



BRIEF CV

MARIA J. SANCHEZ-BUENO

CONTACT INFORMATION

Maria Jose Sanchez Bueno
Associate Professor (Accredited as Full Professor by ANECA in 2021)
Business Administration Department
Universidad Carlos III de Madrid (UC3M)
Calle Madrid, 126
28903 Getafe, Madrid (Spain)
Phone: +34 91 624 84 20
E-mail: mariajose.sanchez@uc3m.es, mjsanche@emp.uc3m.es

PROFILE

Maria J. Sanchez-Bueno is Associate Professor (accredited as Full Professor by ANECA in 2021) at the Department of Business Administration at Universidad Carlos III de Madrid (UC3M, Spain), where she also serves as Deputy Director of INDEM (Institute for the Development of Enterprises and Markets). Maria J. earned her PhD in Management and her bachelor's degree in Business Administration from the University of Salamanca. Her research focuses on strategy (e.g., diversification, downsizing, internationalization), family business and entrepreneurship and it has been published in leading academic journals including British Journal of Management, Entrepreneurship Theory and Practice, Family Business Review, Group & Organization Management, Human Resource Management Journal, Industrial and Corporate Change, International Business Review, Journal of Management Studies, Journal of World Business, Organization Studies, Strategic Management Journal, among others. She has also received numerous research awards and her work has been cited in internationally recognized journals. She is member of the IFERA (International Family Enterprise Research Academy) Research Development Team and the Family Business Center (Bratislava). Maria J. has served as Associate Editor of BRQ Business Research Quarterly and Business Ethics: the Environment and Responsibility and is member of the Advisory Board of the International Journal for Educational and Vocational Guidance and member of the Editorial Board of European Journal of Family Business. She presents her research output at the main international conferences (AOM Annual Meeting, BAM, EGOS, EURAM, ICGS, IFERA, SMS, etc.) and is a reviewer for several international journals and conferences. She has participated in several research projects (competitive calls) and has been an external referee in Spanish research agencies in several calls (national and regional calls. She has recently been coordinator in the social sciences area). Maria J. has carried out several research visits abroad and has accrued an impressive global network of co-authors (e.g., France, Italy, Sweden, Switzerland, UK, USA). Related to her impressive international network and presence, she has delivered invited presentations around the world (e.g., Argentina, Australia, Belgium, France, India, Italy, Mexico, Monaco, Peru, Portugal, UK, Sweden). She has supervised several PhD dissertations and has participated as external examiner and PhD dissertation committee member in different countries.

She teaches courses in Strategic Management (undergraduate-level course) and Entrepreneurship (Master and undergraduate-level course). She has authored two textbooks (Thomson Reuters, Civitas). She has coordinated several innovative teaching projects. She is a team member of the MOOC "Inclusive Leadership" (edX-UC3M, several editions). She has published several works focused on teaching activities and has attended teaching conferences (as presenter) and courses (as participant). She has also received several teaching recognitions/awards.

FIELDS OF EXPERTISE

Research interests: Entrepreneurship, Family Business, Strategy.

Teaching activities (Main courses. Course coordinator): Entrepreneurship, Entrepreneurship and Small Business Management, Strategic Management.

EDUCATION

2005	Ph.D. in Management, University of Salamanca (Spain). Dissertation: "Processes of strategic and organizational change in large Spanish firms: Towards new strategic and organizational categories". <i>Cum Laude</i>
2000	Bachelor of Business Administration, University of Salamanca (Spain).

ACADEMIC EXPERIENCE

July 2012-Present	Associate Professor, Management Universidad Carlos III de Madrid <i>Maternity leave: 2014</i> <i>Sick leave: 2022, 2023</i>
April 2010-July 2012	Associate Professor, Management (Acting official ("Interino")) Universidad Carlos III de Madrid
January 2010-April 2010	Visiting Scholar, Management Universidad Carlos III de Madrid
February 2008-January 2010	Assistant Professor, Management University of Salamanca
February 2006-January 2008	Visiting Scholar, Management Universidad Carlos III de Madrid
April 2003-January 2006	Grant for Research (Castile and Leon Regional Government-European Funds FEDER), Management University of Salamanca

