

ÁNGELES MUÑOZ-FERNÁNDEZ

EDUCATION

UNIVERSITY OF GRANADA, Spain

Ph.D. in Economics and Business Sciences, 1997

Doctoral Thesis: Innovation Management – Key Dimensions

Awarded for Extraordinary Dissertation in Economics and Business Sciences, 1997

Licenciatura (M.A.) in Economics and Business Sciences, 1990

Diplomatura (B.A.) in Business Sciences, 1988

EXECUTIVE EDUCATION

UNIVERSITY OF DEUSTO BUSINESS SCHOOL

Business Innovation Program, February 2022-February 2023

UNIVERSITY OF CAMBRIDGE BUSINESS SCHOOL

Circular Economy and Sustainability Strategies, 2021

IMPERIAL COLLEGE BUSINESS SCHOOL

Introduction to Corporate Sustainability, Social Innovation and Ethics, 2020

HAMBURG SCHOOL OF BUSINESS ADMINISTRATION

Sustainability, 2020

ACADEMIC EXPERIENCE

University of Granada, Faculty of Economics and Business, Granada, Spain

1990 – 2005

Full Professor - Tenured (2001-2005) – On extended leave of absence

Associate Professor - Tenure Track (1994-2001)

Associate Professor (1990-1994)

Universitat Autònoma de Barcelona, Faculty of Economics and Business, Barcelona, Spain

2000

Visiting Professor

Northwestern University, Kellogg School of Management, Evanston, Illinois, USA

2005 – 2006

Visiting Scholar

DePaul University, College of Commerce, Chicago, Illinois, USA

2009 – 2011

Adjunct Professor

Xavier University, Williams College of Business, Cincinnati, Ohio, USA

2011 – 2012

Adjunct Professor

ACADEMIC EXPERIENCE (CONTINUED)

Free University of Bolzano, Faculty of Economics and Management, South Tyrol, Italy
present

2022 -

Contract Professor

Teaching Experience

- Graduate and undergraduate courses including Management, Communication, Organizational Innovation, and Creativity and Entrepreneurship.
- Doctoral courses, including Organizational Theory and Innovation Management.

Academic direction/supervision

- Doctoral thesis: *The implementation of Agenda 21 in the Spanish municipalities: An analysis following the Institutional Theory*. Awarded for Extraordinary Dissertation in Economics and Business Sciences, 2005.
- Dissertation: *How do innovation and the changes required by the current complex markets affect the structure and development of companies that realize such changes? A Case study: Changes at a Bank*.
- Research project: *Institutional theory. A framework for the study of change in public organizations*.
- Supervised Bachelor Theses:
 - *Strategic development and fan engagement among two high performing Ice Hockey teams: A comparative analysis between HC Pustertal Wolves and HCB Alto Adige Foxes*. Anastasia Fornea, 2023
 - *Cruise industry in the postpandemic world. Analysis of the major challenges during the pandemic and the trends in the postpandemic recovery period in the cruise industry*. Jakub Bialkowski, 2023.

PUBLICATIONS

Muñoz-Fernández, A., Assudani, R., and Khayat, I. (2019). “Role of context on propensity of women to own business”. *Journal of Global Entrepreneurship Research*, Vol. 9, No. 37, 1-19.

Assudani, R; Mroczkowski, T; **Muñoz-Fernández, A.** and Khilji, S. (2017). “Entrepreneurial support systems: role of the Czech Accelerator”, *International Journal of Entrepreneurship and Innovation Management*, Vol. 21, No. 6, 530-552.

Gundry, L.; **Muñoz-Fernández, A.** Ofstein, L, and Ortega Egea, T. (2016): “Innovating in Organizations: A Model of Climate Components Facilitating the Creation of New Value”, *Creativity and Innovation Management*, Vol. 25, No. 2, 223-238.

Llamas Sánchez, R.; **Muñoz-Fernández, A.** and Maraver Tarifa, G. (2011): “The local agenda 21 in Andalusia, Spain: A model for sustainable innovation”, *African Journal of Business Management*, Vol. 5, No. 32, pp. 12653-12663.

Llamas Sánchez, R.; **Muñoz-Fernández, A.**; Maraver Tarifa, G. and Senes García, B. (2010): “El papel de las ciudades en el desarrollo sostenible: El caso del programa ciudad 21 en Andalucía” (The role of cities in sustainable development: The case of city 21 program in Andalucía (Spain), *EURE*, Vol. 36, No. 109, 63-88.

