



CURRICULUM VITAE

Gonzalo Sánchez Gardey
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Research interests

Strategic Human Resource Management, Diversity, Multicultural Management, Knowledge Management, Innovation, Information Technologies.

Educational qualifications

Doctoral Programme: “Strategic Management and Human Resources”, 2.000-2.002.

BA. Business Management, with the following academic awards:

- Extraordinary Academic Award of the Economy Faculty of the University of Cádiz.
- “Tartessos” Award to the Best Academic Report. Cadiz Marketing Club.
- Extraordinary Award of the Economy Council of the Andalusian Government.
- Academic Award of the Octavio Comes Foundation.

Actual Situation

Research fellow of the Business Management Department (University of Cádiz, Spain). Since July 2.000.

Working on a PhD Thesis concerning Strategic Human Resource Management and it’s relationship to multiculturalism and diversity.

Research Experience

Doctoral Working Papers: “The origin and evolution of Strategic Human Resource Management as a field of research”. September, 2.002.

“Strategic Human Resource Management and organizational diversity”. March, 2.003.

Contribution
to Congresses:

“Managing Organizational Change in the New Environment: the role of information technologies”. European Economic Congress, Warsaw, November 2.001.

“Past, Present and Future State of the Art in the Field of Strategic Human Resource Management”. 7th Conference on International Human Resource Management. Limerick (Ireland), June 3rd to 6th, 2.003.

“Strategic Human Resource Management: an online research project”. Academy of Management Annual International Conference, Seattle, 1st to 6th de agosto de 2003 (Sesión “Collaboration of Management Academicians through the Democracy of the Internet”).

“Researching on SHRM: an analysis of the debate over the role played by human resources in firm success”. International Symposium. Human Resources and Economic Success. Contributions from Different Disciplines & Different Nacional Environments. Paderborn, Germany, February 27th to 28th, 2004.

“Organizational diversity and firm success: the moderating role of Strategic Human Resource Management”. International Symposium. Human Resources and Economic Success. Contributions from Different Disciplines & Different Nacional Environments. Paderborn, Alemania, February 27th to 28th, 2004.

“An international study about strategic human resource management research”. 4th Annual Conference of the European Academy of Management. St. Andrews, Scotland, May 5th-8th, 2004.

“¿Are family firms more efficient than non-family firms?”, 11th ASEPUC Congress. Granada, Spain. June 3rd-4th, 2004.

“Effects of Workforce Diversity: group dynamics and human resource configuration”, XIV ACEDE Congress. Murcia, Spain. September 19th-21st, 2004.

“Strategic Human Resource Management: an empirical analysis of the State of the Art”, XIV ACEDE Congress (poster). Murcia, Spain. September 19th-21st, 2004.

“Empirical analysis of efficiency differences between family and non-family firms”, XIV ACEDE Congress (poster). Murcia, Spain. September 19th-21st, 2004.

“Differences of efficiency between family and non-family SME’s: an empirical analysis in the Andalusian context”, IV IECF Workshop, Seville, Spain. March 3rd-4th, 2005.

“Human Resource Management as a field of research: an international empirical study”, 20th EIASM Workshop on Strategic Human Resource Management, Brussels, April 28th-30th, 2005.

“Strategic Human Resource Management as a moderator of the effects of demographic and human capital diversity”, Annual Conference of the European Academy of Management, Munich, May 5th-7th, 2005.

“Strategic Human Resource Management: a structural analysis of its internal and external consistency”, Interactive Poster presented at the Annual Conference of the European Academy of Management, Munich, May 5th-7th, 2005.

“The efficiency of Family owned Small and Medium sized Enterprises: an empirical study on a Spanish sample”, Paper presented at 28th Annual Conference of the European Accounting Association (EAA), Göteborg, May 17th-20th, 2005.

“Strategic Human Resource Management as a field of research: an international study”, Paper presented at XIX Annual Congress of the European Association Business Management (AEDEM), Vitoria (Spain), June 8th-10th, 2005.

“Are family owned SME’s more efficient than non-family businesses?. The Spanish case”, Paper presented at the EIASM Workshop on Family Firm Management Research, Jönköping (Sweden), June 9th-11th, 2005.

“Effects of Diversity on workgroups’ dynamics: the moderating role of Strategic Human Resource Management”. Paper presented at the XIII Conference of AECA. Oviedo (Spain), September 22nd-24th, 2005.

“Differences between family and non family SME’s in terms of strategic orientation: an empirical comparative study”. Paper presented at the XIII Conference of AECA. Oviedo (Spain), September 22nd-24th, 2005.

“Type of innovation, context and competitive advantage in Small and Medium sized Enterprises: an empirical analysis”. Paper presented at the XIX RENT Conference (Research in Entrepreneurship and Small Businesses). Naples (Italy), November 16th-18th, 2005.

“Double consistency in Strategic Human Resource Management: a Structural Equations Model to test universalistic, contingent and configurational hypothesis”. Paper presented at the 4th International Conference of the Iberoamerican Academy of Management. Lisbon (Portugal), December 8th-10th, 2005.

