers.

- CHIQUITA BRANDS INTERNATIONAL. COLOMBIA DIVISION, SANTA MARTA, COLOMBIA. CORPORATE RESPONSIBILITY COORDINATOR & HUMAN RESOURCES ANALYST (FEB 1999– DEC 2000)

Led implementation of the Corporate Responsibility Department in the Colombia Division. Audited the corporate responsibility implementation of special projects in Central American countries (Panama, Costa Rica and Guatemala). Designed, implemented, and evaluated corporate responsibility programmes such as corporate involvement in local community, development of new skills for current labour force towards diversification of community employment opportunities, community literacy, valuation of biodiversity, family/life balance, and community leadership. Coordinated and carried out research of corporate community involvement, and coordination of research focused on needs of communities in which the company operated.

Identified model of competences in administration and production job position. Designed and administered the Succession plan for Upper Management level. Designed and implemented career plan and individual development for executive level staff. Implemented a Performance Management System in administration departments such as Accounts, Materials and Supplies, Information Systems, Logistic Operations and Human Resources. Identified training and education needs and designed tailor-made projects to develop required skills, behaviours and attitudes. Recruitment, selection and promotion process, using different techniques such as: performance management assessment, behavioural assessment and psychometric assessment.

- UNIVERSIDAD DE GRANADA. SCHOOL OF EDUCATION. DEPARTMENT OF PSYCHOLOGY. CEUTA, SPAIN. LECTURER (JAN – MAY 1998)

Taught and carried out research in the area of Developmental Psychology and Education.

Conducted research in measuring attitudes toward the environment in multicultural communities

- RED CROSS. PSYCHOSOCIAL SUPPORT GROUP. MEDELLIN, COLOMBIA. PSYCHOSOCIAL SUPPORT GROUP MEMBER (JAN – JUN 1999)

Psychosocial diagnoses of people of Cordoba-Quindio (town population 40,000 in Colombia) after 1999 Armenian's earthquake. Post-traumatic psychological intervention in the disaster zone. Participation in the design of the action plan for social reconstruction of Cordoba, and international funding request project.

- POLICE DEPARTMENT OF COLOMBIA. MEDELLIN, COLOMBIA. CLINICAL PSYCHOLOGIST (JAN. 1997- DEC. 1997. JUL. 1998-DEC. 1998)

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#### Cultural Transformation:

Identified and analysed the effects of institutional values on the families of the Police officials and sub-officials. Facilitated with training Police officials and sub-officials in the process of organisational change towards a national programme of establishment of a new corporate image through the generation and dissemination of new institutional values to the Police Department. Designed and developed workshops to increase performance, communication and leadership at official and sub-official levels. Evaluated and monitored the Police Department's involvement in community and citizenship activities.

#### Clinical Psychology:

Assessment of individual's development behaviour, intellect, interests, personality, cognitive processes, emotional functioning, and social functioning, through multiple assessment methods including interviewing, systematic observation, and psychometric testing such as: 16PF, MMPI, TAT, Wartegg, WISC, WAIS. Population: individuals policemen or members of their families (infants, children, adolescents, adults); couples; traditional families, related institutional groups. Formal diagnoses were based on the American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorder. Informal diagnosis using a particular theoretical model: psychoanalytic or cognitive, depending on the interdisciplinary scope of the cases. Interventions using a variety of treatment procedures, assessing and referring to psychologists, psychiatrists, medical doctors, lawyers, and social workers, when necessary.

- INDEPORTES ANTIOQUIA. SKATING LEAGUE. MEDELLIN, COLOMBIA. SPORTS PSYCHOLOGIST (JUL. 1998- DEC. 1998)

Profiled levels of motivation and athletic performance through quantitative/qualitative data, providing management, coaching staff and athletes with clear recommendations regarding where current athlete motivational difficulties reside. Designed tailor-made psychological and mental development plan and assessment in categories: general pre-competitions, immediate pre-competitions, game and post-game evaluations. Psychological control of training, and mental training for specific athletes based on their personal disposition, past experience and current performance tendencies.

#### PROFESSIONAL MEMBERSHIP:

ACCD (Association of Certified Commercial Diplomats), AIB (Academy of International Business), AIB-Lat: (Academy of International Business, Latin American Chapter), GDN: Global Development Network, GURN (Global Union Research Network. International Labour Organization), ILERA (International Labour and Employment Relations Association), Vi UNCTAD (Virtual Institute of the United Nations Conference for Trade and Development, Paciber (Pacific Asian Consortium for International Business Education and Research)

#### REFERENCES:

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