JOSEP A. TRIBO

Professor, Department of Business Administration
University Carlos III of Madrid. Madrid 126
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AND
Associate Professor (from August 2020 on)
School of Business
Stevens Institute of Technology
Castle Point Terrace
Hoboken, NJ, 07030, USA

EXPERTISE

Research: Corporate Social Responsibility; Strategy; Innovation; Corporate Finance.
Teaching: Corporate Social Responsibility; Business Economics & Strategy, Corporate Governance; Corporate Finance; Venture Capital; Financial Management; Financial Economics.

ACADEMIC POSITIONS

Associate Professor, School of Business, Stevens Institute of Technology in New Jersey (August 2020-).
Visiting, Department of International Business, Baruch College at Zicklin School of Business of New York (2018-2019).
Full Professor, Department of Business Administration, University Carlos III (2009-…)
Associate Professor (with tenure), Department of Business Administration, University Carlos III of Madrid (2003-2009).
Assistant Professor, Department of Business Administration, University Carlos III of Madrid (1997-2002).

EDUCATIONAL BACKGROUND

University Autonoma of Barcelona, Department of Economics
Ph.D. in Business Economics, September 1997.

University Autonoma of Barcelona, Department of Economics
Master in Business Economics, September 1994

University of Barcelona, School of Physics.
B. A. in Theoretical Physics, 1991.

PUBLICATIONS/RESEARCH

1. Articles Published or Forthcoming in Refereed Journals

28. "Is managerial entrenchment always bad and corporate social responsibility always good? A cross-national examination of their combined influence on shareholder value," with Ruth Aguilera, Kurt Desender and Jordi Surroca. *Strategic Management Journal* (forthcoming. DOI: https://doi.org/10.1002/smj.3132)

27. "Managerial Incentives for Attracting Attention," with Nino Papiashvili, María Gutiérrez and Antonio Vazquez. *European Financial Management* (forthcoming).

26. "Banks' Equity Holdings and their Impact on Securities Issues," *Corporate Governance: An International Review* 27(1), pp. 45–60 (2019).

25. "The Impact of Health Research on Length of Stay in Spanish Public Hospitals," with Antonio García-Romero and Álvaro Escribano. *Research Policy* 46(3), pp. 591–604 (2017).

24. "Using Panel Data DEA to measure CEOs' Focus of Attention: An Application to the Study of Cognitive Group Membership and Performance," with Jordi Surroca and Diego Prior. *Strategic Management Journal* 37(2), pp. 370–388 (2016).

23. "Segment Disclosure and Cost of Capital," with Belen Blanco and Juan Manuel García Lara. *Journal of Business Finance and Accounting* 42 (3-4), pp. 367-411 (2015).

22. "Creditor Intervention, Investment, and Growth Opportunities," with Beatriz Mariano. *Journal of Financial Services Research* 47(2), pp. 203-228 (2015).

21. "The relation between segment disclosure and earnings quality," with Belen Blanco and Juan Manuel García Lara. *Journal of Accounting and Public Policy* 33(5), pp. 449-469 (2014).

20. "Impact of Ethical Behavior on Syndicated Loan Rates," with Moshe Kim and Jordi Surroca. *Journal of Banking and Finance* 38, pp. 122-144 (2014).

19. "Stakeholder Pressure on MNEs and the Transfer of Socially Irresponsible Practices to Subsidiaries," with Jordi Surroca and Shaker Zahra, *Academy of Management Journal* 56, pp. 549-572 (2013).

18. "Corporate social responsibility and inventory policy," with Lucia Barcos, Alicia Barroso and Jordi Surroca, *International Journal of Production Economics*, 143(2), pp. 580-588 (2013).

17. "Generating Global Brand Equity through Corporate Social Responsibility to Key Stakeholders," with Anna Torres, Tammo H. Bijmolt and Peter Verhoef. *International Journal of Research in Marketing* 29(1), pp.13-24 (2012).

16. "Ownership structure and minority expropriation: the case for multiple blockholders," with María Gutiérrez and Beatriz Mariano, *Applied Financial Economics* 22(24), pp. 2075-2083 (2012).

15. "Do satisfied customers lead to greater brand equity?," with Anna Torres, *Journal of Business Research* 64, pp. 1089-1096 (2011).

