

Institutional Catalog

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January - December 2025-2026

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WELCOME MESSAGE

Greetings!

I am pleased to introduce myself as President of the Governing Board of the Universidad Internacional Iberoamericana (UNIB, International Iberoamerican University) and present the University to you.

This is the first fully online university in Puerto Rico. We offer 20 undergraduate and graduate degree programs in a variety of bachelor's, master's, and doctoral programs.

UNIB's aim is to offer a quality service to Puerto Rico and the rest of the world. We currently have students in 27 countries.

Our main objective is to ensure that no one is left without the possibility to progress academically due to mobility or economic reasons. To achieve this, our distance education modality boasts a Virtual Campus designed by a group of professional technicians with great care, ductility and ease of use. We also deliver students all the digitized material found in the Virtual Campus in print version for complementary use.

We have the support and help of a great team of professionals, both in the academic, administrative, and technical areas. The methodology of our programs is based on a fully cooperative and constructivist approach.

You can experience all of this when you visit UNIB.

WELCOME!



Dr. Jesús Arzamendi

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INSTITUTIONAL CATALOG

JANUARY - DECEMBER 2025-2026

INTRODUCTION

The **Universidad Internacional Iberoamericana (UNIB, International Iberoamerican University)**, is a postgraduate institution of higher education, whose objectives and guiding principles guarantee equal educational opportunities for all people through the continuous enrichment of its study programs through two actions:

- Improving and adapting methodologies according to the type of program and the competencies to be achieved.
- Developing and updating academic programs to meet social demands.

UNIB promotes an educational model where the student is the center of education with a clear adaptation from theoretical study to applied work, fostering communication, collaboration and reciprocity through varied learning environments. In methodological terms, the integration of technologies is used to enrich education and contribute to research from distance education.

The university is working to consolidate a culture of quality, respecting and safeguarding its mission, offering support, academic, administrative and technological management that facilitates access to distance learning in all its components:

- Economic facilities according to each person.
- Technological infrastructure that allows access to educational systems from anywhere in the world.
- Tracking, security and confidentiality of personal information.
- Continuous research through distance education and related modes that offers a study plan according to its objectives.
- Physical infrastructure that enables face-to-face support to students.
- Continuous academic and administrative support to facilitate the student's university life.

In terms of academic work, UNIB distinguishes itself for the development of actions towards institutional commitment with experience in distance learning considering:

- An academic management approach to address instructional design subject to continuous updating and improvement.
- A system to support students in the use of ICTs as a means of professional and personal involvement in facing the new demands of globalization.

- Teaching resources management, recognized educational methodologies and processes for improving these resources. Procedures related to quality services and equipment suitable for distance education.

This ethos will be more firmly embodied in:

- The commitment to complete the study programs offered by the Universidad Internacional Iberoamericana in case of closure, allowing active students to finish their studies.

In this regard, the Universidad Internacional Iberoamericana included in its founding project services that ensure online student support 24 hours a day, 7 days a week, 365 days a year, along with consolidated procedures, models, and methods for distance education and university management, which provide the foundation for the institution's operations. In this way, UNIB is a medium that projects its educational vocation and its educational model to Puerto Rican society in a serious, rigorous and effective manner as of its founding.

UNIB AT THE SERVICE OF PUERTO RICO

For Puerto Rico, the Universidad Internacional Iberoamericana is a means to:

- Seek the full formation of the student in the desired professional area, preparing them as a global citizen in the use, and by means of Information Technologies, Communications and the Internet.
- Promote and disseminate the values of the people of Puerto Rico through the means provided by new technologies.
- Develop an academy and research through distance education, incorporating international relations, the integration of culture, society and business, and expanding the possibilities of technological transfer favorable to the national setting.

The university continues to work in Puerto Rico by virtue of contributing to the country in a responsible manner, in the development of human capital, knowledge and the transfer of connections to society through accessible study programs.

ABOUT US

UNiB Authorization

The Universidad Internacional Iberoamericana is authorized by the Board of Postsecondary Institutions (JIP, Junta de Instituciones Postsecundarias) <http://www.ce.pr.gov> with Certification number 2021-040.

MISSION

The Universidad Internacional Iberoamericana is an institution of higher education committed to ensuring equal opportunities and respect for diversity. It prepares competent, autonomous

professionals with the purpose of contributing to social, cultural and economic development within an intercultural framework under the principles of education for all, and the universalization of knowledge through a quality distance learning model.

VISION

To be an outstanding and sustainable University, adapted to the characteristics of its students, and renowned for its academic programs with an applied and practical approach. We are committed to serve society in a framework without borders, broadening opportunities through networking, internationalization, diversity and interculturality

INSTITUTIONAL GOALS AND OBJECTIVES

GOAL 1:

- Consolidate an international educational community based on respect and diversity of origin in a multicultural experience that favors the integrity and well-being of its participants as well as the environment.

Objectives G1:

- Implement institutional policies aimed at creating ties, knowledge transfer, creation and the well-being of people.
- Extend the current student orientation and support system to favor persistence in the academic program.
- Improve elements of institutional management, enabling effective communication towards a prompt resolution and service to members of the community.

GOAL 2:

- Provide high quality academic programs aimed at people without distinction of geographic, cultural and socioeconomic origin, through a competency-based training model, with a cooperative and collaborative methodology.

Objectives G2:

- Design high quality curricula aligned with the institutional, professional, academic and scientific framework, with a flexible teaching-learning model adjusted to the student's profile in response to changes in society.
- Implement educational methodologies adapted to the environment, the student's profile and the distance learning modality.
- Develop educational technologies that favor the quality of the teaching-learning processes consistent with the study methodology.
- Implement permanent self-evaluation processes for continuous improvement and high quality.

GOAL 3:

- Foster the creation and transfer of knowledge by promoting research projects and national and international collaboration networks.

Objectives G3:

- Expand strategic ties of national and foreign collaboration with educational institutions, business and social contribution entities.
- Establish actions according to strategic lines in favor of exchange, inter-institutional mobility of faculty, administrative personnel and students.
- Promote intra- and inter-university collaborative and participatory work aimed at the creation and transfer of knowledge.

GOAL 4:

- Consolidate an efficient and organized institutional management model based on compliance with the stated mission and objectives.

Objectives G4:

- Implement an internal quality assurance system aimed at self-assessment and continuous improvement in accordance with international standards.
- Organize actions of governance, administration and finance planned towards the efficiency and sustainability of the University.
- Consolidate a management model that facilitates access to the programs offered to students according to their social and cultural background.
- Expand current strategies to achieve growth in enrollment and academic offerings in accordance with academic, professional and general requirements.

GOAL 5:

- Strengthen the institutional educational project in accordance with a model that promotes the development of a flexible teaching-learning curricular framework, structured through the use of advanced educational technologies favoring the quality of processes.

Objectives G5:

- Articulate academic-administrative initiatives to optimize the institution's strategic decision making based on evidence by applying data mining and educational process mining techniques.
- Promote networks, action frameworks, research and practical application projects based on students' and faculty's diverse experiences and backgrounds.
- Strengthen the digital environment according to the new educational and social challenges, providing resources according to the training requirements of faculty and students.

SENIOR UNIVERSITY OFFICIALS

- Dr. Jesús Arzamendi Sáez de Ibarra, chairman of the Governing Board.
- Dr. Carol Morales Miranda, President.
- Dr. Emmanuel Soriano Flores, Director of Planning, Accreditation, and Licensing.
- Dr. Carmen Lili Rodríguez Velasco, Academic Dean
- Ms. Odalys Ocasio Serrano, Dean of Student Affairs.
- Ms. Yaira Velázquez Maldonado, Dean of Administration and Finance.

ACADEMIC DEPARTMENTS

- Dr. Eduardo García, Director of the Department of Environment and Sustainability.
- Dr. Manuel Masías, Director of the Department of Innovation, Business and New Technologies.
- Dr. Silvia Pueyo, Director of the Department of Language, Education and Communication Sciences.
- Dr. Irma Domínguez, Director of the Department of Health Sciences.
- Dr. Roberto Álvarez, Director of the Department of Projects.

CONTACT INFORMATION

- **Administrative Hours:** Monday to Friday, 8:00am - 5:00pm
Mailing address: PO Box 3385 Arecibo, PR 00613-3385
Physical address: Bo. Arenalejos Sector Palache, Carr. 658, Km 1.3 Arecibo, PR. 00612
Telephone numbers: 787-878-2123 / 787-878-2126
- **Student Technical Support:** through the Virtual Campus 24-7
Contact access enabled in your PANAL, top menu, "Contact" button
- **Faculty Availability:** through the Virtual Campus 24-7
Contact access enabled in the virtual campus, Faculty icon, within the frameworks of each subject.

ADMINISTRATORS AND LEGAL CONTROL

UNIVERSITY GOVERNANCE ROLES

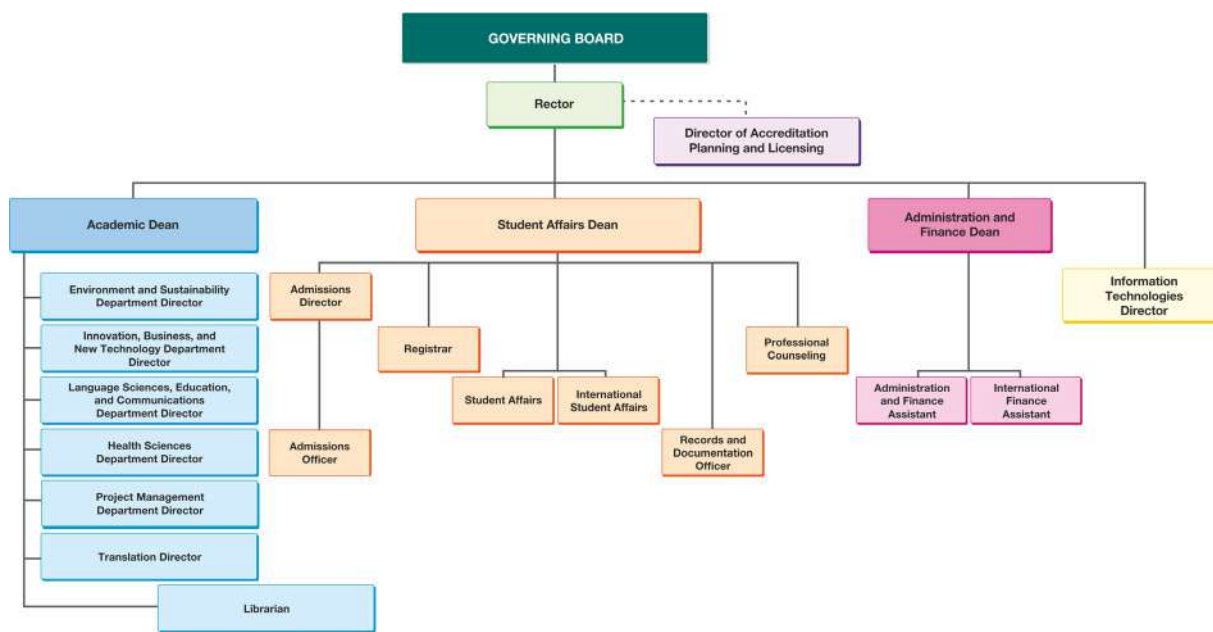


Figura 1: University organizational chart.

DESCRIPTION OF UNIVERSITY GOVERNANCE ROLES

The Universidad Internacional Iberoamericana follows an organizational structure that enables interaction between academic, administrative and financial areas through technological coupling. It has a governance structure defined by the Governing Board, appropriate to the current challenges and institutional purposes within the framework of the regulations, the bylaws and the strategic development plan.

UNIB has unipersonal authorities and collegiate bodies to comply with university governance.

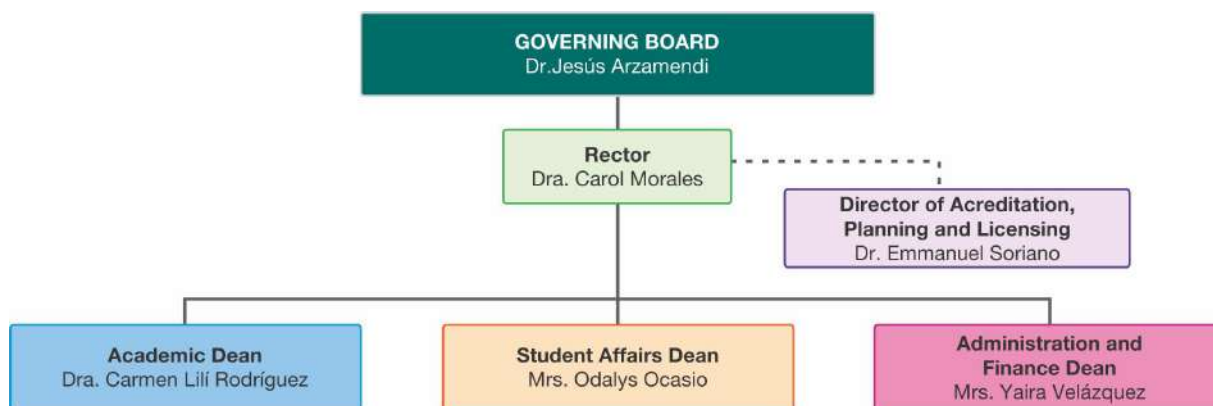


Figura 2: University authorities.

UNIVERSITY AUTHORITIES

- **Presidency of the Governing Board:** the highest executive authority, represents agreements of the Governing Board with competencies related to administration, management, representation, defining policies, institutional strategic lines in response to the demands of the educational project in relation to society.
- **Rector:** executive and administrative authority of the university, and its legal representative. Responsible for university management in all its orders and levels in terms of philosophy, planning, execution and evaluation. Their functions are aimed at:
 - Develops initiatives that emerge from agreements reached by the Governing Board, in accordance with the Executive Committee, the defined mission, objectives and goals.
 - Broadens guidelines towards the progress of the University, coordinating the actions of collegiate bodies and unipersonal authorities on a permanent basis.
 - Executes development plans in conjunction with the Executive Committee and the Planning, Management, Academic and Administrative Development Committee.
 - Consolidates national and international collaborative agreements appropriate for continuous improvement.
- **Department of Planning, Accreditation, and Licensing:** strategic authority of institutional support under the rector's office, responsible for actions aimed at the management, effectiveness and culture of internal quality related to accreditation processes and continuous improvement.
 - Analyzes management indicators used for ongoing evaluation and planning.
 - Supports self-evaluation processes.
 - Consolidates information from the different institutional areas.
 - Integrates collegiate bodies in order to comply with the university government.
- **Dean of Student Affairs:** responsible for planning, developing and evaluating the areas concerning: Admissions, Registrar's Office, Student Affairs, and Academic Secretary. Implements actions consistent with the nature of the institution. In this regard:

- Promotes the integration of international relations towards administrative, financial, academic and technological articulation.
- Articulates actions of the dean's offices in terms of assistance, support and efficiency services.
- Designs, implements and evaluates processes related to student admission, registration and follow-up.
- Manages innovation in student monitoring, follow-up and registration processes.
- Promotes collaborative agreements that are opportune for continuous improvement and extension.
- **Academic Dean's Office:** executive authority responsible for the planning, execution and evaluation actions corresponding to the Academic Departments in interrelation with other institutional areas. In this regard:
 - Leads strategies and action plans towards the fulfillment of the mission in its area of competence, according to the institution's projected development plans.
 - Directs, manages and evaluates the educational programs that make up the university's academic offerings with a focus on institutional effectiveness and improvement, emphasizing the student learning experience.
 - Defines the policies governing the recruitment, selection, induction, training, development and evaluation processes of faculty members, ensuring compliance with them.
- **Deanship of Administration and Finance:** executive authority with administrative, financial and human resources responsibility that implements actions consistent with the nature of the institution. In this regard:
 - Plans and manages the proper use of the University's assets and resources, promoting good practices aimed at the effectiveness, achievement and ethics of the processes.
 - Develops actions in support of the unipersonal authorities, collegiate bodies in the formulation of plans, projects relevant to the fulfillment of purposes defined by the institution.
 - Promotes the mission, vision, objectives, and values stated in the mission, vision, objectives and values in fostering communication within the UNIB community.
 - Evaluates and provides follow-up on strategic development plans in coordination with the Committee on Planning, Management, Academic, and Administrative Development.
 - Executes corporate determinations agreed upon by the Governing Board.
 - Implements measures concerning Human Resources.
- **Technology Department**
 - Directs organizational technology, systems and educational technology units, articulating the relational model with the educational community and society.
- **Registrar**
 - Responsible for the process leading to the issuance and delivery of student diplomas.
 - Responsible for verifying grades and other information necessary to prepare credit transcripts, notarized statements, certifications and syllabi.
 - Safeguards and protects student academic records under strict confidentiality.

- **Admissions Director**
 - Responsible for arranging student recruitment into their areas of interest.
- **Department Directors**
 - Responsible for managing an academic department and projecting its lines of research and development and coordinating resources, efforts and obligations among program directors.
- **Professional Counseling**
 - Provides support and guidance to students with personal difficulties that interfere with their academic performance.
 - Assess the student's needs and provides alternatives for action.
 - Submits emergency referrals following the established protocol.
- **Library**
 - Responsible for the management of bibliographic and information services.

ADMINISTRATIVE, ECONOMIC, AND ACADEMIC GOVERNING BODIES

- **Governing Board:** the highest institutional decision-making body of the University, with legal control that validates processes, policies and strategic lines to comply with the mission, declared institutional purposes and as a response to society. It is a board that safeguards the law, the spirit of the University, the statutes and regulations. Determines administrative, academic and governance processes.

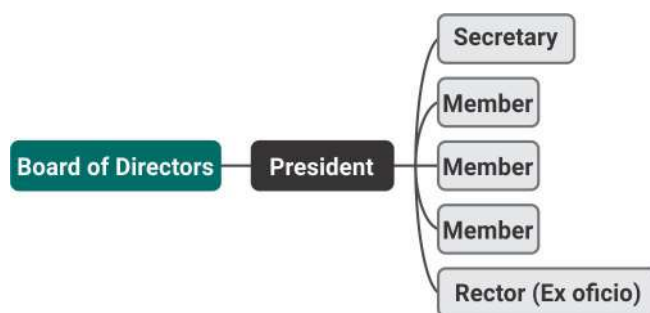


Figura 3: University Members of the Governing Board.

- **Executive Committee:** collegiate body responsible for:
 - Establishing institutional policies and standards in accordance with the mission, objectives and goals.
 - Leading the internal processes of the University aimed at quality and efficiency.
 - Executing policies, standards and guidelines issued by the Governing Board.
 - Conducting all university activities within the framework of the statutes, General Regulations of Private Universities, current regulations, specific regulations of the University.
 - Promoting, guiding and implementing resolutions emanating from the Governing Board, as well as those that emerge from this committee.

The Executive Committee is constituted by:

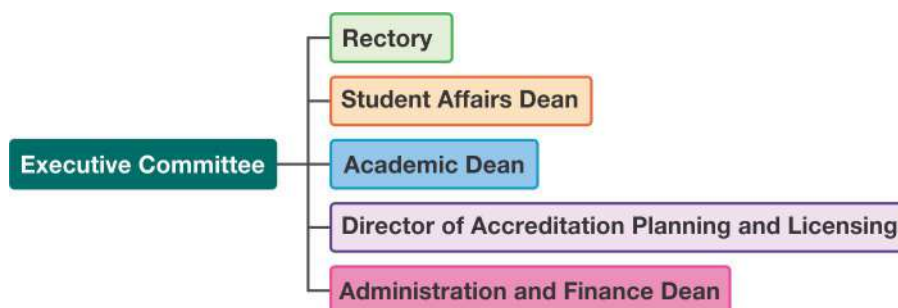


Figura 4: Members of the Executive Committee.

- Rector's Office
- Planning, Accreditation, and Licensing Department
- Dean of Student Affairs
- Academic Deanship
- Deanship of Administration and Finance

ABOUT THE DEPARTMENTS

The academic departments are those units in charge of offering the study programs. The academic administration and managerial functions and positions are as follows:

- **Department Director.** Role in charge of directing and managing an academic department, in coherence with institutional policies and projecting its development in terms of educational offerings and academic excellence. Coordinates and supervises the work of the program directors.
- **Program Director.** Role in charge of directing, coordinating and managing the proper design and implementation of an educational program in accordance with defined quality standards.
- **Main Professor.** Role in charge of the teaching action within the subjects of the educational program. With the student as the center, their performance is aimed at promoting the achievement of the learning outcomes as defined in the subject. This is based on various educational activities, evaluation and virtual tutorials (synchronous and asynchronous). They are also responsible for updating the subject didactic materials and ensuring the relevance of educational and evaluation activities in relation to the learning outcomes and the didactic material.
- **Doctoral Thesis Director.** Role in charge of guiding, advising and supervising the student during the completion of their Doctoral Thesis.
- **Tutor.** Role in charge of supporting the main professors work during their the teaching activity. This is a teacher in training. The scope of their assignments will depend on the level of skills demonstrated during the subject activities.

- **Distinguished Professor.** Visiting, collaborating or associate professor. This person will provide temporary support and may, if necessary, take on leadership roles in certain disciplines or areas.

All actions by the University will be based on the premise of quality distance learning.

ADVISORY COUNCIL

The Advisory Council verifies that the curricula are updated according to the competencies required in the different programs and in the professional laws governing the practice of the profession and issues recommendations that are evaluated by the deans and the rector. They also participate in the revision of the mission, vision and objectives.

DESCRIPTION OF THE MAIN PHYSICAL STRUCTURES IN WHICH THE INSTITUTION CARRIES OUT ITS SERVICES

The facilities are located in the southern part of the building. The main entrance is located at Km 1.3 of Highway 658 in the municipality of Arecibo. On the north side of the building there is an adjoining building at Km 69 of Highway 22, Sector Palache, Barrio Arenalejos de Arecibo. The building has a parking lot in front and at the rear of the building with a total area of 3,930.623 meters.



DESCRIPTION OF ADMINISTRATION AND ACADEMIC FOLLOW-UP SERVICES TO PROVIDE QUALITY SERVICE TO STUDENTS AND APPLICANTS

ADMINISTRATIVE SERVICES

The experience and knowledge acquired by the members of the different dean's offices is transferred to the services offered to students. The emphasis of the university is to achieve quality services and excellence toward student retention and for the student to achieve the goals and competencies outlined at the beginning of their studies.

The different areas that provide quality services and excellence are:

Deanship of Student Affairs

- Admissions
- Registrar's Office
- Student Affairs
- File Archiving
- Professional Counseling

Deanship of Administration and Finance

- Financial Assistance
- Treasury

Academic Deanship

- Academic Counseling
- Library

ACADEMIC FOLLOW-UP

The University has a computerized system on the Internet for the academic follow-up of students. This system has emerged from the experience gained, which technology has been applied at the university. A computer system was developed that enables managing an individual's academic data throughout his or her academic life.

Access to this information is regulated by profiles, one of them being the personal and unique profile that each student will have regarding his or her file.

ACADEMIC PROGRAMS

ACADEMIC OFFERINGS

The Universidad Internacional Iberoamericana offers the following programs through its various departments:

Department of Language, Education, and Communication Sciences

- Doctorate in Education with a Specialty in Research (**DODE**)
- Master in Teaching Spanish as a Foreign Language (**FPMELE**)
- Master in Teaching English as a Foreign Language (**FPMTFL**)
- Master in Education with a Specialty in Higher Education (**FPMME**)
- Master in Education with a Specialty in the Organization and Management of Education Institutions (**FPCOCE**)
- Master in Education with a Specialty in Teacher Training (**FPMMEFP**)
- Master in Education with a Specialty in ICT's in Education (**FPMMETE**)

Innovation, Business, and New Technologies Department

- Master in Strategic Management with a Specialty in Management (**MDE**)
- Master in Strategic Management with Specialty in Information Technology (**MDETI**)
- Master in Strategic Management with a Specialty in Telecommunications (**MDETEL**)

Projects Department

- Doctorate in Projects with a Specialty in Research (**DODP**)
- Master in Project Design, Administration and Management (**MDGDP**)
- Master in Project Design, Administration and Management with a Specialty in Architecture and Urban Planning (**MPAU**)
- Master in Project Design, Administration and Management with a Specialty in Innovation and Product (**MDPIP**)

Environment and Sustainability Department

- Master in Environmental Management and Audits (**MAMGA**)

Department of Health Sciences

- Master in Physical Activity: Sports Training and Management (**SNMAFEGD**)
- Master in Naturopathic Sciences (**SNMCN**)
- Master in Public Health (**SPMSP**)
- Bachelor of Science in Nutrition and Dietetics (**SNGND**)
- Bachelor of Arts with concentration in Psychology (**PSGPSI**)

Credit and hours of the academic program

Department of Language, Education, and Communication Sciences					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Doctorate in Education with a Specialty in Research	DODE	Doctorate in Education with a Specialty in Research	1. Provide students with the fundamental concepts and research methodologies used in the field of Education and enable them to design, develop and evaluate, individually and in teams, research projects in the different lines offered, thus acting as a driver of improvements in educational processes at different levels and settings. 2. Teach in new or unfamiliar settings within broad educational contexts so that the student can apply the knowledge acquired, making judgments, decisions and solving problems, thus contributing to the different approaches related to educational research. 3. Provide the scientific research tools that enable the student to manage pedagogical projects and conduct research or produce creative work, demonstrating mastery of the material in an ethical manner.	60	75 credits
Master in Teaching Spanish as a Foreign Language	FPMELE	Master in Teaching Spanish as a Foreign Language	1. Offer a broad and updated training to LE Spanish teachers in primary or secondary education, both in public and private institutions; LE Spanish teachers in adult education, as well as graduates in related specialties who aim to work as LE Spanish teachers, providing the basis for the development of academic and professional skills necessary for the teaching of LE Spanish in any of the various teaching-learning settings, with fluency, coherence and in a manner appropriate to the educational background in which they are to develop their professional career. 2. Teach in new or unfamiliar educational settings within broad settings related to the teaching of Spanish as a foreign language so that the student can apply the knowledge acquired, make judgments, decisions, and solve problems; reflecting on their own teaching and professional development. 3. To provide the scientific research tools that allow the student to use the methodological processes for the pedagogical research of language and linguistics applied to the teaching of the Spanish language.	24	66 credits

Department of Language, Education, and Communication Sciences					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Teaching English as a Foreign Language	FPMTFL	Master in Teaching English as a Foreign Language	1. Address in an informed and grounded manner the professional situations and needs related to the work environment, encouraging autonomy without losing sight of constant, yet flexible interaction elements, adjusted to the specific needs of the as yet developing teacher, providing training to Teachers of English at the primary and secondary levels in public and private institutions; Teachers of English as a foreign language in adult education; and Graduates;. 2. Teach in new or unfamiliar educational settings within broad contexts related to teaching English as a foreign language so that the student can apply acquired knowledge, making judgments, making decisions and solving problems; reflecting on their own teaching and self-improvement. 3. To provide the scientific research tools that allow the student to use the methodological processes for the pedagogical research of language and linguistics applied to English language teaching.	24	66 credits
Master in Education with a Specialty in Higher Education	FPMME	Master in Education with a Specialty in Higher Education	1. To offer a broad and updated training, and to provide the basis for the development of academic and professional skills necessary for teaching in any of the different teaching-learning contexts that may arise. 2. To ground professional practice in current knowledge in new or unfamiliar educational settings; to provide insights into the nature of teaching and learning in general; and to develop the competencies, knowledge, skills and practical resources needed to complement this theoretical foundation. 3. Stimulate critical reflection for a good theoretical formation and its necessary practical application, fundamental field of action, develop good judgment, good decision making and problem solving, and provide scientific research tools for the referenced contribution in innovative or current issues of higher education.	24	60 credits
Master in Education with a Specialty in the Organization and Management of Education Centers	FPCOCE	Master in Education with a Specialty in the Organization and Management of Education Centers	1. Provide the tools related to study, planning, consulting and advisory services for the organization and management of educational institutions, in order to develop knowledge and competencies to plan, organize, direct, control, propose and lead innovation for the improvement of educational centers. 2. Stimulate critical reflection, the development of good judgment, good decision making and problem solving, and provide scientific research tools for the referenced contribution to innovative or current issues in education.	24	60 credits

Department of Language, Education, and Communication Sciences					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Education with a Specialty in Teacher Training	FPMMEFP	Master in Education with a Specialty in Teacher Training	1. To offer a broad and updated training, and to provide the basis for the development of academic and professional skills necessary for teaching in any of the different teaching-learning contexts that may arise. 2. To ground professional practice in current knowledge in new or unfamiliar educational settings; to provide insights into the nature of teaching and learning in general; and to develop the competencies, knowledge, skills and practical resources needed to complement this theoretical foundation. 3. To stimulate critical reflection for a good theoretical formation and its necessary practical application, fundamental field of action, to develop good judgment, good decision making and problem solving, and to provide scientific research tools for the referenced contribution in innovative or current topics of teacher training.	24	60 credits
Master in Education with a Specialty in ICT's in Education	FPMMETE	Master in Education with a Specialty in ICT's in Education	1. To offer a broad and updated training, and to provide the basis for the development of academic and professional skills necessary for teaching in any of the different teaching-learning contexts that may arise. 2. To ground professional practice in current knowledge in new or unfamiliar educational settings; to provide insights into the nature of teaching and learning in general; and to develop the competencies, knowledge, skills and practical resources needed to complement this theoretical foundation. 3. To stimulate critical reflection for a good theoretical formation and its necessary practical application, fundamental field of action, to develop good judgment, good decision making and problem solving, and to provide scientific research tools for the referenced contribution in innovative or current topics of teacher training.	24	60 credits

Innovation, Business, and New Technologies Department					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Strategic Management with a Specialty in Management	MDE	Master in Strategic Management with a Specialty in Management.	1. Provide education to train professionals especially from the fields of engineering, social sciences, administration sciences, management sciences and economics, among others, in the field and practice of Strategic Management, providing executive thinking that will enable them to assume their current and/or desired management positions, or to develop their professional career in the field of organizational consulting. 2. Teach in new or unfamiliar environments within broad contexts related to their area of study so that the student can apply the knowledge acquired, make judgments, decisions, and solve problems, enabling the student to understand the strategic process of organizational management, assume functions within the strategic management process and write proposals that integrate globalized and local processes to manage a business. 3. Provide the tools of scientific research that will enable the student to conduct research or produce creative work in an ethical manner, demonstrating mastery of the material.	24	66 credits
Master in Strategic Management with a Specialty in Information Technologies	MDETI	Master in Strategic Management with a Specialty in Information Technologies.	1. Provide knowledge to professionals with different degrees, as well as the necessary skills and abilities to manage a Systems and ICT management position, lead an organizational change project using ICT or who wish to advise companies that need to respond to the competitiveness of new businesses. 2. Provide the fundamentals of business innovation that give certainty that strategies NICTs are aligned and coherent with business development, from strategic management to personnel management with emphasis on continuous and permanent changes. 3. Teach in new or unfamiliar settings within broad contexts related to their area of study so that the student can apply the knowledge acquired, formulating judgments, making decisions and solving problems, also providing scientific research tools that allow the student to conduct research or produce creative work in an ethical manner; demonstrating mastery of the material.	24	66 credits

Innovation, Business, and New Technologies Department					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Strategic Management with a Specialty in Telecommunications	MDETEL	Master in Strategic Management with a Specialty in Telecommunications	1. Provide knowledge on the understanding of Telecommunications networks and services for people who want to understand them within the context of organizations and the global society, with a strategic perspective integrated to the current social and economic dynamics, acquiring a global knowledge of the different technological possibilities of current and future networks. 2. Teach in new or unfamiliar setting within broad contexts related to their area of study so that the student can propose and apply organizational strategies based on Telecommunications and/or integrate Telecommunications in a business, formulating judgments, making decisions and solving problems. 3. Provide special attention to different services provided by networks and telecommunications, and the new business opportunities they offer to companies. In, addition, provide the basis for business innovation based on strategic management and alignment of organizational strategies with Telecommunications strategies, and provide the scientific research tools that allow the student to conduct research or produce creative work, demonstrating mastery of the material and in an ethical manner.	24	66 credits

Projects Department					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Doctorate in Projects with a Specialty in Research	DODP	Doctorate in Projects with a Specialty in Research	1. Provide students with a solid scientific training, providing a research specialization profile and leading to a field of intensification in the area of project design. 2. Teach in new or unfamiliar environments within broad contexts related to their area of study so that the student can apply the knowledge acquired, make judgments, decisions and solve problems in the conception, design and practice of projects. 3. Provide the scientific research tools that enable the student to conduct and develop original research, demonstrating mastery of the material in an ethical manner.	63	81 credits

Projects Department					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Project Design, Administration, and Management	MDGDP	Master in Project Design, Administration, and Management	1. Provide a high discipline of study to professionals with university training in all areas of knowledge, who have the desire to get engage in the world of projects in a responsible manner, enabling them to perform in the field of teaching and research projects and / or in the professional field. 2. Teach in new or unfamiliar environments within broad settings related to the design, operation and management of projects, from project development to subsequent analysis, regardless of their origin and purpose, so that the student can apply the knowledge acquired, formulate judgments, make decisions and solve problems. 3. Provide training in the use of up-to-date computerized tools in the professional field and the pedagogical expression of theoretical foundations and case studies, and the application of technological tools for programming and project management and scientific research tools that allow the student to conduct research or produce creative work in an ethical manner; demonstrating mastery of the material.	24	66 credits
Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning	MPAU	Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning.	1. Offer knowledge on orderly urban growth and the physical modification of the city through all its manifestations, based on the methodology of urban-architectural projects from a comprehensive perspective of project design, administration and management, with the purpose of training professionals with a high social and ethical commitment and a global vision of what it means to intervene in a city. 2. Teach in new or unfamiliar settings within broad contexts related to their area of study so that students can apply the knowledge acquired, make judgments, make decisions and use specific methodologies for solving urban and architectural problems that allow redesigning the physical spaces occupied by human beings in today's life. 3. Provide the scientific research tools that allow the student to produce creative work in an ethical manner; demonstrating mastery of the material.	24	67 credits
Master in Project Design, Administration, and Management with a Specialty in Innovation and Product	MDPIP	Master in Project Design, Administration, and Management with a Specialty in Innovation and Product.	1. Provide knowledge to professionals in areas of innovative product design, i.e. any tangible or non-tangible element resulting from a project, with a strong presence of "design" in its development phases. 2. Teach in new or unfamiliar settings within broad contexts related to their area of study so that the student can apply the knowledge acquired, make judgments, decisions, and solve problems, in all phases of innovative product design, from development to subsequent analysis. 3. Provide the scientific research tools that allow the student to conduct research or produce creative work in an ethical manner; demonstrating mastery of the material and validating the formation of professionals with high social and ethical commitment and with an open vision to incorporate new development processes (design) of innovative projects.	24	66 credits

Environment and Sustainability Department					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Environmental Management and Audits	MAMGA	Master in Environmental Management and Audits	1. Provide university graduates with environmental training in environmental management and audits to improve their competencies in the professional fields in which they work, or to channel their career expectations. 2. Provide advanced specialized and multidisciplinary education in new or unfamiliar settings within broad contexts so that the student can apply the knowledge acquired, formulate judgments, make decisions and solve problems, allowing the student to work in the field of consulting and research and forming multidisciplinary environmental professionals who contribute to the growth of new companies or, where appropriate, who wish to update and improve their understanding of the new business opportunities represented by the environmental variable. 3. Provide the tools for scientific research and facilitate the necessary integration of the environmental variable in the cultural and technological policy of the organization so that the student can conduct research or produce creative work, demonstrating mastery of the material and in an ethical manner.	24	66 credits

Department of Health Sciences					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Physical Activity: Sports Training and Management	SNMAFEGD	Master in Physical Activity: Sports Training and Management	1. Offer instruction in physical activity, sports design and planning, and the management of sports centers, for professionals with a diploma and/or degree in physical education, teachers, health and sports science professionals, and all those who wish to enrich their professional careers with topics related to sports management. 2. Teach in new or unfamiliar settings within broad contexts with sufficient knowledge and resources that the learner can use to make judgments, decisions, and solve problems. 3. Provide the tools of scientific research that will enable the student to conduct research or produce creative work, demonstrating mastery of the material and in an ethical manner.	24	66 credits

Department of Health Sciences					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Master in Naturopathic Sciences	SNMCN	Master in Naturopathic Sciences	1. Train professionals in the field of Naturopathy to contribute with relevance to the scientific development of the health arts and sciences, and a more productive and healthy society, able to educate and guide on the various aspects and modalities of Naturopathy, techniques, lifestyles and natural therapies that are in harmony with this practice and practice therapeutic methods. 2. Teach in new or unfamiliar naturopathic science settings and interact and participate with physicians and other health professionals in the interdisciplinary management of patient health, reflecting on their own teaching and professional development and thus apply knowledge to prescribe and recommend natural or whole foods and other natural products that do not require a medical prescription using good judgment, decision making and problem solving. 3. Provide the scientific research tools that allow the student to use the methodological processes for applied research in the field of naturopathic sciences.	48	94 credits
Master in Public Health	SPMSP	Master in Public Health	1. To train professionals in the field of public health, enabling them to develop reflective, critical and humanistic thinking through an academic articulation focused on the development of knowledge that generates skills and sustainable solutions to meet the needs of professionals in the field of public health. 2. To teach in new or unfamiliar public health settings, applying sufficient knowledge and resources that the student can use to make judgments, decisions, and solve problems. 3. To provide the scientific research tools that allow the student to use the methodological processes for applied research in the field of public health.	24	70 credits
Bachelor of Science in Nutrition and Dietetics	SNGND	Bachelor of Science in Nutrition and Dietetics	1. To prepare professionals with solid theoretical and applied knowledge, and with the necessary skills, attitudes and abilities to contribute to the improvement of the nutritional health of society in different scenarios. 2. To prepare professionals who, through the integration of the scientific principles that support the work of the dietitian nutritionist, are able to intervene in nutritional education and care at all stages of the life cycle, both in periods of health and in the absence of health. 3. To offer nutritional care to individuals and/or groups with respect to their habits, beliefs, and cultures, while adhering to ethical, legal, and social justice principles. 4. To develop reflective and critical thinking in order to develop, make decisions, face and solve efficiently emerging problems in the field of nutrition and dietetics. 5. To put into practice technological tools and digital competencies that favor a quality professional performance.	60	132 credits

Department of Health Sciences					
Name	Code	Degree conferred	General competencies	Duration (months)	Credits
Bachelor of Arts with concentration in Psychology	PSGPSI	Bachelor of Arts with concentration in Psychology	1. Train professionals with a scientific, ethical and humanistic basis in the field of Psychology, capable of analyzing human behavior from an integrative, reflective and critical perspective, in order to contribute to the diagnosis, evaluation and psychological intervention in diverse contexts. 2. Provide academic training that enables students to perform effectively both in-person and virtual environments, applying technological tools, digital competencies and updated psychological resources to formulate judgments, make informed decisions, and solve psychological problems. 3. To provide a solid foundation in research methodology and scientific thinking that prepares students to design, execute, and communicate research projects and psychological intervention programs, while fostering autonomous learning, commitment to diversity, and continuous improvement in their professional development.	48	123 credits (minimum)

Competencies for the General Education Component

Written communication

Outcome: Students produce clear, coherent, and well-supported writing for academic and professional audiences in cross-cultural contexts.