RESEARCH

Publications (Authors are listed in alphabetical order by surname (some exceptions *))

Articles in Peer-Reviewed Journals

- Gomez-Mejia, L., Sanchez-Bueno, M. J., Miroshnychenko, I., Wiseman, R., Muñoz-Bullon, F., De Massis, A. (2023). 'Family control, political risk and employment security: A cross-national study'. *Journal of Management Studies*, forthcoming (<https://doi.org/10.1111/joms.12970>).
Blog entry (Journal of Management Studies): <https://managementstudiesinsights.com/family-control-political-risk-and-employment-security-a-cross-national-study/> (October 2, 2023). OA.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J., Velasco, P. (2023). 'Exploring the link between family ownership and leverage: A mediating pathway through socioemotional wealth objectives'. *Review of Managerial Science*, forthcoming. OA.
- Basco, R., Basetti, T., Muñoz-Bullon, F., Sanchez-Bueno, M.J. (2023). "Euro adoption and intra-European Union exporters' productivity: Differences between family and non-family firms". *European Research on Management and Business Economics*, forthcoming. OA.
- Davila, J., Duran, P., Gomez-Mejia, L., Sanchez-Bueno, M. J. (2022). 'Socioemotional wealth and family firm performance: A meta-analytic integration'. *Journal of Family Business Strategy*, 100536.

- Campos, I., Muñoz-Bullon, F., Sanchez-Bueno, M. J., Zuñiga-Vicente, J. A. (2022). 'Do employees boost opportunities to compete abroad? A longitudinal study of family and non-family firms'. *European Management Journal*, 40(5), 741-757.
- Cirillo, A., Muñoz-Bullón, F., Sanchez-Bueno, M. J., Sciascia, S. (2022). 'Employee downsizing and sales internationalization strategy in family firm', *Journal of Family Business Strategy*, 13(2), 100354.
- Muñoz-Bullon, F., Sanchez-Bueno, M.J., De Massis, A. (2020). 'Combining internal and external R&D: The effects on innovation performance in family and non-family firms'. *Entrepreneurship Theory and Practice*, 44(5), 996-1031. *
- Sanchez-Bueno, M. J., Muñoz-Bullon, F., Galan, J. I. (2020). 'Socially responsible downsizing: Comparing family and non-family firms'. *Business Ethics: A European Review* (Business Ethics: the Environment and Responsibility), 29(1), 35-55. *
- Campos, I., Muñoz-Bullon, F., Sanchez-Bueno, M. J., Zuñiga-Vicente, J. A. (2020). 'Exploring the exporting-downsizing link: Does the type of export strategy and firm efficiency in foreign markets matter?' *Journal of Business Research*, 108, 324-336.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J., Nordqvist, M. (2020). 'Growth intentions in family-based new venture teams: The role of the nascent entrepreneur's R&D behaviour'. *Management Decision*, 58(6), 1190-1209.*
- Paz-Aparicio, C., Muñoz-Bullon, F., Sanchez-Bueno, M. J., Ricart, J. E. (2018). 'Selecting the governance mode when offshoring knowledge-intensive activities'. *Journal of Purchasing and Supply Management*, 24(4), 275-287.*
- Requejo, I., Reyes-Reina, F., Sanchez-Bueno, M. J., Suarez-Gonzalez, I. (2018). 'European family firms and acquisition propensity: A comprehensive analysis of the legal system's role'. *Journal of Family Business Strategy*, 9(1), 44-58.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J., Suarez-Gonzalez, I. (2018). 'Diversification decisions among family firms: The role of family involvement and generational stage'. *BRQ Business Research Quarterly*, 21(1), 39-52.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J., Vos-Saz, A. (2017). 'The influence of sports participation on academic performance among students in higher education'. *Sport Management Review*, 20(4), 365-378.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J., Vos-Saz, A. (2015). 'Startup team contributions and new firm creation: the role of founding team experience'. *Entrepreneurship & Regional Development: An International Journal*, 27(1-2): 80-105.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J., Vos-Saz, A. (2014). 'Nascent entrepreneurs' personality attributes and the international dimension of new ventures'. *International Entrepreneurship and Management Journal*, 11(3), 473-492.
- Sanchez-Bueno, M. J., Usero, B. (2014). 'How may the nature of family firms explain the decisions concerning international diversification?' *Journal of Business Research*, 67(7), 1311-1320.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2014). 'The use of incentive compensation among board members in family firms'. *Group & Organization Management*, 39(2), 162-189.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2014). 'Institutional determinants of downsizing'. *Human Resource Management Journal*, 24(1), 111-128.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2013). 'Multinational enterprises and domestic wages: The contingent effect of skill composition'. *International Business Review*, 22(6), 918-931.

- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2012). 'Do family ties shape the performance consequences of diversification? Evidence from the European Union'. *Journal of World Business*, 47(3), 469-477.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2011). 'The impact of family involvement on the R&D intensity of publicly traded firms'. *Family Business Review*, 24(1), 62-70.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2011). 'Does downsizing improve organizational performance? An analysis of Spanish manufacturing firms'. *International Journal of Human Resource Management*, 22(14), 2924-2945.
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2010). 'Downsizing implementation and financial performance'. *Management Decision*, 48(8), 1181-1197.
- Sanchez-Bueno, M. J., Suarez-Gonzalez, I. (2010). 'Towards new organizational forms'. *International Journal of Organizational Analysis*, 18(3), 340-357. 2011 Highly Commended Award, Emerald LiteratiNetwork. [OCLC-Electronic Collections Online].
- Galan, J. I., Sanchez-Bueno, M. J. (2009). 'The continuing validity of the strategy-structure nexus: New findings, 1993-2003'. *Strategic Management Journal*, 30(11), 1234-1243.
- Galan, J. I., Sanchez-Bueno, M. J. (2009). 'Strategy and structure in context: Universalism versus institutional effects'. *Organization Studies*, 30(6), 609-627.
- Galan, J. I., Sanchez-Bueno, M. J. (2006). 'Influence of industry R&D intensity on corporate product diversification: interaction effect of free cash flow'. *Industrial and Corporate Change*, 15(3), 531-547. Top Ten MRN Oxford University Press Journals.
- Galan, J. I., Sanchez-Bueno, M. J., Zuñiga-Vicente, J. A. (2005). 'Strategic and organizational evolution of Spanish firms: towards a holding network form?'. *British Journal of Management*, 16(4), 279-292.

Proceedings

- Board gender diversity and workforce reductions in family firms (with Jessenia Davila, Luis Gomez-Mejia, Fernando Muñoz-Bullon). Academy of Management (AOM) Annual Meeting Proceedings: Boston 2023. <https://doi.org/10.5465/AMPROC.2023.14233abstract>
- CEO mentoring and post-CEO succession performance in family firms (with Mario Daniel Amore, Domenico Cambrea, Fernando Muñoz-Bullon, Fabio Quarato). IFERA 2023 Conference Proceedings: Back to the Core: Addressing Paradoxes and Ambiguities in Family Business Research.
- Regional green innovation and innovation performance: Do family firms benefit more? (with Josip Kotlar, Fernando Muñoz-Bullon). IFERA 2021 Conference Proceedings: Family Business: A Model for the New World? (Virtual).
- Toward a reconciliation of discrepant perspectives on debt in female led firms (with Alfredo De Massis, Fernando Muñoz-Bullon, Pilar Velasco, Silvio Vismara). IFERA 2021 Conference Proceedings: Family Business: A Model for the New World? (Virtual).
- Revisiting the question of whether family firms are good or bad employers: Employment security, institutional risks and family ownership (with Alfredo De Massis, Luis Gomez-Mejia, Ivan Miroshnychenko, Fernando Munoz-Bullon). IFERA 2020 Conference Proceedings: Generations to Generations Bridging Past and Future in Family Business. (Virtual).
- Broadening our sight on family firms and employment changes: The role of institutional risks (with Alfredo De Massis, Luis Gomez-Mejia, Ivan Miroshnychenko, Fernando Munoz-Bullon). AOM Annual Meeting Proceedings: Virtual 2020. <https://doi.org/10.5465/AMBPP.2020.13067abstract>
- Family firms' concern for the environment: Does it pay off to pollute less? (with Luis Gomez-Mejia, Gustavo Lannelongue, Fernando Muñoz-Bullon, Ignacio Requejo). AOM Annual Meeting Proceedings: Boston 2019. <https://doi.org/10.5465/AMBPP.2019.14454abstract>
- R&D sources and the innovation performance of family versus non-family businesses (with Fernando Muñoz-Bullon, Alfredo De Massis). IFERA 2019 Conference Proceedings: Feeding the Fire of Entrepreneurship: Theory and Practice for the Enterprising Family. (Bergamo).*