14. "Corporate Responsibility and Financial Performance: The Role of Intangible Resources," with Jordi Surroca and Sandra Waddock. *Strategic Management Journal*, 31(5), pp. 463-490 (2010). –More than 1000 cites (Google Scholar).

13. "Banks as Firms' Blockholders: A Study for Spain," with Mª José Casasola, *Applied Financial Economics* 20(5), pp. 425-438 (2010).

12. "Managing External Knowledge Flows: The Moderating Role of Absorptive Capacity," with Alvaro Escribano and Andrea Fosfuri. *Research Policy*, 38, pp. 96-105 (2009).

11. "Does the effect of public support for R&D depend on the degree of appropriability?," with Andrea Fosfuri and Liliana Gelabert, *Journal of Industrial Economics*, 47(4), pp. 736-767 (2009).

10. "Managerial Entrenchment and Corporate Social Performance," with Jordi Surroca, *Journal of Business Finance and Accounting* 35(5), pp. 748-789 (2008).

9. "Are socially responsible managers really ethical? Exploring the relationship between earnings management and corporate social responsibility," with Diego Prior and Jordi Surroca, *Corporate Governance: An international Review*, 16(3), pp, 160-177 (2008).

8. "The Influence of the Type and Number of Blockholders on R&D Investments," with Pascual Berrone and Jordi Surroca. *Corporate Governance: An international Review* 15 (5), pp. 828-842 (2007).

7. "Firms' stock market flotation: Effects on inventory policy" *International Journal of Production Economics* (2008).

6. "Exploring the Determinants of Potential Absorptive Capacity and its Impact on Innovation Performance," with Andrea Fosfuri. *Omega* 36 173-187 (2008).

5. "Corporate ethical identity as a determinant of firm performance: a test of the mediating role of stakeholder satisfaction," with Pascual Berrone and Jordi Surroca. *Journal of Business Ethics* 76 (1), pp. 35-53 (2007).

4. "Ownership structure and inventory policy". *International Journal of Production Economics 108* (1-2)*;* pp. 213-220 (2007).

3. "An analysis of the length of labor and financial contracts. A study for Spain", *Applied Economics 37(8);* pp. 905-17 (2005).

2. "Operations Manager Turnover and Inventory Fluctuations," with José Alfaro, *International Journal of Production Economics, 81-82, pp. 51-58* (2003).

1. "Inventories, Financial Structure and Market Structure" *International Journal of Production Economics* 71; pp. 79-89 (2001).

2. Articles in the Review Process

"Breaking with Tradition: Open Innovation as an Enabler for Responsible Innovation" with Ruth V. Aguilera, Leopoldo Gutierrez, Ivan Montiel. (R&R at *Journal of Management Studies*).

"Corporate Social Responsibility and Trade Credit" with Yanlei Zhang and Juan Manuel García Lara (R&R at *Journal of Banking and Finance*).

"Are syndicated loans really cheaper?" with Janko Hernández and María de las Mercedes Adamuz (R&R at *Journal of Banking and Finance*).

3. Current Projects at different stages

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," with Luis Gomez-Mejia and Jordi Surroca.

"CSR as Inhibitor or Stimulus for Performance Improvements in Major Organizational Transformations," with Jordi Surroca and Shaker Zahra.

"CEO Entrenchment at Interorganizational Network Level," with Ziyuan Tang and Jordi Surroca (AOM Proceedings, 2014).

"Devaluation of Corporate Leaders Following Corporate Failures: The Role of Leaders' Business Ties," with Ziyuan Tang and Jordi Surroca.

"CEOs' Debt-Based Compensation and CSR. Its effect on Risk and Performance," with Belen Blanco, Encarna Guillamon, Andrés Guiral, Geoffrey Martin and Luis Gomez Mejía.

"Tunneling as a Mechanism to Create, Develop and Consolidate networks," with Ziyuan Tang and Jordi Surroca.

"The Role of Geographic Segment Disclosures in Facilitating Corporate Investment," with Belen Blanco and Juan M. García Lara.

4. Book Chapters

"Impact of The Operations Manager's Dual Role on Inventory Policy," with José Alfaro. *Progress in Economics Research*, Volume 16. Nova Science Publishers, Inc, New York (2009).

"The Evolution of the Bank-Industry in Spain," with Miguel A. García Cestona and Jordi Surroca. Center of Industrial Economics at Universitat Autonoma of Barcelona (2005).