Oral and interpersonal communication

Outcome: Students deliver organized presentations and adapt their communication to diverse audiences and collaborative teams.

Quantitative reasoning

Outcome: Students interpret quantitative information and choose appropriate methods to solve real-world problems in social, cultural, or economic domains.

Scientific reasoning

Outcome: Students apply the scientific method to explain natural or human phenomena and draw conclusions based on evidence.

Information literacy

Outcome: Students locate, evaluate, and use information ethically to support research and decision making.

Digital literacy (preparation for distance learning)

Outcome: Students use digital tools to create, analyze and communicate information effectively and responsibly in online learning and professional environments.

Critical thinking and problem solving

Outcome: Students analyze claims, evaluate assumptions, and propose viable, evidence-based solutions to complex problems.

Civic and ethical responsibility

Outcome: Students recognize the ethical dimensions of issues and articulate informed positions that promote the public good and professional integrity.

Intercultural competence

Outcome: Students demonstrate awareness of cultural perspectives and adapt their behavior and communication appropriately in diverse and global contexts.

Foundations for lifelong learning and autonomy

Outcome: Students apply metacognitive, goal-setting, and self-regulation strategies to sustain learning beyond graduation.

Sequential***Department of Language, Education and Communication Sciences*****Doctorate in Education with a Specialty in Research**

Introductory: **12 credits**

Core subjects: **minimum 24 and maximum 30 credits**

Research: **14 credits**

Thesis: 25 credits

	Code	Subjects	Credits
Introductory	D0005	Research Methodology I. Fundamentals.	6
	D00014	Research Methodology II. Paradigms and Methods	3
	D0011	Research Seminar (doctoral file)	3
Core subjects^a	FP117	Learning Theories and Methodological Bases of Training	4
	FP118	Curricular Planning and Design	4
	FP119	Learning Factors	6
	FP120	Creation, Adaptation, and Evaluation of Materials	5
	FP121	Skills Development	4
	FP122	Fundamental in Special Education: Processes of Attention to Diversity	4
	FP123	Educational Consultation and Tutoring	6
	FP124	Applied Didactics	6
	FP125	Physical Activity Applied to Health Education and Performance	6
	FP126	ICT in Education and Learning Theories	3
	FP127	Organization and Management of Education Institutions	6

	Code	Subjects	Credits
Research	DO006	Research Work I	5
	DO007	Research Work II	5
	DO008	Thesis Proposal	4
Thesis	DO009	Thesis Preparation	15
	DO010	Thesis Dissertation	10

a) The student must indicate the subjects they wish to take during this phase. The total number of credits of the chosen subjects must be at least 24 with a maximum of 30.

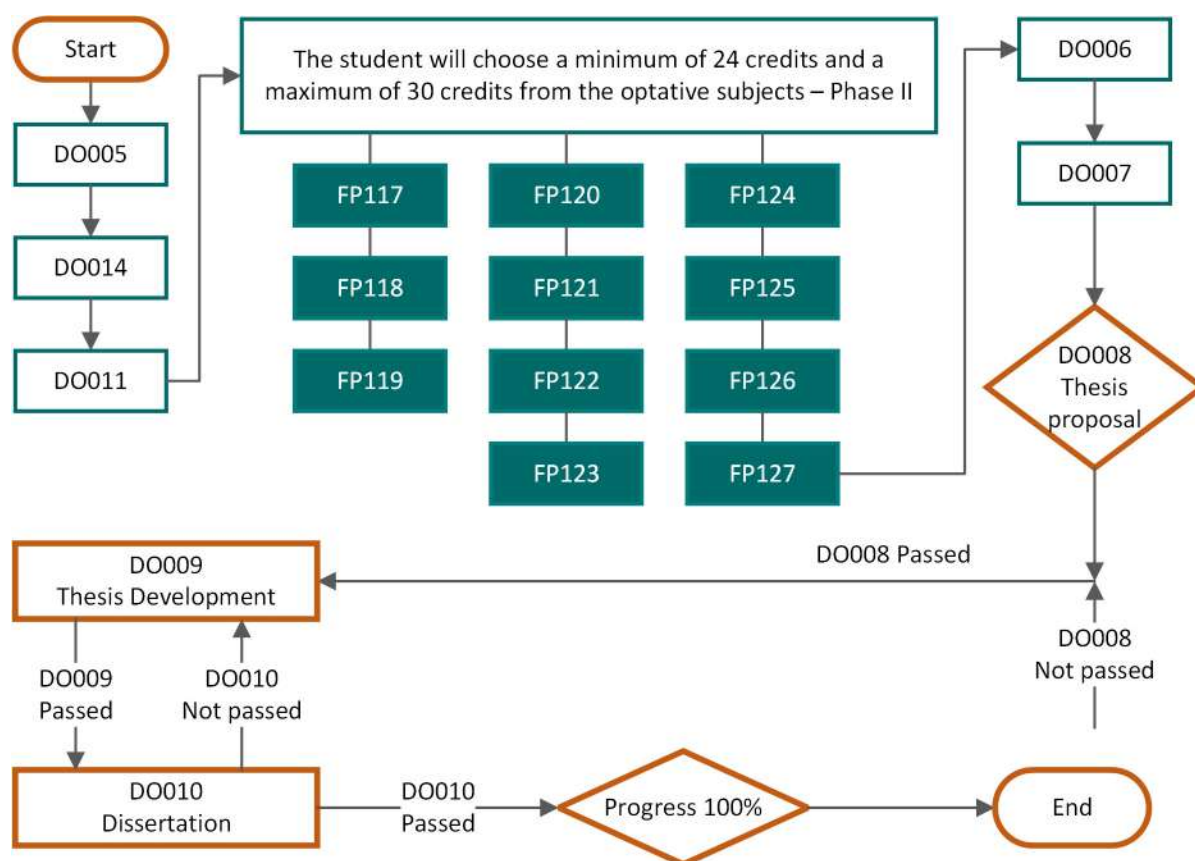


Figura 5: Flowchart for the Doctorate in Education with a Specialty in Research.

Master in Teaching Spanish as a Foreign Language

Core subjects: **15 credits**

Required: **51 credits**

Electives: **0 credits**

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	FP017	Modes of Directing the Classroom	N/A	3
	FP018	Observation and Research in the Classroom	N/A	3
	FP019	Second Language Acquisition	N/A	3
	FP020	Individual Factors in Learning	N/A	3
	FP021	Learning Strategies	N/A	3
Required	FP022	Communication and Pragmalinguistic Proficiency	N/A	3
	FP023	Language, Culture, and Bilingualism	N/A	3
	FP038	Spanish Grammar for Spanish as a Foreign Language Professors	N/A	3
	FP025	Spanish and its Varieties	N/A	3
	FP026	Teaching Lexicon	N/A	3
	FP027	Methodological Basis	N/A	3
	FP028	Development of Skills in the Classroom	N/A	3
	FP029	Creation, Adaptation and Evaluation of Materials and Resources	N/A	3
	FP030	Educational Technology in Language Learning	N/A	3
	FP031	Projects and Tasks	N/A	3
	FP032	Evaluation of the Language Learning Process	N/A	3
	FP033	Curriculum Design and Programming - Theory and Practice	N/A	3
	FP034	Practicum	N/A	5
	Thesis			
		Master's Thesis	Completion of 50% of the program's credits	10
TOTAL				66

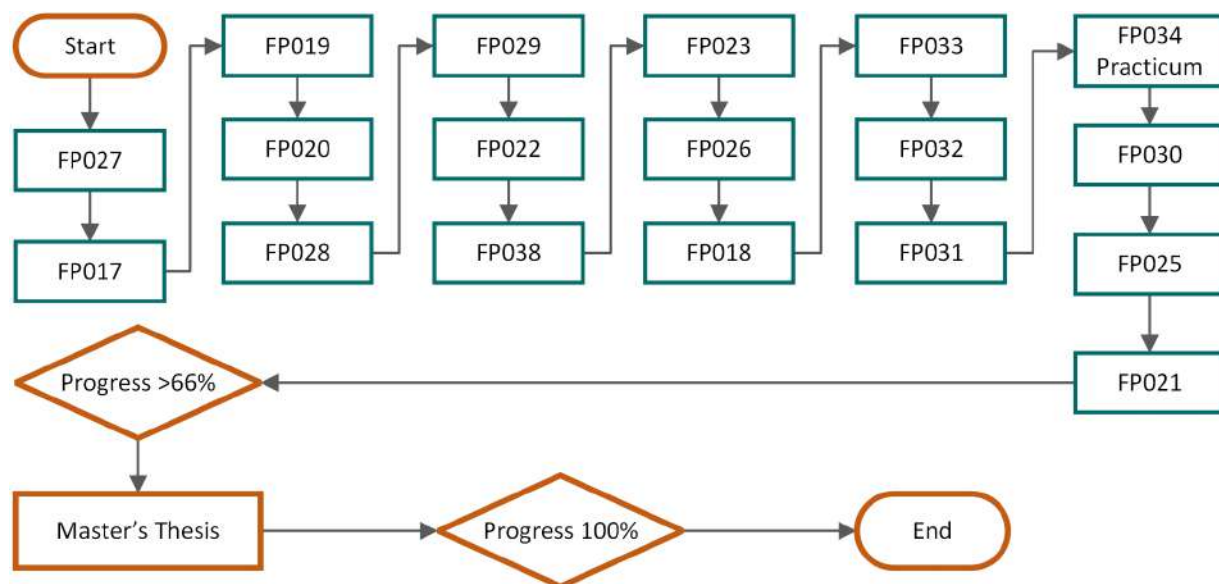


Figura 6: Flowchart for the Master's Program in Teaching Spanish
as a Foreign Language

Master in Teaching English as a Foreign Language

Core subjects: **18 credits**

Required: **48 credits**

Electives: **0 credits**

This program is offered in English only.

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	FP003	Second Language Acquisition	N/A	3
	FP005	Teaching Pronunciation	N/A	3
	FP004	Individual Factors in the Learner's Development	N/A	3
	FP002	Observation and Research in the Language Classroom	N/A	3
	FP001	Approaches to Language in the Classroom Context	N/A	3
	FP037	Content & Language Integrated Learning	N/A	3
Required	FP006	Methodological Approaches	N/A	3
	FP008	Developing Language Skills in the Classroom	N/A	3
	FP009	Materials and Resources in EFL - Design, Creation, Adaptation and Evaluation	N/A	3
	FP007	Classroom Management - Techniques and Reflections on Practice	N/A	3
	FP010	Computer Assisted Language Learning	N/A	3
	FP036	Teaching English through Translation	N/A	3
	FP011	Tasks and Projects	N/A	3
	FP014	Learning Strategies	N/A	3
	FP013	English in the Community	N/A	3
	FP012	Assessment and Testing in the Classroom	N/A	3
	FP015	Curriculum and Course Design - principles and practice	N/A	3
	FP034	Practicum	N/A	5
	Thesis			
		Master Thesis	Completion of 50% of the program's credits	10
TOTAL				66

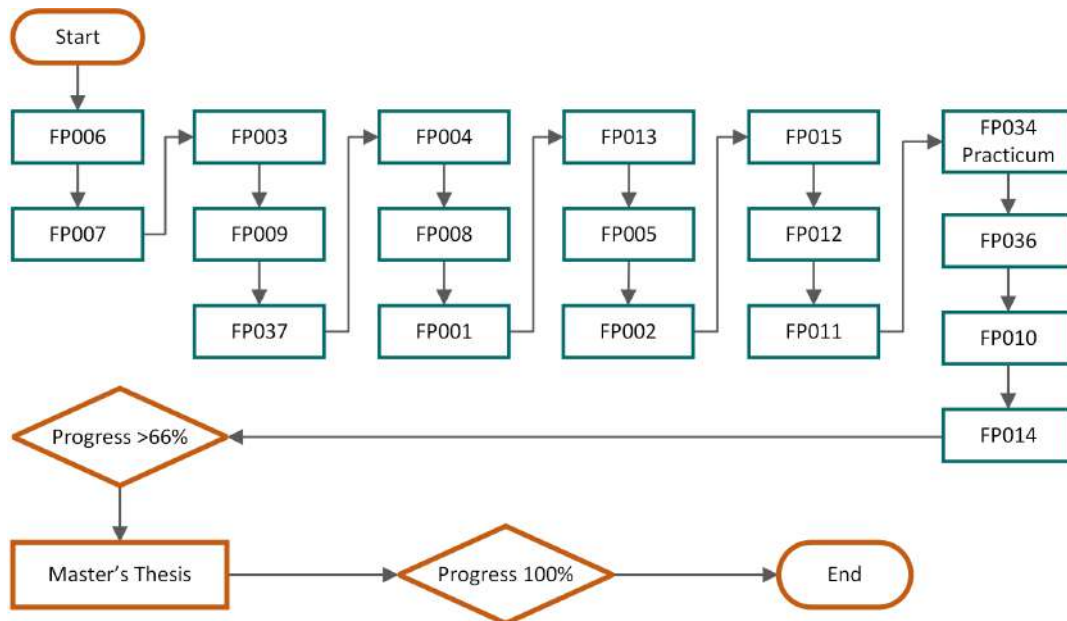


Figura 7: Flowchart for the Master in Teaching English as a Foreign Language.

Master in Education with a Specialty in Higher Education

Core subjects: **34 credits**

Required: **13 credits**

Electives: **13 credits**

The student will take a minimum of 60 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	FP101	Learning Theories and Methodological Bases of Training	N/A	3
	FP102	Strategic Learning and Professional Development	N/A	3
	FP087	Learning Factors	N/A	3
	FP079	Tutorial Action in the Educational System	N/A	3
	FP077	ICT in the Classroom. Educational Apps and Use of Resources	N/A	3
	FP078	Interculturality and Education	N/A	3
	FP080	Conflict Resolution/Transformation in the School	N/A	3
	FP084	Environmental Education in Formal Education	N/A	3
	FP103	Fundamentals of Special Education: Processes of Attention to Diversity	N/A	3
	FP104	Organization and Management of Education Institutions	N/A	3
	FP105	Portfolio I	N/A	1
	FP092	Methodology of Scientific Research	N/A	3
	FP173	Educational Quality, Evaluation, and Innovation in Higher Education	N/A	3
Electives	FP171	Educational Modalities in the University Context: Face-to-face, Blended and Distance	N/A	3
	FP176	Professional Development and Reflective Practice of University Professors	N/A	3
	FP179	Teaching Methodologies and Strategies in the University Classroom	N/A	2
	FP180	Learning Assessment in the University Context	N/A	2
Required	Thesis			
	FP108	Portfolio II	N/A	1
	FP116	Portfolio III	N/A	2
	FPEE01	Master's Final Project (MFP)	N/A	10
TOTAL				60

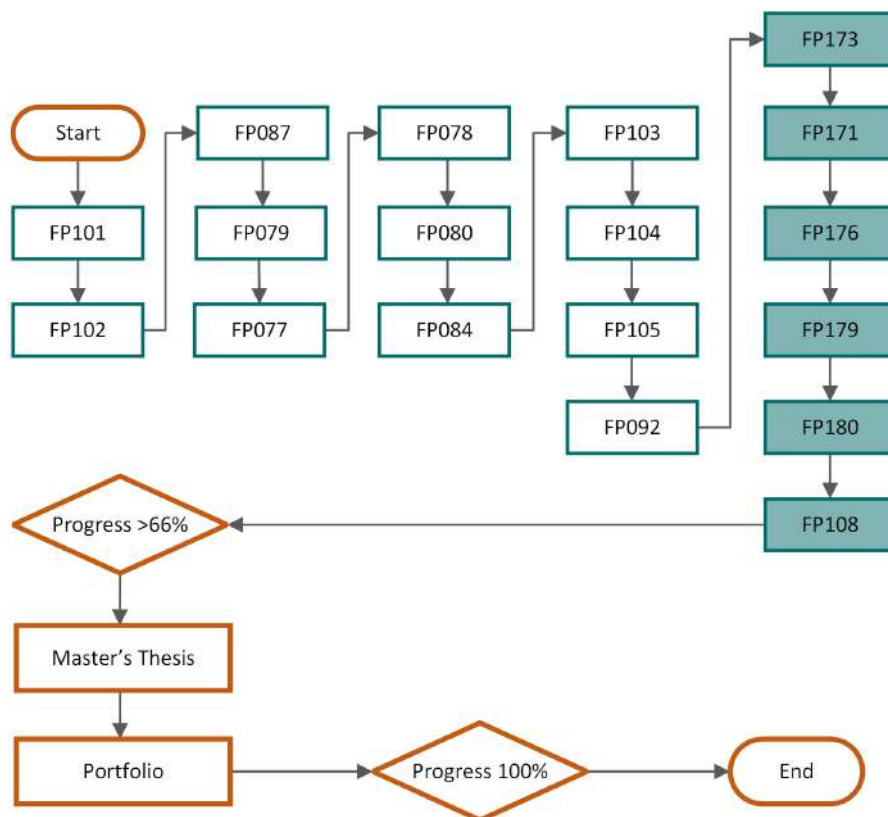


Figura 8: Flowchart for the Master in Education with a Specialty in Higher Education.

Master in Education with a Specialty in the Organization and Management of Educational Centers

Core subjects: **34 credits**

Required: **13 credits**

Electives: **13 credits**

The student will take a minimum of 60 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	FP101	Learning Theories and Methodological Bases of Training	N/A	3
	FP102	Strategic Learning and Professional Development	N/A	3
	FP087	Learning Factors	N/A	3
	FP077	ICT in the Classroom Teaching Applications and Use of Resources.	N/A	3
	FP080	Conflict Resolution/Transformation in the School	N/A	3
	FP079	Tutorial Action in the Educational System	N/A	3
	FP078	Interculturality and Education	N/A	3
	FP084	Environmental Education in Formal Education	N/A	3
	FP103	Special Education Foundations: Processes of Attention to Diversity	N/A	3
	FP104	Organization and Management of Educational Centers	N/A	3
	FP092	Methodology of Scientific Research	N/A	3
	FP105	Portfolio I	N/A	1
	FP082	Project Planning and Management	N/A	3
Electives	FP081	Planning and Strategic Direction	N/A	3
	FP113	e-Business and its Integration with Corporate Systems for Education Management	N/A	3
	FP114	Educational Quality, Evaluation and Innovation	N/A	2
	FP115	Team Management Techniques	N/A	2
	FP108	Portfolio II	N/A	1
Required	FP116	Portfolio III	N/A	2
	FPEE01	Master's Final Project (MFP)	N/A	10
TOTAL				60

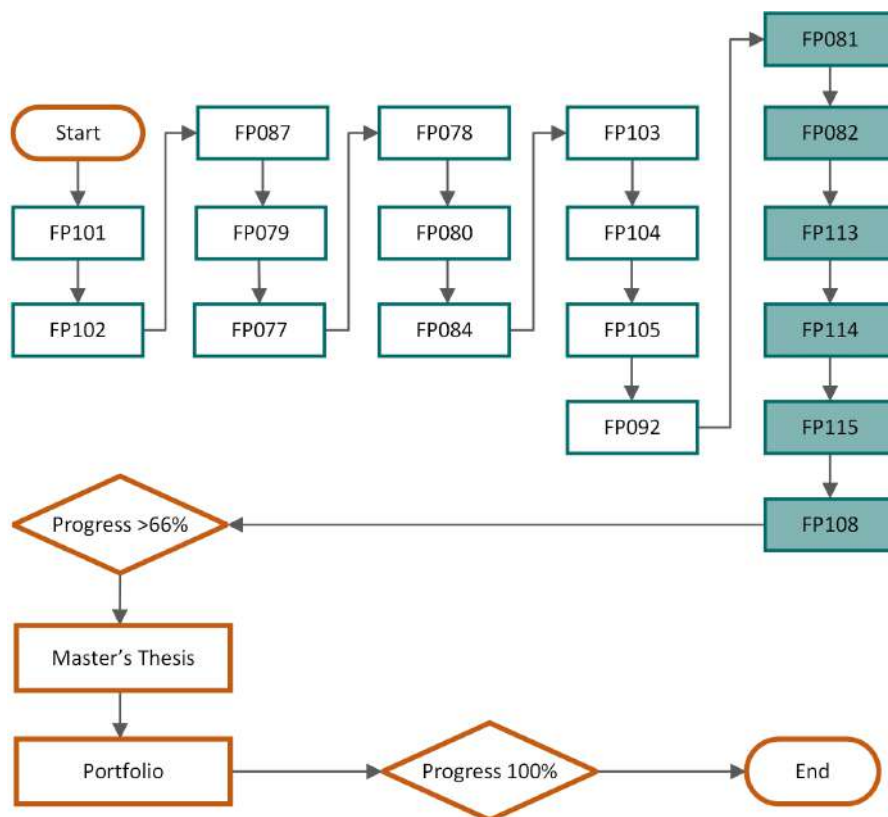


Figura 9: Flowchart for the Master in Education with a Specialty in Organization and Management of Educational Centers.

Master in Education with a Specialty in Teacher Training

Core subjects: **34 credits**

Required: **13 credits**

Electives: **13 credits**

The student will take a minimum of 60 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	FP101	Learning Theories and Methodological Bases of Training	N/A	3
	FP102	Strategic Learning and Professional Development	N/A	3
	FP087	Learning Factors	N/A	3
	FP077	ICT in the Classroom Teaching Applications and Use of Resources.	N/A	3
	FP080	Conflict Resolution/Transformation in the School	N/A	3
	FP079	Tutorial Action in the Educational System	N/A	3
	FP078	Interculturality and Education	N/A	3
	FP084	Environmental Education in Formal Education	N/A	3
	FP103	Special Education Foundations: Processes of Attention to Diversity	N/A	3
	FP104	Organization and Management of Educational Centers	N/A	3
	FP092	Methodology of Scientific Research	N/A	3
	FP105	Portfolio I	N/A	1
Electives	FP106	Curriculum Design, Planning and Outcome Development	N/A	3
	FP090	Learning Evaluation	N/A	3
	FP107	Classroom Learning Methodologies	N/A	3
	FP088	Creation, Adaptation and Evaluation of Materials	N/A	2
	FP091	Content and Language Integrated Learning	N/A	2
Required	Thesis			
	FP108	Portfolio II	N/A	1
	FP116	Portfolio III	N/A	2
	FPEE01	Master's Final Project (MFP)	N/A	10
TOTAL				60

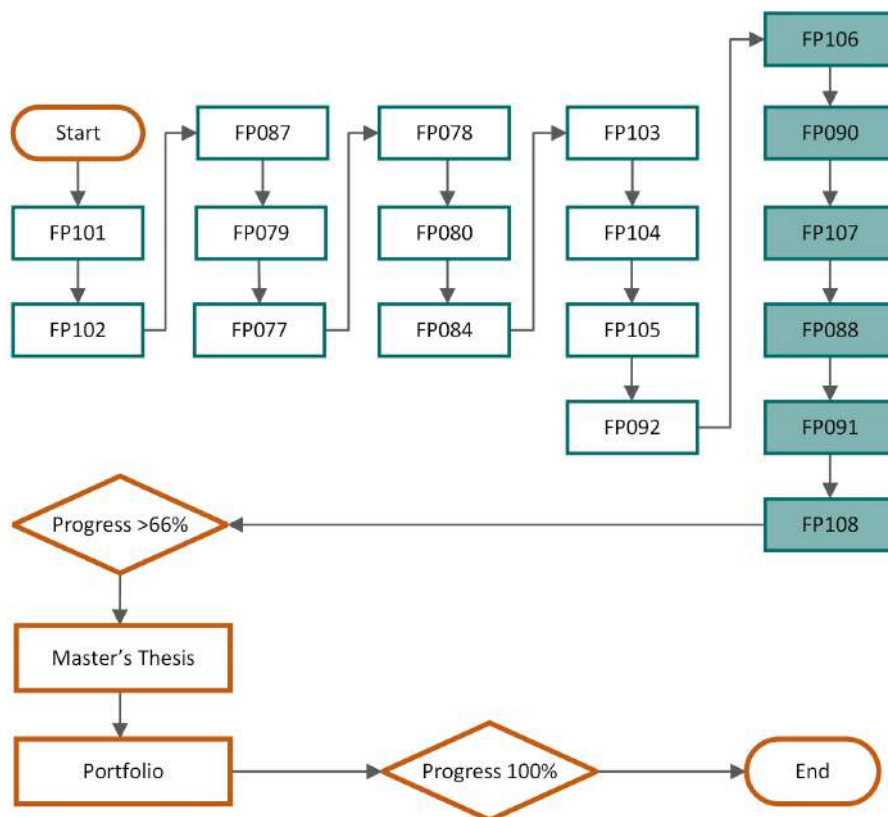


Figura 10: Flowchart for the Master in Education with a Specialty in Teacher Training.