- European family firms and acquisition propensity: A comprehensive analysis of the legal system's role (with Ignacio Requejo, Fernando Reyes-Reina, Isabel Suarez-Gonzalez). IFERA 2018 Conference Proceedings: Coping with Disruptions: Family Firm Continuity and Sustainability in Times of Rapid Change. (Zwolle).
- Skills and innovation of foreign and domestic firms (with Annique Un, Fernando Muñoz-Bullon). AOM Annual Meeting Proceedings: Boston 2012.*
<https://doi.org/10.5465/AMBPP.2012.16800abstract>

Other Articles (Journals)

- Galan, J.I., Sanchez-Bueno, M.J., Zuñiga-Vicente, J. A. (2012). 'La relación entre el cambio organizativo, los mecanismos de coordinación y los sistemas de incentivos en diferentes industrias'. *Esic Market*, 43(3), 553-576 (English version: pp. 531-552).
- Suarez Gonzalez, I., Sanchez Bueno, M. J., Vicente Lorente, J. D. (2012). 'Decisiones corporativas en las empresas españolas'. *Papeles de Economía Española*, 132, 130-147. *
- Sanchez-Bueno, M.J., Suarez, I. (2009). 'Ajuste entre estrategias de diversificación y estructuras multidivisionales: Efecto sobre el resultado'. *Revista Europea de Dirección y Economía de la Empresa*, 18(3), 9-24.
- Galan, J.I., Sanchez-Bueno, M.J. (2006). 'Efecto de la diversificación en la intensidad en I+D: ¿influye la composición del CA?'. *Cuadernos de Economía y Dirección de la Empresa*, 27(2), 169-186.
- Sanchez-Bueno, M.J., Galan, J.I., Suarez, I. (2006). 'Evolución de la estrategia y la estructura de la gran empresa española: Análisis comparado con la evidencia europea'. *Universia Business Review*, 11(3), 22-35.*
- Sanchez-Bueno, M.J., Suarez-Gonzalez, I. (2005). 'Los procesos de reducción de plantilla en el ámbito español: Motivos y modalidades utilizadas'. *Revista Europea de Dirección y Economía de la Empresa*, 14(3), 81-96.
- Galan, J.I.; Sanchez-Bueno, M.J. (2004). 'Coherencia entre el cambio estratégico y organizativo: nuevas formas de organización'. *Cuadernos de Economía y Dirección de la Empresa*, 19(2), 141-175.

Other Publications

- Participation in the article "Female advisors can help family businesses" (2021). FamilyBusiness.org
- Cirillo, A., Muñoz-Bullon, F., Sanchez-Bueno, M. J., Sciascia, S. (2021). 'La internacionalización de la empresa familiar y sus efectos en las reducciones de empleo'. The Conversation.