"R&D Investments and Financial Mechanisms," with Ester Martínez Ros in *The knowledge-based Economy. The challenge of the XXI Century*. *Volume IV of the series Science and Government edited by the Department of Science Analysis and Policy of the Republic of Poland;* pp. 261-273 (1999).

5. Media Articles, Reports and Other Materials

Coauthor of teaching material on Corporate Governance of the online Master in Financial Analysts launched by Universidad Carlos III, Universitat Autonoma of Barcelona, University of Alicante and PRISA group. (ISBN 84-688-9727-2).

RESEARCH GRANTS, HONORS and AWARDS

1. *University Related Research Grants*

¨Networks, Corporate Governance and Incentives," Spanish national project (PGC2018-097187-B-I00). Endowment: 54692€

"Networks and Social Innovations," Spanish national project (ECO2015-68715-R) (2016). Endowment: 26.800€.

"Crowdfunding: New ways of financing innovation," Spanish regional project (S2015/HUM-3353 EARLYFIN-CM) 2016-2018. Endowment: 193.200€.

"Corporate Governance Mechanisms and their Effects on Information, Financing and Innovation," Spanish national project (ECO2012-36559) 2013-2015. Endowment: 65.000€

"CSR of Banks and Firms: Financial Effects on R&D Investments", Spanish national project (ECO2009-10796); 2010-2012. Endowment: 50.200€.

"CSR and the Financing of R&D". Spanish national project (CCG08-UC3M_HUM-4497 (2009). Endowment: 50.000 €.

"Consolidating Economics," responsible of the business work package. Spanish national project (2006-2011). Endowment: 160.000 €

2. Professional Awards

"Banks' Equity Holdings and Their Impact on Security Issues in Different Institutional Settings" Best paper award at the XXIII Finance Forum –Spanish National conference of Finance- (Madrid, 2015).

Award of Research Excellence at University Carlos III of Madrid (2012)

"The Effect of Social Capital on Financial Capital" was awarded as one of the best three papers at the Iberoamerican Academy of Management Conference (Buenos Aires, 2009).

"The social responsibility of multinational companies: The effect of stakeholder pressures on affiliated firms' social behavior" was awarded as the Best Paper Award in the Social Issues in Management Division of the *Annual Meeting of Academy of Management* (Los Angeles, 2008).

"Are socially responsible managers really ethical? Exploring the relationship between earnings management and corporate social responsibility" was the runner-up article published in 2008 in the journal *Corporate Governance: An international Review*.

"Evidence of Risk Shifting from Debt Covenant Violations" Best Paper Award on Corporate Finance at the XVII del Finance Forum –Spanish National conference of Finance- (Madrid, 2009).

Top 10% of Authors on SSRN by all-time downloads (2018)

PRESENTATIONS AND CONFERENCES

1. Invited Presentations

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Stevens Institute of Technology (New Jersey, 2019).

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Queens College (New York, 2019).

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Rutgers (New York, 2019).

"Not walking the talk? Divergence of interests between organizations and their leaders in impression management following controversial business activities," Baruch College (New York, 2018).

"Banks' Equity Holdings and their Impact on Security Issues in Different Institutional Settings," CUNEFF (Madrid, 2015).

"The performance effects of coupling strategic change with socially responsible strategies during the 2008 market crash," IESE (Madrid, 2012).

"The social responsibility of multinational companies: The effect of stakeholder pressures on affiliated firms' social behavior," Universitat Rovira i Virgili (Tarragona, 2009).

"Ownership structure and minority expropriation in non-listed firms: The case for Multiple Large Shareholders," speaker at the *BI Workshop on Corporate Governance* (Oslo, 2008).

"Ownership structure and minority expropriation in non-listed firms: The case for Multiple Large Shareholders," Universidad de Oviedo (Oviedo, 2008).

"Managerial Entrenchment and Corporate Social Responsibility," speaker at the *Workshop on Corporate Governance organized by the European Financial Management Association,* Milan (2007).

"Managerial Entrenchment and Corporate Social Responsibility," speaker *Capital Markets Workshop organized by the Journal of Business Finance Accounting*. North Carolina University, (2007).

"Appropriability regimes and public support for R&D," University of Salamanca (Salamanca, 2007).

"Appropriability regimes and public support for R&D," Universidad de Vigo (Vigo, 2007).

"Earnings management and corporate social responsibility," Universitat Autonoma of Barcelona (Barcelona, 2006).