Master in Education with a Specialty in ICT'S in Education

Core subjects: **34 credits**

Electives: **13 credits**

Required: **13 credits**

The student will take a minimum of 60 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	FP101	Learning Theories and Methodological Bases of Training	N/A	3
	FP102	Strategic Learning and Professional Development	N/A	3
	FP087	Learning Factors	N/A	3
	FP079	Tutorial Action in the Educational System	N/A	3
	FP077	ICT in the Classroom Teaching Applications and Use of Resources.	N/A	3
	FP078	Interculturality and Education	N/A	3
	FP080	Conflict Resolution/Transformation in the School	N/A	3
	FP084	Environmental Education in Formal Education	N/A	3
	FP103	Special Education Foundations: Processes of Attention to Diversity	N/A	3
	FP104	Organization and Management of Educational Centers	N/A	3
	FP092	Methodology of Scientific Research	N/A	3
	FP105	Portfolio I	N/A	1
Electives	FP109	ICT in Education and Learning Theories	N/A	3
	FP111	Analysis of Technological Resources and Creative Activities Design	N/A	3
	FP110	Teaching in Virtual Learning Environments	N/A	3
	FP076	Virtual Environments of Collaborative Work	N/A	2
	FP112	Design and Evaluate ICT-based Training Proposals	N/A	2
Required	FP108	Portfolio II	N/A	1
	FP116	Portfolio III	N/A	2
	FPEE01	Master's Final Project (MFP)	N/A	10
TOTAL				60

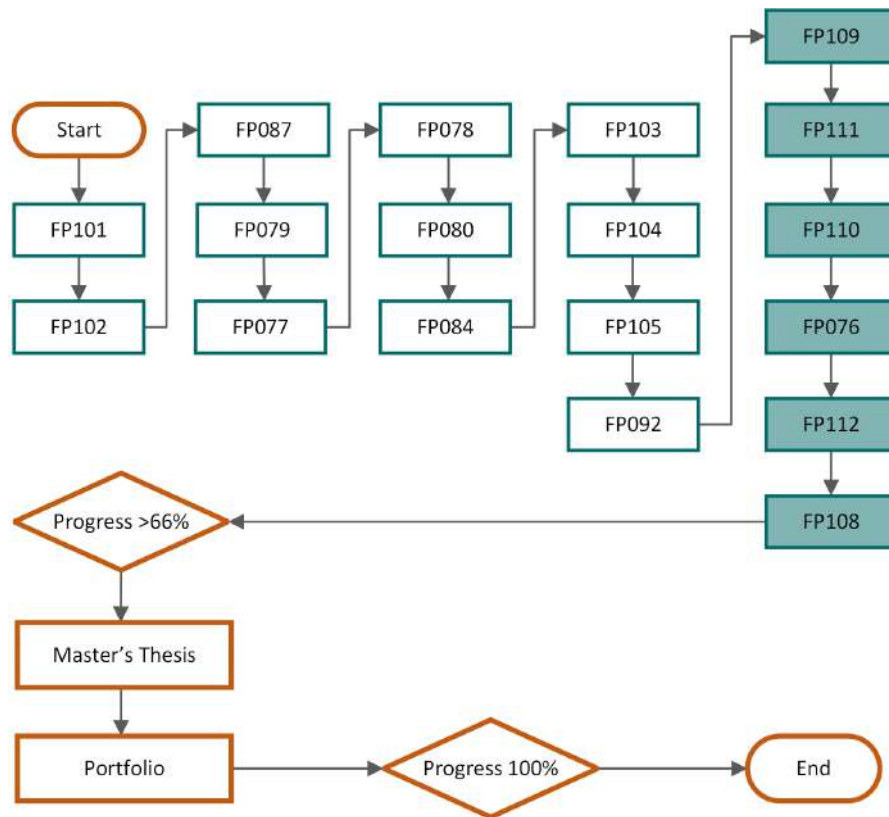


Figura 11: The credit structure of the Master in Education with Specialty in ICT's in Education is the following:

Innovation, Business and New Technologies Department

Master in Strategic Management with a Specialty in Management

Core subjects: **Minimum 9 credits**

Required: **13 credits**

Electives: **Minimum 19 credits**

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	TR026	Business Administration and Management	N/A	3
	DD002	Cost Control and Management	N/A	2
	TR047	Financial Management	N/A	3
	DD004	Marketing	N/A	3
	DD152	Economy	N/A	2
	DD118	Basic Statistics	N/A	2
	DD120	Financial Mathematics	N/A	1
	DD124	Management Accounting	N/A	2
	TR046	Strategic Human Resources Management	N/A	2
	DD040	Conflict Resolution and Negotiation Techniques	N/A	2
	DD032	Performance Evaluation and Management by Competencies	N/A	2
	TR024	Management Techniques and Organizational Leadership	N/A	2
	DD090	Business Ethics and Corporate Social Responsibility	N/A	3
	DD041	Team Management Techniques	N/A	2
	DD076	Management Without Distances	N/A	1
	DD026	Virtual Environments of Collaborative Work	N/A	1
	DD042	Time Management and Conducting Meetings	N/A	2
	DD043	Stress and Burnout	N/A	2
	DD044	Public Presentation Techniques	N/A	1
	IP082	Quality Management: ISO 9001	N/A	3
	IP092	ISO 45001	N/A	2
	MA098	Business Environmental Management. ISO 14001	N/A	3
	DD012	Management and Administration of Operations	N/A	2
	DD013	Logistics	N/A	2
	DD014	Strategic Management and Planning	N/A	3
	TR038	Project Planning and Management	N/A	3
	TI013	Reengineering, Strategy and Management of Systems and ICT	N/A	3
	TI025	e-Business and its Integration with Corporate Management Systems	N/A	3
	TI017	Integration of Business Management Systems	N/A	5
	DD162	Marketing Strategy Development	N/A	2
	TI030	Network Management and Security	N/A	3
	TI011	Society of Change and Information	N/A	3
	DD068	Knowledge Management and Organizational Learning	N/A	2
	TI004/ DD163	International Marketing and Commerce	N/A	4
	TI014	Electronic Marketing and Commerce	N/A	4

	Code	Subjects	Prerequisites	Credits
Core subjects	TI023	Study and Case Resolution (I, II and III)	N/A	10
	DD2867	Globalization and International Business	N/A	4
	DD372	Organizational Leadership and Coaching	N/A	5
Electives	Elective Module: Marketing			
	DD159	Introduction to New Marketing	N/A	2
	DD160	Market Research	N/A	2
	DD161	Consumer-Buyer Behavior	N/A	2
	DD164	Relationship Marketing	N/A	2
	DD165	Marketing Audit	N/A	1
	DD166	Product and Brand Management Policy	N/A	3
	DD167	Price Management Policy	N/A	3
	DD168	Communication Management Policies	N/A	3
	DD169	Communication Management Policies	N/A	3
	DD170	Services Marketing	N/A	2
	DD171	Control and Marketing Plan	N/A	2
	Elective Module: Audit			
	DD153	Financial Valuation for IAS	N/A	2
	DD122	International Accounting Standards	N/A	4.5
	DD121	International Taxation and Financing	N/A	1.5
	DD123	Financial Statement Analysis	N/A	2
	DD128	Administration and Planning of Audits	N/A	1
	DD154	Internal Control	N/A	2
	DD155	Documentation, Testing and Auditing Risks	N/A	2
	DD130	Auditing Procedures by Area	N/A	5
	DD131	Audit Reports	N/A	1
	DD119	Statistical Sampling	N/A	2
	DD125	Total Quality Costs	N/A	2
	DD126	Budget and Public Accounting	N/A	3
	Elective Module: Tourism Consulting			
	TR043	Fundamentals of Tourism	N/A	3
	TR037	ICT in the Tourism Industry	N/A	4
	TR022	Hotel Business Management	N/A	4.5
	TR023	Food and Beverage Management	N/A	4.5
	TR027	Tourism and Cultural Heritage	N/A	3
	TR008	The Territory as a Tourist Resource	N/A	3
	TR028	Environmental Impact on Tourism Activities	N/A	3
	TR030	Rural Tourism and Sustainable Development	N/A	3
	TR031	Alternative Tourism and Ecotourism	N/A	3
	TR036	Strategies and Tourism Business on the Internet	N/A	3
	TR049	Quantitative Analysis of Tourism	N/A	4
	Elective Module: Family Businesses			
	DD108	Family Business Concepts and Characteristics	N/A	2
	DD109	Succession and Continuity in the Family Business	N/A	2
	DD110	Systemic Approach Applied to Conflict in Family Businesses	N/A	2
	DD111	Professionalization of Family Business	N/A	2
	DD112	Governance Structures and Bodies	N/A	2

	Code	Subjects	Prerequisites	Credits
Electives	DD113	The Family Protocol	N/A	2
	DD114	Property Management in Family Businesses	N/A	1
	DD115	Key Factors for Success in the Family Business	N/A	1
	DD116	Creation and Internationalization of Family Businesses	N/A	2
	DD143	Basic Legal Aspects of the Family Business	N/A	3
	Elective Module: Human Resources Management and Administration			
	DD022	Organizational Structure and Change	N/A	2
	DD024	Organizational Culture and Climate	N/A	2
	DD030	Job Analysis, Description and Evaluation	N/A	2
	DD031	Recruitment, Selection and Promotion	N/A	2
	DD032	Performance Evaluation and Management by Competencies	N/A	2
	DD033	Compensation and Incentives	N/A	2
	DD034	Training and Career Plans	N/A	2
	DD036	Human Resources Audit	N/A	1
	DD039	Interpersonal Communication Techniques	N/A	1
	Elective Module: Integrated Management of the Environment, Quality and Occupational Risk Prevention			
	IP059	Fundamentals of Occupational Risk Prevention	N/A	2
	IP060	Occupational Safety	N/A	4
	IP003	Industrial Hygiene	N/A	5
	IP062	Ergonomics	N/A	3
	IP071	Applied Psychosociology	N/A	2
	IP078	Background and Current Status of Integrated Management	N/A	3
	IP9001	Introduction and Fundamentals of Integrated Management Systems	N/A	2
	IP9002	Advantages and Difficulties of the Integration of Systems, Degrees, Modes and Integration System Models	N/A	3
	IP9003	Integration of Management Systems based on Standards and Processes	N/A	2
	IP9004	Implementation of the Integrated Management System	N/A	2
	IP051	Water Management: Basic Principles	N/A	5
	IP052	Waste management fundamentals	N/A	3
	IP053	Air Pollution Treatment	N/A	5
	IP054	Treatment of Contaminated Soils	N/A	4
	IP002	Workplace Safety	N/A	7
	IP076	Workplace Hygiene	N/A	7
	IP073	Ergonomics and Applied Psychosociology	N/A	7
	IP064	Training and Communication	N/A	1
	IP004	Occupational Medicine	N/A	2
	Elective Module: Health Organizations			
	DD1004	Health Economics	N/A	5
	DD1007	Health Planning	N/A	4
	DD1008	Health Services Management	N/A	3
	DD1009	Health Marketing	N/A	3
	DD1010	Quality Care and Patient Safety	N/A	4
	DD1012	Health Systems	N/A	4
	DD1013	Clinical Epidemiology	N/A	5
	DD1014	Biostatistics	N/A	5

	Code	Subjects	Prerequisites	Credits
Electives	Elective Module: Human Resources and Knowledge Management			
	DD022	Organizational Structure and Change	N/A	2
	DD024	Organizational Culture and Climate	N/A	2
	DD030	Job Analysis, Description and Evaluation	N/A	2
	DD031	Recruitment, Selection and Promotion	N/A	2
	DD034	Training and Career Plans	N/A	2
	DD033	Compensation and Incentives	N/A	2
	DD036	Human Resources Auditing	N/A	1
	DD039	Interpersonal Communication Techniques	N/A	1
	DD045	Emotional Intelligence	N/A	1
	DD046	Personal Marketing	N/A	1
	DD047	Intellectual Capital	N/A	1
	DD048	Quality as a Management Tool for Human Resources	N/A	1
	DD049	Neurolinguistic Programming	N/A	1
	Elective Module: Conflict Resolution and Mediation			
	DD091/ DD092	Conflict theory	N/A	5
	DD093/ DD094	Emotions, Communication and Conflict	N/A	4
	DD138	Principles and Processes of Conflict Resolution/Transformation	N/A	5
	DD097/ DD098	Mediation	N/A	4
	DD099	National and International Legislation on Mediation and Other Conflict Resolution Procedures	N/A	3
	DD100	Conflict Resolution/Transformation in the School	N/A	2
	DD101	Conflict Resolution/Transformation in the Family	N/A	2
	DD102	Conflict Resolution/Transformation in the Community	N/A	2
	DD103	Conflict Resolution/Transformation in the Organization	N/A	2
	DD104	Conflict Resolution/Transformation in Corrections	N/A	2
	DD105	Conflict Resolution/Transformation in the Health Field	N/A	1
	DD106	International Conflict Resolution/Transformation	N/A	2
	DD107	Online Dispute Resolution (ODR)	N/A	1
Required	Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis	N/A	10
TOTAL				66

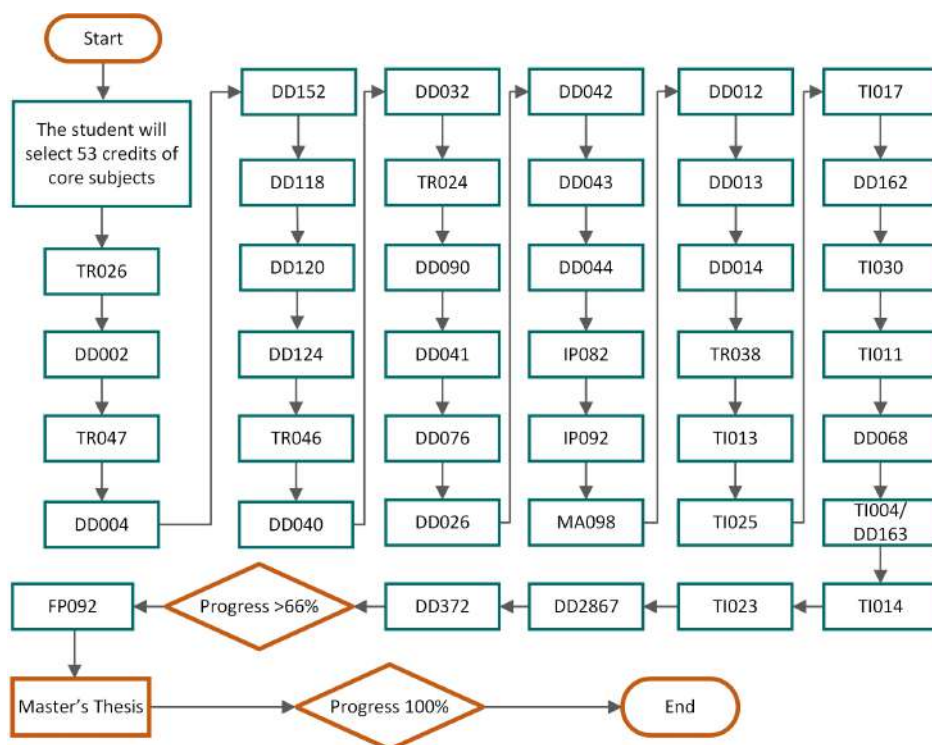


Figura 12: Flowchart for the Master in Strategic Management with a specialty in Management.

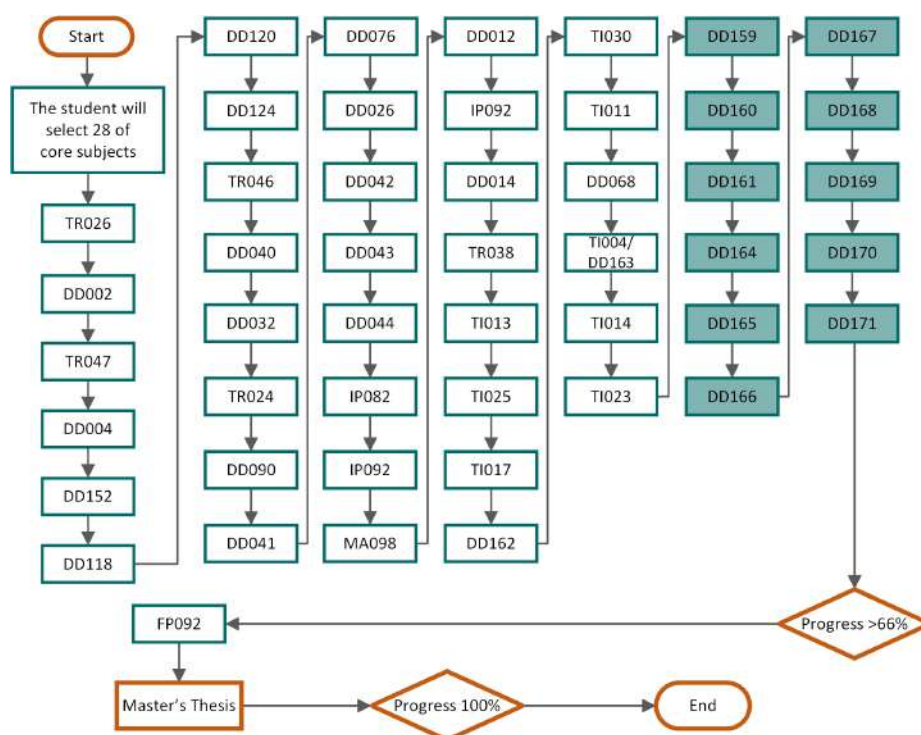


Figura 13: Flowchart for the Master in Strategic Management with a specialty in Management.
Elective Module: Marketing¹.

1. Elective Module courses are shown in green.

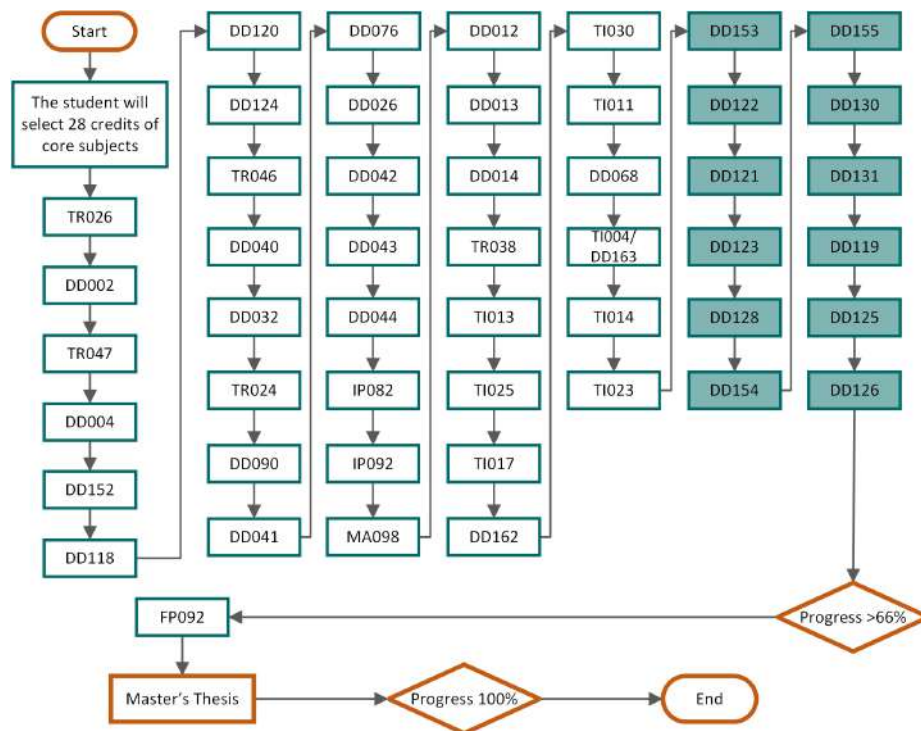


Figura 14: Flowchart for the Master in Strategic Management with a specialty in Management. Elective Module: Audit².

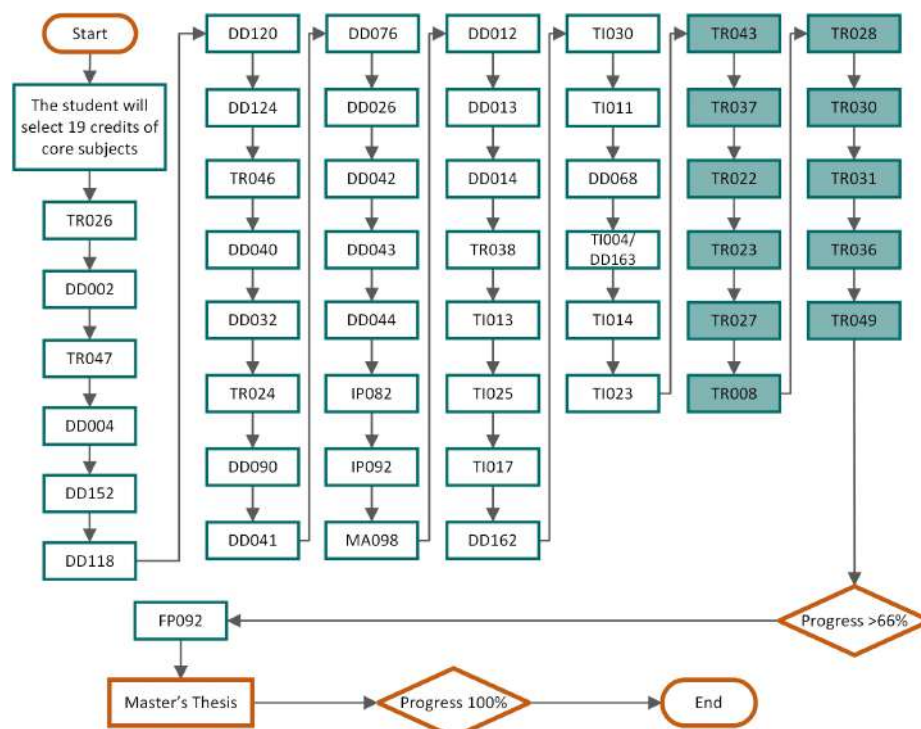


Figura 15: Flowchart for the Master in Strategic Management with a specialty in Management. Elective Module: Tourism Consulting².

2. Elective Module courses are shown in green.

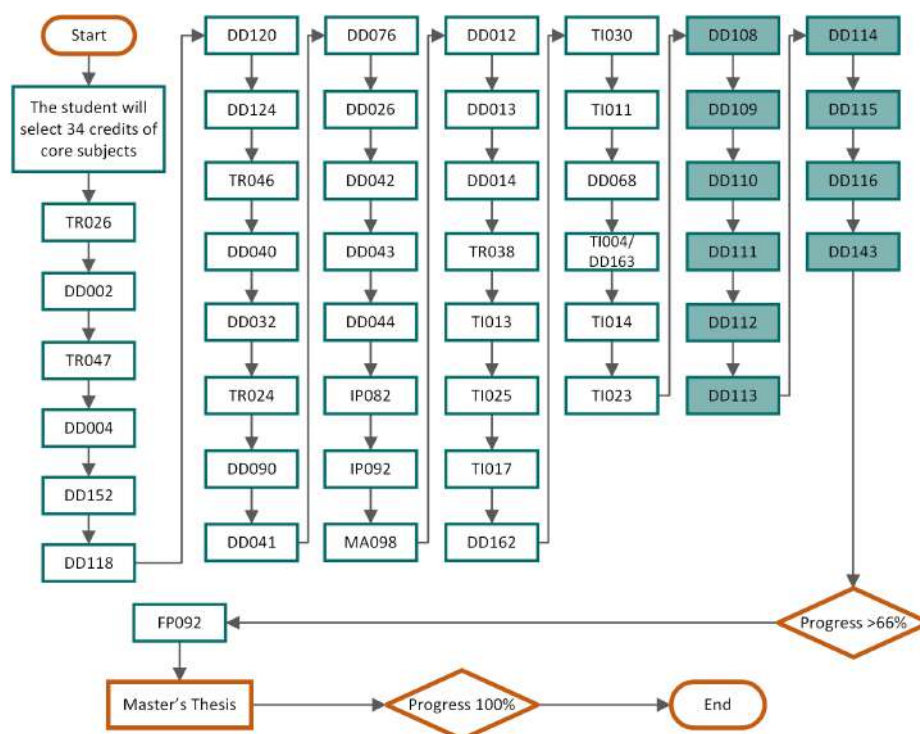


Figura 16: Flowchart for the Master in Strategic Management with a specialty in Management. Elective Module: Family Business³.

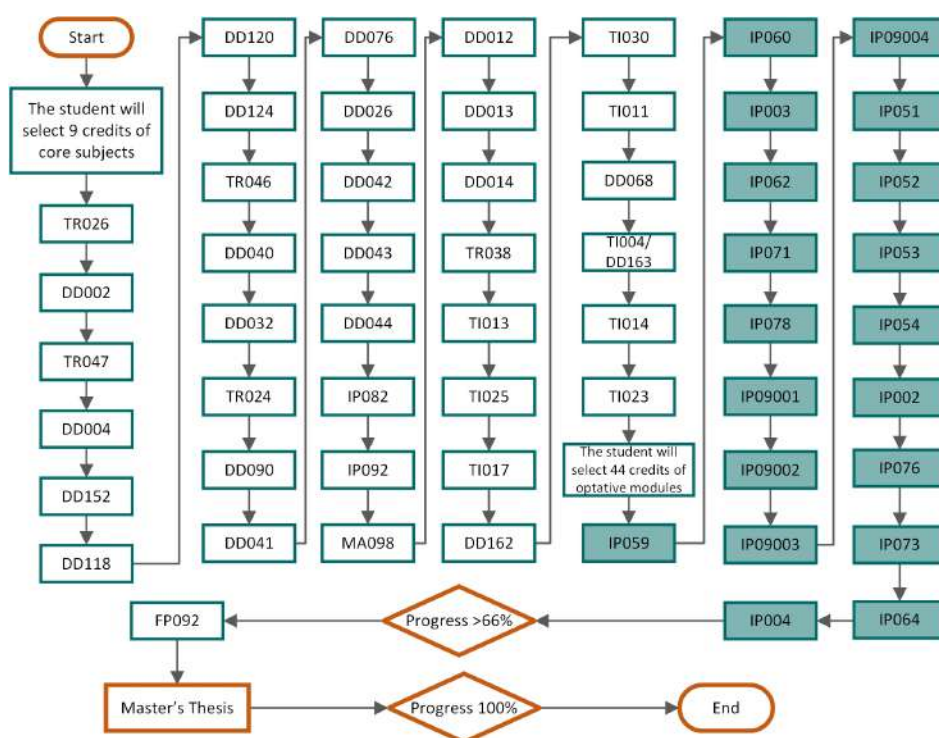


Figura 17: Flowchart for the Master in Strategic Management with a specialty in Management. Elective Module: Integrated Management of the Environment, Quality and Occupational Risk Prevention³.

3. Elective Module courses are shown in green.

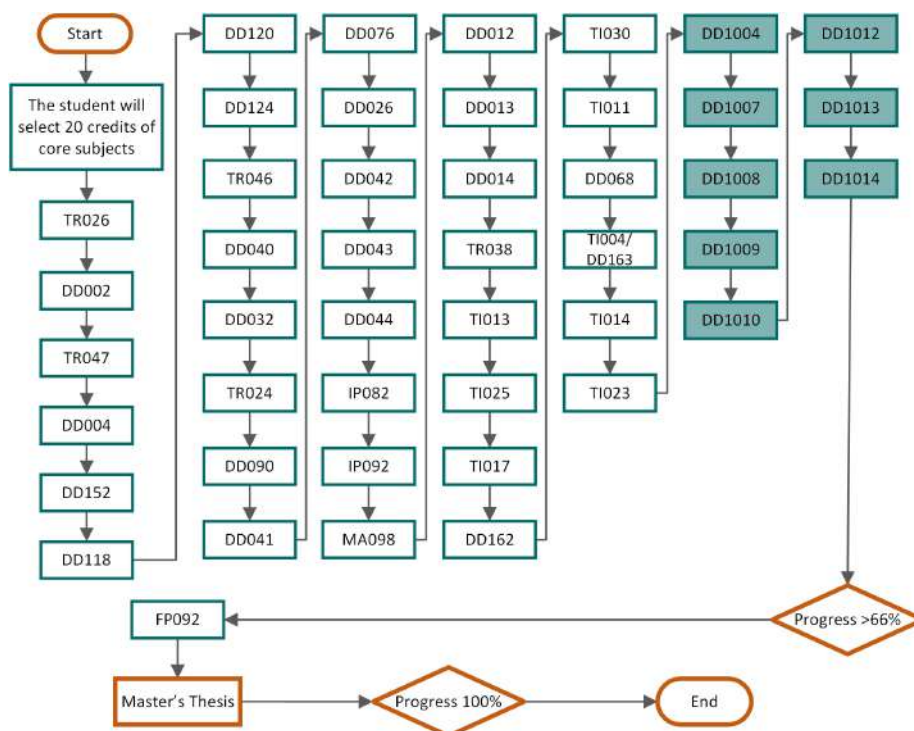


Figura 18: Flowchart for the Master in Strategic Management with a specialty in Management. Elective Module: Health Organizations⁴.

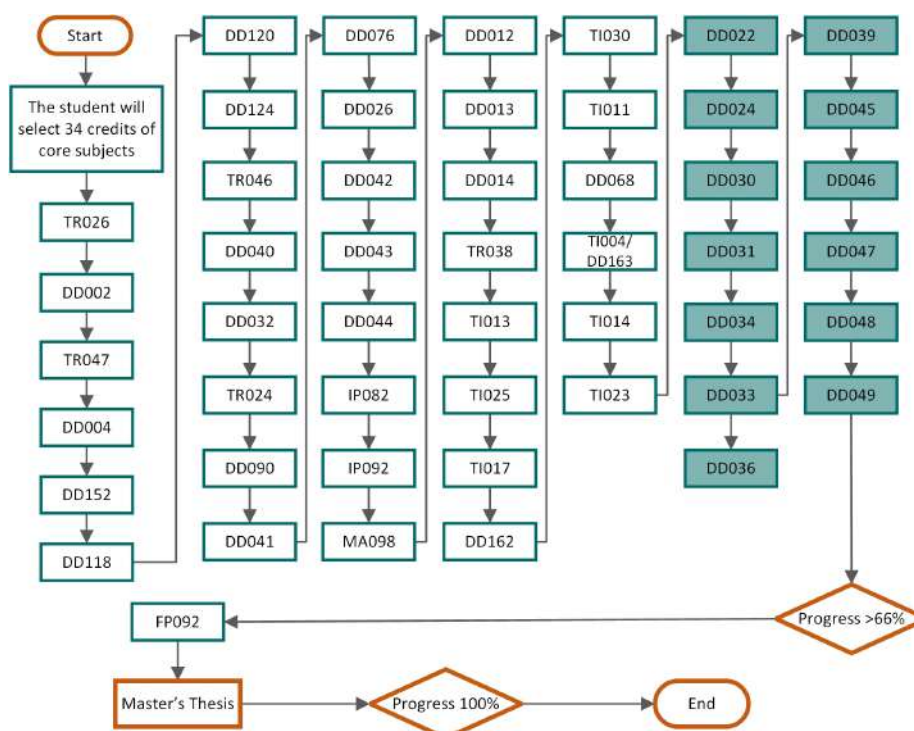


Figura 19: Flowchart for the Master in Strategic Management with a specialty in Management. Elective Module: Human Resources and Knowledge Management⁴.

4. Elective Module courses are shown in green.

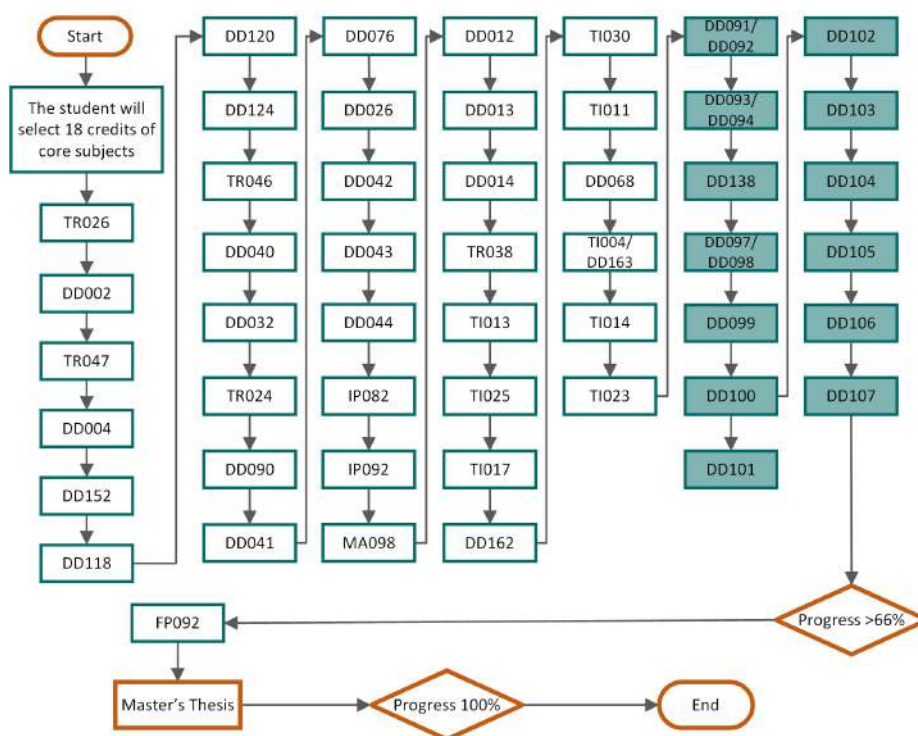


Figura 20: Flowchart for the Master in Strategic Management with a specialty in Management. Elective Module: Conflict Resolution and Mediation⁵.

5. Elective Module courses are shown in green.

Master in Strategic Management with a Specialty in Information Technologies

Core subjects: Minimum 19 credits

Required: 27 credits

Electives: 20 credits

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	TR026	Business Administration and Management	N/A	3
	DD002	Cost Control and Management	N/A	2
	TR047	Financial Management	N/A	3
	DD004	Marketing	N/A	3
	DD152	Economy	N/A	2
	DD118	Basic Statistics	N/A	2
	DD120	Financial Mathematics	N/A	1
	DD124	Management Accounting	N/A	2
	TR046	Strategic Human Resources Management	N/A	2
	DD040	Conflict Resolution and Negotiation Techniques	N/A	2
	DD032	Performance Evaluation and Management by Competencies	N/A	2
	TR024	Management Techniques and Organizational Leadership	N/A	2
	DD090	Business Ethics and Corporate Social Responsibility	N/A	3
	DD041	Team Management Techniques	N/A	2
	DD076	Management Without Distances	N/A	1
	DD026	Virtual Environments of Collaborative Work	N/A	1
	DD042	Time Management and Conducting Meetings	N/A	2
	DD043	Stress and Burnout	N/A	2
	DD044	Public Presentation Techniques	N/A	1
	IP082	Quality Management: ISO 9001	N/A	3
	IP092	ISO 45001	N/A	2
	MA098	Business Environmental Management. ISO14001	N/A	3
	DD012	Management and Administration of Operations	N/A	2
	DD013	Logistics	N/A	2
	DD014	Strategic Management and Planning	N/A	3
	TR038	Project Planning and Management	N/A	3
	TI013	Reengineering, Strategy and Management of Systems and ICT	N/A	3
	TI025	e-Business and its Integration with Corporate Management Systems	N/A	3
	TI017	Integration of Business Management Systems	N/A	5
	DD162	Marketing Strategy Development	N/A	2
	TI030	Network Management and Security	N/A	3
	TI011	Society of Change and Information	N/A	3
	DD068	Knowledge Management and Organizational Learning	N/A	2
	TI004/ DD163	International Marketing and Commerce	N/A	4
	TI014	Electronic Marketing and Commerce	N/A	4
	TI023	Study and Case Resolution (I, II and III)	N/A	10

	Code	Subjects	Prerequisites	Credits
Required	Specialty in Information Technology			
	TI015	Electronic Security and Legislation	N/A	4
	TI016	Business Intelligence	N/A	4
	TI018	Innovation, Culture and Work Management in the Communication Society	N/A	2
	TI043	ICT Project Direction and Management	N/A	4
Electives	Elective Module: Software Companies			
	TI034	Languages and Programming Paradigms	N/A	2
	TI035	Architectures, Networks and Distributive Systems	N/A	3
	TI036	Web Technology and Web Engineering	N/A	3
	TI037	Integral Systems and Requirements Analysis and Design	N/A	3
	TI038	Data Modeling and Database Design	N/A	3
	TI040	Database and Information Resources Management	N/A	3
	TI041	Software Business Process	N/A	3
Required	Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis	N/A	10
TOTAL				66

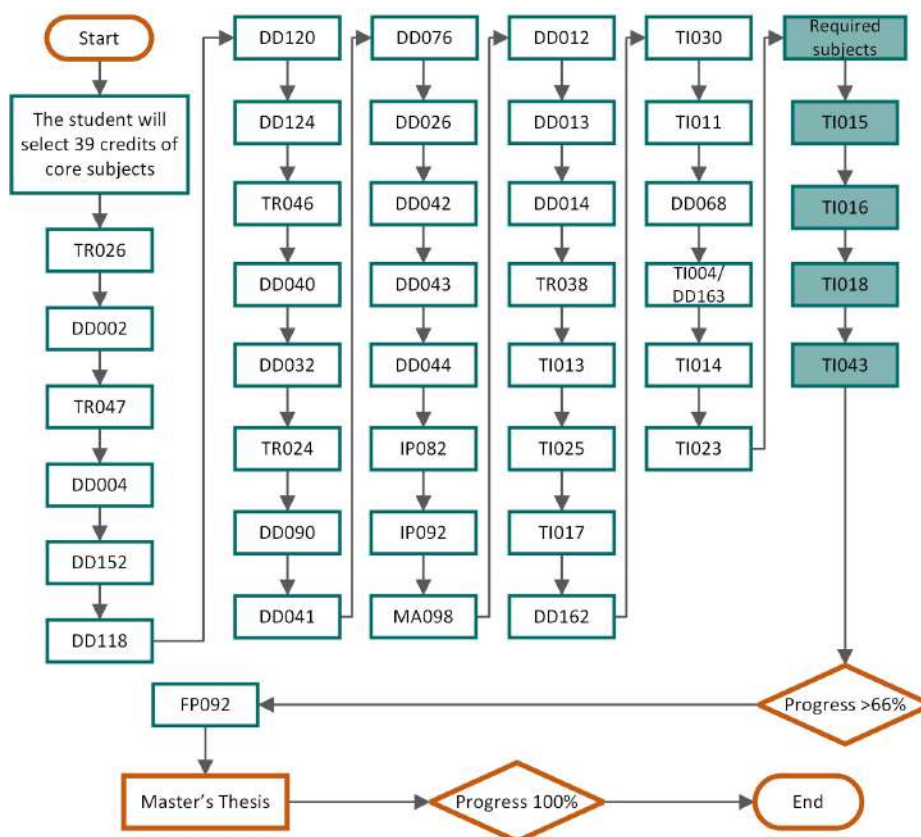


Figura 21: Flowchart for the Master in Strategic Management with a Specialty in Information Technologies.

