



Tomás Páez
www.tomaspaez.com

RÉSUMÉ

Ph.D. TOMÁS PÁEZ.

NAME:	TOMÁS
SURNAME:	PÁEZ BRAVO SOSA
PLACE OF BIRTH:	SPAIN
DATE OF BIRTH:	April 28, 1953
ACADEMIC DEGREES:	SOCIOLOGIST, Central University of Venezuela First English Certificate Ph.D and M.Phil.- University College, London. 1989

ACADEMIC EXPERIENCE.

2011-2013.-Professor at Rioja International University. Teaching at the Master Degree Course in Social Work.

1980-2014

Permanent Professor. Highest academic degree in the university structure of Venezuela. All promotions in the university structure are associated to a minimum residence term and a public defense of a research work. Levels: instructor, assistant, aggregate, associate and permanent. The Central University of Venezuela is the one with the greatest tradition in generating a high percentage of the research produced by the country's universities.

As student, professor's assistant between 1975 and 1977 chosen by credentials election. This position is reserved for the best students whose responsibility is to support the activity of the professor in the classroom. Assistant in the areas of social theory and research methodology.

Undergraduate Professor at the School of Sociology, Central University of Venezuela. Professor at the M.S. in Business Administration and at the Ph.D. in Social Sciences and at the Ph.D. in Management and Organization. Member of the latter's academic committee. Coordinator of the project for the creation of the M.S. in Sociology of Organizations. Member of the technical team responsible for designing the M.S. in Quality and Productivity.

Undergraduate Duties: Head of the Department of Methods (2000-2002). Design of workshops and electives. The workshop has a duration of two semesters and comprises a research activity.

Designed workshops:

- Quality and productivity; Pymes (small and medium enterprise) globalization and competitiveness; Pymes, cooperation and globalization strategies; Entrepreneurial strategy and management quality; Pymes, globalization and new

information and communication technologies; SOCIOECONOMÍA (Socioeconomics): design of an elective: ethics, pymes and democracy.

Postgraduate Duties:

1) **Master in Bussiness Administration:** Mandatory courses in Strategic Planning and Methodology. Design of the elective course: quality and productivity.

2) **Ph.D. IN SOCIAL SCIENCES:** Design of elective courses:

- Pymes, globalization and new information and communication technologies.
- Ethics, pymes and democracy.

3) **Ph.D. IN MANAGEMENT AND ORGANIZATION:** Member of the academic comitte and:

- Professor in the area of Sociology of organizations.

TRAINING OF PROFESSORS

Tutor of instructor professors for their promotion to assistant professor.

Coordinator of the course in quality and productivity aimed at professors in order to create the M.S. in Quality and Productivity, Universidad del Zulia (University of Zulia).

APPRENTICESHIPS AT COMPANIES AND INSTITUTIONS

Tutor of more than 40 apprentices at companies, institutions, etc.

THESIS TUTORSHIP

More than 40 theses in the areas of quality management, small and medium enterprises, globalization, management, new technologies, entrepreneuring, organizations, etc.

Tutor of Undergraduate, M.S. and Ph.D theses.

OTHER ACADEMIC ACTIVITIES:

- Coordinator of the I National Seminar of Sociology of Organizations.
- Coordinator of the XIX International Seminar of the Ibero-American Association of Sociology of Organizations called after the following motto: "Ethics and Social Responsibility of Organizations".
- Member of the board of directors of the network of universities making research in the enterprises world with special emphasis on small and medium enterprises.
- Vice-President of the Institute for Entrepreneurial Training of Universidad Metropolitana (Metropolitan University). This initiative gathers institutions linked to the enterprise and the university, and whose object is to promote the development of the entrepreneurial capacity among students, professors and the community.
- Director of the Technological Park of Sartenejas promoting the creation and incubation of enterprises adhered to Universidad Simón Bolívar (Simón Bolívar University).
- Director of FUNDAUCV, an Institute of the Central University of Venezuela whose mission is to promote the creation of university enterprises for the transfer and commercialization of technology.
- Member of the Board of Directors of ALDEA TECNOLÓGICA of Universidad Valle del Momboy, an institute responsible for promoting the entrepreneurial capacity and incubation of enterprises.
- Guest lecturer at seminars, congresses, meetings of students and professors at major universities of the country and universities of Colombia, Perú and México.
- Guest professor in the areas of management, quality and productivity at the tactical and General Staff courses of the Air Force of Venezuela (1983-1985).
- Guest professor at the M.S. in Public Health, UCV, management of hospitals with quality and productivity criteria.
- Arbitrator of indexed magazines of various universities of the country.