PUBLICATIONS (CONTINUED)

- Griffiths, M. G.; Gundry, L.; Kickul, J; and **Muñoz-Fernández, A** (2009): “Innovation ecology as a precursor to entrepreneurial growth: A cross-country empirical investigation”, *Journal of Small Business and Enterprise Development*, Vol. 16, No. 3, 375-390. **Awarded for Outstanding Paper Award Winner at the Literati Network Awards for Excellence 2010.**
- Muñoz-Fernández, Á.** (2004): “Innovación: un término controvertido en su significado” (“Innovation: a term with controversial meaning”), *Revista de Estudios Empresariales*, No. 10, 225-244.
- Muñoz-Fernández, Á.** (2002): “Conceptos clave en la dirección de la innovación” (“Key concepts in innovation management”), *Alta Dirección*, No. 225, 11-20.
- Muñoz-Fernández, Á.** and Cordon Pozo, E. (2002): “Tamaño, estructura e innovación organizacional” (“Organizational size, structure, and innovation”), *Revista Europea de Dirección y Economía de la Empresa*, Vol. 11, No. 3, 103-120.
- Muñoz-Fernández, Á.** (2001): “Innovation Processes in an Accident and Emergency Department,” *European Journal of Innovation Management*, Vol. 4, No. 4, 168-178.
- Muñoz-Fernández, Á.** (1998): “Innovación en el contexto empresarial español. Un estudio empírico” (“Innovation in the Spanish business context. An empirical study”), *Revista Europea de Dirección y Economía de la Empresa*, Vol. 7, No. 4, 11-25.
- Muñoz-Fernández, Á.** and Agote Martín, A. L (1998): “Tres razones para el más allá del fin económico empresarial” (“Three reasons to go beyond the business economic end”), *Capital Humano*, No. 107, 34-40.
- Muñoz-Fernández, Á.** and Agote Martín, A. L. (1997): “Responsabilidad social, una vez más: ¿cuántas páginas serán necesarias?” (“Social responsibility, one more time: How many pages will it take?”), *Capital Humano*, No. 99, 12-22.

BOOKS AND BOOK CHAPTERS

- Muñoz-Fernández, A.;** Ágote Martín, A. L. (2025): *The good life. A friendly discussion on social responsibility in business.* Self-Published.
- Muñoz-Fernández, A.;** Llamas Sánchez, R.; Maraver Tarifa, G.; Senés García, B. (2011): *Los municipios andaluces y el desarrollo sostenible (The andalucian municipalities and the sustainable development: determining factors):* University of Granada Editorial, Granada, Spain.
- Muñoz-Fernández, Á.** and Cordon Pozo, E. (2003): “La innovación en la empresa española: influencia de las características del entorno y la estructura organizativa” (“Innovation in the Spanish company: influence of environmental characteristics and organizational structure”), in Emilio Navas, J. and Nieto Antolín, M. (Eds): *Estrategias de innovación y creación de conocimiento tecnológico en las empresas industriales españolas (Innovation strategies and creation of technological knowledge in Spanish industrial companies)*, 81-102, Civitas, Madrid.

BOOKS AND BOOK CHAPTERS (CONTINUED)

Muñoz-Fernández, Á. (2001): *La organización innovadora (The Innovative Organization)*, Mergablum, Seville, Spain.

Muñoz-Fernández, Á. (2000): “El tamaño organizacional como determinante de innovación” (“Organizational size as a determining factor in innovation”), in Díez de Castro, E.; *et al.* (eds.): *La pequeña y mediana empresa en el umbral del siglo XXI (The small and medium size company at the threshold of the 21st century)*, 259-269, Granada University, Granada, Spain.

Muñoz-Fernández, Á. (1999): “La gestión de la iniciativa emprendedora: hacer que ocurra” (“Entrepreneurial initiative management: make it happen”), in A. Galán García and M. C. Rodríguez-Piñero Royo (eds): *Inserción laboral (Job Insertion)*, 93-102. Huelva: Servicio de Publicaciones, University of Huelva, Spain.

RESEARCH GRANTS

- Associate researcher with Guillermo Maraver-Tarifa (principal researcher) et al. (June 2014 to November 2015). “Sustainable development as an innovation opportunity in management model of public organizations. Evaluation and promotion of citizen participation towards sustainability”. NILS Science and Sustainability (ES07) and University Complutense of Madrid. Supported by a grant from Iceland, Liechtenstein and Norway through the European Economic Area.
- Principal researcher on the contract signed by the Environmental Management Company (EGMASA) and the University of Granada to study “Andalusian municipalities and sustainable development: Conditioning factors” from 2004-2006.
- Associate researcher in the contract signed by the research team INVESPYME with the Granada Confederation of Entrepreneurs (Confederación Granadina de Empresarios) to write a periodical bulletin, *Avances*. Collaboration reflected in the elaboration of one of its sections dedicated to management entitled: “Context for Innovation,” published in *Avances*, No. 3, Vol. 2 in 2000.
- Associate researcher in the contract between the Andalusian Federation for Young Entrepreneurs and the University of Granada to study “Development needs for Andalusian small to medium size enterprises established by young entrepreneurs” from 1996 to 1997.