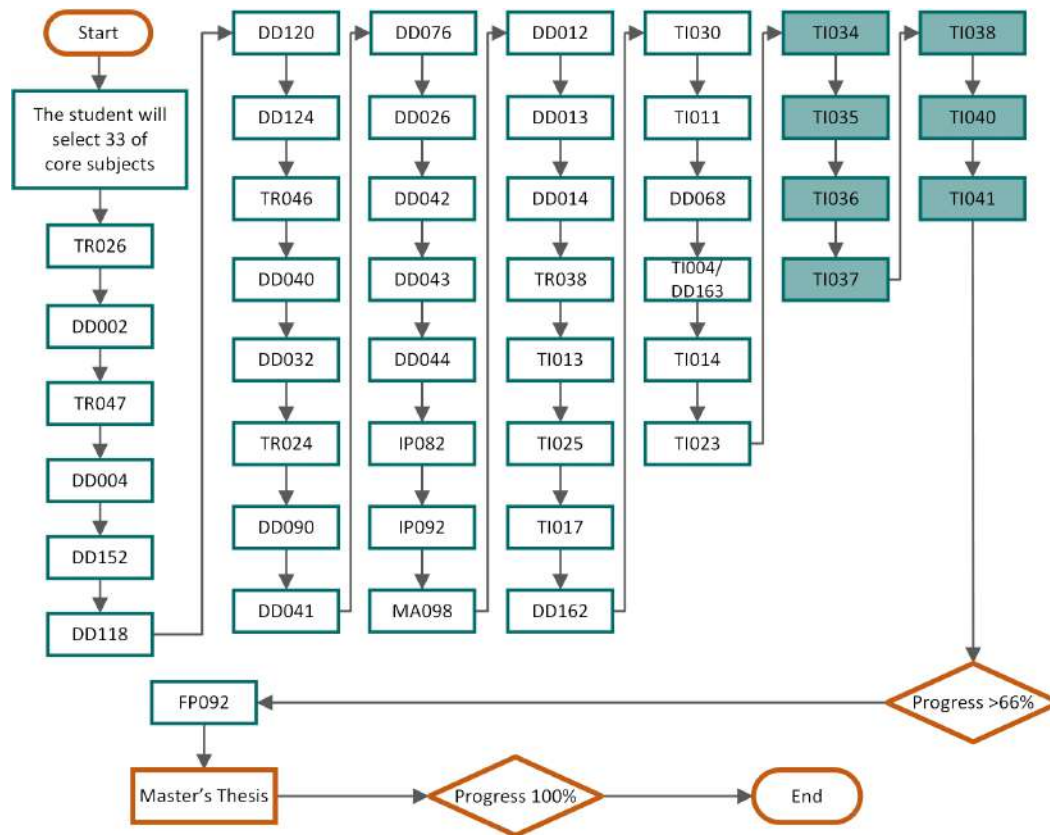


Figura 22: Flowchart for the Master in Strategic Management with a Specialty in Information Technologies. Elective Module: Software Companies⁶.

6. Elective Module courses are shown in green.

Master in Strategic Management with a Specialty in Telecommunication

Core subjects **Minimum 32 credits**

Required: **34 credits**

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	TR026	Business Administration and Management	N/A	3
	DD002	Cost Control and Management	N/A	2
	TR047	Financial Management	N/A	3
	DD004	Marketing	N/A	3
	DD152	Economy	N/A	2
	DD118	Basic Statistics	N/A	2
	DD120	Financial Mathematics	N/A	1
	DD124	Management Accounting	N/A	2
	TR046	Strategic Human Resources Management	N/A	2
	DD040	Conflict Resolution and Negotiation Techniques	N/A	2
	DD032	Performance Evaluation and Management by Competencies	N/A	2
	TR024	Management Techniques and Organizational Leadership	N/A	2
	DD090	Business Ethics and Corporate Social Responsibility	N/A	3
	DD041	Team Management Techniques	N/A	2
	DD076	Management Without Distances	N/A	1
	DD026	Virtual Environments of Collaborative Work	N/A	1
	DD042	Time Management and Conducting Meetings	N/A	2
	DD043	Stress and Burnout	N/A	2
	DD044	Public Presentation Techniques	N/A	1
	IP082	Quality Management: ISO 9001	N/A	3
	IP092	ISO 45001	N/A	2
	MA098	Business Environmental Management. ISO14001	N/A	3
	DD012	Management and Administration of Operations	N/A	2
	DD013	Logistics	N/A	2
	DD014	Strategic Management and Planning	N/A	3
	TR038	Project Planning and Management	N/A	3
	TI013	Reengineering, Strategy and Management of Systems and ICT	N/A	3
	TI025	e-Business and its Integration with Corporate Management Systems	N/A	3
	TI017	Integration of Business Management Systems	N/A	5
	DD162	Marketing Strategy Development	N/A	2
	TI030	Network Management and Security	N/A	3
	TI011	Society of Change and Information	N/A	3
	DD068	Knowledge Management and Organizational Learning	N/A	2
	TI004/ DD163	International Marketing and Commerce	N/A	4
	TI014	Electronic Marketing and Commerce	N/A	4

	Code	Subjects	Prerequisites	Credits
Required	Specialty in Telecommunications			
	TI026	The Telecommunications Market	N/A	3
	TI027	Technical-Business Structure of Telecommunications	N/A	3
	TI028	Telecommunications Networks	N/A	3
	TI029	Telecommunications Services	N/A	2
	TI031	Telecommunications Market Regulation	N/A	2
	TI016	Business Intelligence	N/A	4
	TI020	e-Business Project Management	N/A	4
	Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis	N/A	10
TOTAL				66

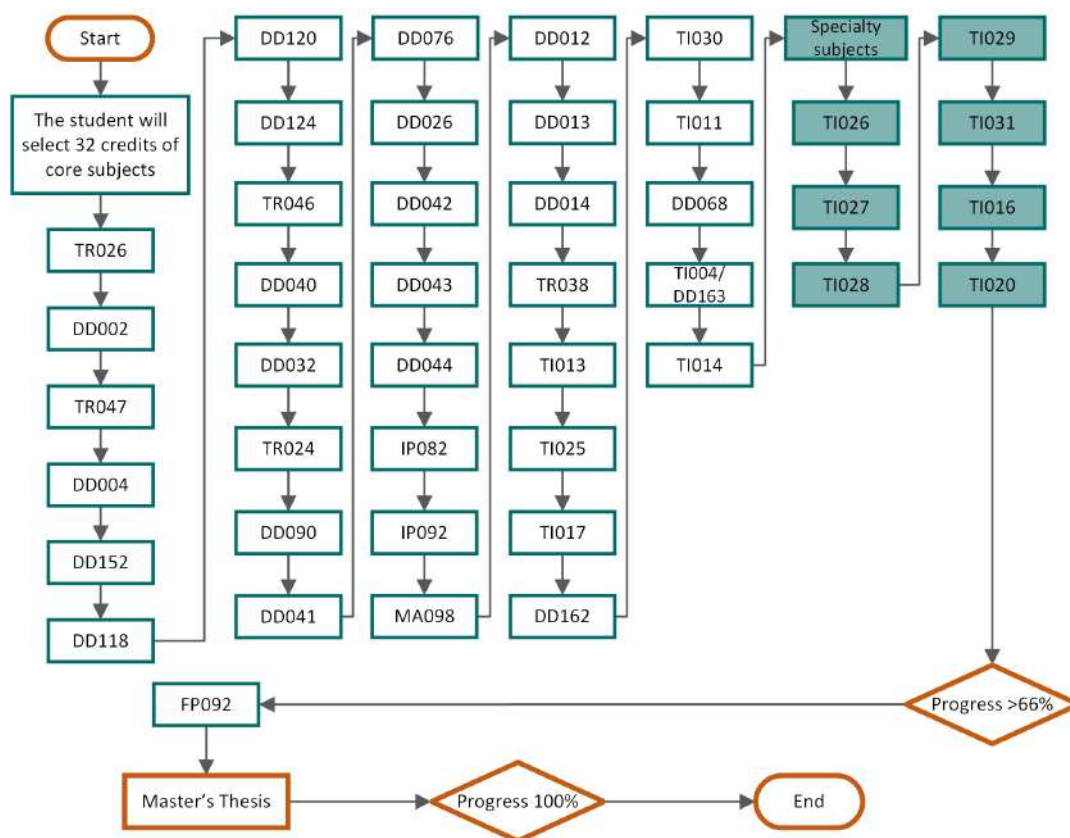


Figura 23: Flowchart for the Master in Strategic Management with a Specialty in Telecommunications.

Projects Department

Doctorate in Projects with a Specialty in Research

Introductory: **18 credits**

Core subjects: **minimum 24 and maximum 30 credits**

Research: **14 credits**

Thesis: 25 credits

	Code	Subjects	Credits
Introductory	DD070	Introduction to Project Management	2
	TR038	Project Planning and Management	2
	DD073	Project Control	2
	DO005	Research Methodology I. Fundamentals	6
	DO0014	Research Methodology II. Paradigms and Methods	3
	DO011	Research Seminar (doctoral file)	3
Core subjects ^a	DD026	Virtual Environments of Collaborative Work	1
	DD235	Introduction to Project Design: from Conflict to the Technical Problem	2
	DD236	Design of System Solutions in Projects	2
	DD237	Desired Service and Conditions for its Delivery	2
	DD238	Solution-System: Functional Analysis in the Project	2
	DO012	Transversal Workshop I	2
	DD239	The Roles of People in a Project	2
	DD240	Project Security and Reliability	2
	DD241	Environmental Viability of the Project	2
	DO013	Transversal Workshop II	2
	DD242	Project Proposal: Specifications	2
	DD243	Project Draft Preparation	3
	DO006	Research Work I	5
Research	DO007	Research Work II	5
	DO008	Thesis Proposal	4
	DO009	Thesis Preparation	15
Thesis	DO010	Thesis Dissertation	10

a) The student must indicate the subjects they wish to take during this phase. The total number of credits of the chosen subjects must be at least 24 with a maximum of 30.

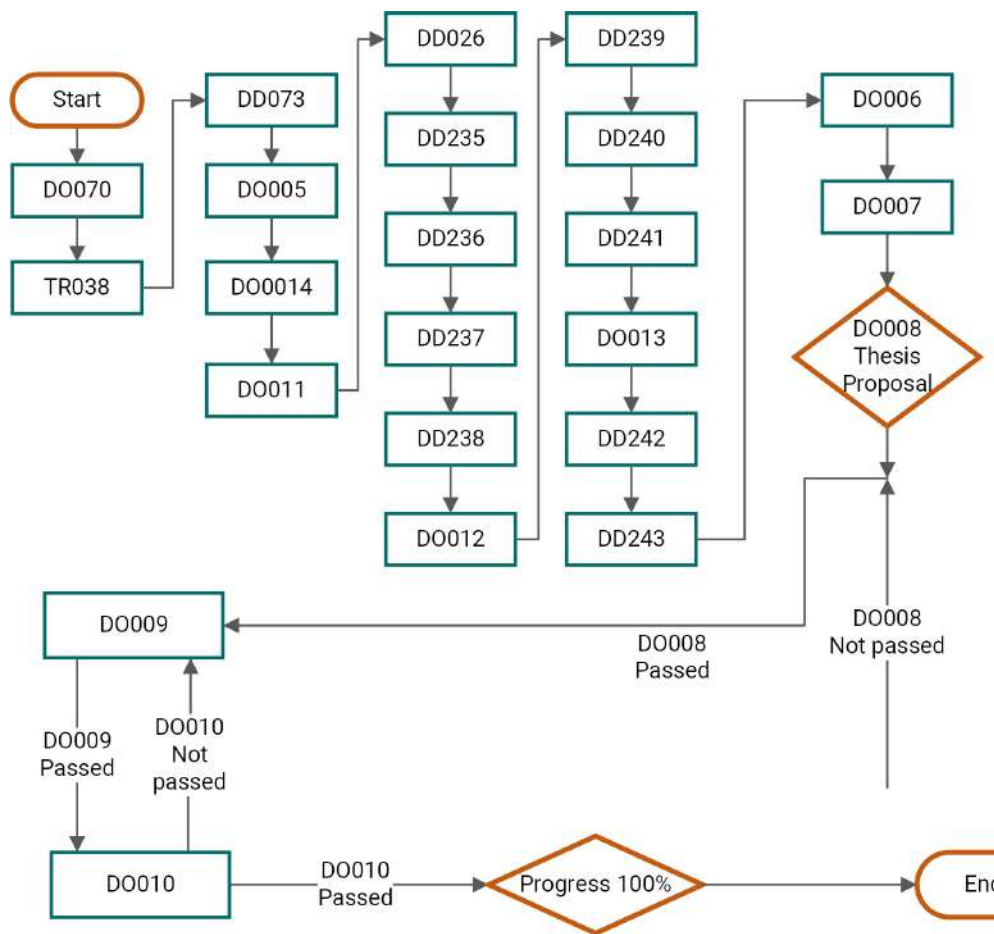


Figura 24: Flowchart for the Doctorate in Projects with a Specialty in Projects.

- All doctoral subjects are designed to be self-contained, which is why they have no prerequisite or co-requisite.
- The sequence of the subjects follows the student's work schedule.
- Because it is an asynchronous distance learning modality, it uses the sequence of activities as the core of the program, but allows the flexibility to progress according to the student's own pace. It should be noted that the subjects follow the sequence established in the previous tables without impeding the student's progress.

The diagrams show the sequence in which the student will take the subjects.

Master In Project Design, Administration and Management

Core subjects: **Maximum 53 credits**

Required: **13 credits**

Electives: **Maximum 14 credits**

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	Project Design			
	DD050	Introduction to Projects	N/A	1
	DD051	Project System Design	N/A	2
	DD052	Analysis of Provision of Services	N/A	2
	DD053	Functional Analysis of the Project	N/A	2
	DD054	Project Ergonomics	N/A	2
	DD055	Project Security and Reliability	N/A	2
	DD056	Environment in a Project	N/A	2
	DD057	Project Specifications	N/A	2
	DD058	Project Draft Preparation	N/A	3
	Project Management			
	DD070	Introduction to Project Management	N/A	1
	TR038	Project Planning and Management	N/A	3
	DD072	Computing Tools for Project Management	N/A	2
	DD073	Project Monitoring and Control	N/A	2
	DD074	Project Evaluation	N/A	2
	DD075	Trust Management: Risk and Quality	N/A	2
	TR046	Strategic Human Resources Management	N/A	2
	IP092	ISO 45001	N/A	2
	DD077	Project Communication	N/A	1
	Project Administration			
	DD026	Virtual Environments of Collaborative Work	N/A	1
	DD076	Management Without Distances	N/A	1
	DD044	Public Presentation Techniques	N/A	1
	TR026	Business Administration and Management	N/A	3
	DD014	Strategic Management and Planning	N/A	3
	DD040	Conflict Resolution and Negotiation Techniques	N/A	2
	DD041	Team Management Techniques	N/A	2
	DD068	Knowledge Management and Organizational Learning	N/A	2
	TI025	e-Business and its Integration with Corporate Management Systems	N/A	3

	Code	Subjects	Prerequisites	Credits
Electives	Elective Module: International Cooperation in the Area of Knowledge applied to Project Design, Administration and Management			
	PC012	International Cooperation System	N/A	1
	PC013	Logical Framework	N/A	2
	DD090	Business Ethics and Corporate Social Responsibility	N/A	3
	PC002	Collaboration and Development Theory	N/A	3
	TR047	Financial Management	N/A	3
	DD102	Conflict Resolution/Transformation in the Community	N/A	2
Required	Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis/Practicum	N/A	10
TOTAL				66

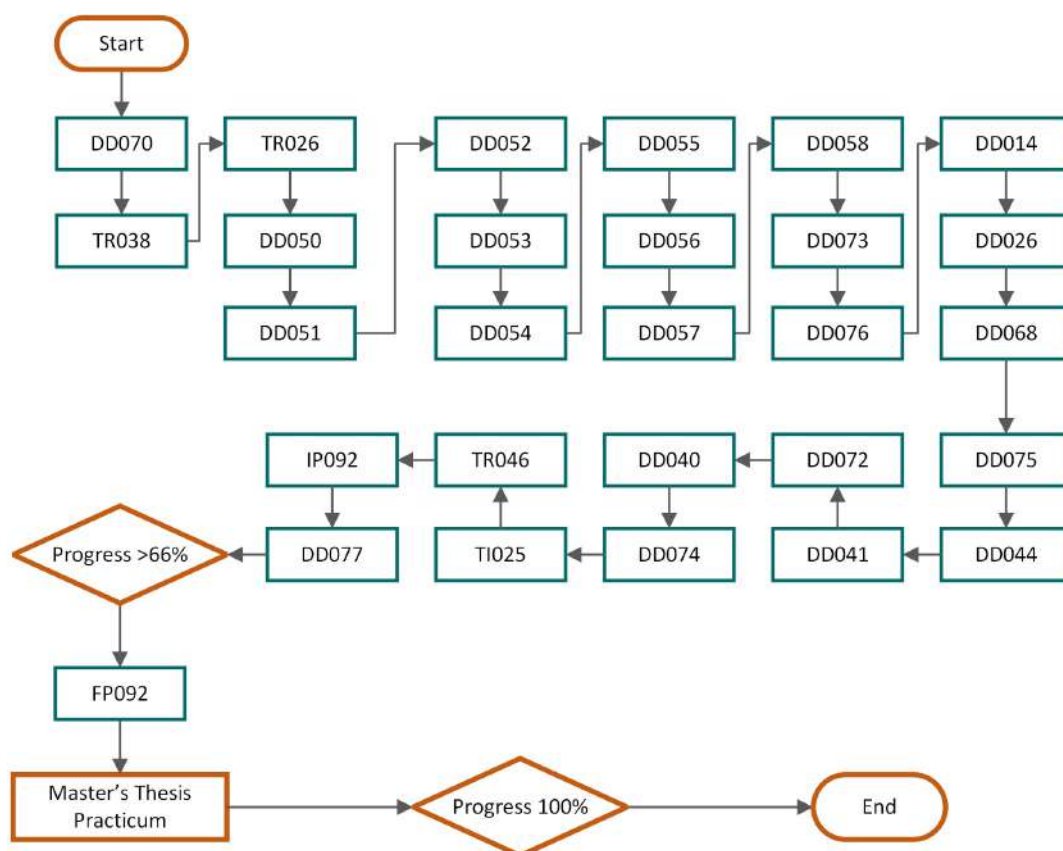


Figura 25: Flowchart for the Master in Project Design, Administration and Management.

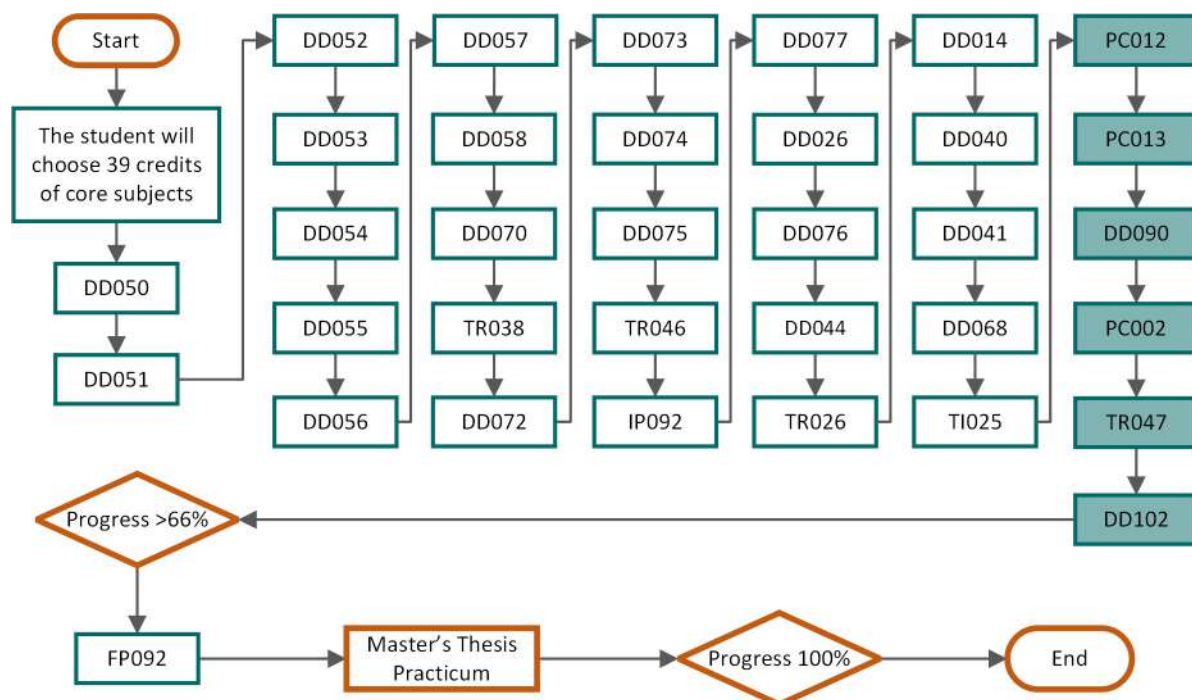


Figura 26: Flowchart for a Pathway in Master in Project Design, Administration and Management. Elective Module: International Cooperation in the Area of Knowledge applied to Project Design, Administration and Management⁷.

7. Elective Module subjects are shown in blue.

Master in Project Design, Administration and Management with a Specialty in Architecture and Urban Planning

Core subjects: **18 credits**

Required: **49 credits**

The student will take a minimum of 67 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	Project Design			
	DD050	Introduction to Projects	N/A	1
	DD051	Project System Design	N/A	2
	DD052	Analysis of Provision of Services	N/A	2
	DD053	Functional Analysis of the Project	N/A	2
	DD054	Project Ergonomics	N/A	2
	DD055	Project Security and Reliability	N/A	2
	DD056	Environment in a Project	N/A	2
	DD057	Project Specifications	N/A	2
	DD058	Project Draft Preparation	N/A	3
Required	Project Management			
	DD070	Introduction to Project Management	N/A	1
	TR038	Project Planning and Management	N/A	3
	AU001	Interrelations Between Architecture and Urban Planning	N/A	2
	DD073	Project Monitoring and Control	N/A	2
	AU002	The Environment in Urban-Architectural Projects	N/A	2
	DD075	Trust Management: Risk and Quality	N/A	2
	AU003	Impact of Technology on Urban-Architectural Projects	N/A	2
	AU004	Contextual Components of the Project: Economic, Social, Institutional and Cultural	N/A	2
	AU005	City Marketing	N/A	2
	Project Administration			
	AU006	Urban - Architectural Project Theory	N/A	1
	DD076	Management Without Distances	N/A	1
	DD044	Public Presentation Techniques	N/A	1
	TR026	Business Administration and Management	N/A	3
	DD014	Strategic Management and Planning	N/A	3
	AU007	Preservation of the Architectural Urban Heritage	N/A	2
	DD041	Team Management Techniques	N/A	2
	DD068	Knowledge Management and Organizational Learning	N/A	2
	AU008	The Role of the State	N/A	3
Required	Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis/Practicum	N/A	10
TOTAL				67

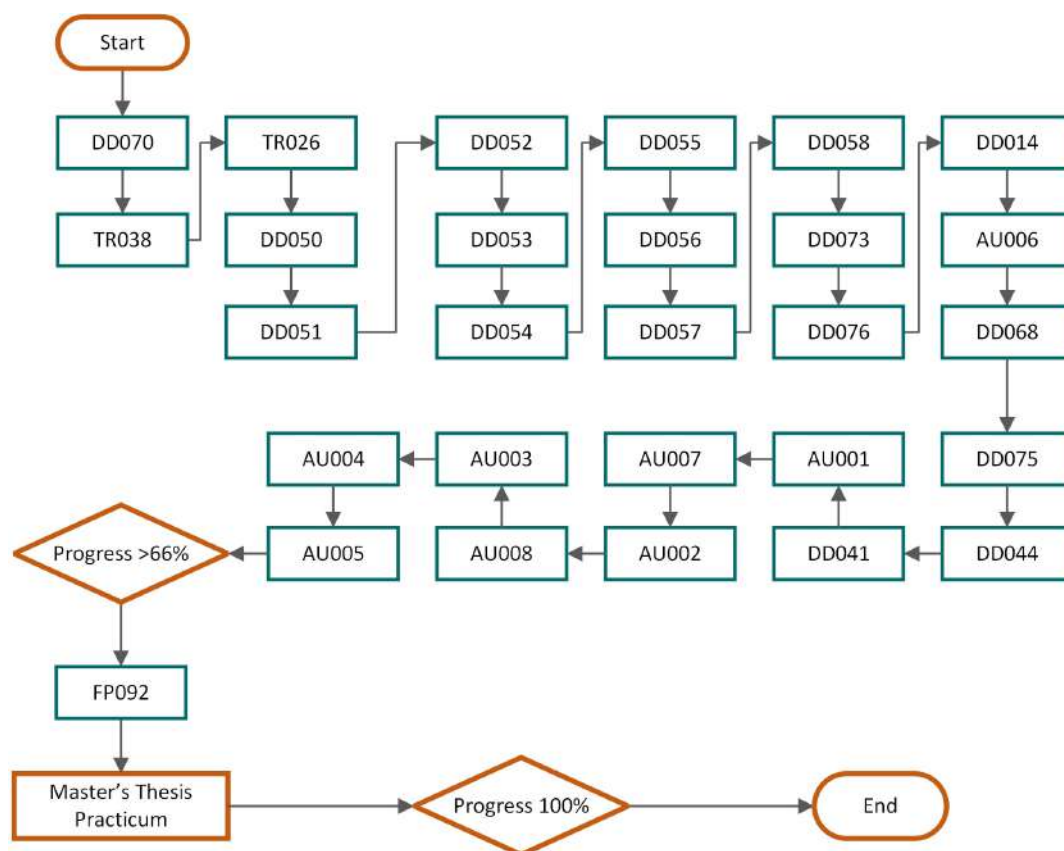


Figura 27: Flowchart for the Project Design, Administration and Management with a Specialty in Architecture and Urban Planning.

Master in Project Design, Administration and Management with a Specialty in Innovation and Product

Core subjects: **18 credits**

Required: **48 credits**

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	Project Design			
	DD050	Introduction to Projects	N/A	1
	DD051	Project System Design	N/A	2
	DD052	Analysis of Provision of Services	N/A	2
	DD053	Functional Analysis of the Project	N/A	2
	DD054	Project Ergonomics	N/A	2
	DD055	Project Security and Reliability	N/A	2
	DD056	Environment in a Project	N/A	2
	DD057	Project Specifications	N/A	2
	DD058	Project Draft Preparation	N/A	3
Required	Project Management			
	DD070	Introduction to Project Management	N/A	1
	TR038	Project Planning and Management	N/A	3
	AU010	Integral Management of Design and Product	N/A	2
	DD073	Project Monitoring and Control	N/A	2
	AU011	Areas of Design. Contextual Conditions and User Requirements	N/A	2
	DD075	Trust Management: Risk and Quality	N/A	2
	AU012	Innovation as a Tool for Improvement and Product Value Contribution	N/A	2
	AU013	Product and Environment	N/A	2
	DD077	Project Communication	N/A	1
	Project Administration			
	AU014	Object Theory	N/A	1
	DD076	Management Without Distances	N/A	1
	DD044	Public Presentation Techniques	N/A	1
	TR026	Business Administration and Management	N/A	3
	DD014	Strategic Management and Planning	N/A	3
	AU015	Relationships between Innovation, Creativity, Productivity and Competitiveness	N/A	2
	AU016	Product Design and the Drivers of Technological Innovation	N/A	2
	DD068	Knowledge Management and Organizational Learning	N/A	2
	AU017	Profitable and Strategic Design	N/A	3
Required	Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis/Practicum	N/A	10
TOTAL				66

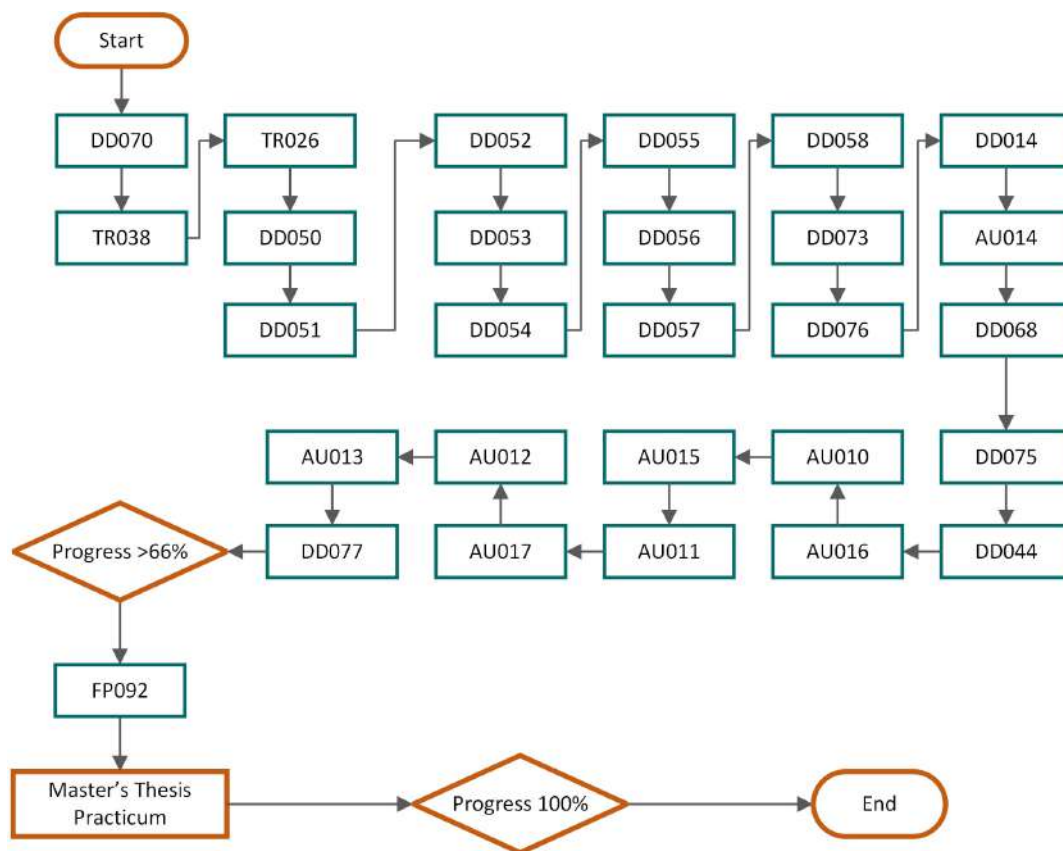


Figura 28: Flowchart for the Project Design, Administration and Management with a Specialty in Innovation and Product.

