

**VITA**  
**CARLOS A. ALBORNOZ**

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**EDUCATION**

**2007-2011**

**FLORIDA INTERNATIONAL UNIVERSITY, Miami, Florida**  
Doctor of Education in Human Resource Development

**2005-2006**

**FLORIDA INTERNATIONAL UNIVERSITY, Miami, Florida**  
Master of Science in Business

**1994-2000**

**PONTIFICIA UNIVERSIDAD CATÓLICA DE VALPARAÍSO**  
Psicologist, Degree in Psychology

**EMPLOYMENT**

**Academic Experience**

07/2010 – present	Associate Professor, Business School, Universidad del Desarrollo. Santiago, Chile.
09/2007 – 06/2010	Research Assistant. College of Education, Florida International University
03/2002 – 08/2005	Entrepreneurship Instructor, MBA program, School of Industrial Engineering, Universidad de Chile.

**Government Experience**

03/ 2009 – 03/2010	Government of Chile – Ministry of Economy – National Coordinator for Entrepreneurship and Human Resource Development Public Policies
01/2000 – 01/2001	Government of Chile – Ministry of Education – Coordinator of Extracurricular activities within the high school system.

## **Activities and Projects in the field of entrepreneurship**

Professor Albornoz has had a major role in developing the curriculum and designing the assessment of undergraduate entrepreneurship programs of four major universities in Chile. He also developed, implemented, and assessed an entrepreneurship program for high school students in the Miami-Dade Public Education System in Florida, EEUU. He does consulting for the Inter-American Development Bank in issues related to entrepreneurship. During 2009, worked for the Chilean government creating a national program to foster entrepreneurship at early ages. Those programs have been transferred to independent providers who have trained more than 20,000 young people across the country. Currently, along with the GEM national team, Professor Albornoz is developing national indicators to assess the impact of those entrepreneurship programs. More than 3,000 students are monitored to better understand the impact of entrepreneurship programs at early ages. Measurements are been implemented in different regions of the country in partnership with NGOs, Universities, Governmental agencies, private corporations, etc. He has also helped public agencies to develop screening instruments to allocate resources to start businesses. In the field of human resource development, he has worked on identifying gaps of competency to support the labor demand of economic clusters in Chile.

## **AWARDS**

2009 Doctoral Consortium Scholarship. United States Association for Small Business and Entrepreneurship

2008 Doctoral Consortium Scholarship. Babson Entrepreneurship Research Conference

2008 Doctoral Consortium Scholarship. United States Association for Small Business and Entrepreneurship

2008 Marion Kauffman Foundation Doctoral Dissertation Scholarship

2005 President of Chile Scholarship for graduates studies

## **PUBLICATIONS**

Albornoz, C., Perez-Carrion, M. & Amoros J. (2011) You can lead a horse to water, but will he drink? Exploring voluntary and compulsory entrepreneurship education in Latin American. Forthcoming in *Education & Training Journal*

Shuck, B., Rocco, T., & Albornoz, C. (2011). Exploring employee engagement from the employee perspective: Implications for HRD. *Journal of European Industrial Training* 35(4), 300-325.

Albornoz, C. (2008). Toward a Set of Trainable Content on Entrepreneurship Education: A Review of Entrepreneurship Research from an Educational Perspective. *Journal of Technology Management and Innovation* 3 (1) 86-98.

### **Book Chapters (work in progress)**

Lepeley, M.T., & Albornoz, M. B. (2012). Synchrony and discord between business education and economic development: the case of Chile. In McIntyre, John R., & Alon, Ian (Eds.), *Innovation in Business Education in Developing Countries* (pp. 311-323). Thousand Oaks, CA: Sage

### **Papers Published in Proceedings, Competitive Peer Reviewed**

Albornoz, C., Perez-Carrion, M. & Amoros J. (2011) Is it enough just to educate? An international analysis of education and training for entrepreneurship. *Proceedings of the Fifth Global GEM Research Conference*. Cartagena de Indias: Universidad del Norte.

Albornoz, C., & Rocco, T. (2009). Revisiting Entrepreneurship Education Literature: Implications for Learning and Teaching. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Seventh Annual College of Education Research Conference: Urban and International Education Section* (pp. 78-75). Miami: Florida International University.

Shuck, B., Albornoz, C. (2008). Employee engagement: Under the salary line. In T. J. Chermack (Ed.), *Proceedings of the Academy of Human Resource Development, 2008 Annual Conference* (14-3). Panama City, FL: AHRD

Shuck, B., Albornoz, C., & Winberg, M. (2007). Emotions and their effect on adult learning: A constructivist perspective. In S. M. Nielsen & M. S. Plakhotnik (Eds.), *Proceedings of the Sixth Annual College of Education Research Conference: Urban and International Education Section* (pp.108-113). Miami: Florida International University.

Poblete, P., Vignolo, C., Albornoz, C., Celis, S., & Young, W. (2006). Assessing An Active Induction And Teaming Up Program At The University Of Chile. In Tim Binker (Ed.), *Proceedings of the NCIIA 10th Annual Conference of the National Collegiate of Inventors and Innovators Alliance* (pp. 119-127).

### **Book Reviews**

Albornoz, C., & Shuck, B. (2008). [Review of the book *Entrepreneurship*]. *International Journal of Small Business*, 26(1), 245-247

Albornoz, C., & Shuck, B. (2008). [Review of the book *Exploring the Psychology of Interest*]. *Journal of Genetic Psychology*, 169(2), 199-204

Seeparsad, R., Shuck, B., Albornoz, C., Clayton, J., & Clayton, H. (2008). [Review of the Book] Understanding and Promoting Transformative Learning: A Guide for Educators of Adults]. *New Horizons in Adult Education & Human Resource Development*, 21(3/4), 51-54.