- Member of Committee for assessment of M.S. projects before the National Board of Universities, a national institute responsible for the approval of Graduate projects at all universities of the country.

RESEARCH

2014.-.- Coordinador of the Global Research of the Venezuela migration process and the project of Venezuelan Diaspora which includes: the Observatory of Venezuelan Diaspora and the Platform of the Venezuelan Diaspora.

2012- Coordinator of the following survey: SOCIAL RESPONSIBILITY OBSERVATORY OF THE VENEZUELAN PYME. The Third Observatory. 2013

2010.- The Venezuelan Informal Sector (Black Market). Konrad Adenauer Foundation.

2007.- Second survey of the book sector in Venezuela

2005.- Survey on the Graphic Arts industries in Venezuela.

2004- Coordinator of the PYME (SME)OBSERVATORY OF VENEZUELA. 2004.

2003.- Regional surveys in Competitiveness: case under consideration: State of Anzoátegui, Venezuela.

2003.-First survey of the book sector in Venezuela.

2001.- Coordinator of the PYME (SME) OBSERVATORY OF VENEZUELA. 2001

2001- Research on financing, warranty partnerships, risk capital partnerships.

PUBLICATIONS

2015.- The Voice of Venezuelan Diaspora”. Edit. La catarata. Spain.

2015- Editor of the Book, Authorism and Democracy in Latin America. Edit Equinoccio. Simón Bolívar University, Venezuela.

2014- Co-author. “Corporate Social responsibility in perspective” (La Responsabilidad Social en Perspectiva”) Edit. VENANCHAM (American-Venezuelan Chamber of Commerce, and Fundación BBVA-Provincial.

2013 - Third Observatory of Venezuelan Small and Medium Enterprise. Google Books.

2012.- Coauthor “Corporate Social Responsibility: Complementary visions”. Venezuelan-American Chamber. VENANCHAM.

2010.- Venezuelan Informal Sector. Konrad Adenauer

2008.- - Editor and coauthor of the text of the XIX Ibero-American Seminar of Sociology of Organizations. Ethics, democracy and small and medium enterprise.

2007- Entrepreneurship and informality: towards a joint construction of solutions.

2007-Coordinator of the PYME COLLECTION, which includes six texts aimed at the small and medium entrepreneur.

2006- Assessed Article: The Venezuelan Enterprise: a Socioeconomic Reading. It was presented at the international meeting held in Spain in order to debate about the future of the teaching of sociology of organizations. Sociology of enterprises and organizations, which appeared in the following publication: SOCIOLOGY OF THE ENTERPRISE AND ORGANIZATIONS, EGIDO EDITORIAL, Spain, 2006. Comps: Ignasi Brunet and Amado Alarcón.

2006- Assessed Article: XVII Ibero-American Congress of Sociology of Organizations. Decentralization. (2006), which appeared in AMADÍS COLLECTION of Universidad

Politécnica de Valencia (Polytechnical University of Valencia), Spain and the Institute for Ibero-America and the Mediterranean. Out of the quoted publication, the speech presented at the XXVII International Seminar of the AISO, was selected, under the title: The role of Regional and Local Public Administrations in times of globalization: locations, cities and regions also compete.

‘Indexed Venezuelan magazine selected the work, **MANAGEMENT OF PYME IN VENEZUELA**, for its publication. UPEL, Magazine SINOPSIS EDUCATIVA, Year 4 No. 1, Magazine indexed in CREDI-CO and REVENCYT.

2004- First survey of the **BOOK SECTOR IN VENEZUELA**.

2004.- (SME) **PYME OBSERVATORY AND NEW INFORMATION AND COMMUNICATION TECHNOLOGIES**. CEATPRO PUBLISHING COMPANY -SOCIOLOGY OF ORGANIZATIONS. AUTHOR AND PUBLISHER. CEATPRO PUBLISHING COMPANY.

2001- **PYME OBSERVATORY OF VENEZUELA**. CAF PUBLISHING – BOLÍVAR PROGRAM.(2001)

2000- Second edition at the request of FINTEC Publishing Company of the Central Bank of Venezuela, of the book **MANAGERIAL STRATEGY AND MANAGEMENT QUALITY**, FINTEC Publishing Company, Central Bank of Venezuela.