Environment and Sustainability Department

Master in Environmental Management and Audits

Core subjects: **Maximum 46 credits**

Required: **13 credits**

Electives: **Minimum 7 credits**

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	MA001	Introduction to Sustainable Development	N/A	2
	MA002	Ecology	N/A	1
	MA003	Water Treatment	N/A	4
	MA004	Waste Management	N/A	4
	MA005	Atmospheric Pollution	N/A	3
	MA006	Climatology and Environment	N/A	1
	MA007	Noise Pollution	N/A	1
	MA008	Natural Resources	N/A	3
	MA009	Soil Contamination	N/A	3
	MA010	Business Environmental Management	N/A	4
	MA011	Environmental Audits	N/A	2
	MA012	Evaluation of Environmental Impact	N/A	3
	MA013	Economy and the Environment	N/A	1
	MA014	Environmental Law	N/A	1
	MA092	Fundamentals of Environmental Engineering	N/A	7
	MA316	The Dynamic Earth	N/A	2
	MA317	Coastlines and Marine Erosion	N/A	2
	MA318	Marine Sediments and Glacial Influence of the Seas	N/A	2
	MA019	Installations and Wastewater Filter Treatment	N/A	7
	MA108	Fishery Exploitation	N/A	2
	MA109	Marine Crops	N/A	2
	MA110	Navigation and Marine Transportation	N/A	2
	MA111	Energy and Mineral Resources	N/A	2
	MA102	Basic Marine Ecology	N/A	1
	MA103	Marine Organisms	N/A	2
	MA104	Marine Communities	N/A	3
	MA105	Seawater	N/A	2
	MA106	Water Circulation	N/A	2
	MA107	Seawater Chemistry	N/A	2
	MA098	Business Environmental Management: ISO 14001	N/A	7
Electives	Elective Module: Integrated Water Management			
	MA015	Introduction to Integrated Water Management	N/A	2
	MA016	The Water Cycle	N/A	2
	MA017	Water Management	N/A	3
	MA018	Water Analysis and Characterization	N/A	3
	MA021	Water and Environmental Education	N/A	0
	MA209	Water Installations and Treatment	N/A	10

	Code	Subjects	Prerequisites	Credits
Electives	Elective Module: Waste Management			
	MA081	Urban Solid Waste	N/A	7
	MA082	Industrial Waste	N/A	6
	MA083	Rural Waste	N/A	3
	MA084	Sanitary Wastes	N/A	4
	MA085	Environmental Education and USW	N/A	0
	Elective Module: Renewable Energy Application			
	MA057	Introduction to Renewable Energies	N/A	3
	MA059	Solar Thermal Energy	N/A	3
	MA060	Photovoltaic Solar Energy	N/A	3
	MA061	Hydropower Energy	N/A	3
	MA062	Wind Energy	N/A	3
	MA063	Geothermal Energy	N/A	1
	MA064	Biomass Energy	N/A	2
	MA065	Sea Energy	N/A	2
	Elective Module: Management and Conservation of Natural Spaces			
	MA073	Natural Areas in the Context of Societies	N/A	2
	MA074	Biodiversity	N/A	3
	MA075	Natural Spaces: Typology and Processes	N/A	3
	MA076	Uses of Natural Spaces	N/A	3
	MA077	The Conservation of Species and Natural Areas	N/A	3
	MA078	The Management of Natural Spaces	N/A	4
	MA079	Ecological Restoration and Landscaping	N/A	2
	MA080	Case Studies of Management and Conservation of Natural Spaces	N/A	0
	Elective Module: Environmental Education			
	MA087	Evolution of the Environment and Sustainable Development	N/A	2
	MA088	Historical Evolution of Environmental Education	N/A	2
	MA194	Basic General Concepts of Environmental Education	N/A	2
	MA195	Environmental Education in Formal Education	N/A	3
	MA090	Environmental Management and Sustainable Development	N/A	2
	MA091	Risk Management and Environmental Education	N/A	2
	Elective Module: Marine Science and Technology			
	MA243	Management of Water Pollutants	N/A	4
	MA136	Technology in Marine Aquaculture: Toward a Sustainable Aquaculture	N/A	3
	MA140	Fishery Management	N/A	3
	MA139	Management of Natural Marine Protected Areas	N/A	3
	MA137	Management of Biological Contamination	N/A	4
	MA098	Business Environmental Management: ISO 14001	N/A	7
	Elective Module: Marine Pollution			
	MA028	Potentially Contaminated Marine Ecosystems	N/A	2
	MA029	Environmental Factors that Affect Pollutants	N/A	2
	MA030	Pollutants	N/A	2
	MA031	Toxicology	N/A	1
	Elective Module: Environmental Engineering: Treatment of Gaseous Effluents			
	MA095	Treatment of Gaseous Effluents	N/A	7

	Code	Subjects	Prerequisites	Credits
Electives	Elective Module: Environmental Engineering: Energy Recovery			
	MA143	Energy Recovery	N/A	7
	Elective Module: Environmental Engineering: Industrial Wastewater Treatment			
	MA039	Industrial Wastewater Treatment	N/A	13
	Elective Module: Environmental Engineering: Solid Waste Treatment			
	MA093	Recovery Engineering and Solid Residue Treatment	N/A	13
	Elective Module: Recovery of Contaminated Soils			
	MA142	Recovery of Contaminated Soils	N/A	7
	Elective Module: Mining and the Environment			
	MA208	Mining and the Environment	N/A	13
	Elective Module: Climate Change			
	MA245	Climate Change Agreements, Negotiations and Instruments	N/A	8
	MA246	Vulnerability and Adaptation to Climate Change	N/A	9
	MA248	Climate Change Science and Policy	N/A	7
	MA249	Product Life Cycle and Carbon Footprint Analysis	N/A	3
	MA282	Climate Change Mitigation	N/A	8
	Elective Module: Environmental Engineering & Technology			
	MA093	Recovery Engineering and Solid Residue Treatment	N/A	13
	MA039	Industrial Wastewater Treatment	N/A	13
	MA095	Treatment of Gaseous Effluents	N/A	7
	MA143	Energy Recovery	N/A	7
	MA097	Recovery of Contaminated Soils	N/A	7
Required	Master's Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis	N/A	10
TOTAL				66

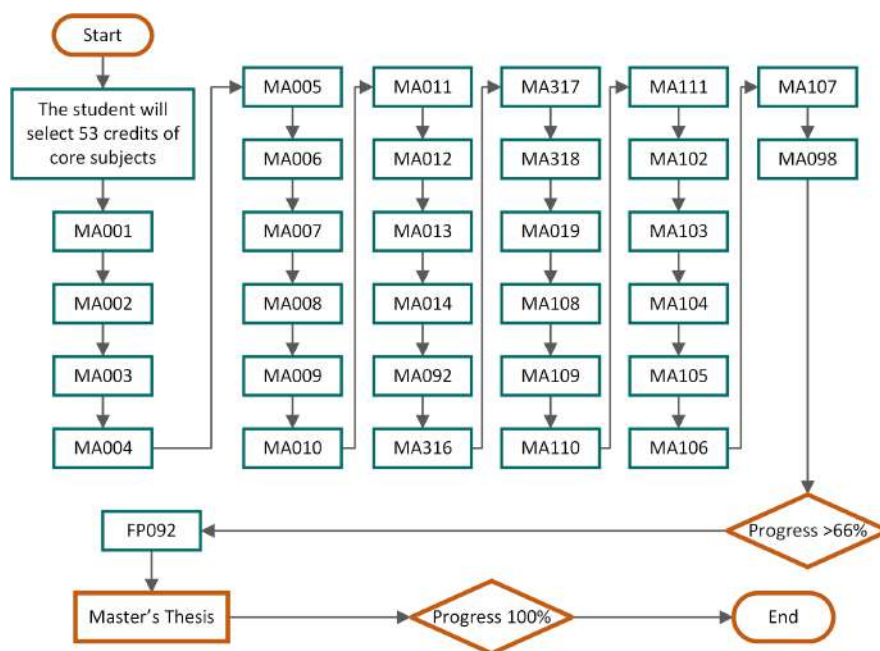


Figure 29: Flowchart for the Master in Environmental Management and Audits.

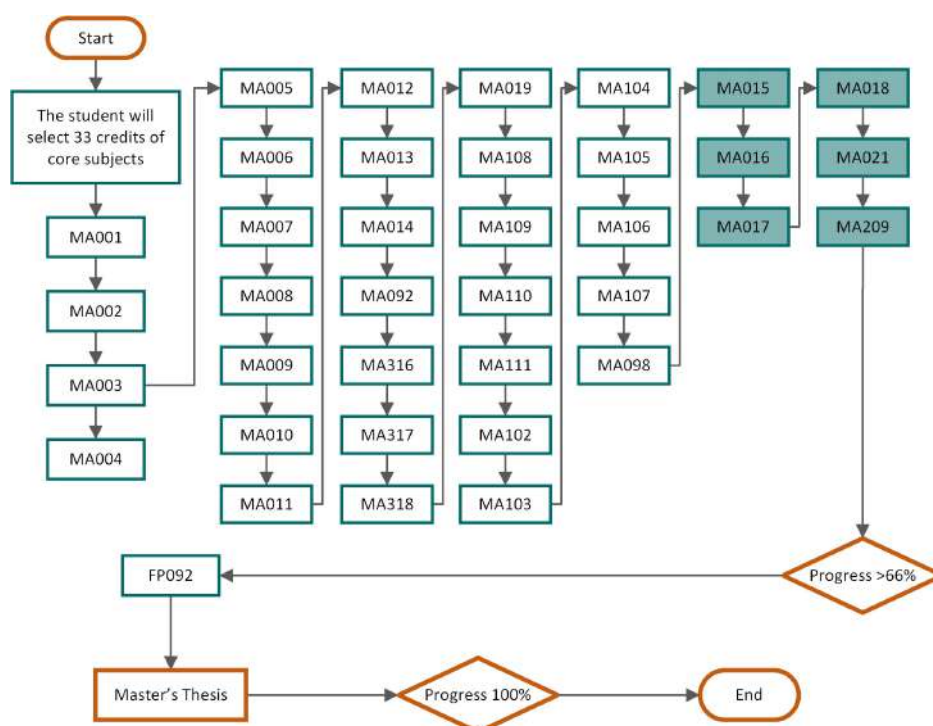


Figure 30: Flowchart for the Master in Environmental Management and Audits.
Elective Module: Integrated Water Management⁸.

8. Elective Module courses are shown in green.

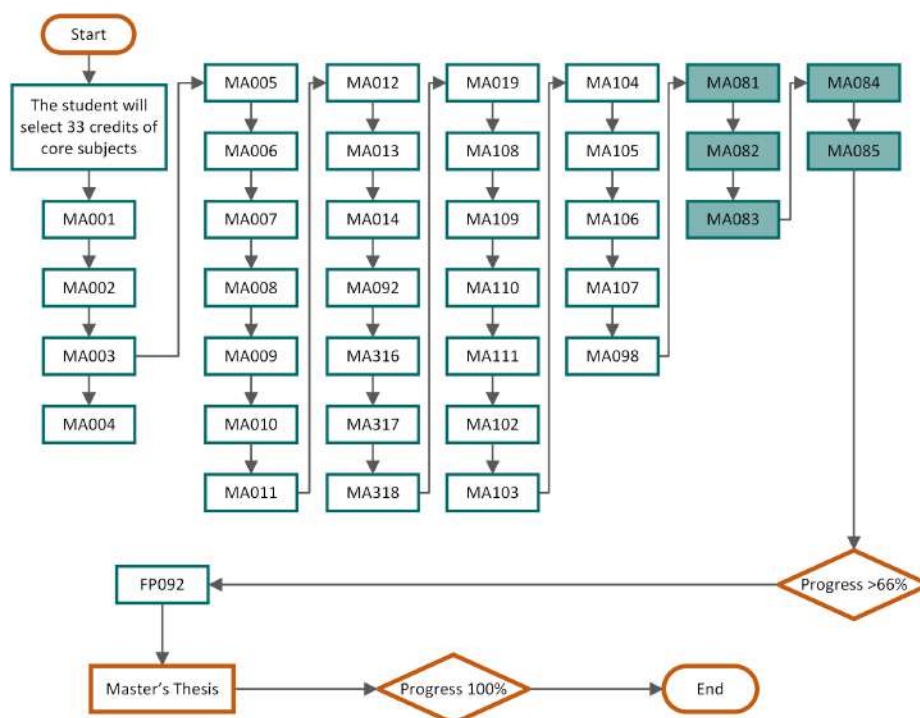


Figura 31: Flowchart for the Master in Environmental Management and Audits. Elective Module: Waste Management⁹.

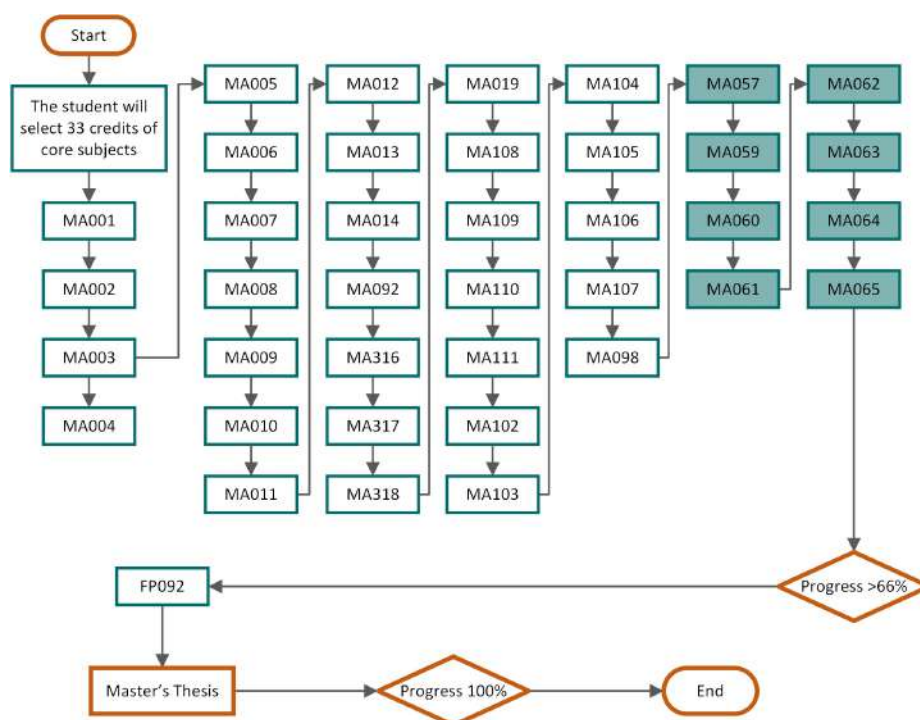


Figura 32: Flowchart for the Master in Environmental Management and Audits. Elective Module: Renewable Energy Application⁹.

9. Elective Module courses are shown in green.

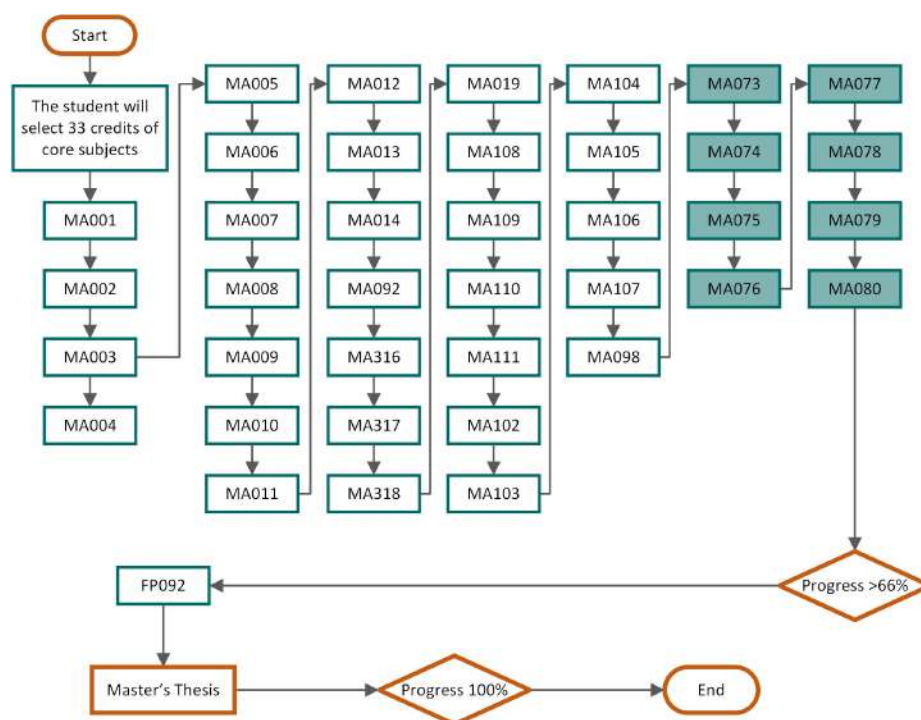


Figura 33: Flowchart for the Master in Environmental Management and Audits. Elective Module: Management and Conservation of Natural Areas¹⁰.

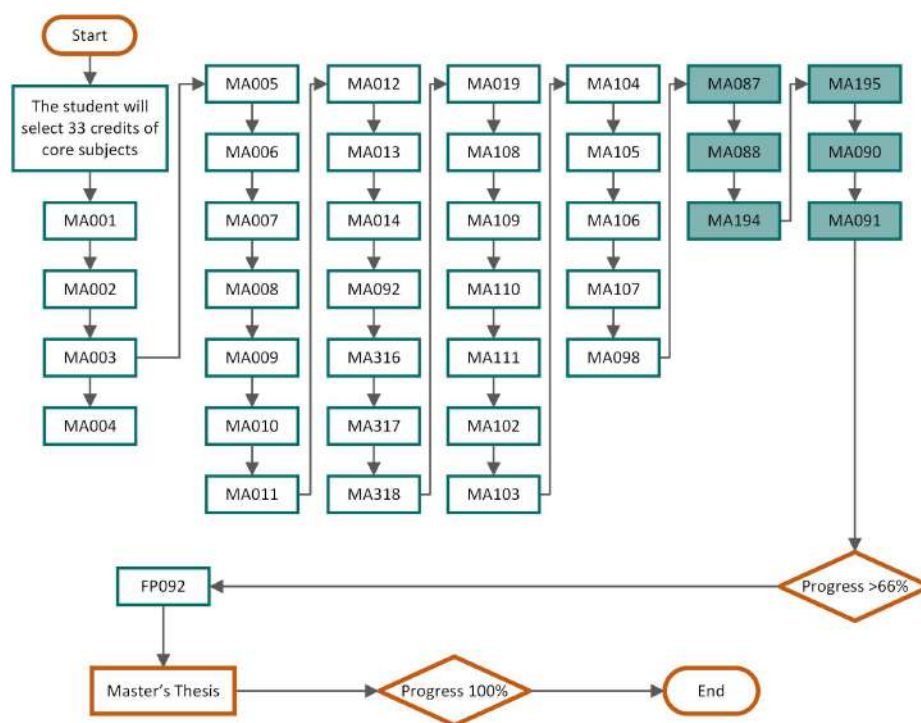


Figura 34: Flowchart for the Master in Environmental Management and Audits. Elective Module: Environmental Education¹⁰.

10. Elective Module courses are shown in green.

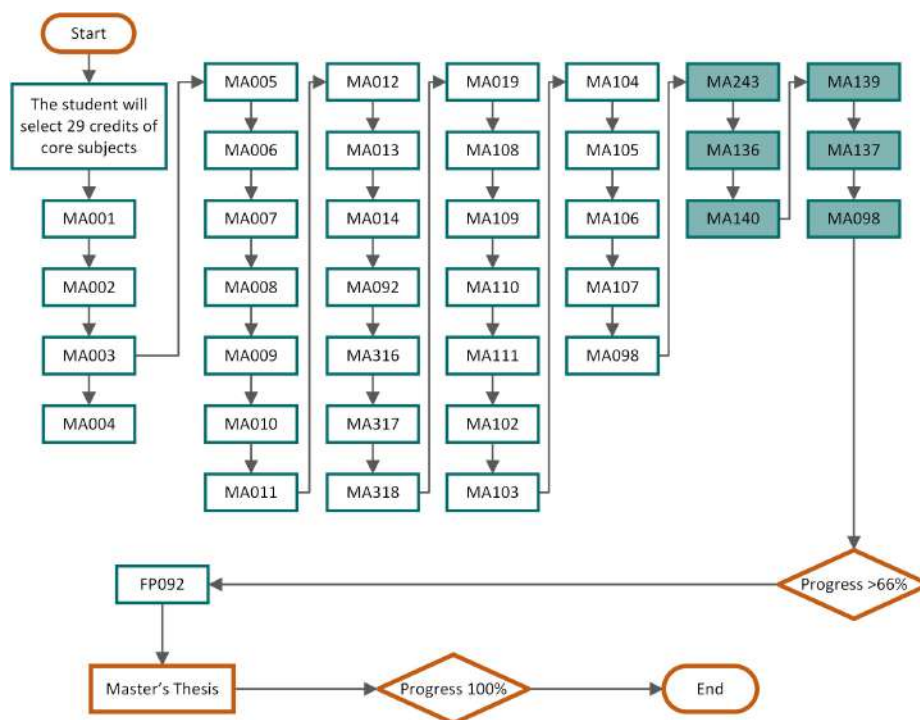


Figura 35: Flowchart for the Master in Environmental Management and Audits. Elective Module: Marine Science and Technology¹¹.

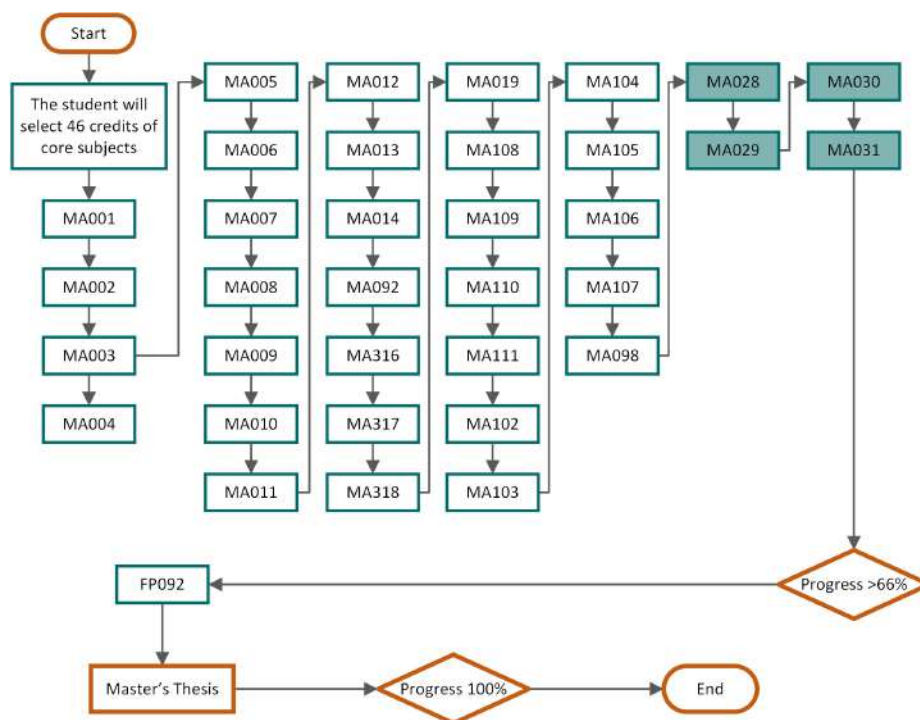


Figura 36: Flowchart for the Master in Environmental Management and Audits. Elective Module: Marine Pollution¹¹.

11. Elective Module courses are shown in green.

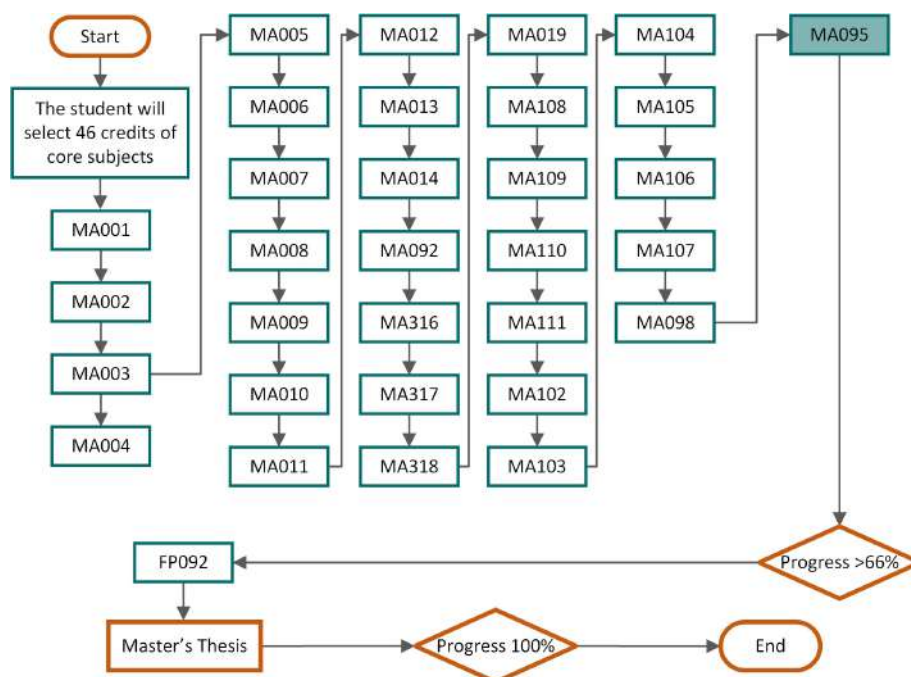


Figure 37: Flowchart for the Master in Environmental Management and Audits. Elective Module: Environmental Engineering: Gaseous Effluent Treatment¹².

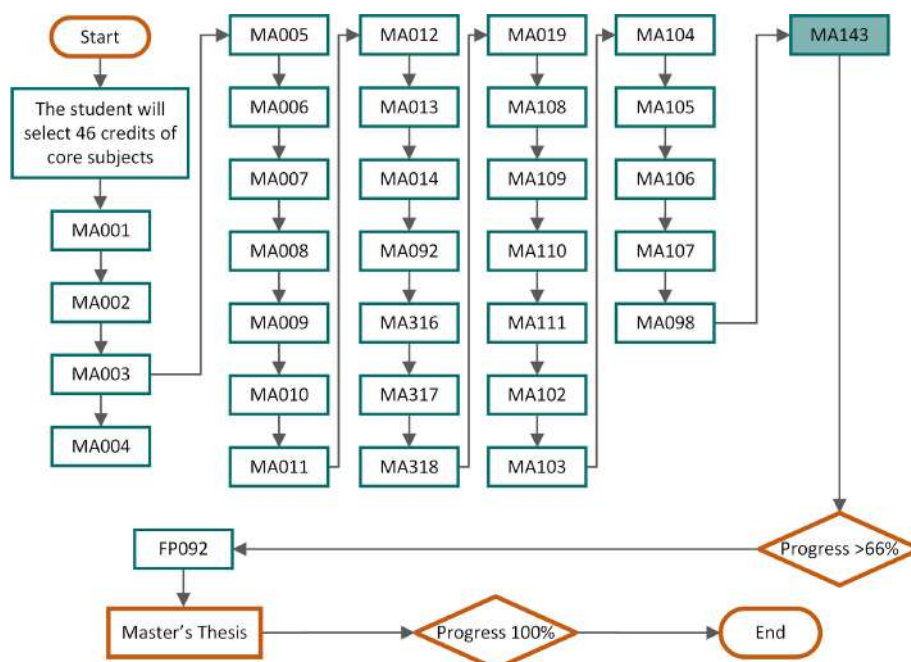


Figure 38: Flowchart for the Master in Environmental Management and Audits. Elective Module: Energy Recovery¹².

12. Elective Module courses are shown in green.

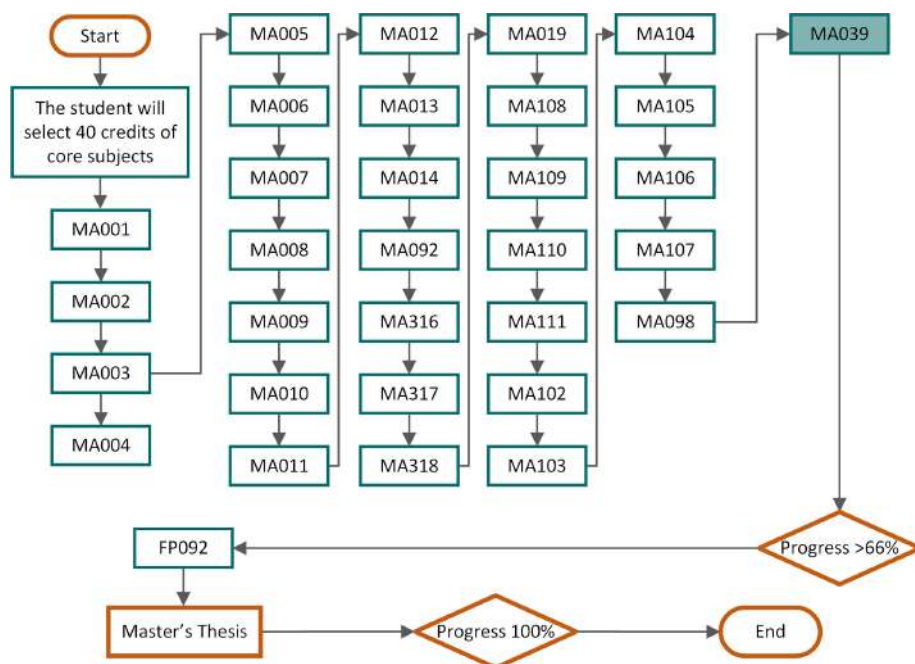


Figura 39: Flowchart for the Master in Environmental Management and Audits. Elective Module: Environmental Engineering: Industrial Wastewater Treatment¹³.

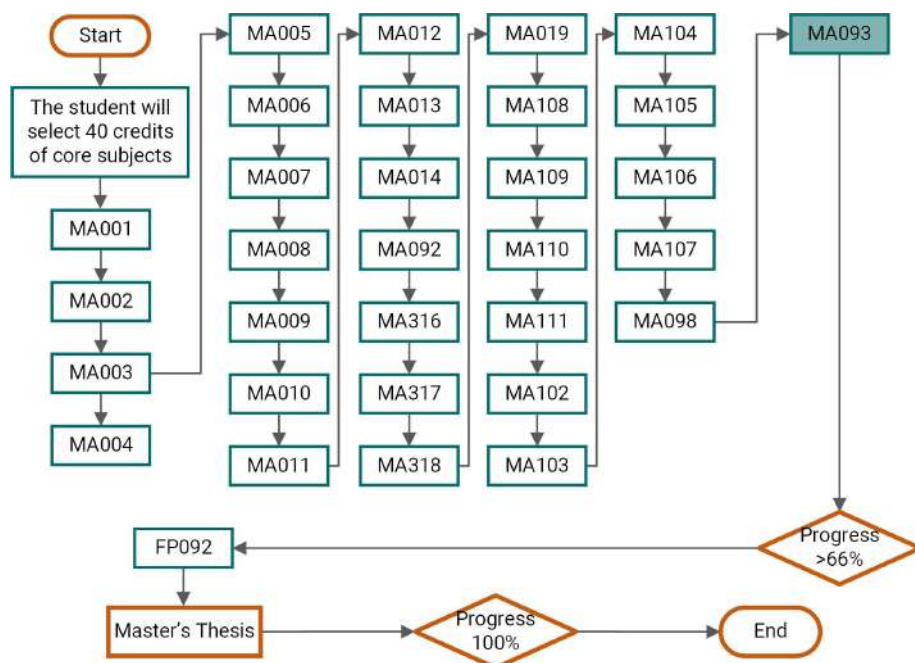


Figura 40: Flowchart for the Master in Environmental Management and Audits. Elective Module: Environmental Engineering: Solid Waste Treatment¹³.

13. Elective Module courses are shown in green.

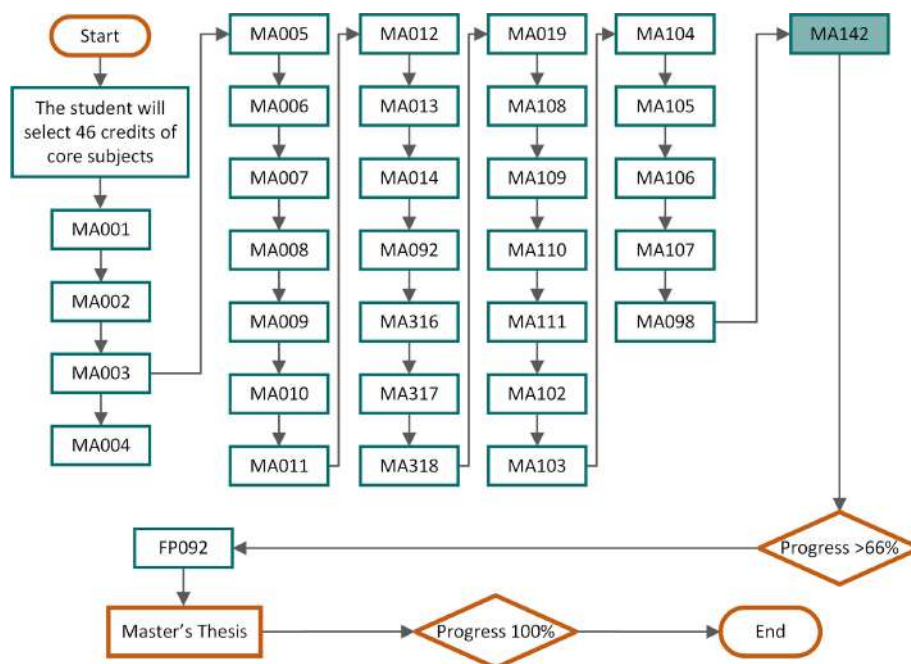


Figure 41: Flowchart for the Master in Environmental Management and Audits. Elective Module: Recovery of Contaminated Soils¹⁴.

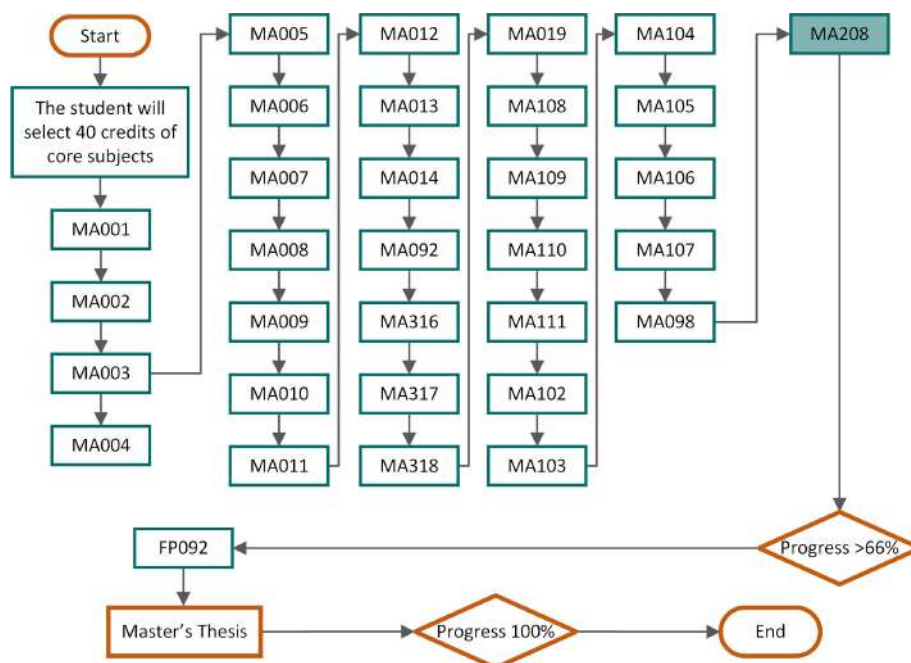


Figure 42: Flowchart for the Master in Environmental Management and Audits. Elective Module: Mining and the Environment¹⁴.

14. Elective Module courses are shown in green.

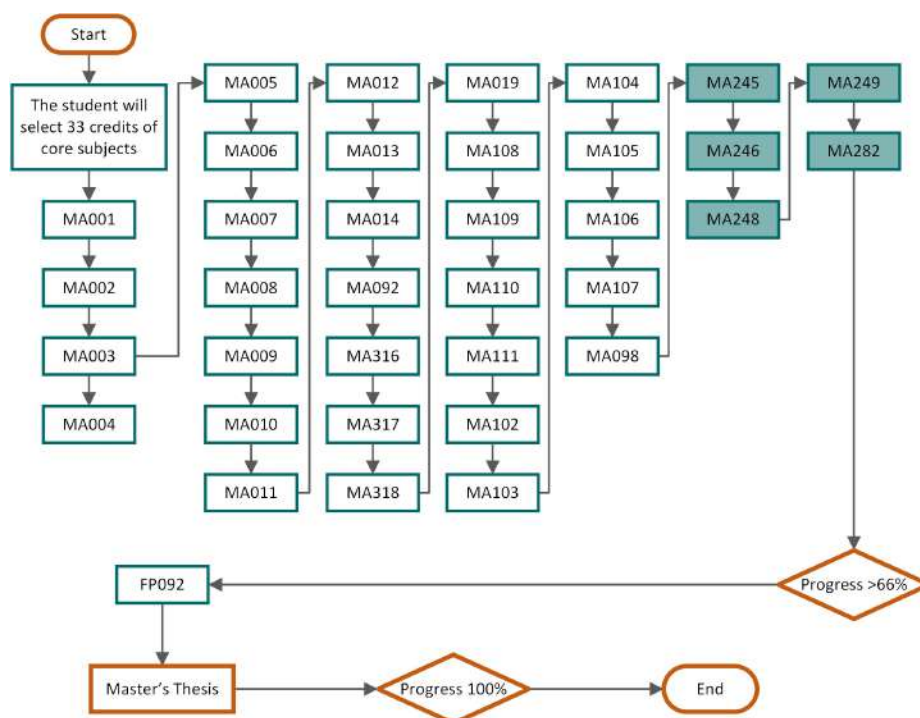


Figura 43: Flowchart for the Master in Environmental Management and Audits. Elective Module: Climate Change¹⁵.

