



## **BRIEF CV**

### **MARIA JOSE SANCHEZ BUENO**

#### **CONTACT INFORMATION**

Maria J. 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)  
E-mail: mariajose.sanchez@uc3m.es, mjsanche@emp.uc3m.es

#### **PROFILE**

Maria J. Sanchez-Bueno is Associate Professor (accredited as Full Professor by ANECA since 2021) in the Department of Business Administration at Universidad Carlos III de Madrid (UC3M, Spain), where she also serves as Deputy Director of INDEM (since 2019). 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 Business Ethics, Journal of Management Studies, Journal of Product Innovation Management, Journal of World Business, Organization Studies, Strategic Entrepreneurship Journal, Strategic Management Journal, among others. She has also received numerous research awards and her work has been cited in internationally recognized journals. She is a member of the IFERA (International Family Enterprise Research Academy) Research Development Team and is a member of the Family Business Center (Bratislava). Maria J. serves as Associate Editor of Long Range Planning (ABS 4), 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 a global network of co-authors (e.g., France, Italy, Sweden, Switzerland, UK, USA). Related to her international network and presence, she has delivered invited presentations around the world (e.g., Australia, Belgium, Cyprus, France, India, Italy, South America (Ecuador, Mexico), Monaco, Morocco, Portugal, Sweden, UK). 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 about Business Administration (Thomson Reuters, Civitas). She has coordinated several teaching innovation 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 (Internationalization, Diversification, Restructuring, etcetera).

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". *Cum Laude*
- 2000 Bachelor of Business Administration, University of Salamanca (Spain).

## ACADEMIC EXPERIENCE

- July 2012-Present Associate Professor, Management  
Universidad Carlos III de Madrid  
*Maternity leave: 2014*  
*Sick leave: 2022, 2023*
- 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

## PUBLICATIONS

(Authors listed in alphabetical order. All authors contributed equally (some exceptions \*))

### Articles in Peer-Reviewed Journals

- Quarato, F., Sanchez-Bueno, M. J., Cambrea, D., Muñoz-Bullon, F., Amore, M. (2025). 'Family CEO mentoring and post-CEO succession performance'. *Strategic Entrepreneurship Journal*, accepted (forthcoming).\*
- Kotlar, J., Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2025). 'Bridging sustainability and innovation in family firms: The roles of local green knowledge and local embeddedness'. *Journal of Product Innovation Management*, accepted (forthcoming).
- Gomez-Mejia, L., Muñoz-Bullon, F., Requejo, I., Sanchez-Bueno, M. J. (2025). 'Ethical correlates of family control: Socioemotional wealth, environmental performance and financial returns'. *Journal of Business Ethics*, 1-25. OA. <https://link.springer.com/article/10.1007/s10551-025-05943-9>

Interview and video: [https://www.linkedin.com/posts/universidad-carlos-iii-de-madrid\\_un-nuevo-estudio-confirma-que-las-empresas-activity-7309924748480671744-ID9r?utm\\_source=share&utm\\_medium=member\\_desktop&rcm=ACoAACm7mBUBJy4bPP6\\_8dweNc0xf7jtcqMFQ0s](https://www.linkedin.com/posts/universidad-carlos-iii-de-madrid_un-nuevo-estudio-confirma-que-las-empresas-activity-7309924748480671744-ID9r?utm_source=share&utm_medium=member_desktop&rcm=ACoAACm7mBUBJy4bPP6_8dweNc0xf7jtcqMFQ0s)

- Gomez-Mejia, L., Sanchez-Bueno, M. J., Miroshnychenko, I., Wiseman, R., Muñoz-Bullon, F., De Massis, A. (2024). 'Family control, political risk and employment security: A cross-national study'.

*Journal of Management Studies*, 61(6), 2338-2372 (<https://doi.org/10.1111/joms.12970>).\* OA  
<https://onlinelibrary.wiley.com/doi/full/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).

Top Cited Article (Among the top 10 most-cited papers published by Journal of Management Studies, 2023).