"Earnings management and Corporate Social Responsibility," speaker at the *Workshop on Corporate Governance* (Birmingham, 2006).

"Financing Tools of Innovation," speaker at the European Summer School of Industrial Dynamics (Córcega, 2005).

"Private Benefits Extraction in Closely-Held Corporations," speaker at the Copenhagen Business School *Workshop on Corporate Governance* (Copenhagen, 2005).

"Private Benefits Extraction in Closely-Held Corporations: The Case for Multiple Large Shareholders," speaker at the *Workshop of Information and Behavioral Biases in Capital Markets*. CEMFI (Madrid, 2005).

"Banks as blockholders," speaker at the *Workshop on Corporate Governance* organized by the European Financial Management Association (Leeds, 2005).
"Managing knowledge spillovers: The impact of absorptive capacity on innovation performance," speaker at *15th (EC)2 Workshop on the Econometrics of Industrial Organisation* (Marseille, 2004).
"Multiple Large Shareholders in Corporate Control: Evidence from Spain," Public University of Navarra (Pamplona, 2003).
"Multiple Large Shareholders in Corporate Control: Evidence from Spain," Private University of Navarra (Pamplona, 2002).
"Relationship between labor and financial contracts: A study for Spain," Bank of Spain (2002).
"R&D Investment and Financial Contracting in Spanish Manufacturing Firms," University of Balearic Islands (Mallorca, 2002).
"R&D Investment and Financial Contracting in Spanish Manufacturing Firms," University of Alicante (Alicante, 2001).
"A Main Bank Approach to Financial Contracts," speaker at the I *Workshop of Corporate Finance* (Toulouse, 1999).
"Labor and Financial Contracts. A Theoretical and Empirical Study for the Spanish Case," Universitat Pompeu Fabra (Barcelona, 1998).
"Long-Term and Short-Term Labor Contracts versus Long-Term and Short-Term Financial Contracts," Universitat Autònoma de Barcelona (1998).
"Long-Term and Short-Term Labor Contracts versus Long-Term and Short-Term Financial Contracts," University of Girona (Girona, 1997).

2. Conference Organizer

Organizer of the Spanish Finance Forum meeting (Madrid, 2019), https://www.27financeforum.com/committee/

Organizer of the International Human Resources Conference (Madrid, 2018).

Organizer of the Workshop on Early Financing of Innovation (Madrid, 2018), http://www.car3fin.es/earlyfinwork/

Organizer of the SMS Extension Conference on Smart Cities & CSR (Madrid, 2014).

Organizer of the XX Meeting of Industrial Economics (Madrid, 2010)

Organizer of the Workshop "A Dialogue between Economics and Psychology" (Madrid, 2008)

3. Paper Presentations at Professional Meetings and Conferences (2010-)

"CEOs' Debt-Based Compensation and CSR. Its effect on Risk and Performance," *Annual Meeting of Strategic Management Society*, (Minneapolis, 2019).
"Devaluation of Corporate Leaders Following Corporate Failures: The Role of Leaders' Business Ties," *Annual Meeting Academy of Management*, (Chicago, 2018).
"Do Suppliers Value Socially Responsible Customers?," *Annual Meeting Academy of Management*, (Chicago, 2018).