Conference Presentations

- IFERA (International Family Enterprise Research Academy) Annual Conference (2023, 2022, 2021, 2020, 2019, 2018)
- Global Family Business SUMMIT (STEP Project Global Consortium) (2023)
- GSJ (Global Strategy Journal) Idea & Paper Development Workshop (2023)
- ICGS (International Corporate Governance Society) Conference (2023)
- EIASM Workshop on Family Firm Management Research (2023, 2021, 2018)
- Asia-Pacific Family Business Symposium (2023, 2021)
- FERC (Family Enterprise Research) Conference (2021)
- AOM Annual Meeting (2023, 2020, 2019, 2018, 2012)
- AIDEA (Accademia Italiana Di Economia Aziendale) Conference (2019)
- International Research Meeting in Business and Management (IRMBAM) (2019)
- FMA (Financial Management Association) Annual Meeting (2019)
- International Family Business Research Forum (2019, 2016)
- RSA (Regional Studies Association) Annual Conference (2019)
- R&D Management Conference (2018)
- EURAM (European Academy of Management) Conference (2023, 2018, 2008)
- Strategic Management Society (SMS). Special Conferences (2018, 2017)

- SMS (Strategic Management Society) Annual Conference (2017, 2009, 2006, 2004)
- ACEDE (Spanish Academy of Management) Conference (2023, 2018, 2017, 2016, 2013, 2012, 2011, 2010, 2008, 2007, 2006, 2004, 2005)
- EIBA (European International Business Academy) Annual Conference (2016, 2011)
- Annual Conference of the British Academy of Management (BAM) (2016, 2004)
- International Network of Business and Management Journals (INBAM) Conference (2013)
- International Meeting of the Iberoamerican Academy of Management (2011)
- EGOS (European Group for Organizational Studies) Colloquium (2011)
- Annual EuroMed Conference (2009)
- AEDEM (European Academy of Management and Business Economics) Conference (2008, 2007, 2006)
- VIII IFSAM (International Federation of Scholarly Associations of Management) World Congress (2006)

Invited Presentations

IAE Business School-IFERA LatAM, Argentina (2023). FFI (Family Firm Institute) Virtual Study Group Iberoamerica (2023). CFBE (Centre for Family Business and Entrepreneurship), SPJIMR, India) (2023). Adelaide Business School (2023). Hasselt University (2023). FERC Spanish Discussion Group (2023). International University of Monaco (2023). University of Toledo (2023). SAFER (Sociedad Española de Investigadores en Empresa Familiar) (2023). Loughborough University (2021). LIUC Università Cattaneo (2021). University of Guadalajara (Mexico) (2021). University Las Palmas de Gran Canaria (2021). University of Cantabria (2020). IPAG Business School (2019). University of Burgos (2019). Nova School of Business and Economics (2018). University of Salamanca (2013). Centre for Family Enterprise and Ownership (CeFEO). Jönköping International Business School (2011). ESAN, Peru (Lima) (2011)

Research Grants

Years	Title	Funding Body
2020-2024	Strategic decisions in family firms: An economic and social perspective	Ministry of Science and Innovation and AEI.
2023-2026	Digital transformation in family SMEs	Ministry of Science and Innovation and AEI.
2017-2019	Entrepreneurship in the stages of creation and growth of new ventures : The role of the resources and the ties among team members	Ministry of Economy and Competitiveness
2017-2019	Vertical and horizontal fit for environmentally sustainable organizations: Competitive implications	Ministry of Economy and Competitiveness
2016-2018	New forms of innovation financing	Madrid Autonomous Region

2014-2017	Environmental capabilities, social legitimacy and strategies for the environment preservation	Ministry of Economy and Competitiveness.
2011-2013	Competitive effect on the fit among strategic decisions	Ministry of Science and Innovation.
2013-2015	Internationalization and innovation strategies: development and implications for achieving a competitive advantage	Ministry of Economy and Competitiveness.
2008-2012	Ownership, control and management of a family business: Effect on their strategic behavior	Ministry of Science and Innovation.
2008-2009	Growth strategies in family businesses	Madrid Autonomous Region-UC3M.
2009-2010	Family business: strategies and value creation	Madrid Autonomous Region-UC3M.
2007-2010	Strategic behavior, organizational structure, and effect on performance	Ministry of Education and Science.
2007-2009	Strategic and organizational evolution in firms of Castila and Leon: Impact on economic and social performance	Castila and Leon Autonomous Region.
2004-2007	Organizational and strategic changes in the Spanish firms and their effect on performance	Ministry of Science and Technology.
2001-2004	Strategic process in the portfolio of resources of Spanish firms	Ministry of Science and Technology.
2002	Innovation and organizational change in the firms of Castila and Leon in traditional versus high-tech sectors	Castila and Leon Autonomous Region.