- Calabrò, A., Requejo, I., Reyes Reina, F., Sanchez-Bueno, M. J., Suarez Gonzalez, I. (2024). 'Nearby or faraway? Determinants of target selection in family firm international acquisitions'. *International Business Review*, 33(4), 102295. <https://www.sciencedirect.com/science/article/pii/S0969593124000428>
- De Massis, A., Muñoz-Bullon, F., Sanchez-Bueno, M. J., Velasco, P., Vismara, S. (2024) 'Executive gender and firm leverage decisions: The role of firm ownership and governance'. *Journal of Business Research*, 179, 114700. OA <https://www.sciencedirect.com/science/article/pii/S0148296324002042>
- Muñoz-Bullon, F., Sanchez-Bueno, M. J., Velasco, P. (2024). 'Exploring the link between family ownership and leverage: A mediating pathway through socioemotional wealth objectives'. *Review of Managerial Science*, 18(11), 3203-3252. OA <https://link.springer.com/article/10.1007/s11846-023-00713-1>
- Basco, R., Bassetti, 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*, 29(3), 100226. OA <https://www.sciencedirect.com/science/article/pii/S244488342300013X>
- Davila, J., Duran, P., Gomez-Mejia, L., Sanchez-Bueno, M. J. (2023). 'Socioemotional wealth and family firm performance: A meta-analytic integration'. *Journal of Family Business Strategy*, 14(2), 100536. <https://www.sciencedirect.com/science/article/pii/S1877858522000602>
- 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. <https://www.sciencedirect.com/science/article/pii/S026323732100147X>
- 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. <https://www.sciencedirect.com/science/article/pii/S026323732100147X>
- 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. \* <https://journals.sagepub.com/doi/full/10.1177/1042258719879674>
- 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. \* <https://onlinelibrary.wiley.com/doi/full/10.1111/beer.12244>
- 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. <https://www.sciencedirect.com/science/article/pii/S0148296319306691>
- 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.\* <https://www.proquest.com/docview/2533225544?accountid=14501&sourcetype=Scholarly%20Journals>

- 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.\*  
<https://www.sciencedirect.com/science/article/pii/S147840921830325X>
- 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.  
<https://www.sciencedirect.com/science/article/pii/S1877858516301656>
- 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. <https://journals.sagepub.com/doi/full/10.1016/j.brq.2017.11.001>
- 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. <https://www.sciencedirect.com/science/article/abs/pii/S144135231630064X>
- 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.  
<https://www.tandfonline.com/doi/abs/10.1080/08985626.2014.999719>
- 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. <https://link.springer.com/article/10.1007/s11365-013-0284-1>
- 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.  
<https://www.sciencedirect.com/science/article/pii/S0148296313003305>
- 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.  
<https://journals.sagepub.com/doi/full/10.1177/1059601113519674>
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2014). 'Institutional determinants of downsizing'. *Human Resource Management Journal*, 24(1), 111-128.  
<https://onlinelibrary.wiley.com/doi/full/10.1111/1748-8583.12017>
- 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.  
<https://www.sciencedirect.com/science/article/pii/S0969593113000103>
- 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. <https://www.sciencedirect.com/science/article/pii/S0969593113000103>
- 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.  
<https://journals.sagepub.com/doi/abs/10.1177/0894486510396870>
- 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.  
<https://www.tandfonline.com/doi/abs/10.1080/09585192.2011.599955>
- Muñoz-Bullon, F., Sanchez-Bueno, M. J. (2010). 'Downsizing implementation and financial performance'. *Management Decision*, 48(8), 1181-1197.  
<https://www.emerald.com/insight/content/doi/10.1108/00251741011076735/full/html>

- 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 LiterariNetwork. [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. <https://onlinelibrary.wiley.com/doi/abs/10.1002/smj.782>
- Galan, J. I., Sanchez-Bueno, M. J. (2009). 'Strategy and structure in context: Universalism versus institutional effects'. *Organization Studies*, 30(6), 609-627. <https://journals.sagepub.com/doi/abs/10.1177/0170840609104802>
- 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. <https://academic.oup.com/icc/article/15/3/531/761813?login=true>
- 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. <https://onlinelibrary.wiley.com/doi/full/10.1111/j.1467-8551.2005.00465.x>