"CEOs' Debt-Based Compensation and CSR. Its effect on Risk and Performance," *Annual Meeting Academy of Management*, (Chicago, 2018).
"Devaluation of Corporate Leaders Following Corporate Failures: The Role of Leaders' Business Ties," *Annual Meeting of Strategic Management Society*, (Paris, 2018).
"Are syndicated loans really cheaper?," *Financial Management Conference*, (Lisbon, 2017).
"CSR as Inhibitor or Stimulus for Performance Improvements in Major Organizational Transformations," *Annual Meeting Academy of Management*, (Annaheim, 2016).
"CSR as Inhibitor or Stimulus for Performance Improvements in Major Organizational Transformations," *Annual Meeting of Strategic Management Society*, (Berlin, 2016).
"Banks' equity holdings and their impact on security issues in different institutional settings," *IFABS Conference*, (Barcelona, 2016).
"Banks' equity holdings and their impact on security issues in different institutional settings," *Annual Meeting of the European Financial Management Association*, (Amsterdam, 2015).
"CEO Entrenchment at Interorganizational Network Level," *Annual Meeting of Strategic Management Society*, (Madrid, 2014).
"CEO Entrenchment at Interorganizational Network Level," *Annual Meeting Academy of Management*, (Philadelphia, 2014).
"What happens when the honeymoon is over? The limited effect of impression management following controversial disruptions," *Annual Meeting of Strategic Management Society*, (Atlanta, 2013).
"What happens when the honeymoon is over? The limited effect of impression management following controversial disruptions," *Annual Meeting of Academy of Management*, (Orlando, 2013).
"The Performance Effects of Coupling Strategic Change with CSR during the 2008 Market Crash," *Annual Meeting of Academy of Management*, (Boston, 2012).
"Can We Trust Cheap Social Talk?," *Annual Meeting of Strategic Management Society*, (Miami, 2011).
"Can We Trust Cheap Social Talk?," *Annual Meeting of Academy of Management*, (San Antonio, 2011).
"Debt Covenant and Investment Policy," *Annual Meeting of Multinational Financial Association*, (Rome, 2011).
"Is managerial entrenchment always bad? A CSR approach," *Annual Meeting of Academy of Management*, (Montreal, 2010).
"The Effect of Social Capital on Financial Capital," *IV International CSR conference*, (Berlin, 2010).
"Debt Covenants and Corporate Investment," *Annual Meeting of the European Financial Management Association* (Aarhus, 2010).

National Conferences (2010-)

"Banks' equity holdings and their impact on security issues in different institutional settings," *XXIII Spanish Finance Forum*, (Madrid, 2015).
"Managerial incentives and strategic use of information," *XIX Spanish Finance Forum*, (Granada, 2011).
"The role of segment disclosure in corporate governance and its effect on firm investment efficiency," *XIX Spanish Finance Forum*, (Granada, 2011).

NON-ACADEMIC ENGAGEMENT (CONSULTING)

Financial Planning for Welzia Asset Management (2007). Endowment: 30000€.
Derivative design for RD Systems (2007). Endowment: 42000€.
Portfolio selection for Welzia Asset Management (2006, 2007). Endowment: 120000€.
Portfolio risk management for RD Systems (2005). Endowment: 40000€.
Study on Information Technology and Innovation for the Barcelona Forum (2003). Endowment: 43000€.
Measuring economic activity of the Madrid region for the Entrepreneurs Association of Madrid (2000-2003). Endowment: 240000.

SERVICE TO OUR PROFESSION

1. Journal Editorial Service

Editorial Board Member (2019-). *Corporate Governance: An International Review*

Associate Editor of the Spanish Review of Financial Economics (2014-2017)

Member of the editorial team of the *Revista de Empresa*, a journal sponsored by the Iberoamerican Academy of Management. (2002-2007).

2. *Ad-hoc Reviewer*

Strategic Management Journal, Organization Science, Research policy, Managerial Finance, Corporate Governance: An International Review, Journal of Business Finance and Accounting, Journal of Business Ethics, Journal of Empirical Finance, International Journal of Production Economics, The Emerging Markets Review, European Journal of Management, Journal of Applied Econometrics, Spanish Economic Review, Investigaciones Económicas, Moneda y Crédito, Revista Española de Financiación y Contabilidad, Revista de Economía Aplicada.

3. Promotion, Tenure and Department Evaluations:

University Pompeu Fabra (2016).

University of Zurich (2016).

IE Business School (2014).

4. Review Board for Research Grants:

Catalan Institution for Research and Advanced Studies -AQU- (2017).

Member of the evaluation committee of the Excellence Research Catalan program Serra Hunter (2016).

5. Membership in Professional Organization

Academy of Management (AOM); Iberoamerican Academy of Management; Strategic Management Society (SMS); Spanish Finance Association; International Society for Inventory Research (ISIR).

TEACHING

Courses

Undergraduate Courses:
Corporate Governance & Corporate Social Responsibility.
Organizations Economics & Strategy.
Strategic and Business Planning.
Financial Management.
Financial Economics.
Microeconomics.
Statistics.

Graduate Courses:
Corporate Finance and Corporate Governance (Ph D in Business & Finance).
Financing Tools of Innovation: Venture Capital (Ph D).
Financial Institutions (Ph D in Business & Finance).
Financial Markets & Regulation (MBA).
Financial Management (Master in Finance).
Financial Economics (Master in Financial Analysis).