CONFERENCE PRESENTATIONS & PAPERS

- “Women-owned firms in an international context” 21st Conference of International Academy of Management and Business (IAMB), Montreal (Canada), May 18-20, 2016. Report submitted in collaboration with Assudani, R., and Khayat, I.
- “From nascent to mature innovation ecosystem- a case study of Czech Republic and Accelerator” Global Business and Technology Association (GBATA), Baku (Azerbaijan), July 8-12, 2014. Report submitted in collaboration with professor Mroczkowski, T., Assudani, R., Khilji, S.E., & Kadlac, J.
- “The cities in sustainable development: the green management as innovation in public organizations” Report submitted at the 2009 Academy of Management Annual Meeting, Chicago, August 7-11.
- “Andalusian municipalities and sustainable development”. Report submitted at the 5th European Conference on Sustainable Cities & Towns, Sevilla, Spain, March 21-24, 2007.
- “Características de las organizaciones innovadoras” (“Characteristics of innovative organizations”). Report submitted at the Meeting on Technological Innovation, Madrid, Spain, January 30, 2002.
- “Propuesta de un modelo de proceso de innovación: un estudio de caso” (“Proposal for an innovation process model: a case study”). Report submitted at the 11th National Congress of ACEDE, Zaragoza, Spain, September 16-18, 2001.
- “Incertidumbre del entorno, estructura e innovación organizacional” (“Uncertainty of organizational environment, structure, and innovation”). Report submitted in collaboration with professor Eulogio Córdón Pozo at the 11th Hispano-Lusas Congress on Scientific Management, Cáceres, Spain, February 14-16, 2001.
- “La adopción de innovaciones técnicas y administrativas: influencia del tamaño y la estructural organizacional” (“Adoption of technical and administrative innovations: influence of organizational size and structure”). Report submitted at the 15th National Congress – 11th Hispano-French Congress, Gran Canaria, Spain, June 13-15, 2001.
- “Desarrollo del proceso de innovación: patrón de secuencia unitaria versus patrón de secuencia multiple” (“Development of the innovation process: single sequence pattern versus multiple sequence pattern”). Communication submitted at the 15th National Congress – 11th Hispano-French Congress, Gran Canaria, Spain, June 13-15, 2001.
- “El papel del tamaño y la estructura en la innovación organizacional: un modelo causal” (“The role of size and structure of organizational innovation: a causal model”). Report submitted in collaboration with Professor Eulogio Córdón Pozo at the 14th National Congress and 10th Hispano-French Congress, Jaén, June 7-9, 2000.
- “El dilema del diseño estructural en la gestión de la innovación” (“The dilemma of structural design in innovation management”). Report submitted at the 10th Luso-Spanish Congress on Scientific Management, Vilamoura (Algarbe University), February 2-4, 2000.

CONFERENCE PRESENTATIONS & PAPERS (CONTINUED)

- “¿Qué significa llegar a ser una organización que aprende?” (“What does it mean to become an organization that learns?”). Communication submitted at the 1st International Congress of the Iberoamerican Academy of Management, Getafe (Madrid), December 9-11, 1999.
- “La gestión de la iniciativa emprendedora: hacer que ocurra” (“Entrepreneurial initiative management: make it happen”). Communication submitted at the 1st Andalusian Congress on Labor Relations, Huelva, September 18-19, 1998.
- “Condiciones objetivas de incertidumbre en el entorno y rentabilidad” (“Objective conditions of uncertainty in environment and profitability”). Report submitted in collaboration with Professors Ángel L. Agote Martín and Alberto Aragón Correa at the 10th National Congress, 4th Hispano-French Congress on Business Management and Economics, Granada, June 11-14, 1996.
- “Análisis del funcionamiento de una instalación aeroportuaria desde el enfoque de la organización de empresas” (“Analysis of the operation of an airport facility from a business organization perspective”). Report submitted in collaboration with Professor Enrique Gómez Jiménez at the 1st Hispano-French Congress on Business Management and Economics, Sada (La Coruña), October 23-25, 1991.

UNIVERSITY SERVICE

- Responsible for the area of Business Administration within the Department of Business Administration and Marketing, School of Economics and Business Sciences, University of Granada, 1998-2001
- Member, *Central Board of the School of Labor Relations*, University of Granada, 1997-2001
- Member, *Board of the Business Administration Department*, University of Granada, 1998-2005
- Member, *Central Board of the School of Economics and Business Sciences*, University of Granada, 1992-2005.
- Member, Research Team, *INVESPYME*, 1995-2008.
- Member, Research Team, *GIADE*, 2008-2021.
- Coordinator, *International Program Socrates / Erasmus* with Roehampton Institute in London, United Kingdom, 1997-2000
- Coordinator, *International Program Socrates / Erasmus* with Università degli Studi di Trieste, Italy, 1998 – 2005
- Coordinator, *International Program Socrates / Erasmus* with Ecole Supérieure de Commerce de Potiers, France, 1996 - 2005
- Coordinator, *International Program Socrates / Erasmus* with Università degli Studi of Florence, Italy, 1995- 2005
- Collaborator with the 10th National Congress and 6th Hispano-French Congress of AEDEM, Granada, 1996
- Member, *Spanish Association of Business Economics and Management (AEDEM)*, 1990-2010
- Member, Advisory Board, Center for Creativity and Innovation. DePaul University, 2011- 2012.