## Proceedings

- Inefficient and ineffectual, but still in the job! Why Some executives dodge dismissal despite poor firm performance (with Muñoz-Bullon, Hughes, Aguinis\*). IFERA Conference Proceedings (2024), Family Firms: Leading for Impact, ISBN: 979-12-210-6429-2
- How family ownership matters: Managing board responsiveness to investor dissent (with Mendoza, Cruz, Gomez-Mejia \*). IFERA Conference Proceedings (2024), Family Firms: Leading for Impact, ISBN: 979-12-210-6429-2
- Board gender diversity and workforce reductions in family firms (with Davila, Gomez-Mejia, Muñoz-Bullon). *Academy of Management Proceedings* 2023(1), <https://doi.org/10.5465/AMPROC.2023.14233abstract>
- CEO mentoring and post-CEO succession performance in family firms (with Amore, Cambrea, Muñoz-Bullon, Quarato). IFERA Conference Proceedings 2023, Back to the Core. Addressing Paradoxes and Ambiguities in Family Business Research. ISBN: 979-12-210-3844-6
- Regional green innovation and innovation performance: Do family firms benefit more? (with Kotlar, Muñoz-Bullon). IFERA Conference Proceedings 2021, Family Business: A Model of the New World? ISBN: 979-12-200-8948-7
- Toward a reconciliation of discrepant perspectives on debt in female led firms (with De Massis, Muñoz-Bullon, Velasco, Vismara). IFERA Conference Proceedings 2021, Family Business: A Model of the New World? ISBN: 979-12-200-8948-7
- Tension over financing decisions in family firms: Control, long-term horizon and female leaders (with Muñoz-Bullon, Velasco). IFERA Conference Proceedings 2020, Generations to Generations. Bridging Past and Future in Family Business. ISBN: 979-12-200-6730-0
- Broadening our sight on family firms and employment changes: The role of institutional risks (with De Massis, Gomez-Mejia, Miroshnychenko, Munoz-Bullon). *Academy of Management Proceedings* 2020 (1), <https://doi.org/10.5465/AMBPP.2020.13067abstract>, p.13067. ISSN: 0065-0668
- Family firms' concern for the environment: Does it pay off to pollute less? (with Gomez-Mejia, Lannelongue, Muñoz-Bullon, Requejo). *Academy of Management Proceedings* 2019(1), <https://doi.org/10.5465/AMBPP.2019.14454abstract>, p. 14454. ISSN: 0065-0668
- R&D sources and the innovation performance of family versus non-family businesses (with Muñoz-Bullon, De Massis\*). IFERA Conference Proceedings 2019, Feeding the Fire of Entrepreneurship: Theory and Practice for the Enterprising Family. ISBN: 979-12-200-5032-6
- European family firms and acquisition propensity: A comprehensive analysis of the legal system's role (with Requejo, Reyes-Reina, Suarez-Gonzalez). IFERA Conference Proceedings 2018: Coping with Disruptions: Family Firm Continuity and Sustainability in Times of Rapid Change. ISBN: 978-90-77901-92-2

- Drivers in offshoring and choosing the governance mode: The role of knowledge-intensive activities (with Paz-Aparicio, Muñoz-Bullon \*). EIBA Conference Proceedings 2016. ISBN: 978-3-200-05028-0.
- Skills and innovation of foreign and domestic firms (with Un, Muñoz-Bullon\*). Academy of Management Proceedings 2012(1). <https://doi.org/10.5465/AMBPP.2012.16800abstract>. ISSN (print): 0065-0668 | ISSN (online): 2151-6561