- 1998. Electronic Book. **COAUTHOR, INDUSTRIALIZATION OF THE ECONOMIC POLICY**, INSOTEV Publishing Company, Bolívar Program, Fedehindustria.

- 1995. Coauthor of “**Productivity and Quality of Public Services**” in the text **CARACAS, PRESENT AND FUTURE**, published by the Office of the Mayor of Caracas, Venezuela.

- 1994. **MANAGERIAL STRATEGY AND MANAGEMENT QUALITY**, KONRAD ADENAUER INSOTEV Publishing Company.

- 1993. **COAUTHOR, NOTES FOR AN URGENT DIALOGUE**, BOLÍVAR PROGRAM PUBLISHING COMPANY, CARACAS.

- 1992. **COAUTHOR. SECOND EDITION. NEW HUMAN RESOURCES MANAGEMENT**. CAF PUBLISHING COMPANY. CARACAS.

- 1992. **COAUTHOR. “QUALITY AND PRODUCTIVITY IN THE EDUCATIONAL SECTOR”**. Chapter requested for the text “**QUALITY, TECHNOLOGY AND GLOBALIZATION IN LATIN AMERICAN HIGHER EDUCATION**”. UNESCO – CRESALC, Caracas.

- 1991. **COMPETITIVENESS: NATIONAL STRATEGY**. NUEVA SOCIEDAD PUBLISHING COMPANY. Author.

- 1991. **COAUTHOR. QUALITY AND PRODUCTIVITY HANDBOOK**. Andean Program for Quality and Productivity. CAF Publishing Institution.

- 1991. **COAUTHOR. NEW HUMAN RESOURCES MANAGEMENT**. CAF.: Andean Program for Quality and Productivity.CAF Publishing Institution.

- 1991. **COAUTHOR. COMPETITIVENESS SURVEY OF THE CLOTHING INDUSTRY**, ILDIS, Venezuela.

- 1991. At the request of the Latin American Commission of Development Administration (CLAD) publication of chapter and Coauthor of the periodical publication, **SELECTION OF KEY DOCUMENTS**, of chapter **Improvement of productivity in the public sector**, Venezuela.

- 1988. Presidential Commission of Administrative Reform (COPRE). Coauthor of the text **ADMINISTRATIVE REFORM OF THE STATE**.

- 1988. **QUALITY AND PRODUCTIVITY MANAGEMENT IN PUBLIC AND SERVICE SECTORS**. Torino Publishing Company. Caracas.
- 1988. COAUTHOR. The new challenges of the union movement. **UNIONS BEFORE PRODUCTIVITY**. Nueva Sociedad – ILDIS Publishing Company. Caracas.
- 1988. COAUTHOR. REFORM OF THE MINISTRY OF DEVELOPMENT: THE NECESSARY MINISTRY OF DEVELOPMENT. ILDIS Publishing Company. Caracas.
- 1987. COAUTHOR. **PRODUCTIVITY OF INDUSTRIAL TECHNOLOGY IN SUMMARY TEXT** which collects papers presented at the CONICIT event (MINISTRY OF SCIENCE AND TECHNOLOGY). CONICIT, Caracas.
- 1985. COAUTHOR. **“THE CHALLENGE OF PRODUCTIVITY” in 27 TOPICS ABOUT VENEZUELA**. Homage text to Dr. Ramon J. Velásquez. Congress of the Republic Publishing.
- 1985. COAUTHOR. **PRODUCTIVITY: A COMPREHENSIVE APPROACH**. INCE-FIM Publishing Company- Productivity.
- 1983. COAUTHOR OF THE TRANSLATION OF THE TEXT of Kasukiyo Kurosawa **“MEASUREMENT AND ANALYSIS OF PRODUCTIVITY AT THE ENTERPRISE”**, COVEP Publishing Company, Caracas.

ENTREPRENEURIAL AND INSTITUTIONAL CONSULTING.

2013.- Two courses in ENTREPRENEURSHIP. Babson College and Tomás Páez. Cisneros Foundation.

2010-2012.- Member of the Advisory Council of the International Association of Science Parks. Period 2010-2012

2005.- Member of the directory of the Simón Bolívar University technological Park since 2005.