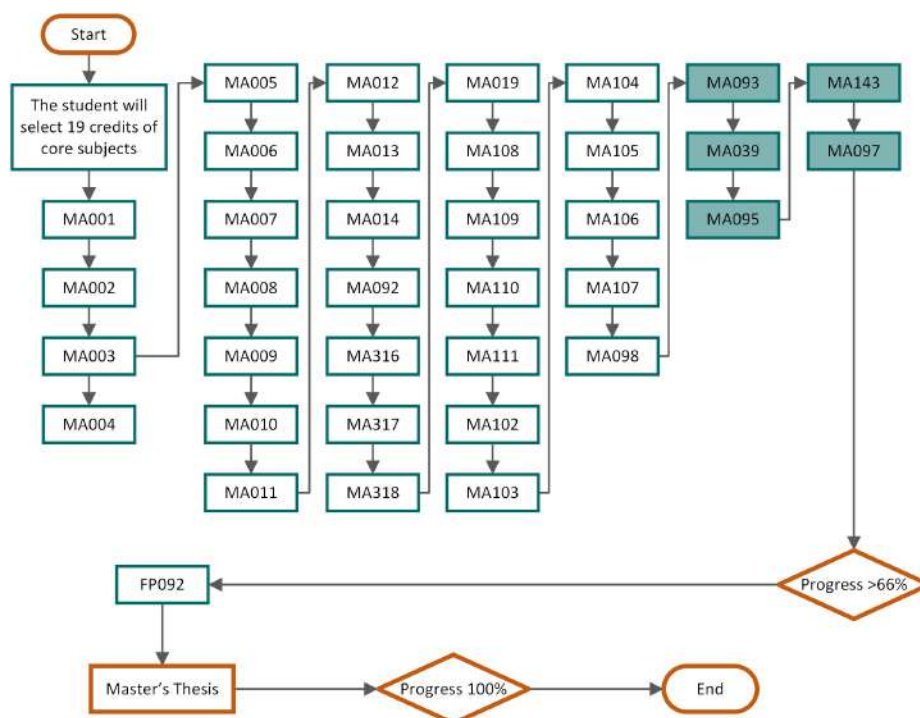


Figura 44: Flowchart for the Master in Environmental Management and Audits. Elective Module: Environmental Engineering and Technology¹⁵.

15. Elective Module courses are shown in green.

Department of Health Sciences

Master in Physical Activity: Sports Training and Management

Core subjects: **24 credits**

Required: **13 credits**

Electives: **29 credits**

The student will take a minimum of 66 credits.

	Code	Subjects	Prerequisites	Credits
Core subjects	SN039	Structure and Function of the Human Body	N/A	3
	SN155	Contextualization of Physical Activity and Exercise in the Health Framework	N/A	3
	SN156	Psychosocial Aspects of Physical Activity for Health	N/A	4
	SN157	Control and Prescription of Physical Activity	N/A	3
	SN158	Physical Activity for Health with Diverse Diseases	N/A	4
	SN159	Physical Activity in Children and Adolescents	N/A	3
	SN160	Physical Activity in the Elderly	N/A	4
Electives	Elective Module: Sports Training			
	SN198	Nutrition Basics	N/A	0
	SN048	Training Theory and Practice	N/A	4
	SN049	Sports Planning	N/A	4
	SN050	Sport Psychology	N/A	3
	SN042	Kinanthropometry	N/A	3
	SN217	Nutrition and Sports	SN198	3
	SN047	Eating Disorders in Sports	N/A	3
	SN043	Ergogenic Aids	N/A	3
	DP004	Management Techniques for Sports Teams	N/A	2
	SN228	Case Study and Resolution for Sports Training	N/A	4
	Elective Module: Leadership and Skills for the Management of Sports Centers			
	DP001	Administration and Management of Sports Entities	N/A	3
	DP002	Strategic Management and Planning of Sport Organizations	N/A	3
	DP003	Sport Marketing. Applications.	N/A	3
	DD1021	Strategic Human Resources Management	N/A	2
	DP004	Management Techniques for Sports Teams	N/A	2
	DP006	Techniques for Management and Leadership in Sports	N/A	2
	DP007	Information Society and Sports	N/A	3
	SN048	Training Theory and Practice	N/A	4
	SN042	Kinanthropometry	N/A	3
	SN229	Case Study and Resolution for Management Skills	N/A	4
Required	Thesis			
	FP092	Methodology of Scientific Research	N/A	3
		Master's Thesis/Practicum	N/A	10
TOTAL				66

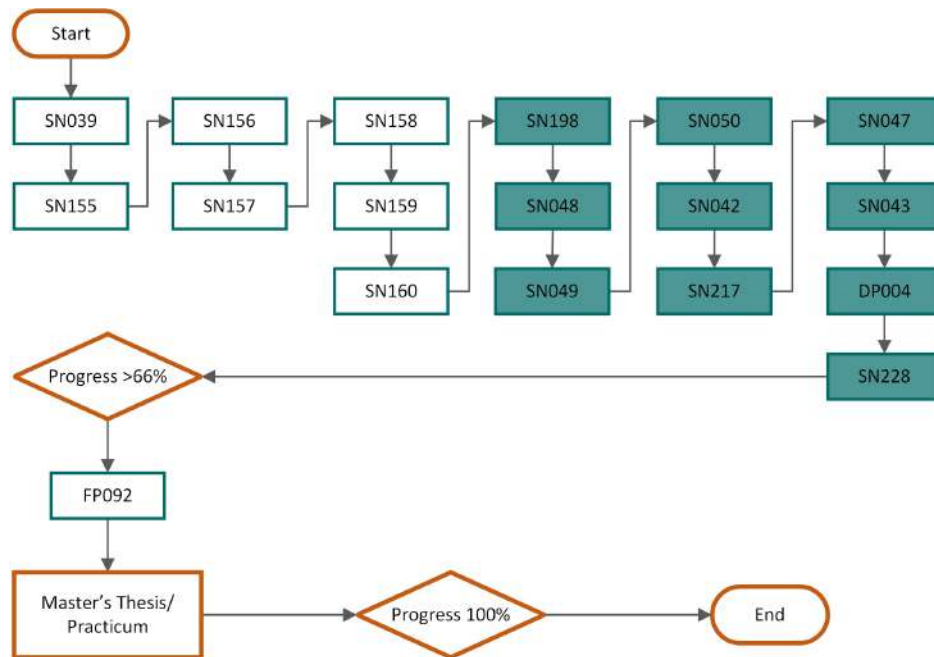


Figura 45: Flowchart for the Master in Physical Activity: Sports Training and Management. Elective Module: Sports Training¹⁶.

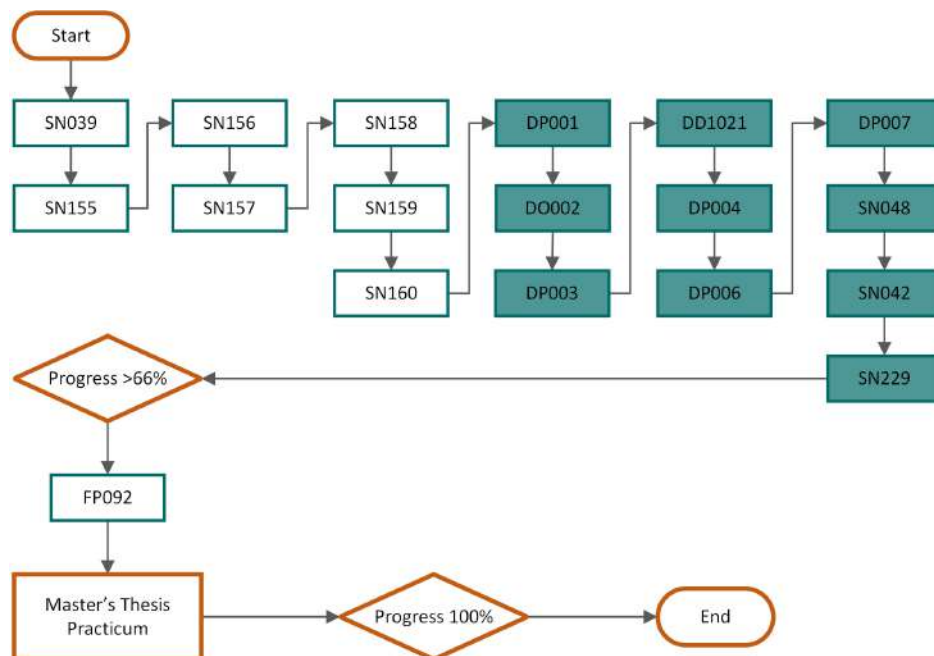


Figura 46: Flowchart for the Master in Physical Activity: Sports Training and Management. Elective Module: Leadership and Skills for the Management of Sports Center¹⁶.

16. Elective Module courses are shown in green.

Master in Naturopathic Sciences

General education: **36 credits**

Core subjects: **18 credits**

Required: **25 credits**

Electives: **15 credits**

The student will take a minimum of 94 credits.

	Code	Subjects	Prerequisites	Credits
General Education	Block 0: Preparatory Module			
	SN259	Human Anatomy and Physiology	N/A	6
	SN260	Organic Chemistry	N/A	6
	Block 1: Introductory Module			
	FP092	Methodology of Scientific Research	N/A	3
	SN085	History of Biological-Naturopathic Medicine	N/A	3
	SN086	Biological Vision of Organic Dysfunction	N/A	3
	SN017	Nutritional Biochemistry	N/A	3
	SN018	Evaluation of the Nutritional Status	N/A	3
	SN101	Constitutional Types in Acupuncture, Homeopathy and Naturopathy	N/A	3
	SN087	Naturist Diet and Dietary Sensibility	N/A	3
	SN136	Voll Electroacupuncture and Bioresonance	N/A	3
Core subjects	Block 2: Mandatory Module ^a			
	MN012	Nutrition in Common Pathologies	N/A	3
	SN094	Anti-Aging Therapy, Free Radicals and Antioxidants	N/A	3
	SN096	Orthomolecular and Trace Element Therapy	N/A	3
	SN099	Colon Hydrotherapy	N/A	3
	SN011	Phytotherapy	N/A	3
	SN088	Aromatherapy	N/A	3
	MTC001	Basic Theory (Part I)	N/A	3
	MTC002	Basic Theory (Part II)	N/A	3
	MTC003	Diagnosis	N/A	3
	MTC007	Differentiation of Syndromes	N/A	3
	MTC008	TCM Therapeutics	N/A	3
	MTC009	Auriculotherapy	N/A	3
Electives	Block 3: Elective Module: Acupuncture ^b			
	MTC010	Meridians and Points (Part I)	N/A	3
	MTC011	Meridians and Points (part II)	N/A	3
	MTC012	Acupuncture Techniques	N/A	3
	MTC013	Acupuncture - Internal Medicine	N/A	3
	MTC014	Acupuncture - Specialties	N/A	3
	Block 3: Elective Module: Traditional Chinese Phytotherapy			
	MTC016	Pharmacopoeia 1	N/A	3
	MTC017	Pharmacopoeia 2	N/A	3
	MTC018	Prescription	N/A	3
	MTC019	Phytotherapy Treatment (MI)	N/A	3
	MTC020	Dietetics in Traditional Chinese Medicine	N/A	3

	Code	Subjects	Prerequisites	Credits
Electives	Block 3: Elective Module: Homeopathy			
	MN005	Homeopathic Basis and Principles	N/A	3
	MN006	Applications of the Homeopathic Method	N/A	3
	MN007	Medical Homeopathic Material	N/A	3
	MN016	Homeopathic Therapeutics in Acute Pathology	N/A	3
	MN017	Homeopathic Therapeutics in Chronic Pathology	N/A	3
	Block 3: Elective Module: Biological-Naturalistic Methods			
	SN098	Kousmine Method	N/A	3
	SN102	Homeopathy and Homotoxicology	N/A	3
	SN103	Sophrology	N/A	3
	SN105	Spagyria	N/A	3
	SN097	Neuraltherapy and Neurofocality	N/A	3
	Block 3: Elective Module: Naturopathic Methods			
	MN014	Naturopathic Evaluation Methods	N/A	3
	MN015	Massage, Reflexology and Kinesiology	N/A	3
	SN091	Heliotherapy, Thalassotherapy, Aerotherapy and Geotherapy	N/A	3
	SN090	Ozone Therapy	N/A	3
	MN013	Iridology and Sclerology	N/A	3
	Block 3: Elective Module: Natural Methods			
	SN104	Bach Flowers	N/A	3
	MN018	Schüssler Salts	N/A	3
	SN100	Hydrology, Mineral-Medicinal Waters and Balneotherapy	N/A	3
	SN093	Pulsed Magnetic Wave and Hyperthermia	N/A	3
	SN089	Biologic-Naturist Therapies of Common Diseases	N/A	3
Required	Block 4: Extracurricular Work Placements^c			
	MN019	Extracurricular Work Placements	N/A	15
	Block 5: Master's Final Project (MFP)^d			
	MN100	Master's Final Project (MFP)	N/A	10
	MTC025	"Stage" in Hospital	N/A	
TOTAL				94

a) The student chooses 6 subjects (18 credits).

b) The acupuncture Elective Module is not available for students in Puerto Rico.

c) Extracurricular work placements are regulated in Puerto Rico.

d) The student chooses between the Master's Final Project and the "Stage" at the hospital.

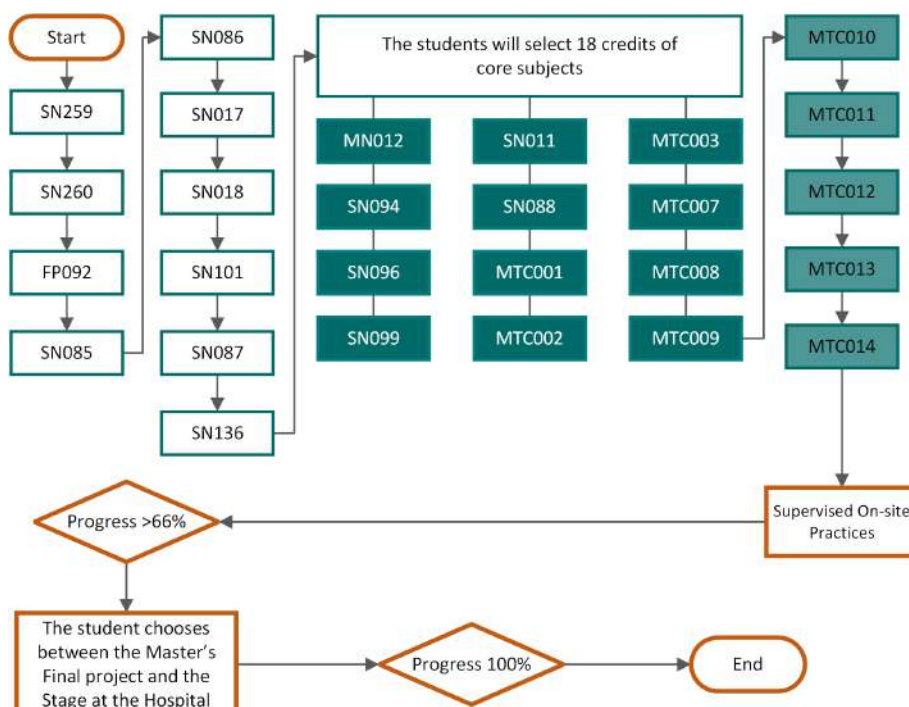


Figura 47: Flow chart for the Master in Naturopathic Sciences.
Elective Module: Acupuncture¹⁷.

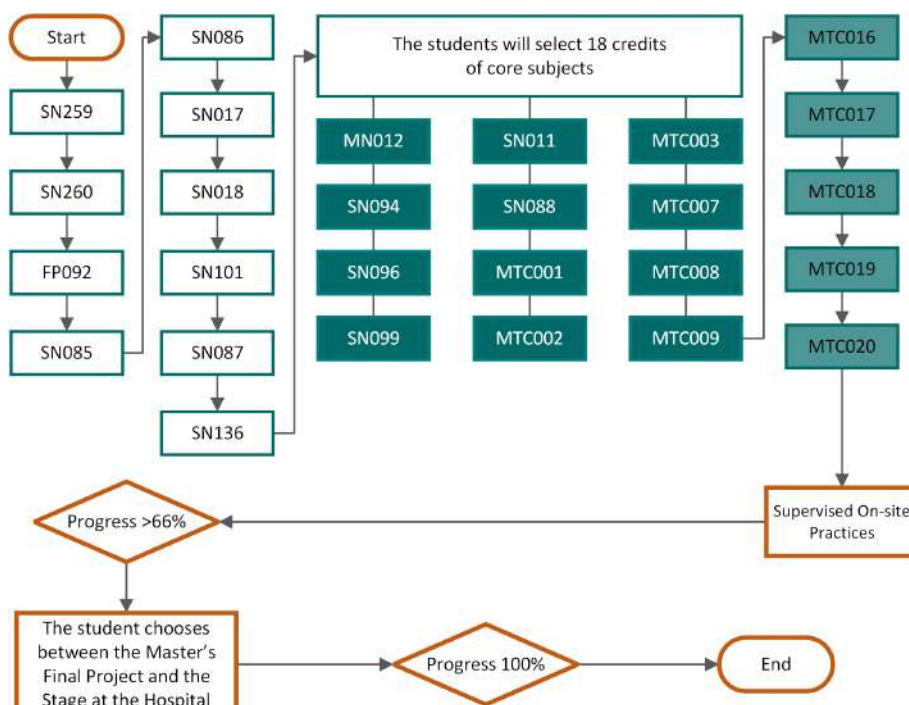


Figura 48: Flow chart for the Master in Naturopathic Sciences.
Elective Module: Traditional Chinese Phytotherapy¹⁸.

17. Elective Module subjects are shown in green. The acupuncture program is not available to students in Puerto Rico.

18. Elective Module subjects are shown in green.

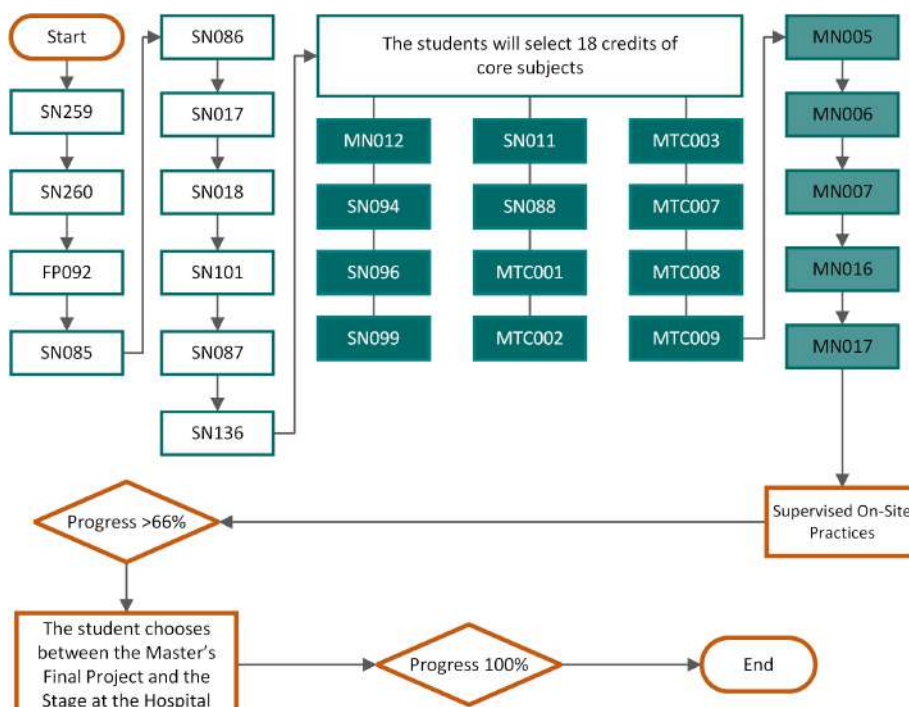


Figura 49: Flow chart for the Master in Naturopathic Sciences.
Elective Module: Homeopathy¹⁹.

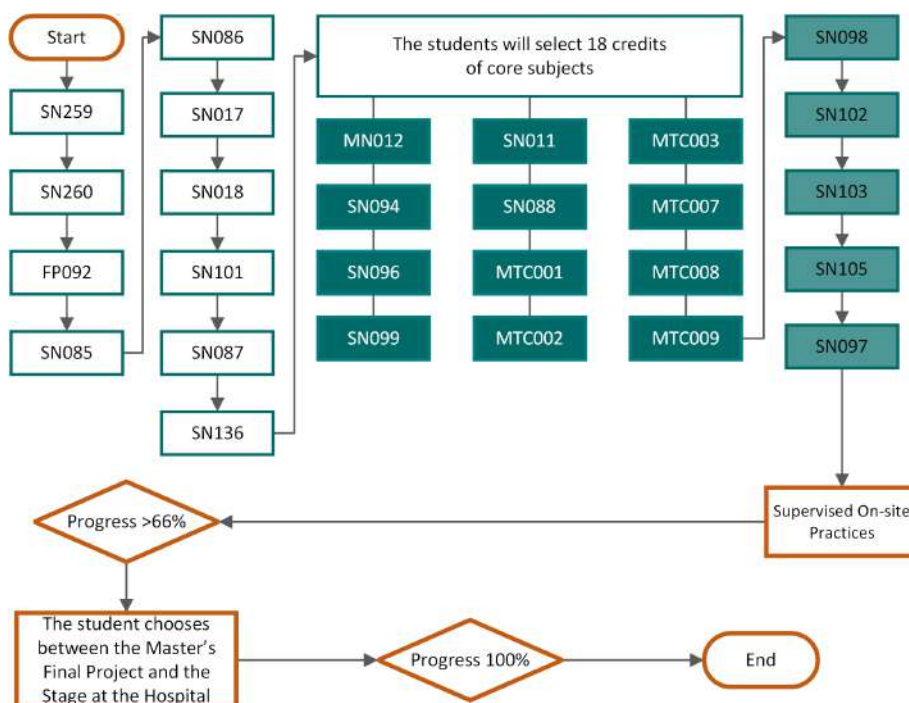


Figura 50: Flow chart for the Master in Naturopathic Sciences.
Elective Module: Biological-Naturalistic Methods¹⁹.

19. Elective Module subjects are shown in green.

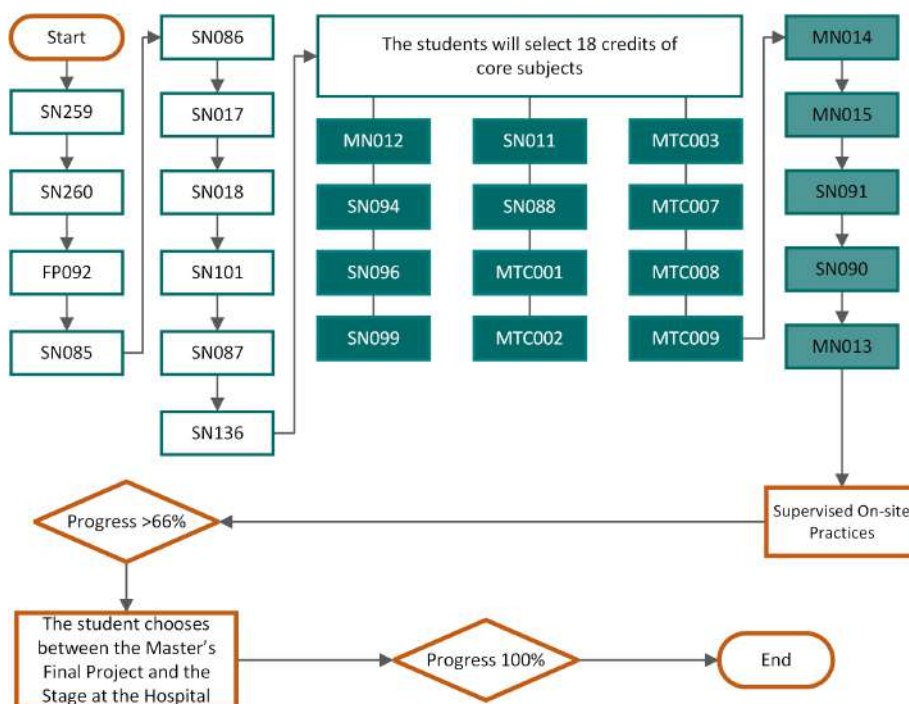


Figure 51: Flow chart for the Master in Naturopathic Sciences.
Elective Module: Naturopathic Methods²⁰.

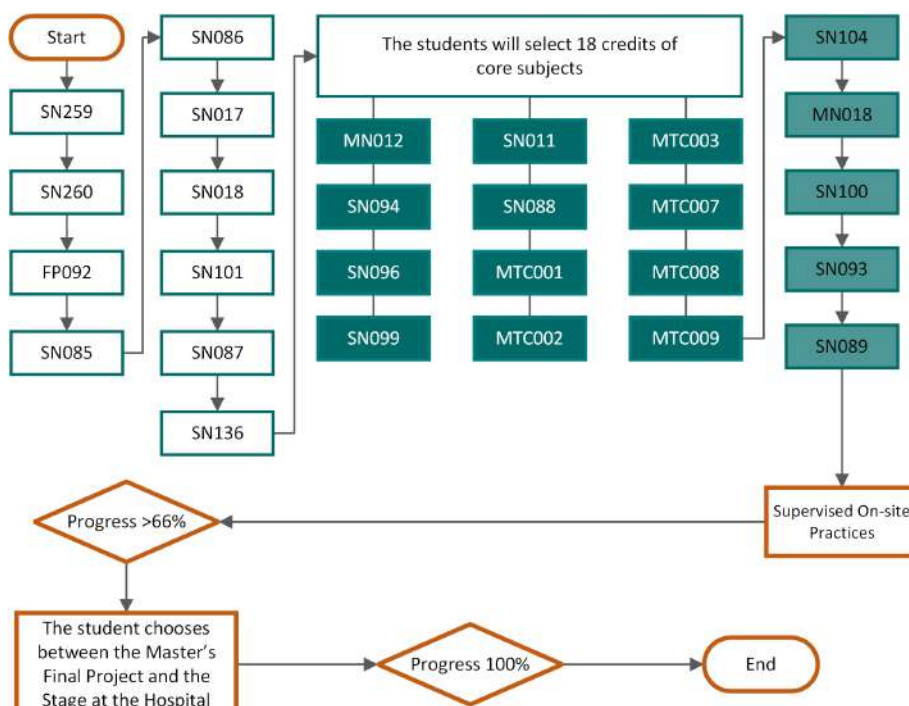


Figure 52: Flow chart for the Master in Naturopathic Sciences.
Elective Module: Natural Methods²⁰.

20. Elective Module subjects are shown in green.

Master in Public Health

Core subjects: **48 credits**

Required: **13 credits**

Electives: **9 credits**

The student will take a minimum of **70 credits**.

	Code	Subjects	Prerequisites	Credits
Training complements	SP027	Writing, Reading and Comprehension of Written Texts	N/A	-
	CI109	Basic Mathematics	N/A	-
	SP026	Fundamental Concepts in Public Health	N/A	-
Core subjects	Block 1: Introductory Module			
	SP001	Public Health Contextualization	N/A	2
	BT009	General Bioethics	N/A	3
	SP002	Social Determinants of Health	N/A	2
	SN1013	Epidemiology I	N/A	4
	SP003	Demography and Public Health	N/A	2
	SP004	Health-Disease Process and Equity	N/A	3
	DD1012	Health Systems	N/A	4
	SN356	Epidemiology II	N/A	4
	DD1008	Health Services Management	N/A	3
	DD1004	Health Economics	N/A	5
	CSJ024	Statistics I	N/A	4
	SP005	Health and Social Protection Policies	N/A	4
	SP006	Public Health Surveillance	N/A	3
	SP007	Design and Evaluation of Programs in Public Health	N/A	3
	SN331	Health Seminar FP	N/A	2
Electives	Block 2: Elective Module: Environmental Health			
	MA030	Pollutants in the Environment	N/A	2
	SP009	Environmental and Public Health Risks	N/A	3
	SP010	Environmental Toxicology and Public Health	N/A	4
	Block 2: Elective Module: Community Nutrition			
	SN271	Public Health Applied to Nutrition	N/A	4
	SP018	Tools for Community Nutrition Program Development	N/A	2
	SN266	Food, Health and Communication	N/A	3
	Block 2: Elective Module: Occupational Health			
	IP004	Occupational Medicine	N/A	2
	SP011	Occupational Toxicology	N/A	4
	SP012	Specific Occupational Risk Prevention	N/A	3
	Block 2: Elective Module: Public Health Management			
	TR046	Strategic HR Management	N/A	2
	DD041	Team Management Techniques	N/A	2
	TR024	Management Techniques and Organizational Leadership	N/A	2
	SP013	Care Communication	N/A	3

	Code	Subjects	Prerequisites	Credits
	Block 3: Master's Final Project (MFP)			
	DO016	Methodology of Scientific Research	N/A	3
		Thesis	N/A	10
	TOTAL			70

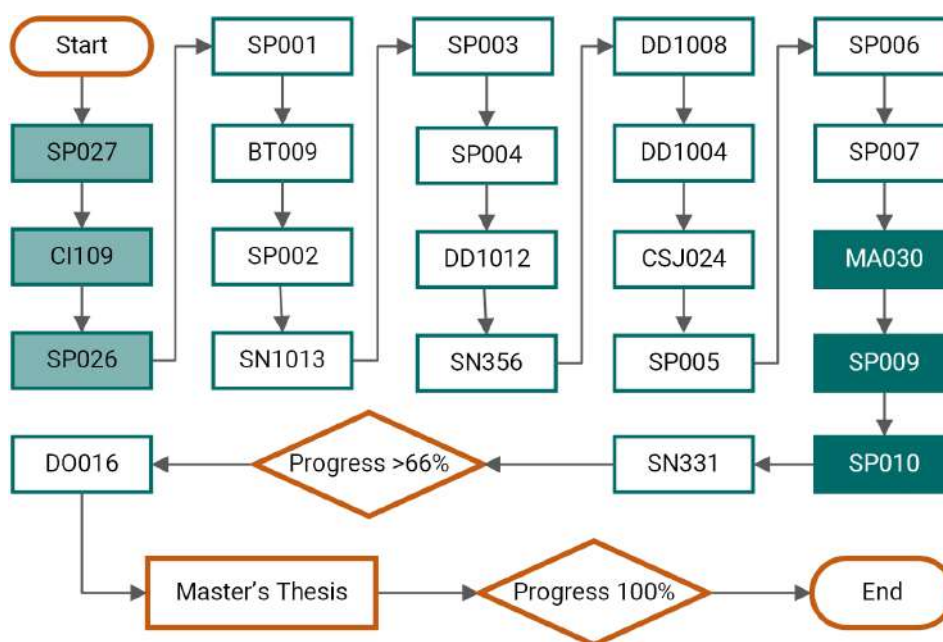


Figura 53: Flowchart for the Master of Public Health.
Elective Module: Environmental Health.

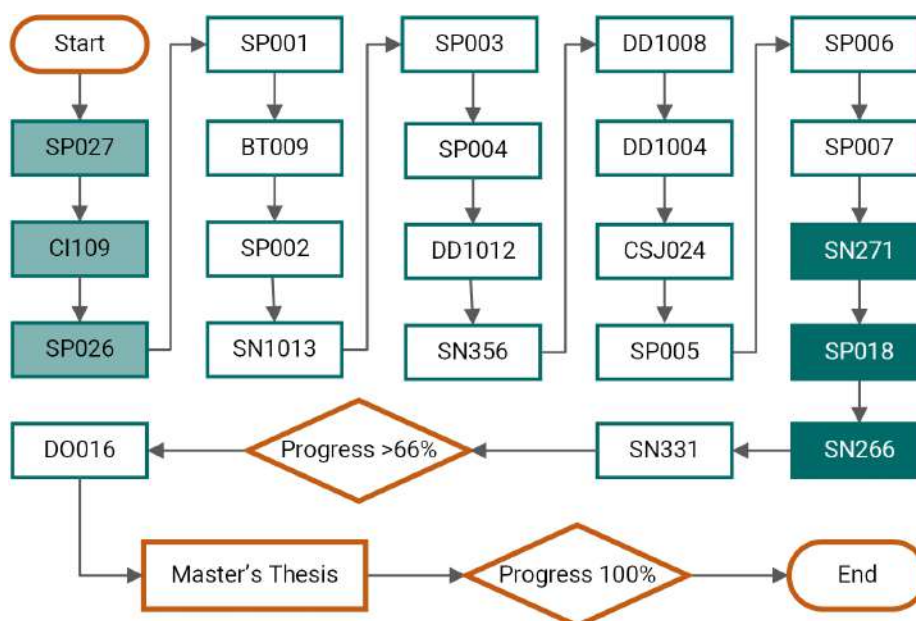


Figura 54: Flowchart for the Master of Public Health.
Elective Module: Community Nutrition.

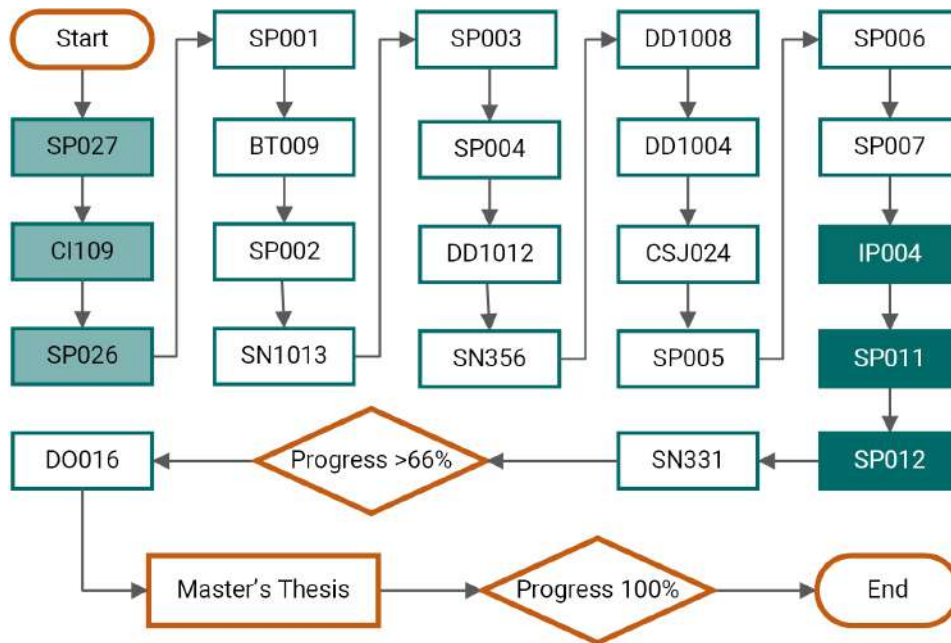


Figura 55: Flowchart for the Master of Public Health.
Elective Module: Occupational Health.