“Un análisis exploratorio de la relación entre la innovación y el entorno competitivo en las PYME (an exploratory analysis of the relationship between innovation and competitive environment in SMEs)”. Paper presented at the 4th International Conference of the Iberoamerican Academy of Management. Lisbon (Portugal), December 8th-10th, 2005.

“Describing, explaining and predicting in Human Resource Management Research: an empirical analysis of the State of the Art”. Paper presented at the 4th International Conference of the Iberoamerican Academy of Management. Lisbon (Portugal), December 8th-10th, 2005.

Publications:

1. Books:
 - “Impacto Económico de los festivales culturales: un estudio comparado”. (Economic impact of cultural festivals: a comparative analysis). Published in the Research Series of the Provincial Culture Foundation of Cadiz. 2005. ISBN: 84-95174-53-7
 - “Factores de Éxito de la Empresa Familiar. Estudio aplicado a la PYME andaluza”. (Exit determinants of Family Businesses. A study of Andalusian SMEs). Published by AECA, Spanish Accounting and Management Association. 2005. ISBN: 84-89959-94-3

2. Book Chapters:
 - “New Organizations for a New Environment”. In K. Piech. (Ed.) European Economy: Opportunities of Change. Warsaw, The Knowledge Institute, 2.002. ISBN: 83-89132-00-1.
 - “Economic Impact of the Iberoamerican Theatre Festival of Cadiz”. In A. Garcia Morilla and González Rueda, A.J. (Eds.) Situation Diagnosis fo the Iberoamerican Theatre Festival of Cadiz. University of Cadiz Press, 2003. ISBN: 84-7786-833-6
 - “Economic Impact of Cultural Policies”. In V. Atero Burgos; Catalán Romero, S. and González Rueda, A.J. (Eds.) Itinerary 21: Institutional Evaluation Process of Cultural Policies in Algeciras (1978-2003). University of Cadiz Press, 2005. ISBN: 84-9828-041-9

3. Articles:
 - “Integración de las perspectivas universalista, contingente, configuracional y contextual en la investigación en dirección estratégica de los recursos humanos” (Integration of the Universalistic, Contingent, Configurational and Contextual perspectives in SHRM research). *Investigaciones Europeas de Dirección y Economía de la Empresa*, 10 (2): 29-56. (ISSN: 1135-2523).
 - “Strategic Human Resource Management: Integrating the Universalistic, Contingent, Configurational and Contextual Perspectives”. *International Journal of Human Resource Management*, Vol 16 (5): 633-659. (ISSN: 0958-5192).

“Researching on SHRM: an Analysis of the Debate over the Role Played by Human Resources in Firm Success”. *Management Revue*, Vol 16 (2): 213-241. (ISSN: 0935-9915).

“Modelo explicativo de la influencia de la diversidad sobre el desempeño de los grupos de trabajo. El efecto moderador de la dirección estratégica de los recursos humanos” (Explicative model of the influence of diversity on workgroup performance. The moderating effect of Strategic Human Resource Management). *Investigaciones Europeas de Dirección y Economía de la Empresa*, Vol 11 (3): 00-99. (ISSN: 1135-2523).

Comentario: Faltan los números de página

“Impacto Económico del Festival Iberoamericano de Teatro de Cádiz” (Economic Impact of the Iberoamerican Theatre Festival of Cádiz). In García Morilla, A. y González Rueda, A.J. (Eds) Diagnóstico de situación sobre el Festival Iberoamericano de Teatro de Cádiz. Servicio de Autoedición de la Universidad de Cádiz. ISBN: 84-7786-833-6.

“Plan Nacional de Evaluación de la Calidad de las Universidades. Informe Final de las Universidades Andaluzas. Segunda Convocatoria (1998)”. (National Programme for University Quality Assessment. Final Report of the second edition (1998)). Unidad para la Calidad de las Universidades Andaluzas, Cádiz, May 2000.

“Plan Nacional de Evaluación de la Calidad de las Universidades. Informe Final de las Universidades Andaluzas. Tercera Convocatoria (1999)”. (National Programme for University Quality Assessment. Final Report of the second edition (1998)). Unidad para la Calidad de las Universidades Andaluzas, Cádiz, julio de 2.001.

Opinion Article: “Los otros problemas de investigación” (*The other research problems*). *El Mundo (Campus)*. June 12th, 2.002.

Participation in Research projects: “Product Innovation and business competitiveness”. Directed by Dr. Valle Cabrera. Funded by the Spanish Ministry of Science and Education.

“Effects of Human Resource Management on firm’s value creation through the development of Social Capital”. Directed by Dr. Fernando

Martín Alcázar. Funded by the Spanish Ministry of Science and Technology.

“Strategic Management and Human Resources”. Directed by Dr. Ruiz Navarro. Funded by the Andalusian Regional Government.

“Human Resource Management: Social and Intellectual Capital in the firm”. Directed by Dr. Martín Alcázar.

“Economic and Financial Performance of Andalusian Small Business”. Directed by Phd. Dr. Larrán Jorge and Phd. Dr. Laffarga Briones.