Research Awards and Recognitions

- Best Paper Award, EURAM (European Academy of Management) 2023 Conference, Family Business Research SIG
- Best Reviewer Award. EURAM (European Academy of Management) 2022 Conference, Family Business Research SIG
- Best Paper Award. 16th EIASM Workshop on Family Firm Management Research (2021)
- Best Paper on Gender Diversity. 2021 International Family Enterprise Research Academy (IFERA) Conference
- Best Research on Diversity in the Firm. 2021 FERC Family Enterprise Research Conference
- Nominated for the 2021 IFERA Best Paper on Conference Theme
- Family Business Review, 2021 Excellent Reviewer

- 2020 IFERA Best Reviewer Award
- Nominated for the 2020 IFERA Best Paper Contribution to Practice Award
- 2019 IFERA Best Reviewer Award
- Nominated for the 2019 IFERA Best Paper on Conference Theme
- Outstanding reviewer at 78th Annual Meeting of the Academy of Management (2018, Strategic Management Division. Only 50 reviewers out of 1,335 received this award)
- Best Inspirational Paper/Proposal (2nd place), 3rd International Family Business Research Forum, 2017
- Outstanding Contribution in Reviewing, Journal of Business Research, 2017
- Award, XXVII Spanish Academy of Management Conference (ACEDE), Strategy Track, 2017
- Award, XVIII Luso Spanish Seminar on Business Economics, 2016
- Award, XXVI Spanish Academy of Management Conference (ACEDE), Family Business Track, 2016
- Recognized as among the best professors in publications at UC3M (2014, 2016, 2018, 2022)
- Nominated for the Best Conference Paper, XXIII Spanish Academy of Management Conference (ACEDE), 2013
- Award, XXII Spanish Academy of Management Conference (ACEDE), International Management Track, 2012
- Award ESIC 2008 (Business Administration Research)
- 2011 Highly Commended Award, Emerald LiteratiNetwork. Paper published in International Journal of Organizational Analysis
- 2008/2009 Emerald/EMRBI Business Research Award for Young Researchers (Winner)
- SSRN's Top Ten download list for MRN Oxford University Press Journals and MRN Partners in Publishing Journals (2008). Paper published in Industrial and Corporate Change
- Recognition for several papers published in top journals. Research Excellence, University of Salamanca (2007, 2010)
- Grant, III Training Program in Business Practices for University Students in Castile and Leon (2001)

TEACHING

Teaching Experience (current and past undergraduate-level and graduate courses)

*Universidad Carlos
III de Madrid*

- Strategic Management (undergraduate course, bachelor in Business Administration, dual bachelor in Economics-Law, dual bachelor in Law-Business Administration).
- Strategic Management (advisor of Bachelor Thesis. bachelor in Business Administration).
- Strategic Analysis (undergraduate course, bachelor in Employment and Labour Relations).
- Strategic Management/Development Strategies for Businesses (undergraduate course, bachelor in Employment and Labour Relations).
- Entrepreneurship and Small Business Management (undergraduate course, bachelor in Business Administration, dual bachelor in Law-Business Administration).
- Entrepreneurship (graduate course, Master in Management).
- Innovation and Entrepreneurship (graduate course, Master in Management).
- Professional Seminars (Master in Human Resources Management).
- Strategy for Entrepreneurs (graduate course, Master in Entrepreneurship and Business Venturing).
- Bachelor Thesis (TFG) and Master Thesis (TFM).

University of
Salamanca

- Strategic Management in the Biotechnological Industry (undergraduate course, bachelor in Biotechnology).
- Strategic Management II (undergraduate course, bachelor in Business Administration).
- Introduction to Business II (undergraduate course, bachelor in Business Administration, bachelor in Economics).
- Strategic Management (graduate course, Master in Business Management Research).