Online Course

Financial Management (online course in the Master in Financial Analysis)

ADVISING

Ph D Advising

Ph D advisor

Former

Antonio Vazquez "Three Essays on Corporate Governance, Accounting and Law" (2019). Placement: Stockholm School of Economics.

Yanlei Zhang "Essays on Accounting Conservatism, Corporate Social Responsibility, and Corporate Governance" (2017). Placement: Cophenagen Business School.

Ziyuan Tang "Corporate Governance and Organizational Network" (2016). Placement: Xiamen University.

Nino Papiashvili "Managerial Incentives for Attracting Attention and Firm Investor Base", (2013). Placement: University of Ulm.

Romulo Magalhaes "Regulation and Corporate Governance in the Banking Industry" (2010). Placement: Central Bank of Brazil.

Belén Blanco "The Relationship between the Quality of Reported Numbers and the Quality and Quantity of Disclosure" (2010). Placement: University of Melbourne,

María José Casasola "Effects of Bank Investments on Spanish Capital Structure" (2003). Placement: University Carlos III of Madrid.

Current

Gabriel Rodriguez (expected 2021)

Ph.D. Dissertation External Examiner

Andrés Mesa (University of Navarra, 2018).
Cristina Martínez (University of Murcia, 2014).
David Blanco (University of Burgos, 2012).
Mónica López (University Autonoma of Barcelona, 2011).
Fabrizio DiMeo (University Carlos III of Madrid, 2011).
Nuria Sánchez (University of Oviedo, 2010).
Alfredo Martín (University of Zaragoza, 2010).
Silviu Glavan (University Carlos III of Madrid, 2010).
Esteban Lafuente (University Autonoma of Barcelona, 2009).
Augusto Hasman (University Carlos III of Madrid, 2008).
David Pastoriza (IESE, 2008).
José Luiz Barros (University Carlos III of Madrid, 2008).
Szabolcs Blazsek (University Carlos III of Madrid, 2007).
Eva Ropero (University Carlos III of Madrid, 2006).
Augusto Arellano (University Carlos III of Madrid, 2003).

Independent Studies/Master Research Thesis

Research Master

Stavriana Hadjigavriel (2018); Yuan Shanshan (2018); Said Matr (2017); Cristina Grande (2016); Anna Mennozzi (2006); Enrique Benito (2005); Fabio Castiglionesi (2002); Cristina Cruz (2002); Eva Ropero (2000); Natalia Utrero (1999); María José Casasola (1998); María Jesús Nieto (1997).

Professional Master

Yuanyuan Weng (2018); Jan-Hauke Lammers (2015); Yu Xue (2015); Sara Corroto (2014); Sara Sánchez (2014); Otto Wald (2003); Beatriz Behrend Cáceres (2002); Carmen Rosa Carrasco (2002); Luis Enrique Carrasco (2002); Arlette de Monserrat Cruz (2002); Isaac Patrón (2002); Juan Birbuet Rosazza (2000); Marcos Javier Levy (2000); Emiliano Martín (2000); Rafael Rodríguez (2000); Humberto Enrique Ortiz Soto (1998).

EXECUTIVE/IN COMPANY TEACHING:

Responsible and Instructor of the MiFID2 program (regulation of financial institutions) (2018). Bank of Sabadell.

Responsible and Instructor of the MiFID2 program (regulation of financial institutions) (2017). Caja Rural.

Responsible and Instructor of the program on Cash Management (52 hours) for the Spanish Association of Financial Controller -ASSET- (2000-2002).

UNIVERSITY SERVICE

University Carlos III of Madrid

Head of the Department of Business Administration at University Carlos III of Madrid (UC3M): 2011-2017. This is the largest Department of the University with 70 permanent faculty members and 150 in total (including part-time professors)

Secretary of the INDEM research institute (www.indem.es), (2017-2019).

Coordinator of the University Postgraduate Studies, (2010-2011).

Deputy Director of the Department of Business Administration, (2007-2011).

Deputy Director of the INDEM research institute, (2008-2010).

Secretary of the Department of Business Administration, (2004-2007).

Member of the Committee that reformed the Statutes of UC3M, (2004).

Member of the Junta de Facultad of the Social Science School (2004 -)

Member of the University Claustro, (2006-.

FOREIGN LANGUAGE PROFICIENCY

Spoken: Spanish, Catalan, English.

Reading: Spanish, Catalan, English and French

OTHERS

Marathon runner (16 Marathons)