2003- Coordinator of the network of the Venezuelan Association of Sociology of Organizations. Web page – Electronic bulletin of the network,(redsocvzla.tripod.com)

2004-Coordinator of the network of micros, small and medium enterprises. Web page. Electronic bulletin of the network (mipymesenlinea.tripod.com)

1997- President of the Technical Assistance Center for Enhancement of Productivity, a non governmental organization created by students and professors of the School of Sociology of the Central University of Venezuela. Training of Human Resources and technical assistance to enterprises with particular emphasis on the small and medium industry. Students’ apprenticeship activities; research in areas such as: Consulting in the creation of warranty funds, training of staff in the area, risk capital, sector competitiveness surveys, regional competitiveness surveys, and assistance to the entrepreneurial capacity of the informal economy.

1993-2000.- Coordinator of the National Liaison Office of the Bolívar Program, promoted by the Interamerican Development Bank, the mission of which is to create alliances among companies, institutions and universities in Latin America and the world. To provide advisory to companies and universities in the internalization process and search for partners. Coordinator of the offices of the Bolívar program of the Andean countries. The Bolívar Program was able to create liaison offices in the United States and different European countries to support the process of strategic alliances between companies and institutions.

- Promoter and member of the organizing committee of the Seven Bolívar Forums held in all Latin America and Galicia, debating and proposing solutions. Successful cases of

integration are presented. Entrepreneurs, guilds, chairmen, mayors, presidents of universities, participate at the Bolívar Forum.

- Consultant in Quality and Productivity. Founder and member of the Board of Directors, to date, of the Fund for productivity research and improvement. Creation of the regional institutionality. Preparation of Human Capacity for development of productivity. Direct advisory to companies and institutions throughout the country, Colombia, Peru, Costa Rica, etc. Direct advisory to enterprises and institutions in Venezuela and throughout Latin America.
- Founder and Director of the Quality Center of the Public Sector in Venezuela.
- Advisor of Companies: **Compañía Nacional Teléfonos de Venezuela, La Electricidad de Caracas, among others.**
- Responsible for the Andean program of productivity in coordination with the Andean Development Corporation.
- International and Domestic Lecturer in the areas of quality, small and medium enterprises, competitiveness, etc., in Mexico, Colombia, Peru, Spain, Costa Rica, Argentina. More than 100 conferences in the referred areas.
- General Sector Director and Vice-Minister in charge with the Ministry responsible for promoting Industry and Trade in Venezuela.
- Coordinator of the first poll of Pyme entrepreneurs of Latin America. The last of these forums was held in Galicia, Spain, called by the President of the Autonomous Community of Galicia: Fraga Iribarne.
- Member of the institutions calling the two forums on industrial policy in Latin America and lecturer at the second of them. These forums are called by the Interamerican Development Bank, the Andean Development Corporation, the Latin American Economic System, the Bolívar Program.
- Advisory in the design and formation of the institutions of the System of Warranty Associations in Venezuela.
- Program for Training of Consultants in the countries of the Andean region and in Venezuela, within the framework of the agreement with the Interamerican Development Bank and the Confederation of Industrialists of Venezuela.
- Coordinator and responsible for the design of the policy of technological parks in Venezuela.
- Advisor of the Federation of small and medium industrialists and of the Workers Confederation of Venezuela.
- Advisor of the Venezuelan Planning Institute.
- Institutional Advisor for assessment of the Impact of the Development of the Orinoco's Oil Belt.
- Press and specialized magazine articles on the topics mentioned above.
- Coordinator of entrepreneurial and institutional missions in Spain and those coming from Canada, Colombia, Costa Rica, etc.

MEMBER OF ASSOCIATIONS.

- Director of the Board of Director of Venezuelan Press Association. Spain.
- Director of the Board of Directors of the Ibero-American Association of Sociology of Organizations.
- Member of the Academic Committee of CEDICE (Center for Economic Disclosure for Freedom)

- Coordinator of the Book Bank. A non profit organization the purpose of which is to promote the reading of, and access of the majorities to books.
- Member of the NorthAmerican Association of Sociology of Organizations.
- Founding Member of Expresión Libre (Free Expression). Organization of Communicators for Democracy and Peace.
- Member of the Jeannette Abouhamad French – Venezuelan Association.
- Founding Member of the Hannah Arendt Antitotalitarianism Observatory by professors of the country's universities.