Textbooks

- | | |
|------|--|
| 2015 | Teoría y Práctica de Administración de Empresas: Fundamentos y Opciones Estratégicas
(Theory and Practice in Management: Fundamentals and Strategic Options)
(with Muñoz Bullon, F.)
Published by Civitas, Thomson Reuters (in Scholarly Publishers Indicators (SPI), in Humanities and Social Sciences). |
| 2010 | Dirección de Empresas: Nociones Teóricas y Ejercicios Prácticos
(Business Administration: Theoretical Issues and Practical Exercises)
(with Muñoz Bullon, F.)
Published by Civitas, Thomson Reuters (in Scholarly Publishers Indicators (SPI), in Humanities and Social Sciences). |

Additional Teaching Activities

- MOOC (*Massive Open Online Course*) “Liderazgo Inclusivo”, edX-UC3M (Several editions, more than 6,500 people enrolled).
- SPOC (*Small Private Online Course*) “Dirección de Empresas”, UC3M (2021-2022, 2022-2023).
- Coordinator, Teaching project, Strategic Management course, Universidad Carlos III de Madrid (2014-2015). Coordinator, Teaching project, Strategic Management course, Universidad Carlos III de Madrid (2015-2016). It was selected for presentation at “Teaching Innovation Event” (UC3M). Coordinator, Teaching project, Strategic Management course, Universidad Carlos III de Madrid (2017-2018). Coordinator, Teaching project, Entrepreneurship and Small Business Management course, Universidad Carlos III de Madrid (2018-2019). Classified as a project with a relevant teaching innovation. Coordinator, Teaching project, Entrepreneurship and Small Business Management course, Universidad Carlos III de Madrid (2019-2020). Coordinator, Teaching project, Strategic Management course, Universidad Carlos III de Madrid (2020-2021). Coordinator, Online teaching project, Entrepreneurship and Small Business Management course Universidad Carlos III de Madrid (2021-2022, 2022-2023, 2023-2024).
- Participant, Teaching project, Aprendizaje-servicio (ApS) para el fomento del emprendimiento: Clínica Jurídica de Emprendimiento y Help-Desk YUFE para Jóvenes Emprendedores, Universidad Carlos III de Madrid (2020-2021). Classified as a project with a relevant teaching innovation. Participant, Teaching project, Aprendizaje-servicio a través de Help-Desk para informar a la ciudadanía en materia de emprendimiento y extranjería, Universidad Carlos III de Madrid (2021-2022).
- Several teaching publications and teaching conferences.

Teaching Awards and Recognitions

- 2020 Docentia Programme, Excellent + (maximum score), UC3M.
- 2019-2020 Teaching excellence award (Students evaluated my teaching work very positively. I received one of the highest teaching score of all full-time professors of the department), Department of Business Administration, UC3M.
- 2018-2019 Teaching excellent award (Students evaluated my teaching work very positively. I received one of the highest teaching score of all full-time professors of the department), Department of Business Administration, UC3M.
- Recognition as an excellent professor in teaching at UC3M (2014, 2016, 2018, 2022).
- Many teaching excellent acknowledgements letters, UC3M (2013, 2015, 2016, 2017, 2018, 2020, 2021, 2022, 2023) (Teaching excellence achievement: when a grade higher than 4 has been obtained in a teaching evaluation survey when more than 30% of the students in the class have responded to the teaching survey).

SERVICE

Editorial Responsibilities

Associate Editor: BRQ Business Research Quarterly (2018-2022). Business Ethics: the Environment and Responsibility (2019-2022).

Editorial Board Member: European Journal of Family Business (Present).

Advisory Board Member: International Journal for Educational and Vocational Guidance (2018-present).

Reviewer Journals: British Journal of Management, BRQ Business Research Quarterly, Entrepreneurship Research Journal, Entrepreneurship Theory and Practice, European Management Journal, European Management Review, Family Business Review, Industrial and Corporate Change, International Business Research, International Journal of Business and Management, International Journal of Manpower, Journal of Business Ethics, Journal of Business Research, Journal of Family Business Strategy, Journal of Knowledge Management, Journal of International Business Studies, Journal of Management Studies, Journal of Small Business Management, Small Business Economics, etcetera.