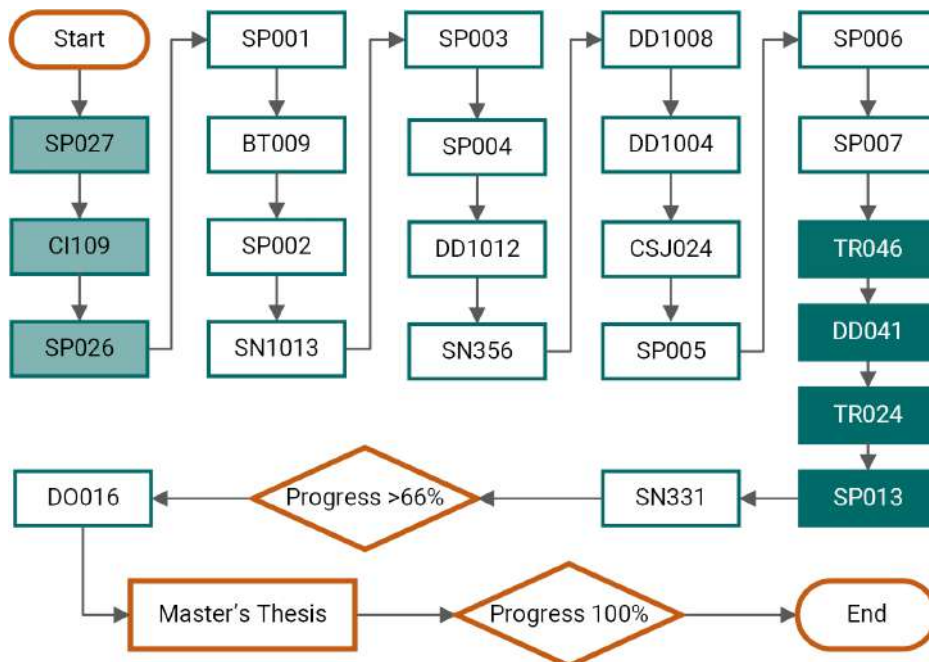


Figura 56: Flowchart for the Master of Public Health.
Elective Module: Public Health Management.

- All subjects in all master's degrees are designed to be self-contained, which is why they have no prerequisite or co-requisite (with the exception of SN217 - Nutrition and Sports).
- The sequence of the subjects follows the student's work schedule. The subjects to be taken will also depend on the program requirements and the student's previous studies, and may be adapted to the most favorable profile and interest for the student.
- Because it is an asynchronous distance learning modality, it uses the sequence of activities as the core of the program, but allows the flexibility to progress according to the student's own pace. It should be noted that the subjects follow the sequence established in the previous tables without impeding the student's progress (with the exception of the Language Teacher Training programs).

The chronograms show the sequence in which the student will take the subjects.

Please refer to the **Appendix** for the *Subject Description* by Academic Departments.

Bachelor of Science in Nutrition and Dietetics

General Education: **33 credits**

Core subjects: **27 credits**

Concentration: **63 credits**

Electives: **9 credits**

The student will take a minimum of **132 credits**.

First year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Core subject	CDS001	Human Biology I: Anatomy		3
General	IYA012	Chemistry		3
General	CDS062	Cellular and Molecular Biology		3
General	SP027	Writing, Reading, and Comprehension of Written Texts		3
General	MM015	Tools and Techniques for Effective Communication on the Internet		3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Core subject	CDS005	Human Biology II: Physiology	CDS001	3
Core subject	IYA055	Organic Chemistry	IYA012	3
General	IYA009	Mathematics		3
Core subject	CDS012	Microbiology and Parasitology		3
General	MM015	Tools and Techniques for Effective Communication on the Internet		3

Second year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	SN403	Nutrition and Dietetics		3
Core subject	CDS061	Human Biology III: Physiology	CDS005	3
General	CSJ024	Statistics I		4
Core subject	CDS008	Biochemistry		3
General	CSJ018	History and Anthropology of Food		3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	SN405	Assessment of Nutritional Status and Body Composition	SN403	3
Core subject	CDS025	Human Biology IV: Pathophysiology and Pharmacology	CDS061	3
Concentration	CDS010	Nutrition and Metabolism	CDS008	3
Concentration	LG002	Food Science I		3
Concentration	SN271	Public Health Applied to Nutrition		3

Third year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	SN406	Applied Dietetics I	SN405	3
Concentration	SN328	Food Hygiene and Safety		3
Core subject	CDS065	Human Biology V: Pathophysiology and Pharmacology	CDS025	3
Concentration	LG003	Food Science II	LG002	3
Concentration	SN327	Epidemiology and Community Nutrition	SN405	3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	SN407	Applied Dietetics II	SN406	3
Concentration	CDS091	Food Service Systems I	SN328	3
Concentration	SN404	Culinary Techniques and Gastronomy		3
General	CSJ014	Interpersonal Communication		2
Electives		Elective Subject 1 ^a		3

a) The student must choose 3 elective subjects (9 credits).

Fourth year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	SN400	Clinical Dietetics I	SN407	3
Concentration	SN399	Food Service Systems II	CDS091	3
Core subject	SN199	Scientific Research Methodology		3
General	BT009	General Bioethics		3
Electives		Elective Subject 2 ^a		3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	SN401	Clinical Dietetics II	SN400	3
Concentration	CSJ130	Nutrition Education		3
Concentration	SN398	International and Puerto Rican Food Law and Deontology		3
General	CSJ020	Contemporary Society		3
Electives		Elective Subject 3 ^a		3

a) The student must choose 3 elective subjects (9 credits).

Fifth year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	SN402	Clinical Dietetics III		3
Concentration	SNGND_SP_PR	Integration Seminar and Fundamentals in the Nutritionist and Dietetics Profession ^a		6
Concentration	SNPF3	Final Project ^b	SN199 and have passed 66% of the academic program	6

SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	PP_SNGND3	Professional Practice ^{C4}	All subjects, except the Final Project	3

- a) Students from Puerto Rico must take the course "Integration Seminar and Foundations in the Nutritionist-Dietitian Profession" instead of the course "Final Project".
- b) Foreign students must take the course "Final Project" instead of the course "Integration Seminar and Foundations in the Nutritionist-Dietitian Profession".
- c) Extracurricular work placements are regulated in Puerto Rico.

Optative Modules

The student must choose a total of **3 elective courses** from among the optative blocks or modules offered. Each elective block has a set of courses available.

Motivated by criteria of motivation, formative or professional interest, the student chooses one of the available courses from each of the 3 elective blocks:

ELECTIVE BLOCK 1			
Code	Subject Name	Prerequisites	Credits
IDI001	English I		3
SN347	Food Allergies and Intolerances: Prevention, Diagnosis and Treatment		3
CSJ025	Psychology of Motivation		3
SN306	Sports Nutrition		3
SN338	Food Safety and Nutrition		3
ELECTIVE BLOCK 2			
Code	Subject Name	Prerequisites	Credits
IDI002	English II	IDI001	3
CDS040	Ergogenic Aids		3
CDS081	Hygiene in the Food Industry		3
SN333	Breastfeeding and Complementary Infant Feeding		3
RH020	Online Marketing for Healthcare Services		3
ELECTIVE BLOCK 3			
Code	Subject Name	Prerequisites	Credits
IYA046	Food Design and Innovation		3
CDS050	Promotion and Prescription of Physical Activity for Health		3
SN374	Sensory Analysis of Food		3
CSJ134	Conflict Resolution and Mediation		3
SN290	Psychological Counseling in the Dietetic-Nutritional Consultation		3

Bachelor of Arts with concentration in Psychology

General Education: **45 credits**

Concentration (Major): **54 credits**

Optative module (Minor): **12 credits**

Electives: **9 credits**

The student will take a minimum of **123 credits**.

First year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
General	LG001	Learning Strategies and ICT Competencies		3
General	CSJ025	Psychology of Motivation		3
General	CSJ023	History of Psychology		3
General	CSJ026	Psychology of Learning		3
General	SP027	Writing, Reading, and Comprehension of Written Texts		3
General	CDS013	Fundamentals of Psychobiology		3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
General	CSJ014	Interpersonal Communication		3
General	CSJ028	Social Psychology		3
General	DD041	Teams and Decision Making		3
General	CSJ027	Psychology of Emotion		3
General	CSJ057	Psychology of Personality and Individual Differences		3
General	CSJ024	Statistics		3

Second year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	CDS015	Developmental Psychology I: Childhood and Adolescence		3
Concentration	CSJ058	Methodology of Research in Psychology I		3
Concentration	CDS031	Cognitive Processes: Perception, Attention, and Memory		3
Concentration	CDS014	Psychophysiology		3
General	IDI001	English I		3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	CDS030	Developmental Psychology II: Youth, Maturity, and Old Age	CDS015	3
Concentration	CDS034	Cognitive Processes: Thought and Language		3
Concentration	CDS032	Psychometrics		3
Concentration	CDS033	Neuropsychology		3
General	IDI002	English II	IDI001	3

Third year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	CSJ098	Group Psychology	CSJ028	3
Concentration	CDS045	Educational Psychology	CSJ026	3
Concentration	CDS046	Psychopathology	CSJ057	3
General	IDI003	English III	IDI002	3
Optative	OM-I	Optative Module I - MINOR		3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Concentration	CSJ100	Organizational Psychology	CSJ098	3
Concentration	CDS048	Clinical Psychology		3
Concentration	CDS047	Psychological Diagnosis	CDS046	3
General	IDI004	English IV	IDI003	3
Optative	OM-II	Optative Module II - MINOR	OM-I	3

Fourth year

SEMESTER 1				
Component	Code	Subject Name	Prerequisites	Credits
Electives	ELEC-I	Elective I		3
General	CSJ134	Conflict Resolution and Mediation	CSJ028	3
Concentration	CDS058	Psychological Intervention	CDS048	3
Electives	ELEC-II	Elective II		3
Optative	MO-III	Optative Module III - MINOR	OM-II	3
SEMESTER 2				
Component	Code	Subject Name	Prerequisites	Credits
Optative	MO-IV	Optative Module IV - MINOR	MO-III	3
Electives	ELEC-III	Elective III		3
Concentration	PP_PSGPSI/ SEM_PSGPSI	Practical/Seminar	OM-IV	3
Concentration	PF3	Final Project	CSJ058	6

- a) The student must choose one of the optative modules offered in the program. These are required credits.
- b) The student may take the Internship or Seminar once they have passed 66% of the program's credits.
- c) To take the Final Project, the student must have passed 66% of the program's credits.
- d) The student must take a minimum of 9 credits corresponding to 3 subjects of those offered within the elective module, motivated by criteria of motivation, formative or professional interest.

Optative Modules

The student must take **one of the optative modules** offered. Each of these has a set of courses available.

The student chooses one of the available modules based on motivation, training or professional interest:

OPTATIVE MODULE COURSES IN CLINICAL AND HEALTH PSYCHOLOGY			
Code	Subject Name	Prerequisites	Credits
CDS111	Health Psychology		3
DD344	Current Events on Psychopathology in Psychology: Fundamentals of Psychopharmacology		3
DD323	Methods and Techniques of Intervention in Psychotherapy		3
DD351	Diagnosis and Intervention in Risk Behaviors and Addictions		3
OPTATIVE MODULE COURSES IN SPORT PSYCHOLOGY			
Code	Subject Name	Prerequisites	Credits
CDS002	Fundamentals of Physical Activity and Human Motricity		3
DP032	Sociology of Sport		3
CSJ046	Sports Behavior Analysis		3
CSJ171	Sport Psychology		3
OPTATIVE MODULE COURSES IN WORK AND ORGANIZATIONAL PSYCHOLOGY			
Code	Subject Name	Prerequisites	Credits
CSJ076	Business Organization		3
TR046	Strategic Management of Human Resources		3
CSJ037	Strategic Management and Management Competencies		3
CSJ063	Corporate and Institutional Communication		3
OPTATIVE MODULE COURSES IN EDUCATIONAL PSYCHOLOGY			
Code	Subject Name	Prerequisites	Credits
CSJ163	Sociology of Education: Social and Educational Changes and Multiculturalism		3
PS016	Interculturality and Education		3
FP104	Organization and Management of Education Institutions		3
PS017	Educational Consultation and Tutoring		3
COURSES OF THE OPTATIVE MODULE IN PSYCHOLOGY OF COMMUNICATION (ADVERTISING AND MARKETING)			
Code	Subject Name	Prerequisites	Credits
CSJ103	Advertising Creation (TV, Radio, Print)		3
CSJ105	Campaign Design and Planning		3
CSJ102	Market Research		3
DD2865	Marketing Management		3

Elective courses

The student must take a minimum of **9 credits** corresponding to **3 subjects** of those offered within the elective module, motivated by criteria of motivation, formative or professional interest.

ELECTIVE COURSES			
Code	Subject Name	Prerequisites	Credits
CSJ059	Research Methodology in Psychology II		3
CDS059	Evaluation of Programs and Interventions in Different Contexts		3
CSJ118	Business Economics and Entrepreneurship		3
CDS060	Coaching		3
DD350	Intervention in Crises, Disasters, and Emergencies: Psychological First Aid		3
PS005	Positive Parenting: Promoting Healthy Psychological Development Through Parenting Practices		3

Temporal Sequencing in the Academic Course Offerings

Code	Subject Name	MES 1	MES 6	MES 12	MES 18	MES 24	MES 30	MES 36	MES 42
LG001	Learning Strategies and ICT Competencies	☑							
CSJ025	Psychology of Motivation	☑							
CSJ023	History of Psychology	☑							
CSJ026	Psychology of Learning	☑							
SP027	Writing, Reading, and Comprehension of Written Texts	☑							
CDS013	Fundamentals of Psychobiology	☑							
CSJ014	Interpersonal Communication		☑						
CSJ028	Social Psychology		☑						
DD041	Teams and Decision Making		☑						
CSJ027	Psychology of Emotion		☑						
CSJ057	Psychology of Personality and Individual Differences		☑						
CSJ024	Statistics		☑						
CDS015	Developmental Psychology I: Childhood and Adolescence			☑					
CSJ058	Methodology of Research in Psychology I			☑					
CDS031	Cognitive Processes: Perception, Attention, and Memory			☑					
CDS014	Psychophysiology			☑					
IDI001	English I			☑					
CDS030	Developmental Psychology II: Youth, Maturity, and Old Age				☑				
CDS034	Cognitive Processes: Thought and Language				☑				
CDS032	Psychometrics				☑				
CDS033	Neuropsychology				☑				
IDI002	English II				☑				
CSJ098	Group Psychology					☑			
CDS045	Educational Psychology					☑			

Code	Subject Name	MES 1	MES 6	MES 12	MES 18	MES 24	MES 30	MES 36	MES 42
CDS046	Psychopathology					☐			
IDI003	English III					☐			
CDS111	Health Psychology					☐			
CDS002	Fundamentals of Physical Activity and Human Motricity					☐			
CSJ076	Business Organization					☐			
CSJ163	Sociology of Education: Social and Educational Changes and Multiculturalism					☐			
CSJ103	Advertising Creation (TV, Radio, Print)					☐			
CSJ100	Organizational Psychology						☐		
CDS048	Clinical Psychology						☐		
CDS047	Psychological Diagnosis						☐		
IDI004	English IV						☐		
DD344	Current Events on Psychopathology in Psychology: Fundamentals of Psychopharmacology						☐		
DP032	Sociology of Sport						☐		
TR046	Strategic Management of Human Resources						☐		
PS016	Interculturality and Education						☐		
CSJ105	Campaign Design and Planning						☐		
CSJ134	Conflict Resolution and Mediation							☐	
CDS058	Psychological Intervention							☐	
DD323	Methods and Techniques of Intervention in Psychotherapy							☐	
CSJ046	Sports Behavior Analysis							☐	
CSJ037	Strategic Management and Management Competencies							☐	
FP104	Organization and Management of Educational Institutions							☐	
CSJ102	Market Research							☐	
DD351	Diagnosis and Intervention in Risk Behaviors and Addictions								☐
CSJ171	Sport Psychology								☐

Code	Subject Name	MES 1	MES 6	MES 12	MES 18	MES 24	MES 30	MES 36	MES 42
CSJ063	Corporate and Institutional Communication								☑
PS017	Educational Guidance and Tutoring								☑
DD2865	Marketing Management								☑
PP_PSGPSI SEM_PSGPS	Practical/Seminar								☑
PF3	Final Project								☑
ELECTIVES: 3 are to be chosen, two to be taken in semester 7 and one to be taken in semester 8									
CSJ059	Research Methodology in Psychology II							☑	☑
CDS059	Evaluation of Programs and Interventions in Different Contexts							☑	☑
CSJ118	Business Economics and Entrepreneurship							☑	☑
CDS060	Coaching							☑	☑
DD350	Crisis, Disaster, and Emergency Intervention: Psychological First Aid							☑	☑
PS005	Positive Parenting: Promoting Healthy Psychological Development from Parental Practices							☑	☑

PROGRAM COMPETENCIES

Department of Language, Education, and Communication Sciences

Doctorate in Education with a Specialty in Research

Competencies:

1. Provide students with the fundamental concepts and research methodologies used in the field of Education and enable them to design, develop and evaluate, individually and in teams, research projects in the different lines offered, thus acting as a driver of improvements in educational processes at different levels and settings.
2. Teach in new or unfamiliar settings within broad educational contexts so that the student can apply the knowledge acquired, making judgments, decisions and solving problems, thus contributing to the different approaches related to educational research.
3. Provide the scientific research tools that enable the student to manage pedagogical projects and conduct research or produce creative work, demonstrating mastery of the material in an ethical manner.

Outcomes:

1. Share knowledge, methodology and research methods related to the program's lines of research so that students can develop their thesis projects and participate in a research community.
2. Participate in an environment conducive to debate related to the epistemological and methodological issues of research projects linked to the completion of students' doctoral theses.
3. Apply the knowledge acquired to the conception, design and implementation of research projects that can contribute in rethinking education from the different lines of research.
4. Pass judgment through critical analysis, evaluation and synthesis of complex ideas.
5. Communicate with researchers, professors and society in general about the areas of knowledge studied.
6. Use original research to contribute to the development of knowledge worthy of national and international referenced publication.
7. Plan, execute, monitor and evaluate pedagogical projects in different areas of knowledge within formal education, taking transversality into account.

Master in Teaching Spanish as a Foreign Language

Competencies:

1. Offer a broad and updated training to LE Spanish teachers in primary or secondary education, both in public and private institutions; LE Spanish teachers in adult education, as well as graduates in related specialties who aim to work as LE Spanish teachers, providing the basis for the development of academic and professional skills necessary for the teaching of LE Spanish in any of the various teaching-learning settings, with fluency, coherence and in a manner appropriate to the educational background in which they are to develop their professional career.

2. Teach in new or unfamiliar educational settings within broad settings related to the teaching of Spanish as a foreign language so that the student can apply the knowledge acquired, make judgments, decisions, and solve problems; reflecting on their own teaching and professional development.
3. Provide the scientific research tools that allow the student to use the methodological processes for the pedagogical research of language and linguistics applied to the teaching of the Spanish language.

Specific competencies

Upon completion of this program, the student will be able to:

1. Analyze, articulate and evaluate learning and second language acquisition theory and methodological trends in foreign language teaching, essential to both effective teaching and efficient learning.
2. Analyze how individual factors (cognitive, affective, social and cultural) affect the learning of a foreign language and, consequently, the design of instructional strategies to address the learning needs of students of Spanish as a Foreign Language (ELE).
3. Management of the Spanish as a Foreign Language (ESL) classroom so that group processes guarantee learning for all students: creation of a safe space in which all students participate and collaborate; the use of a discourse that encourages the construction of knowledge; the selection of activities of greater and lesser cognitive effort; selection of the most appropriate type of collaborative work for each activity; attention to the learning opportunities that may arise, among other aspects.
4. Integrate the development of language skills in the Spanish as a Foreign Language classroom to encourage real and meaningful language use.
5. Analyze, evaluate, select, adapt and design appropriate materials for teaching Spanish as a foreign language.
6. Make critical and reflective interpretations and apply the cultural, linguistic and pragmatic knowledge acquired about the use of Spanish in the context of planning the teaching and learning process of Spanish as a foreign language (ELE).
7. Analyze the role of the educational system and actions of communication and provide an appropriate method in the Spanish classroom.
8. Plan and evaluate the teaching-learning process of Spanish in the short and long term, considering current linguistic pedagogical trends; the educational context; the methodological approach; lesson plans; student interests, needs and learning styles; and technological advances.
9. Integrate ICT in a non-arbitrary and meaningful manner within teaching and learning process activities of Spanish as a foreign language, and analyze the digital materials generated in this field.
10. Introduce specific educational learning strategies in the objectives and contents of the program and units, whenever necessary and according to the needs of the students, and use the necessary tools for learning to learn.
11. Integrate socio-cultural content in the Spanish classroom to provide students gradual knowledge of cultural facts and products, and sociocultural knowledge and attitudes of Spanish-speaking countries; the development of intercultural awareness; the ability to act as a cultural broker and effectively address cultural misunderstandings in conflict situations;

and the development of an attitude of empathy, openness and interest towards other cultures.

12. Correctly address the varieties of Spanish in the foreign or second language classroom according to each teaching and learning context.
13. Analyze and evaluate your own teaching and professional development through instruments such as self-observation, journaling, self-assessment, teaching portfolio, etc.; identify those aspects of learning that can be improved; and plan and implement a personal plan for lifelong improvement.
14. Access and correctly use academic literature related to language pedagogy and Linguistics applied to foreign language teaching, especially literature related to the Spanish language.
15. Design and evaluate specific methodological procedures for research in the field of language pedagogy and linguistics applied to foreign language teaching, especially in research related to the Spanish language.

Master in Teaching English as a Foreign Language

Competencies:

1. Address in an informed and grounded manner the professional situations and needs related to the work environment, encouraging autonomy without losing sight of constant, yet flexible interaction elements, adjusted to the specific needs of the as yet developing teacher, providing training to Teachers of English at the primary and secondary levels in public and private institutions; Teachers of English as a foreign language in adult education; and Graduates.
2. Teach in new or unfamiliar educational settings within broad contexts related to teaching English as a foreign language so that the student can apply acquired knowledge, making judgments, making decisions and solving problems; reflecting on their own teaching and self-improvement.
3. Provide the scientific research tools that allow the student to use the methodological processes for the pedagogical research of language and linguistics applied to English language teaching.

Outcomes:

At the end of the program, students will be capable of:

1. Analyze, articulate and evaluate learning and second language acquisition theory and methodological trends in foreign language teaching, essential to both effective teaching and efficient learning.
2. Analyze how individual factors (cognitive, affective, social, and cultural) affect foreign language learning and, consequently, the design of instructional strategies to address the learning needs of English as a Foreign Language (EFL) students.
3. Management of the English as a Foreign Language (ESL) classroom so that group processes guarantee learning for all students: creation of a safe space in which all students participate and collaborate; the use of a discourse that encourages the construction of knowledge; the selection of activities of greater and lesser cognitive effort; selection of the most appropriate type of collaborative work for each activity; attention to the learning opportunities that may arise, among other aspects.

4. Integrate the development of language skills in the English as a Foreign Language classroom to encourage real and meaningful language use.
5. Analyze, evaluate, select, adapt and design appropriate materials for teaching English as a foreign language.
6. Make critical and reflective interpretations and apply the cultural, linguistic and pragmatic knowledge acquired about the use of English in the context of planning the teaching and learning process of English as a foreign language (EFL).
7. Analyze the implications of the role of English as a universal language in teaching English as a foreign or second language.
8. Design teaching proposals for the English as a Foreign Language (EFL) classroom that integrate the knowledge acquired about inter-language concepts and interaction in the foreign language classroom.
9. Plan and evaluate the English teaching-learning process in the short and long term, considering current linguistic pedagogical trends; the context of education; the methodological approach; lesson plans; student interests, needs and learning styles; and technological advances.
10. Integrate ICT in a non-arbitrary and meaningful manner within teaching and learning process activities of English as a foreign language, and analyze the digital materials generated in this field.
11. Introduce specific educational learning strategies in the objectives and contents of the program and units, whenever necessary and according to the needs of the students, and use the necessary tools for learning to learn.
12. Evaluate the usefulness of using a translation-based method for teaching English and to design translation activities within the framework of communicative language teaching as a complementary tool to enhance the English as a foreign language (EFL) learning process.
13. Analyze and evaluate your own teaching and professional development through instruments such as self-observation, journaling, self-assessment, teaching portfolio, etc.; identify those aspects of learning that can be improved; and plan and implement a personal plan for lifelong improvement.
14. Access and correctly use academic literature related to language pedagogy and Linguistics applied to foreign language teaching, especially literature related to the English language.
15. Design and evaluate specific methodological procedures for research in the field of language pedagogy and linguistics applied to foreign language teaching, especially in research related to the English language.

Master in Education with a Specialty in Higher Education

Competencies:

1. Offer a broad and updated training, and to provide the basis for the development of academic and professional skills necessary for teaching in any of the different teaching-learning contexts that may arise.
2. Ground professional practice in current knowledge in new or unfamiliar educational settings; to provide insights into the nature of teaching and learning in general; and to develop the competencies, knowledge, skills and practical resources needed to complement this theoretical foundation.
3. Stimulate critical reflection for a good theoretical formation and its necessary practical application, fundamental field of action, develop good judgment, good decision making and

problem solving, and provide scientific research tools for the referenced contribution in innovative or current issues of higher education.

Outcomes:

At the end of the program, students will be capable of:

1. Analyze and evaluate learning factors.
2. Analyze and articulate the different learning theories and methodological bases in training.
3. Explain and highlight the importance of tutorial action in the educational system.
4. Explain the importance of strategic learning and its influence on professional development.
5. Apply ICT in the classroom as didactic resources.
6. Design the methodology of scientific research.
7. Manage conflicts within the school environment.
8. Analyze the effect of interculturality in education.
9. Analyze and articulate the different processes of attention to diversity.
10. Organize and manage educational centers.
11. Integrating environmental education into formal education.

Master in Education with a Specialty in the Organization and Management of Education Institutions

Competencies:

1. Provide the tools related to study, planning, consulting and advisory services for the organization and management of educational institutions, in order to develop knowledge and competencies to plan, organize, direct, control, propose and lead innovation for the improvement of educational centers.
2. Stimulate critical reflection, the development of good judgment, good decision making and problem solving, and provide scientific research tools for the referenced contribution to innovative or current issues in education.

Outcomes:

At the end of the program, students will be capable of:

1. Analyze the different types of projects according to their purposes and management methods, and identify the elements, phases and human and material resources required to implement them.
2. Plan and design a project adjusted to the needs of a specific context.
3. Analyze and integrate strategic management methods and styles.
4. Identify the elements of a management system in the educational sector and develop objectives and action plans for strategic management within different contexts.
5. Identify educational institutions as a global system that coherently integrates its units.
6. Analyze the factors that favor educational quality and innovation, and contrast the different models to evaluate educational processes.

7. Analyze and evaluate the quality of educational innovation and develop an innovation project for the classroom.
8. Analyze the main constructs related to management and teamwork techniques, and describe the tools and techniques to improve the efficiency of this type of work.
9. Adequately apply management and teamwork techniques to a given educational context.

Master in Education with a Specialty in Teacher Training

Competencies:

1. Offer a broad and updated training, and to provide the basis for the development of academic and professional skills necessary for teaching in any of the different teaching-learning contexts that may arise.
2. Ground professional practice in current knowledge in new or unfamiliar educational settings; to provide insights into the nature of teaching and learning in general; and to develop the competencies, knowledge, skills and practical resources needed to complement this theoretical foundation.
3. Stimulate critical reflection for a good theoretical formation and its necessary practical application, fundamental field of action, to develop good judgment, good decision making and problem solving, and to provide scientific research tools for the referenced contribution in innovative or current topics of teacher training.

Outcomes:

At the end of the program, students will be capable of:

1. Identify the basic concepts related to the curriculum and critically analyze its different approaches (thematic content, learning or competencies) and the different stages in the construction of a curriculum proposal.
2. Plan and evaluate learning processes, taking into account the teaching-learning context, the methodological approach, the lesson plans, and the interests, needs and learning styles of the students.
3. Identify the different types of assessment and select the most appropriate instruments to evaluate the learning process of students.
4. Distinguish the different teaching-learning methodologies and the didactic techniques derived from each one.
5. Select and apply the appropriate teaching-learning techniques to achieve the learning objectives established in a given educational context.
6. Identify and apply the criteria for the design, adaptation and evaluation of didactic resources according to the learning needs of a specific educational context.
7. Design or adapt didactic materials and build instruments to evaluate them.
8. Identify the characteristics of the methodological approach "Content and Language Integrated Learning (CLIL)" and assess its application in a given educational context.
9. Design didactic proposals based on the CLIL approach.

Master in Education with a Specialty in ICT's in Education

Competencies:

1. Offer a broad and updated training, and to provide the basis for the development of academic and professional skills necessary for teaching in any of the different teaching-learning contexts that may arise.
2. Ground professional practice in current knowledge in new or unfamiliar educational settings; to provide insights into the nature of teaching and learning in general; and to develop the competencies, knowledge, skills and practical resources needed to complement this theoretical foundation.
3. Stimulate critical reflection for a good theoretical formation and its necessary practical application, fundamental field of action, to develop good judgment, good decision making and problem solving, and to provide scientific research tools for the referenced contribution in innovative or current topics of teacher training.

Outcomes:

At the end of the program, students will be capable of:

1. Analyze the concept of e-learning and virtual teaching and learning environments, and distinguish the different types of virtual environments.
2. Identify the characteristics of teaching and learning in virtual learning environments.
3. Plan and evaluate learning processes, taking into account the teaching-learning context, the methodological approach, the lesson and the interests, needs and learning styles of the students.
4. Identify and manage the different technological resources and tools from information and communication technologies.
5. Select and apply the different tools and resources in a creative way in the design of pedagogical proposals adjusted to one's own learning context.
6. Identify the main learning theories applied to ICT.
7. Relate learning theories to the use, selection, organization and evaluation of ICT.
8. Identify the sociocultural theoretical postulates that support collaborative learning in a virtual environment.
9. Describe and evaluate the technologies that favor collaborative work in virtual teaching-learning environments.
10. Identify the theoretical bases that support innovative educational proposals based on ICT.
11. Design and evaluate ICT-based training proposals.

Innovation, Business and New Technologies Department

Master in Strategic Management with a Specialty in Management

Competencies:

1. Provide education to train professionals especially from the fields of engineering, social sciences, administration sciences, management sciences and economics, among others, in

the field and practice of Strategic Management, providing executive thinking that will enable them to assume their current and/or desired management positions, or to develop their professional career in the field of organizational consulting.

2. Teach in new or unfamiliar environments within broad contexts related to their area of study so that the student can apply the knowledge acquired, make judgments, decisions, and solve problems, enabling the student to understand the strategic process of organizational management, assume functions within the strategic management process and write proposals that integrate globalized and local processes to manage a business.
3. Provide the tools of scientific research that will enable the student to conduct research or produce creative work in an ethical manner, demonstrating mastery of the material.

Outcomes:

Upon completion of this program, the student will be able to:

1. Design a strategic process based on organizational diagnosis and assessment for the development of objectives and selection of strategies.
2. Analyze and explain the organizational environment to improve internal processes, including rules, regulations, certifications and accreditations.
3. Integrate administrative processes and Information Technology (IT) for decision making and conflict resolution.
4. Create the marketing combination of a business and propose a market research design.
5. Analyze and apply conflict resolution techniques and human resource knowledge for effective management of the work environment and human resource development.
6. Design strategies for continuous improvement in operations that influence the competitiveness and viability of the company.
7. Identify roles, approaches and practices to manage the different sizes and purposes of businesses, applying management accounting as a method for making financial decisions that help maximize business economics.
8. Manage leadership skills, maintaining honest and transparent management principles to achieve objectives.

Master in Strategic Management with a Specialty in Information Technologies

Competencies:

1. Provide knowledge to professionals with different degrees, as well as the necessary skills and abilities to manage a Systems and ICT management position, lead an organizational change project using ICT or who wish to advise companies that need to respond to the competitiveness of new businesses.
2. Provide the fundamentals of business innovation that give certainty that NICT strategies are aligned and coherent with business development, from strategic management to personnel management with emphasis on continuous and permanent changes.
3. Teach in new or unfamiliar settings within broad contexts related to their area of study so that the student can apply the knowledge acquired, formulating judgments, making decisions and solving problems, also providing scientific research tools that allow the student to conduct research or produce creative work in an ethical manner; demonstrating mastery of the material.

Outcomes:

Upon completion of this program, the student will be able to:

1. Analyze conflicts and identify and define appropriate technology and information systems requirements.
2. Evaluate technological solutions, systems, processes, components or programs to meet the needs and requirements of a company, and their impact on the organization.
3. Combine strategic planning and management skills and techniques in the field of information systems.
4. Evaluate current and emerging technologies related to organizational operations.
5. Identify and consider professional, ethical, legal and social responsibility.
6. Combine software re-engineering techniques and skills to develop, design and manage databases, software and information systems.

Master in Strategic Management with a Specialty in Telecommunication**Competencies:**

1. Provide knowledge on the understanding of Telecommunications networks and services for people who want to understand them within the context of organizations and the global society, with a strategic perspective integrated to the current social and economic dynamics, acquiring a global knowledge of the different technological possibilities of current and future networks.
2. Teach in new or unfamiliar setting within broad contexts related to their area of study so that the student can propose and apply organizational strategies based on Telecommunications and/or integrate Telecommunications in a business, formulating judgments, making decisions and solving problems.
3. Provide special attention to different services provided by networks and telecommunications, and the new business opportunities they offer to companies. In addition, provide the basis for business innovation based on strategic management and alignment of organizational strategies with Telecommunications strategies, and provide the scientific research tools that allow the student to conduct research or produce creative work, demonstrating mastery of the material and in an ethical manner.

Outcomes:

Upon completion of this program, the student will be able to:

1. Evaluate current and emerging telecommunications applications and services.
2. Manage proposals, solutions, planning and development of telecoms projects.
3. Combine Project Management principles and techniques to manage telecommunications projects.
4. Combine Project Management principles and techniques to manage human resources and occupational safety.
5. Evaluate the regulations, laws and environmental framework of the telecommunications industry.