### 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 and Media Appearances

- Sanchez-Bueno, M. J. (2024). 'Las empresas familiares despiden menos a sus trabajadores'. Expansión. <https://www.expansion.com/economia/2024/02/06/65c1f413e5fdea77548b456d.html>
- Sanchez-Bueno, M. J. (2024). 'Mujeres líderes e iniciativas sociales: un análisis de la empresa familiar'. The Adecco Group Institute. <https://www.adeccoinstitute.es/diversidad-e-igualdad/mujeres-lideres-e-iniciativas-sociales-un-analisis-de-la-empresa-familiar/>
- Sanchez-Bueno, M. J. (2024). 'Políticas inclusivas y decisiones medioambientales en el tejido empresarial'. The Adecco Group Institute. [https://www.adeccoinstitute.es/diversidad-e-igualdad/politicas-inclusivas-y-decisiones-medioambientales-en-el-tejido-empresarial/?fbclid=IwY2xjawHHy5ZleHRuA2FlbQlxMAABHTadXg87Xoxscmsu7q-Mt7F6ckVupKD6qyOiTatpvf0mdPeLwAVmKk02Cg\\_aem\\_qUEfscbowvmNOyPUBwpeXA](https://www.adeccoinstitute.es/diversidad-e-igualdad/politicas-inclusivas-y-decisiones-medioambientales-en-el-tejido-empresarial/?fbclid=IwY2xjawHHy5ZleHRuA2FlbQlxMAABHTadXg87Xoxscmsu7q-Mt7F6ckVupKD6qyOiTatpvf0mdPeLwAVmKk02Cg_aem_qUEfscbowvmNOyPUBwpeXA)
- Davila, J., Gomez-Mejia, L., Muñoz-Bullon, F., Sanchez-Bueno (2024). 'Women on family firm boards shun layoffs'. FamilyBusiness.Org, Commentary. DOI: 10.32617/1037-65ee0915e4071. <https://familybusiness.org/content/women-on-family-business-boards-shun-layoffs>
- Participation in the article "Female advisors can help family businesses" (2021). FamilyBusiness.Org, Commentary. DOI: 10.32617/642-6061d5de6fe97. <https://familybusiness.org/content/female-advisors-can-help-family-businesses>
- 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. <https://theconversation.com/la-internacionalizacion-de-la-empresa-familiar-y-sus-efectos-en-las-reducciones-de-empleo-159562>
- Muñoz-Bullon, F., Sacher-Bueno, M. J., Vos-Saz, A. (2016). 'Los universitarios que practican deporte tienen mejor rendimiento académico'. Área de noticias de la Universidad Carlos III de Madrid. Entrevista, **video** **YouTube**. Europa Press. <https://www.uc3m.es/ss/Satellite/Deporte/es/TextoDosColumnas/1371232385408/?d=Touch#:~:text=Los%20estudiantes%20universitarios%20que%20realizan,estudio%20de%20la%20Universidad%20Carlos>

## PRESENTATIONS

### Conference Presentations (around the world)

- IFERA (International Family Enterprise Research Academy) Annual Conference (upcoming 2025, 2024, 2023, 2022, 2021, 2020, 2019, 2018)
- EURAM (European Academy of Management) Conference (upcoming 2025, 2024, 2023, 2018, 2008)
- SMS (Strategic Management Society) Annual Conference (2024, 2017, 2009, 2006, 2004)
- AOM Annual Meeting (upcoming 2025, 2023, 2020, 2019, 2018, 2012)
- ICGS (International Corporate Governance Society) Conference (2024, 2023)
- GSJ (Global Strategy Journal) Idea & Paper Development Workshop (2023)
- Global Family Business SUMMIT (STEP Project Global Consortium) (2023)
- EIASM Workshop on Family Firm Management Research (2024, 2023, 2021, 2018)
- Asia-Pacific Family Business Symposium (2023, 2021)
- FERC (Family Enterprise Research) Conference (upcoming 2025, 2021)
- 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)
- Strategic Management Society (SMS). Special Conferences (2018, 2017)
- 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 (upcoming 2025, 2011)
- EGOS (European Group for Organizational Studies) Colloquium (2011)
- Annual EuroMed Conference (2009)
- VIII IFSAM (International Federation of Scholarly Associations of Management) World Congress (2006)
- ACEDE (Spanish Academy of Management) Conference (upcoming 2025, 2024, 2023, 2018, 2017, 2016, 2013, 2012, 2011, 2010, 2008, 2007, 2006, 2004, 2005)
- AEDEM (European Academy of Management and Business Economics) Conference (2024, 2008, 2007, 2006)