Reviewer Conferences: Academy of Management Annual Meeting (AOM), European Academy of Management (EURAM) Conference, European Group for Organization Studies (EGOS) Colloquium, European International Business Academy Conference (EIBA), International Conference of Iberoamerican Academy of Management, International Family Enterprise Research Academy (IFERA) Conference, SMA (Southern Management Association), CLADEA Assembly, Spanish Academy of Management Conference (ACEDE).

University Service

- Deputy director of The Institute for the Development of Enterprises and Markets (INDEM), Universidad Carlos III de Madrid (present).
- Coordinator of different courses (several academic years) (Universidad Carlos III de Madrid).
- Secretary of the Academic Committee, Master in Business Administration, University of Salamanca (2008- 2010).
- Coordinator of the seminars in Business Administration, Master in Business Administration, University of Salamanca (2009-2010).
- Member of the international accreditation process of the business degrees, Association to Advance Collegiate Schools of Business (AACSB) (Universidad Carlos III de Madrid) (2010).
- Member of "Claustro" (annual faculty meeting, associate professor category), UC3M (2018-2022).
- Organizing committee: Workshop "Entrepreneurship: An economic, educational and social perspective". Universidad Carlos III de Madrid, October 2017. Workshop "Entrepreneurship: Strategic challenges in the start-up process". Universidad Carlos III de Madrid, October 2018. Workshop "Entrepreneurship: An integrative perspective to set up and develop a new venture".

Universidad Carlos III de Madrid, September 2019. Workshop "Entrepreneurship & family business". Universidad Carlos III de Madrid, October 2021. Workshop "Entrepreneurship & family business II". Universidad Carlos III de Madrid, February 2023.

- Bachelor thesis committee member (Bachelor in Business Administration, Dual Bachelor in Law-Business Administration), UC3M), several academic years. Master thesis committee member (Master in Management, Master in Human Resources Management), several academic years.
- Mentor in several programs to guide and support undergraduate students who require guidance in their academic development, UC3M (several academic years). Mentor in Technovation (STEM4GirlsUC3M) (several academic years).

Service to Professional Organizations

- Member of IFERA (International Family Enterprise Research Academy) Research Development Team (present).
- Member of the Family Business Center (Family Business Expert), Bratislava (Present).
- Tutor IFERA Summer School (2023). Member of IFERA Conference Awards Jury (2020).
- Member of the international scientific committee "International Congress of Entrepreneurship AFIDE" (several years).

OTHER ACADEMIC ACTIVITIES

- Secretary of the "Conde de Campomanes" Institute of Entrepreneurship and Family Business, Universidad Carlos III de Madrid (June 2010- February 2014).
- Secretary of the "Spanish Academy of Management" (ACEDE) (September 2012- January 2014).
- Coordinator of "Bancaja Chair for Young Entrepreneurs" (Cátedra Bancaja Jóvenes Emprendedores), Universidad Carlos III de Madrid (2010-2011, 2011-2012).
- Research visits:
 - o Centre for Family Enterprise and Ownership (CeFEO), Jönköping International Business School, Sweden.
 - o IPAG Business School (IPAG Family Business Institute, Nice Campus).
- Participation in the GUESSS Project (Global University Entrepreneurial Spirit Students' Survey), Coordinator of Universidad Carlos III de Madrid in this international project (2018-2020).
- 3 "Sexenios Investigación" (six-year periods of research). It is the maximum possible number of "sexenios" in my case at this time.
- Referee:
 - o Referee for ANEP (National Evaluation and Foresight Agency, Spain). National Plan for Scientific and Technological Research and Innovation, several years.
 - o Referee for ANECA (National Agency for Quality Assessment and Accreditation, Spain): several calls, several years. In the last calls I have been the coordinator of the Social Sciences Area
 - o Referee for UNIBASQ (Basque University System Quality Assurance Agency), several calls.
- Member of "Cátedra Iberoamericana en Dirección de Empresas y Responsabilidad Social Corporativa" (Iberoamerican Chair of Management and Corporate Social Responsibility). Santander Bank /University of Salamanca (2008-2020).
- Member of Family Business Chair (UPV) (Present).