

# Eva M<sup>a</sup> Aguilar Pastor

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## EMPLOYMENT

Vice Dean for Academic Affairs, CUNEF Universidad, 2023-present.

Senior Lecturer, Department of Business Management, CUNEF Universidad. 1998-present.

Profesor Colaborador Doctor, ICADE, 2007-2011.

Profesor Colaborador Doctor, E.U. Estudios Empresariales, UCM, 2001-2003.

Profesor Asociado, Facultad de CC. Económicas y Empresariales, UCM, 1998-2003.

Academic Director of the course “Strategic Human Resource Management”, Complutense Summer School, UCM, 2003 – present.

Teaching Collaboration in the “Executive Program in Data Science and Digital Transformation”, CUNEF, 2019.

Teaching Collaboration in the “Digital Transformation Course”, CUNEF, 2019.

Teaching Collaboration in the “Master’s Degree in Talent Management and Development” (proprietary program), UCM, 2017.

Teaching Collaboration in the “Master’s in Cultural Management: Tourism, Heritage, and Nature”, Ortega y Gasset University Institute, 1999–2006.

Teaching Collaboration in the “Master’s in Cultural Management: Theatre, Music, and Dance”, Cultural Institute of the Community of Madrid (ICCM), 2000–2002

## EDUCATION

PhD in Economics and Business Sciences, Universidad Complutense de Madrid (UCM), 1998.

Bachelor’s degree in economics and business sciences, CUNEF Universidad, 1994.

Specialist in Compensation and Benefits, Garrigues Study Center, 2006.

Specialist in People Analytics and Digital Management for Human Resources, Leadership & Management School, 2018.

IPQ Certification – Professional in Innovation & Change Management, awarded by the Office of Qualifications and Examinations Regulation (UK) – Pearson, 2018.

## **FIELDS OF INTEREST**

Strategic Human Resource Management, Entrepreneurship and Innovation.

## **PUBLICATIONS**

Gelashvili, Vera; Aguilar, Eva María; Segovia, Maria Jesús; Camacho, Maria del Mar: "The economic and financial viability of Sheltered Employment Centres: is the level of managerial professionalization a determining factor for profitability?" *Management Decision*, 57(9), 2261-2283, 2019.

Aguilar, Eva María: "De la negociación individual al diseño integral de las políticas de expatriación: evidencia del caso español", *Dirigir Personas (AEDIPE)*, 12-19, 2012.

Aguilar, Eva María: "El diseño del sistema de retribución de los directivos: problemática y evidencia empírica", *Dirección y Organización*, 26, 196-212, 2001.

Aguilar, Eva María: "El diseño de la retribución de los directivos y su efecto sobre los resultados empresariales", *Economía Industrial*, 333, 131-148, 2000.

Sastre, Miguel Ángel; Aguilar, Eva María: "Un modelo de competitividad empresarial basado en los recursos humanos", *Economía Industrial*, 332, 125-138, 2000.

## **SELECTED ACADEMIC HONOURS AND GRANTS**

Special Mention in the award resolution for the Extraordinary Doctoral Dissertation Prize in the field of Business Economics, academic year 1998–1999.

Accésit in the 5th "Estudios Financieros" Award (CEF), Human Resources category, for the paper "The Strategic Approach to Human Resource Management", 1999.

Accésit in the 3rd "Estudios Financieros" Award (CEF), Human Resources category, for the paper "Job Design and Human Resources in a Lean Production System", 1997.