### Workshops, Panel Discussions and Other Presentations

- **Discussant:** European Academy of Management and Business Economics Conference (2024). Global Family Business SUMMIT. STEP Project Global Consortium (2023). Research Think-Tank, STEP Project (2021). Global Consortium FBAW (Family Business in the Arab World) Conference (2020). ACEDE Conference (several editions). EGOS Colloquium (2011).
- **Moderator:** IFERA webinars, INDEM webinars.
- **Session Chair:** IFERA Conference (2024, 2021). Global Family Business SUMMIT. STEP Project Global Consortium (2023). 13<sup>th</sup> EIASM Workshop on Family Firm Management Research (2017). ACEDE Conference (several editions).
- **Speaker:** AINVEF Workshop (2023, 2022). Paradox and Plurality Meeting Research Webinars at Nova School of Business and Economics (2020). Entrepreneurship event (UC3M) (2020). Complutense University (Master Event) (2020). Corporate Social Responsibility and Family Business course, University of Salamanca (2017). Family Firm Survival event, Jenasa Group (2017).

### Invited Research Seminars (around the world)

- WHU - Otto Beisheim School of Management (2024)

- Lancaster University Management School, Centre for Family Business and the Academy of Gender, Work and Leadership (2024)
- ESPAE Business School (2024)
- ESCA Ecole de Management (2024)
- Cyprus University of Technology (2024)
- 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)

## **RESEARCH VISITS**

- Centre for Family Enterprise and Ownership (CeFEO), Jönköping International Business School, Sweden.
- IPAG Business School (IPAG Family Business Institute, Nice Campus), France.

## **RESEARCH GRANTS**

- 2025-2028 Madrid Region (R&D groups call) (Spain)
- 2024-2026 UC3M, Research Program (Spain)
- 2023-2026 Ministry of Science and Innovation and AEI (Spain)
- 2020-2024 Ministry of Science and Innovation and AEI (Spain)
- 2017-2019 Ministry of Economy and Competitiveness (Spain)
- 2017-2019 Ministry of Economy and Competitiveness (Spain)
- 2016-2018 Madrid Region (Spain)
- 2014-2017 Ministry of Economy and Competitiveness (Spain)
- 2011-2013 Ministry of Science and Innovation (Spain)
- 2013-2015 Ministry of Economy and Competitiveness (Spain)
- 2008-2012 Ministry of Science and Innovation (Spain)
- 2008-2009 Madrid Region/Carlos III University (Spain)
- 2009-2010 Madrid Region/Carlos III University (Spain)



2007-2010 Ministry of Education and Science (Spain)  
2007-2009 Castile and Leon Region (Spain)  
2004-2007 Ministry of Science and Technology (Spain)  
2001-2004 Ministry of Science and Technology (Spain)  
2002 Castile and Leon Region (Spain)

## RESEARCH AWARDS AND RECOGNITIONS

- 2023/24 FamilyBusiness.org Schulze Publication Award, Commentary category.
- Best Paper Award, Family Business Workshop (ACEDE, 2024)
- Nominated for the Best Paper Award (Recommendation) (ICGS Conference, 2024)
- Nominated for the Best Contribution to Practice Paper, 19th EIASM Workshop on Family Firm Management Research, 2024)
- Included in the Ranking of Spanish and Foreign Female Researchers in Spain According to Google Scholar (h-Index and citations), 2024 (Ranking de Investigadoras (Ellas) Españolas y Extranjeras en España según Perfiles Públicos de Google Scholar (06/28/2024))
- Nominated for the Best Reviewer Award, IFERA Conference 2024
- Best Paper Award, EURAM (European Academy of Management) 2023 Conference, Family Business Research SIG
- Best Reviewer Award. EURAM (European Academy of Management) 2023 and 2022 Conferences, Family Business Research SIG
- Best Paper Award. 16<sup>th</sup> 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 78<sup>th</sup> 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 (2<sup>nd</sup> place), 3<sup>rd</sup> 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)