“Diagnóstico de Situación sobre el Festival Iberoamericano de Teatro de Cádiz” (Situation Analysis of the Iberoamerican Theatre Festival of Cádiz). Coordinated by the Cultural Extension Bureau of the University of Cádiz.

Strategic Planification of the Cultural Policy of the Council of Algeciras. Coordinated by the Cultural Extension Bureau of the University of Cádiz. (March 2003 to December 2006)

Strategic Planification of the Cultural Policy of the Council of Sanlúcar de Barrameda. Coordinated by the Cultural Extension Bureau of the University of Cádiz. (June 2003 to March 2006).

”Differential Factors of Family Businesses: an empirical analysis of andalusian firms”. Coordinated by PhD. Amalia García-Borbolla Fernandez and funded by the Spanish Association for Accountability and Business Management (2.004-2.005).

“Economic Impact of Cultural Festivals: a comparative analysis”. Funded by VIGIA – Cultural Observatory of the Provincial Government of Cadiz.

“Chiclana 16-30 Project (Human Capital and Employment in the youth population of the city of Chiclana)”, coordinated by the Cultural Extension Bureau of the University of Cádiz, and funded by the Local Government of Chiclana de la Frontera.

European Project "VISION 2000: Gender and quality certification". Leonardo II Programme, code: 2002-I-02-B-F-PP-120304. Directed by Maria Satta (Projectto Donna, Bolonia). 2003-2006.

European Project “SCALITY-LEQUAL: Considerations regarding the aging workforce in Europe”. Leonardo II Programme, code: FR/03/C/P/RF-91101. Directed by Marie Claude Ecullier (AEIH, La Poussonie, France). 2002-2004.

Participation as Researcher in the “Diversity Observatory of Almeria”, funded by the Local Council of Almeria and coordinated from the European Institute for Managing Diversity (EIMD).

Organization of events: First International Conference on Applied Sciences and the Environment ASE’98. Organized by the University of Cádiz and The Wessex Institute of Technology. 1.998

III and IV International Workshop on Human Resource Management. University of Cádiz, and University Pablo de Olavide (Seville). 2.002 and 2.003

Participation in Review Processes: Journals:

- Organization Studies.
- Investigaciones Europeas de Dirección y Economía de la Empresa.

Conferences:

- EURAM Annual Conference.
- Iberoamerican Academy of Management Conference

Affiliation: Member, since october 2.001 of the Academy of Management.
Member, since may 2004 of the European Academy of Management.
Member, since may 2005 of the European Association of Academy
of Management and Business Economics.

Experience as Visiting Fellow

- 2000 Attending a course on Scientific English at Pine Manor College, Boston
Massachussets (U.S.A.).
2001
- 2003 Visiting Research Fellow in the Management Development and HRM
Department of Oxford Brookes Business School. Oxford Brookes
University, United Kingdom.
- 2004 – 2005 Visiting Research Fellow in the European Institute for Managing
Diversity (Barcelona, Spain).

Teaching Experience

- Postgraduate courses: 2.000-2.001
“Business Simulation”. Snow Project. European Program,
CONNECT DG XXXII-10-99. (500 hours).
- 2.002
“International Human Resource Management”. CEPES.
- 2.003
“Human Resource Management in Social Economy Firms”.
CEPES.
- 2.003
“Human Resource Management in Social Economy Firms”.
FPO, Andalusial Regional Council.

2.003

“International Human Resource Management”. CEPES.

2.005

“The Strategic Management Process: Tools for analysis, formulation and implementation”. CEGINFOR.

2.005

“Cultural Cartography II: Mapping Cultural Habits & Agents”. Andalusian Regional Government.

2.005

“Firms in context: the concept of Corporate Social Responsibility”. Master in Environmental Management and Sustainable Development. Doñana 21 Foundation and Mediterranean Institute for Sustainable Development (IMEDES).

Undergraduate Modules:

2.001-2.002

Collaboration in the Module “Gestión Estratégica de los Recursos Humanos” (Strategic Human Resource Management). University of Cádiz, Spain.

2.003

“International Human Resource Management”. Oxford Brookes Business School, April to June, 2.003.

2.003

“Economía de la Empresa” (Business Economy). October 2.003 to June 2.004. University of Cádiz, Spain.

Teaching training:

Course: “Virtual classroom software WEB CT”. 8th to September 10th, 2003.

Course: “Alumn motivation and learning theories”. November 11st, 2003.

Seminar: “Balanced Scorecard applied to University Management”. March 25th, 2004.

Seminar: “Problem Based Learning”. September, 8th, 2005.

Participation in the “Andalusian Project for University Teachers’ Training”. UCUA. 2.003-2.004.

Participation in the Subcommittee to adapt the “Social Auditing” modules to the European Credit System (ECTS).

Seminars Conducted

“Spanish Context of Human Resource Management”. Oxford Brookes Business School, May 7th, 2.003.

“Human Resource Management Strategies and Organizational Performance: a research project”. Oxford Brookes Business School, June 19th, 2.003.

Complementary information

Languages: High level in English (TOEFL 570, and First Certificate in English of Cambridge University).
Intermediate level in German.

Courses and Seminars: 30 different courses concerning diverse areas of Social Sciences.