## PhD DISSERTATIONS

### Doctoral Dissertation Supervisor

- Supervisor (with Suarez-Gonzalez, I.) of PhD Dissertation 'Family ownership and mergers and acquisitions: A study under the socioemotional wealth perspective'. 2018 (University of Salamanca). International PhD. Distinction cum laude. PhD student: Fernando Enrique Reyes Reina.
- Supervisor (with Muñoz-Bullon, F.) of PhD Dissertation 'Creation, growth and international expansion of new ventures: Influence of the entrepreneur and the entrepreneurial team'. 2013 (Universidad Carlos III de Madrid), Distinction cum laude. PhD student: Antonio Vos Saz.
- Supervisor (with Gomez-Mejia, L.) of PhD Dissertation 'Three essays of family firms'. 2023. (Universidad Carlos III de Madrid). Distinction cum laude. PhD student: Jessenia del Carmen Davila Ruiz.
- Supervisor (with Gomez-Mejia, L.) of PhD Dissertation 'Organizational responsiveness to pressures: the case of family firms'. (Universidad Carlos III de Madrid). PhD student: Anabel Mendoza López. In progress.

### PhD Dissertation: External Examiner and/or Committee Member

- **External examiner and PhD committee member:** (University of Salamanca, 2023 (2 dissertations), 2012), (Free University of Bozen-Bolzano, 2022 (3 dissertations)), (Lancaster University Management School, 2021), (LIUC University, 2021), (University of Valladolid, 2020), (UNED, 2019), (Rey Juan Carlos University, 2017), (Complutense University, 2015).
- **External reviewer:** (Free University of Bozen-Bolzano, 2023, University of Bergamo, 2022).
- **External examiner and committee member** for DBA dissertation synopsis: (International University of Monaco, 2021).

## 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).
- Professional Seminars, International Management (graduate courses, Master in Human Resources Management).
- Strategy for Entrepreneurs (graduate course, Master in Entrepreneurship and Business Venturing).

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|-------------------------|---|
| University of Salamanca | <ul style="list-style-type: none"> <li>- Strategic Management in the Biotechnological Industry (undergraduate course, bachelor in Biotechnology).</li> <li>- Strategic Management II (undergraduate course, bachelor in Business Administration).</li> <li>- Introduction to Business Administration II (undergraduate course, bachelor in Business Administration, bachelor in Economics).</li> <li>- Strategic Management (graduate course, Master in Business Management Research).</li> </ul> |
| International Lecturers | <ul style="list-style-type: none"> <li>- Goals and Strategies in Family Firms. Cattaneo University- LIUC (2024)</li> <li>- The Internationalization of Family Firms. Cyprus University of Technology, Department of Management, Entrepreneurship &amp; Digital Business (2024)</li> </ul>   |

### Textbooks

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

### Teaching Awards and Recognitions

- 2020 Docencia 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, 2025).
- Many teaching excellent acknowledgements letters, UC3M (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).

### Advising to Students

- **Bachelor thesis supervisor** (Bachelor in Business Administration, Dual Bachelor in Law-Business Administration), UC3M), several academic years (more than 80 bachelor theses supervised).
- **Master thesis supervisor** (Master in Management, Master in Human Resources Management), several academic years (more than 60 master theses supervised).
- **Bachelor thesis committee member** (Bachelor in Business Administration, Dual Bachelor in Law-Business Administration), UC3M), several academic years (more than 100 bachelor theses evaluated).

- **Master thesis committee member** (Master in Management, Master in Human Resources Management), several academic years (more than 80 master theses evaluated).
- **Mentor** in several programs to guide and support **undergraduate students** who require guidance in their academic development, UC3M (several academic years).
- **Mentor** in Technovation Girls (**STEM4GirlsUC3M**) (several academic years).
- **Mentor** IFERA Summer School (upcoming 2025, 2024, 2023).

## **PROFESSIONAL AND UNIVERSITY SERVICE**

### **Editorial and Reviewer Responsibilities**

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**Associate Editor:** Long Range Planning (2025-Present), European Journal of Family Business (2025-...), BRQ Business Research Quarterly (2018-2022), Business Ethics: the Environment and Responsibility (2019-2022).

**Review Board:** Family Business Review (2024-Present)

**Editorial Board Member:** European Journal of Family Business (2023-2024).

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

**Journal Reviewer:** British Journal of Management, BRQ Business Research Quarterly, Entrepreneurship & Regional Development, 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, R&D Management, Small Business Economics, etcetera. Academy of Management Review (AMR)'s Bridge Reviewer Program (2024).

**Conference Reviewer:** Academy of Management Annual Meeting (AOM) (ENT, IM, STR Divisions), 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, European Academy of Management and Business Economics Conference.

### **Grant Reviewer**

- Referee for ANEP (National Evaluation and Foresight Agency, Spain). National Plan for Scientific and Technological Research and Innovation, several years.
- Referee for ANECA (National Agency for Quality Assessment and Accreditation, Spain) and AEI (Agencia Estatal de Investigación: Research Agency in Spain): several calls, several years. Referee for UNIBASQ (Basque University System Quality Assurance Agency), several calls.

### **Grant Coordinator**

- Grant coordinator for ANECA (National Agency for Quality Assessment and Accreditation, Spain), Social Sciences Area, several calls, several years.

## University Service

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- Deputy director of The Institute for the Development of Enterprises and Markets (INDEM), Universidad Carlos III de Madrid (May 2019-present).
- Secretary of the 'Conde de Campomanes' Institute of Entrepreneurship and Family Business, Universidad Carlos III de Madrid (June 2010- February 2014).
- Coordinator of different courses (current and past coordinator courses, several academic years) (Universidad Carlos III de Madrid):
  - o Development Strategies for Businesses, undergraduate course, Bachelor in Employment and Labour Relations.
  - o Entrepreneurship and Small Business Management, undergraduate course, Bachelor in Business Administration, Dual Bachelor in Law-Business Administration.
  - o Digital Entrepreneurship, undergraduate course, Bachelor in Management and Technology.
  - o Entrepreneurship, graduate course, Master in Management.
  - o Introduction to Business Administration, undergraduate course, Bachelor in Economics, Bachelor in Statistics and Business.
  - o Introduction to Business, undergraduate course, Dual Bachelor in Law-Economics.
  - o Introduction to Business Management, undergraduate course, Bachelor in Computer Science and Engineering, Dual Bachelor in Computer Science and Engineering-Business Administration, Bachelor in Telematics Engineering, Bachelor in Audiovisual System Engineering, Bachelor in Communication System Engineering.
  - o Introduction to Business Administration, undergraduate course, Dual Bachelor in Computer Science and Engineering- Business Administration.
  - o Strategic Management, undergraduate course, Bachelor in Employment and Labour Relations.
  - o Strategic Management, undergraduate course, Dual Bachelor in Law-Business Administration.
- Coordinator Library (Business Administration Department) (June 2017-Present).
- 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) (2010-2011).
- Member of "Claustro" (annual faculty meeting, associate professor category), UC3M (April 2018-May 2022).
- Organizing committee: Workshop "Entrepreneurship" (Entrepreneurship & Family Firms in the last editions). 7 editions (2017-2025).

## Professional Service

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- Member of IFERA (International Family Enterprise Research Academy) RDT Research Development Team (2021-...).
- Member of the Family Business Center (Family Business Expert), Bratislava (2023-Present).
- Panelist. Workshop 'Building the Perfect Syllabus'. IFERA Conference 2024.
- Member of IFERA Conference Awards Jury (2020).
- Secretary of the 'Spanish Academy of Management' (ACEDE) (September 2012- January 2014).
- Member of the international scientific committee "International Congress of Entrepreneurship AFIDE" (several editions).
- Member of the organizing committee, XIII ACEDE (Spanish Academy of Management) Conference.

## **INDUSTRY/UNIVERSITY COLLABORATION**

- Mirat S. A. Company (Scholarship).
- Member of the research team “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).
- Coordinator of “Bancaja Chair for Young Entrepreneurs” (Cátedra Bancaja Jóvenes Emprendedores), Universidad Carlos III de Madrid (2010-2011, 2011-2012).
- Member of the Family Business Chair (Cátedra de Empresa Familiar) UPV (2023-Present).

**I dedicate all my merits to my wonderful family for their continued support and belief in me.**