Projects Department

Doctorate in Projects with a Specialty in Research

Competencies:

1. Provide students with a solid scientific training, providing a research specialization profile and leading to a field of intensification in the area of project design.
2. Teach in new or unfamiliar environments within broad contexts related to their area of study so that the student can apply the knowledge acquired, make judgments, decisions and solve problems in the conception, design and practice of projects.
3. Provide the scientific research tools that enable the student to conduct and develop original research, demonstrating mastery of the material in an ethical manner.

Outcomes:

1. Analyze the project theory, define the scope of the research, delimit the thesis topic, objectives, hypothesis and methodology; elaborate the doctoral thesis outline proposal with the support of a professor/tutor.
2. Provide solutions that contribute to human, scientific and technological development in the field of project design to provide the student with a broader vision of their line of research.
3. Interpretation and analysis of the role of people and the dimension of sustainability in the formulation and development of projects for their specific line of research.

Master in Project Design, Administration, and Management

Competencies:

1. Provide a high discipline of study to professionals with university training in all areas of knowledge, who have the desire to get engage in the world of projects in a responsible manner, enabling them to perform in the field of teaching and research projects and / or in the professional field.
2. Teach in new or unfamiliar environments within broad contexts related to the design, operation and management of projects, from project development to its subsequent analysis, regardless of its origin and purpose, so that the student can apply the knowledge acquired, formulate judgments, make decisions and solve problems.
3. Provide training in the use of up-to-date computerized tools in the professional field and the pedagogical expression of theoretical foundations and case studies, and the application of technological tools for programming and project management and scientific research tools that allow the student to conduct research or produce creative work in an ethical manner; demonstrating mastery of the material.

Outcomes:

At the end of the program, students will be capable of:

1. Define basic concepts in the field of project formulation, management and direction.

2. Recognize and analyze the fundamental aspects of a project to strategically define its objectives, the service to be provided, the way to provide it, the required ergonomics and the functional aspects of the project.
3. Design a preliminary project considering its basic aspects, from defining the problem to presenting the solution proposal, recognizing the necessary elements to define and specify the proposal for future management and realization.
4. Analyze the key aspects of project management in its different life cycles: stakeholder recognition, user requirements, team management and the basic issues that define its feasibility and viability.
5. Identify the elements that provide quality, safety and reliability to the project, as well as those that represent important risks, likewise analyzing the possible impact that this could cause within its environment.
6. Develop a balanced scorecard with indicators on human resources management, work division structures and organization of activities and others that facilitate their implications in the strategic decision making of the business.
7. Incorporate management and project management tools to promote proper management of resources, schedule and ICT tools available in the field of projects.

Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning

Competencies:

1. Offer knowledge on orderly urban growth and the physical modification of the city through all its manifestations, based on the methodology of urban-architectural projects from a comprehensive perspective of project design, administration and management, with the purpose of training professionals with a high social and ethical commitment and a global vision of what it means to intervene in a city.
2. Teach in new or unfamiliar settings within broad contexts related to their area of study so that students can apply the knowledge acquired, make judgments, make decisions and use specific methodologies for solving urban and architectural problems that allow redesigning the physical spaces occupied by human beings in today's life.
3. To provide the tools of scientific research that will enable the student to produce creative work in an ethical manner, demonstrating mastery of the material.

Outcomes:

At the end of the program, students will be capable of:

1. Define basic concepts in the field of architecture and urban planning projects.
2. Design a preliminary project considering its basic aspects, from defining the problem to presenting the solution proposal, recognizing the necessary elements to define and specify the proposal for future management and realization.
3. Recognize and analyze the fundamental aspects of a project to strategically define its objectives, the service to be provided, the way to provide it, the required ergonomics and the functional aspects of the project.
4. Analyze the key aspects of project management in its different life cycles: stakeholder recognition, user requirements, team management and the basic issues that define its feasibility and viability.

5. Identify the elements that provide quality, safety and reliability to the project, as well as those that represent important risks, likewise analyzing the possible impact that this could cause within its environment, sustainable development models, and existing eco-designs.
6. Incorporate management and project management tools to promote proper management of resources, schedule and ICT tools available in the field of urban-architectural projects.

Master in Project Design, Administration, and Management with a Specialty in Innovation and Product

Competencies:

1. Provide knowledge to professionals in areas of innovative product design, i.e. any tangible or non-tangible element resulting from a project, with a strong presence of “design” in its development phases.
2. Teach in new or unfamiliar settings within broad contexts related to their area of study so that the student can apply the knowledge acquired, make judgments, decisions, and solve problems, in all phases of innovative product design, from development to subsequent analysis.
3. Provide the scientific research tools that allow the student to conduct research or produce creative work in an ethical manner; demonstrating mastery of the material and validating the formation of professionals with high social and ethical commitment and with an open vision to incorporate new development processes (design) of innovative projects.

Outcomes:

At the end of the program, students will be capable of:

1. Define basic concepts in the field of innovation and product projects.
2. Design a preliminary project considering its basic aspects of an innovative project, from defining the problem to presenting the solution proposal, recognizing the necessary elements to define and specify the proposal for future management and realization.
3. Recognize and analyze the fundamental aspects of a project that offers an innovative service or product and strategically define the service to be provided, the required ergonomics and the functional aspects of the project.
4. Analyze the key aspects of managing a project with innovative contributions: stakeholder recognition, user requirements, managing teams and the basic issues that define its feasibility and viability, considering those aspects related to patenting and intellectual property rights.
5. Identify the elements that provide quality, safety and reliability to the project, as well as those that represent important risks, analyzing also the possible impact that this could cause in its environment, considering product design and manufacturing processes.
6. Incorporate basic project management and direction tools to favor a correct management of the resources, the calendar and the ICT tools available in the field of innovation and product projects.

Environment and Sustainability Department

Master in Environmental Management and Audits

Competencies:

1. Provide university graduates with environmental training in environmental management and audits to improve their competencies in the professional fields in which they work, or to channel their career expectations.
2. Provide advanced specialized and multidisciplinary education in new or unfamiliar settings within broad contexts so that the student can apply the knowledge acquired, formulate judgments, make decisions and solve problems, allowing the student to work in the field of consulting and research and forming multidisciplinary environmental professionals who contribute to the growth of new companies or, where appropriate, who wish to update and improve their understanding of the new business opportunities represented by the environmental variable.
3. Provide the tools for scientific research and facilitate the necessary integration of the environmental variable in the cultural and technological policy of the organization so that the student can conduct research or produce creative work, demonstrating mastery of the material and in an ethical manner.

Outcomes:

Upon completion of this program, the student will be able to:

1. Define the concept of sustainable development within the political, social, economic, and environmental context of a country during its transition to a low-carbon economy, and evaluate the potential difficulties of applying the term into public policies.
2. Explain the relationships established between environmental conditions and the characteristics of species and interpret the mechanisms of exchange of matter and energy that occur in aquatic and terrestrial ecosystems that affect the population strategies of organisms, and how these can be affected by the effect of anthropic contamination.
3. Develop and evaluate global and local strategies in the integrated management of natural resources, water, waste, atmosphere, noise and soil, in the context of environmental education and law.
4. Develop a comprehensive model that brings together a series of variables (social, environmental, economic, among others) and define the necessary tools for its application in impact studies and life cycle analysis, as well as its instrumentalization in different ISO 14001, ISO 19011 and ISO 14067 standards.
5. Interpret the direct and indirect methods of monetary valuation of the environment and their relationship with the internalization of externalities.
6. Contrast the technologies currently applied for the production of heat and electricity from renewable energy sources (solar, wind, hydro, among others) and evaluate how the variability of designs is influenced by climatic and other parameters.
7. Identify the variables (social, economic and environmental, among others) of a climate assessment and relate them to government adaptation policies and existing mitigation technologies and models instrumented in application indicators within different sectors.

Department of Health Sciences

Master in Physical Activity: Sports Training and Management

Competencies:

1. Offer instruction in physical activity, sports design and planning, and the management of sports centers, for professionals with a diploma and/or degree in physical education, teachers, health and sports science professionals, and all those who wish to enrich their professional careers with topics related to sports management.
2. Teach in new or unfamiliar settings within broad contexts with sufficient knowledge and resources that the learner can use to make judgments, decisions, and solve problems.
3. Provide the tools of scientific research that will enable the student to conduct research or produce creative work, demonstrating mastery of the material and in an ethical manner.

Outcomes:

Upon completion of this program, the student will be able to:

1. Seek to obtain and process information applied to scientific methodology and procedures to communicate and transform it into knowledge, applying it to the solution of conflicts related to the framework of sports and sports management.
2. Analyze the main adaptations of the human body and apply the principles of biomechanics, physiology, psychology and social to the different fields of sport and nutrition, identifying inadequate practices that are a risk to health, to prevent and correct them at different levels of action, age and population groups.
3. Identify the individual characteristics of the athlete that influence and determine their sports actions for the planning, programming, implementation, monitoring, quantification and evaluation of the training process and competitions in their different levels of action, periods of competition, age and population.
4. Analyze and resolve conflicts related to sports actions, as well as make informal decisions on the solution of individual professional tasks in collaboration with others.
5. Plan and implement strategies, and appropriately develop and evaluate the professional tasks related to the field of sports training and management, adopting the ethical and legal commitments and the conceptual framework and responsibilities required by the profession.
6. Use the analysis, interpret and apply information and communication technologies in the reflective knowledge of the practical solution of professional and academic tasks proposed in the sports field.
7. Identify the influence of nutrition and food as a tool to improve the performance of elite athletes.
8. Describe and explain the management of infrastructure and technical areas of a sports organization and the processes to improve them, identifying opportunities for information systems.
9. Train qualified managers and personnel with business and human relations skills to manage sports companies and institutions and to understand the sports market.
10. Acquire skills that enable continued training and learning in the field of sports.
11. Acquire and consolidate the initiative and entrepreneurial spirit to launch sports management projects.

12. Analyze and identify the different leadership styles, promoting the development of skills and attitudes to lead sports projects of collective professional development and transfer the progress experienced in the discipline to society.

Master in Naturopathic Sciences

Competencies:

1. Train professionals in the field of Naturopathy to contribute with relevance to the scientific development of the health arts and sciences, and a more productive and healthy society, able to educate and guide on the various aspects and modalities of Naturopathy, techniques, lifestyles and natural therapies that are in harmony with this practice and practice therapeutic methods.
2. Teach in new or unfamiliar naturopathic science settings and interact and participate with physicians and other health professionals in the interdisciplinary management of patient health, reflecting on their own teaching and professional development and thus apply knowledge to prescribe and recommend natural or whole foods and other natural products that do not require a medical prescription using good judgment, decision making and problem solving.
3. Provide the scientific research tools that allow the student to use the methodological processes for applied research in the field of naturopathic sciences.

Outcomes:

1. Collaborate in the search for sustainable socio-health solutions with a positive impact on the greatest number of communities and individuals.
2. Design and manage innovative health services that influence people's quality of life.
3. Review and recommend scientifically supported modalities specific to the profession.
4. Analyze, evaluate and apply different natural health therapies in different physiological and pathological situations.
5. Review, analyze and apply the necessary knowledge of the practical skills required to develop their knowledge in the evaluation and therapeutic methods characteristic of the profession in harmony with the bylaws.
6. Analyze and rethink theoretical and practical aspects through workshops, seminars, symposiums, internships, etc.
7. Analyze, evaluate and design scientific research at a higher level.

Master in Public Health

Competencies:

1. Train professionals in the field of public health, enabling them to develop reflective, critical and humanistic thinking through an academic articulation focused on the development of knowledge that generates skills and sustainable solutions to meet the needs of professionals in the field of public health.
2. Teach in new or unfamiliar public health settings, applying sufficient knowledge and resources that the student can use to make judgments, decisions, and solve problems.
3. Provide the scientific research tools that allow the student to use the methodological processes for applied research in the field of public health.

Outcomes:

1. Strengthen the theoretical-methodological basis of public health, favoring logical thinking and scientific reasoning.
2. Analyze and synthesize information related to management, technical aspects and implementation of systems to improve the quality of health services.
3. Early detection of health problems and proposing solutions to improve quality of life.
4. Estimate the health needs of the population in order to respond to their actual and potential needs, taking into account their social determinants and their rights.
5. Evaluate health systems in order to be able to propose improvement strategies adapted to the needs of the population.
6. Properly analyze and interpret economic factors, social determinants, and health policies, and how they are integrated into public health interventions.
7. Design and evaluate evidence-based public health programs that promote, restore and protect the health of the population.
8. Promote the development of research oriented to professional practice based on the scientific method.

Bachelor of Science in Nutrition and Dietetics**Competencies:**

1. To prepare professionals with solid theoretical and applied knowledge, and with the necessary skills, attitudes and abilities to contribute to the improvement of the nutritional health of society in different scenarios.
2. To prepare professionals who, through the integration of the scientific principles that support the work of the dietitian nutritionist, are able to intervene in nutritional education and care at all stages of the life cycle, both in periods of health and in the absence of health.
3. To offer nutritional care to individuals and/or groups with respect to their habits, beliefs and cultures and in compliance with ethical, legal and social justice principles.
4. To develop reflective and critical thinking in order to develop, make decisions, face and solve efficiently emerging problems in the field of nutrition and dietetics.
5. To put into practice technological tools and digital competencies that favor a quality professional performance.

Outcomes:

1. Integrate the fundamentals of food science and nutrition and physiology into dietetic practice.
2. Detect dietary-nutritional problems, risk factors and inadequate dietary practices, in order to propose improvements according to the principles of healthy eating and the characteristics/needs of the individual/group.
3. Perform nutritional evaluations and diagnose through protocols based on dietary indicators; considering health status, physiology, as well as individual and collective lifestyles.
4. Develop the skills, abilities and aptitudes necessary for the application of the Nutritional Care Process, in the nutritional attention and care of healthy, at risk or sick individuals, respecting their idiosyncrasy.

5. Experience the reality of the professional practice of the dietitian nutritionist in healthy and sick individuals.
6. Participate in the management, organization and development of food services, guaranteeing the needs of diners and the nutritional and sanitary quality, and taking care of human, material and economic resources.
7. Advise on the development, commercialization, labeling, communication and marketing of food products to guarantee their nutritional and sanitary quality and in accordance with social needs, scientific knowledge and current legislation of the country.
8. Apply the scientific knowledge of nutrition and feeding to the development, organization and evaluation of programs leading to the promotion of an optimal quality of life and adjusted to the idiosyncrasy and social characteristics of the target group.
9. Internalize the professional values and competencies of the dietitian nutritionist.
10. Develop in line with ethical and deontological principles and the regulatory norms of professional practice in each context.

Bachelor of Arts with a Concentration in Psychology

Competencies:

1. Train professionals with a scientific, ethical and humanistic basis in the field of Psychology, capable of analyzing human behavior from an integrative, reflective and critical perspective, in order to contribute to the diagnosis, evaluation and psychological intervention in diverse contexts.
2. Provide academic training that enables students to perform effectively both in-person and virtual environments, applying technological tools, digital competencies and updated psychological resources to formulate judgments, make informed decisions, and solve psychological problems.
3. Provide a solid foundation in research methodology and scientific thinking that will enable students to design, execute and communicate research projects and psychological intervention programs, fostering autonomous learning, commitment to diversity and continuous improvement in their professional development.

Outcomes:

1. Understand the theoretical, biological and methodological foundations that explain human behavior from a scientific and integrative perspective.
2. Recognize and analyze psychological development throughout the life cycle, as well as individual differences and the factors that influence human behavior.
3. Apply basic psychological assessment techniques, using appropriate tools and instruments for behavioral analysis.
4. Interpret and communicate results of psychological assessment and research, preparing technical reports with clarity and precision.
5. Participate in research processes applying the scientific method and using updated and relevant sources for the analysis of psychological problems.
6. Use technological tools for information research, data analysis and professional development in the field of psychology.
7. Show critical thinking and ethical sensitivity, valuing human diversity and the principles that govern the responsible exercise of the discipline.

8. Collaborate in multidisciplinary teams, demonstrating communication skills, commitment and orientation to common goals.
9. Act with empathy and respect in contexts of assessment, intervention and psychological support.
10. Demonstrate a positive disposition towards continuous learning, as a basis for future graduate training in Psychology or other related areas.

General Education Competencies for UNIB's Bachelor's Degree Programs

1. Written communication

Outcome: students produce clear, coherent, and well-supported writing for academic and professional audiences in cross-cultural contexts.

2. Oral and interpersonal communication

Outcome: students deliver organized presentations and adapt communication to diverse audiences and collaborative teams.

3. Quantitative reasoning

Outcome: students interpret quantitative information and choose appropriate methods to solve real-world problems in social, cultural or economic domains.

4. Scientific reasoning

Outcome: Students apply the scientific method to explain natural or human phenomena and draw conclusions based on evidence.

5. Information literacy

Outcome: Students locate, evaluate and ethically use information to support research and decision making.

6. Digital literacy (preparation for distance learning)

Outcome: Students use digital tools to create, analyze and communicate information effectively and responsibly in a professional and online learning environment.

7. Critical thinking and problem solving

Outcome: Students analyze assertions, evaluate assumptions, and propose feasible, evidence-based solutions to complex problems.

8. Civic and ethical responsibility

Outcome: Students recognize the ethical dimensions of issues and articulate reasoned positions that promote the public good and professional integrity.

9. Intercultural competence

Outcome: Students demonstrate awareness of cultural perspectives and appropriately adapt their behavior and communication in diverse and global contexts.

10. Basis for lifelong learning and autonomy

Outcome: Students apply metacognitive strategies, goal setting and self-regulation to sustain learning beyond graduation.

ADMISSION

The university adheres to the admissions philosophy and follows the process as described in the Admissions Policy below:

ADMISSION POLICY

The Universidad Internacional Iberoamericana seeks to admit and engage an international student community by creating an inclusive learning environment that respects the diverse perspectives and life experiences of a multicultural community. The concept of a diverse student community should be understood as including diversity in other aspects such as socioeconomic status, country of origin and ethnicity, in addition to place of residence in different countries.

The Universidad Internacional Iberoamericana, with a mission committed to service and embracing the diverse communities of our society, aspires internationally to contribute to social, cultural and economic development in an intercultural context under the principles of education for all and the universalization of knowledge, through a distance learning model of completely virtual and autonomous quality.

UNIB affirms that its mission thrives when graduates are prepared to contribute as skilled professionals in a multicultural and global community. As such, it is our duty to provide students with access to a diverse learning community in which they become exposed to its values, perspectives and priorities. Therefore, the University seeks to employ admissions policies and practices that encourage access to a diverse community of students.

In addition to having interest in a particular program, the candidate's professional focus and work experience are also taken into consideration for admission, since our applicants are generally professionals who already boast a work history and are seeking to broaden their knowledge and develop new skills with the prospect of growing professionally and improving their wage benefits.

The following documents are required for admission to the Universidad Internacional Iberoamericana, all of which are subject to verification and validation without violating the privacy of the applicant's information, provided that there is no adulteration of data or information. The University reserves the right to verify and validate the information.

ADMISSION REQUIREMENTS

Bachelor's Degree Programs

- Have a degree equivalent to high school, according to Puerto Rico and the United States.
- In the case of international students, this degree may correspond to upper secondary, high school, preparatory, general or technical baccalaureate education, or another officially recognized qualification granting access to higher education.
- The diploma must have been issued by an institution accredited or recognized by the competent educational authority of the country of origin.

- An official transcript of upper secondary credits or their equivalent must be submitted.
- Applicants must demonstrate proficiency in the language in which the program is delivered. If necessary, a language proficiency certificate may be required.
- If the documentation is in a language other than Spanish or English, it must be submitted together with an official certified translation.
- The university will receive admission applications throughout the year. Enrollment will be open during the calendar year (January to December), but certain programs will be consolidated to start in designated periods.
- If under 21 years of age, the candidate must present their vaccination certificate issued by the Puerto Rico Department of Health. This requirement does not apply to students residing outside of Puerto Rico.

Master's Programs

- Hold a degree equivalent to a baccalaureate according to Puerto Rico and the United States, such as: bachelor's degree, undergraduate degree, or university degree.
- Understand the language in which the program is taught. Provide certification of the degree of proficiency and command of the language if necessary. For the Master in Spanish as a Foreign Language Teacher Training and Master in English as a Foreign Language Teacher Training programs, the language proficiency test must be submitted when required.

The university will receive admission applications throughout the year. Enrollment will be open during the calendar year (January to December), but certain programs will be consolidated to start in designated periods.

Doctoral Programs

- Hold a degree equivalent to a master's degree as defined in Puerto Rico and the United States, such as a máster, masterado, magister or maestro in a foreign country.

Admission Requirements by Specific Program

PROGRAMS	ADMISSION REQUIREMENTS
Master in Teaching Spanish as a Foreign Language	- Have graduated from an accredited or recognized university in any country with a Bachelor's degree or equivalent. Language requirements: - Non-Spanish speakers must demonstrate a sufficient command of Spanish as an academic language to be admitted to the program. This proficiency is recognized for those who can prove that they have completed a university degree related to the area in the Spanish language. However, this recognition is not automatic and is granted after careful study of the documentation provided by the applicant. - If the applicant does not hold such a degree, he/she must demonstrate sufficient command of the language by presenting documents such as the "Diploma Superior de Español como Lengua Extranjera" from the Instituto Cervantes (Cervantes Institute) or other similar institutions. - If the applicant does not hold any type of certificate that accredits his/her language level or the university degree he/she holds is not the proper one, the applicant must take an entrance exam to be admitted to the program.
Master in Teaching English as a Foreign Language	- Have graduated from an accredited or recognized university in any country with a Bachelor's degree or equivalent. Academic requirements - BA Honours (4 years of University studies) in a field relating to Educational Studies, Languages or Social Sciences. Degrees in other areas will also be considered for admission on the MA program prior to completion of the entry exam. If the candidate has ample experience in the TEFL field and holds an Ordinary degree (3-year degree), he/she may be admitted onto the MA course prior to individual evaluation by the Admissions Director. Teaching experience - For all the courses in TEFL (Master, Diploma, Certificates) a minimum of one year's teaching experience in ELT at any type of institution or in private tuition, is recommended. For the Certificates, if the candidate has no previous teaching experience, he/she may be asked to do an entrance exam before being admitted onto the course.
Master in Teaching English as a Foreign Language (continued)	Linguistic requirements All candidates who are non-native speakers of English will have to provide evidence of having passed one of the following exams: Cambridge: - Cambridge FCE (First Certificate) - grade A. (Grade B or C requires the entrance exam to be taken) - Cambridge CAE (Advanced) or CPE (Proficiency) - any pass grade. TOEFL: There are 3 versions of this exam: - Paper-based test (PBT) is out of a total 677 points, a minimum of 550 points is required. - Computer-based test (CBT) is out of a total 300 points, a minimum of 230 points is required. - Internet-based test (iBT) is out of a total 120 points, a minimum of 79 is required. Michigan Test: ECEP (Examination for the Certification of Proficiency in English) - a pass. The Michigan ECCE (Examination for the Certification of Competency in English) is not accepted since the level is too low. If the candidate does not have any of the above-mentioned certificates, and if he/she is not a native English speaker, then he/she will have to sit the entrance exam. English certificates from any other language schools will generally not be accepted, but may still be submitted for evaluation by the teachers on the course. If no consensus is reached regarding the qualification, the candidate will have to sit the entrance exam. Anyway, having English as an L1 doesn't presuppose that a student has the linguistic level that this Masters demands. So, as a last resort, the company's management team of this programme can demand that the candidates pass a test that proves that they possess the required level.
Master in Naturopathic Sciences	- Have graduated from an accredited or recognized university in any country with a Bachelor's degree or equivalent. Requirements: - Understand the language in which the program is taught. If necessary, provide supporting documentation or take the corresponding proficiency test. - Students from Puerto Rico must complete 90 credits in general university studies and basic natural sciences. This should include the following subjects: general biology, general chemistry and general physics.

PROGRAMS	ADMISSION REQUIREMENTS
Bachelor of Science in Nutrition and Dietetics	• Have graduated from high school or secondary school according to the Puerto Rico and United States denominations (or equivalent, according to the student's country of origin). • Have a minimum cumulative grade point average (GPA) of 3.0 (or the equivalent grade in the grading system of the country of study). • Demonstrate completion of studies through a diploma or its equivalent.

DOCUMENTS TO SUBMIT

For bachelor's degree programs:

Studies carried out abroad:

- Application for registration.
- Legalized and apostilled photocopy of high school diploma (secondary or higher education).
- Legalized and apostilled photocopy of the official transcript of high school credits (secondary or higher education).
- Passport:
 - Residents of the United States or Puerto Rico: photocopy of valid passport, or photocopy of driver's license.
 - Residents abroad: notarized photocopy of the valid passport, page in which the data of the holder of the document is printed.

Studies conducted in the United States or Puerto Rico:

- Application for registration.
- Photocopy of high school diploma or secondary school diploma.
- Official transcript of high school or secondary school credits.
- Passport:
 - Residents of the United States or Puerto Rico: photocopy of valid passport, or photocopy of driver's license.
 - Residents abroad: notarized photocopy of the valid passport, page in which the data of the holder of the document is printed.

NOTE

Documents submitted from abroad are subject to review by the university, which may require explanations to confirm their relevance and legitimacy.

On the other hand, the candidate may apply for admission with provisional documents. The candidate's approval will be subject to the *Deanship of Student Affairs*.

For master's degree programs:

Studies carried out abroad:

- Application for registration.

- Legalized and apostilled photocopy of the degree certificate (licenciatura/bachelor's degree).
- Legalized and apostilled photocopy of the official transcript of credits of the undergraduate degree.
- Passport:
 - Residents of the United States or Puerto Rico: photocopy of valid passport or, in its place, photocopy of driver's license.
 - Residents abroad: notarized photocopy of the valid passport, page in which the data of the holder of the document is printed.

Studies conducted in the United States or Puerto Rico:

- Registration Application
- Photocopy of high school diploma
- Official transcript of credits of the bachelor's degree
- Passport:
 - Residents of the United States or Puerto Rico: photocopy of valid passport or, in its place, photocopy of driver's license.
 - Residents abroad: notarized photocopy of the valid passport, page in which the data of the holder of the document is printed.

For Doctoral studies:

Studies carried out abroad:

- Application for registration.
- Legalized and apostilled photocopy of the degree certificate (licenciatura/bachelor's degree).
- Legalized and apostilled photocopy of the official transcript of credits of the undergraduate degree.
- Legalized and apostilled photocopy of the master's degree.
- Legalized and apostilled photocopy of the official transcript of credits of the master's degree.
- Passport:
 - Residents of the United States or Puerto Rico: photocopy of valid passport, or photocopy of driver's license.
 - Residents abroad: notarized photocopy of the valid passport, page in which the data of the holder of the document is printed.

Studies conducted in Puerto Rico or the United States:

- Application for registration.
- Photocopy of bachelor's degree diploma
- Official transcript of high school diploma credits.
- Photocopy of the Master's degree.

- Official Master's Degree Transcript of Credits.
- Passport:
 - Residents of the United States or Puerto Rico: photocopy of valid passport, or photocopy of driver's license.
 - Residents abroad: notarized photocopy of the valid passport, page in which the data of the holder of the document is printed.

NOTE

Documents submitted from abroad are subject to review by the university, which may require explanations to confirm their relevance and legitimacy.

On the other hand, the candidate may apply for admission with provisional documents. The candidate's approval will be subject to the *Deanship of Student Affairs*.

ADMISSION PROCESS

Diffusion

In response to the advertising efforts by the university through various media on the Internet, as well as orientations in various activities such as educational fairs, conventions, lectures, among others, the interested party sends an information request through the university's website.

Information Request

Upon receiving a request for information, candidates are automatically provided via email with all the necessary information for them to make a decision. This includes mode of study, program sequence of interest, admission requirements and documents, program costs and financial aid. Individualized orientations are offered to candidates who contact or visit the university facilities directly.

Admission

Once the applicant has received complete and clear information and chooses the university as the institution to complete their undergraduate or graduate studies, the admissions process begins.

The admission process begins with the Admission Application, ensuring that the applicant meets the requirements established by the university according to the academic program.

Process Review

The admission process may be updated or revised. The Dean of Student Affairs may request the inclusion of new requirements or the removal of existing ones.

DESCRIPTION OF EQUIPMENT REQUIRED FOR DISTANCE LEARNING COURSES

For distance programs, it is necessary for the student to have a computer with the following software, hardware and infrastructure for the current virtual campus configuration of the university:

Equipment

- Mid-range or higher computer. As of the date of this writing, Intel Core I3 or similar.
- Monitor.
- Webcam and audio system. The Program requires videoconferences and supervised examinations using these devices.

Infrastructure

- Continuous Internet connection for at least 2 hours a day.

Software

The following are the programs to be installed (includes the recommended configuration):

- Operating system (in its most current versions):
 - Mac OS X
 - GNU/Linux - Ubuntu or Linux Mint distribution
- Web browser (in its most current versions)
 - Mozilla Firefox
 - Google Chrome
 - Microsoft Edge
 - Safari

Notes:

- * It is recommended to always have the most current version of these browsers.
- * All browsers must have JavaScript™ enabled.
- * To use Chats and Whiteboard, Java™ must be enabled.
- * To use *ticket-based* authentication you must allow access, read or work with *cookies*.
- * All the technical characteristics provided may vary to improve the quality of the services provided to the student. Any changes will be reported and will not affect current students.
- * These specifications do not preclude the student from accessing a program nor are they a requirement since the computer services offered by the University are accessible by many computers available at public or hourly computer rental sites. However, these are the characteristics that enable efficient performance and an optimal use of the pedagogical resources available in the virtual campuses. It is recommended to always have access to a computer.

ACCEPTANCE AND TRANSFER OF CREDITS

The university carries out the recognition process of previous studies following the guidelines and criteria of the *Credit Transfer Policy* below:

CREDIT TRANSFER POLICY

The university evaluates the recognition of content only between studies at the same graduate level. Validation takes place when the content of a subject is completely equivalent to the content of a subject in the curriculum of UNIB's programs. Legalized or original documentation is required for the evaluation to be carried out.

COURSE VALIDATION POLICY BY TRANSFER

- A transfer student is a student who has passed courses with a grade of A or B in an official institution in Puerto Rico or abroad.
- Students applying for transfer must meet all admission requirements.
- It is the student's responsibility to present the university catalog listing the studied subjects.
- Courses that were taken more than ten years ago will not be validated.
- The courses must have the same or more credits with a description equivalent to the UNIB course description. Those courses whose number of credits is less than the number of credits at UNiB will be carefully evaluated by the academic dean considering the particular academic circumstances of the student submitting the application.
- Courses with a grade of Satisfactory (S) or Pass (P) or its equivalent will not be validated.
- Courses will not be validated from work experience.
- If the student has taken courses at more than one academic institution, each transcript will be evaluated independently.
- Up to 50% of the master's or doctoral credits taken at another institution may be validated.
- Only courses at the same academic level will be validated.
- Credits that are validated are permanently included in the student's transcript, but are not used to calculate the student's grade point average.
- The university reserves the right to validate courses under conditions it deems exceptional.

STATEMENT OF ACCEPTANCE OF TRANSFER OF RECEIVABLES

The institution receiving the transfer of credits must determine the acceptance of the credits.

FINANCIAL INFORMATION

COST AND COST POLICIES

COSTS	
Description (The university understands by costs the set of costs associated with the student's enrollment and progress in academic life, the payment of which grants the student rights and obligations).	Total Program Cost
Bachelor's degree program costs:	From: \$25,00.00
Master's degree program costs:	From: \$10,500.00
Doctoral program costs	From: \$18,800.00
Institutional scholarship	<i>Aimed at all candidates, to facilitate access to academic education. View Scholarship Policy in the Institutional Catalog</i>
Admission and tuition fee (payable at the time of applying for admission)**	\$500.00
Diploma and transcript of credits (the cost includes legalization with a Hague Apostille for both documents, as well as administrative fees).	\$950.00
* Other administrative service charges apply ** Non-refundable charges. *** The price of the programs includes the didactic material	

In relation to costs:

- The quoted costs in the table are the same for any student resident or non-resident in Puerto Rico. However, the final price of the program varies according to the awarded amount for the scholarship, as applicable.
- The university reserves the right to make changes to all costs involving the tuition. These costs will be informed to applicants and students through their preferred means and will not affect students who have already begun their studies nor interrupted them.
- A student who requests or is affected by an interruption of their studies for any reason, including non-payment, (partial withdrawal), but not limited to this, will not be able to continue using the Virtual Campus or the virtual pedagogical resources, or any infrastructure of the university for the duration of their partial withdrawal.
- Other charges for specific or special concepts will be informed 30 days in advance.
- The cost of textbooks is included in the total cost of the program.
- Collections will always be made in advance, or on the same day of the beginning of a process, or as indicated on the date stipulated in the Payment Plan.
- Since the cost is for the entire program and not per credit, there is no discount for validated subjects.

CANCELLATION POLICY

A student may cancel their enrollment after requesting a total withdrawal from the program. To do so, the student must communicate their decision by means of a letter that can be sent by email or postal mail to the Student Affairs office.

REFUND POLICY

In reference to reimbursement requests, the Universidad Internacional Iberoamericana (UNIB) will proceed as follows:

Payment made in cash (single payment for the total amount of the program)

- 100% of the program cost (excluding tuition fees) when requesting full withdrawal before the program begins, according to the start date stipulated by the university.
- 75% of the cost of the program (not including tuition fee) when requesting full withdrawal within the first eight calendar days after starting the program, according to the start date stipulated by the university.
- 50% of the program (not including tuition fee) when requesting full withdrawal between nine and twenty calendar days after the start of the program, according to the start date stipulated by the university.

There will be no refund after twenty-one (21) calendar days in accordance with the start date stipulated by the university

Program payments in monthly installments:

No refund is applicable if the student chose to pay for the program in monthly installments.

These policies may be reviewed, adapted, expanded, and modified each year according to the decision of the Dean of Administration and Finance and/or the Rector's Office.

FINANCIAL ASSISTANCE

SCHOLARSHIP POLICY

Purpose

In addition to affordable tuition fees, UNIB offers a scholarship program, open to all applicants, to facilitate admission to bachelor's, master's, or doctoral education.

Eligibility

After evaluating the documentation provided by the applicant, the scholarship is awarded by the admissions area based on a combination of demonstrated financial need and the availability of

institutional funds. Scholarships are also available for students with documented special circumstances.

The UNIB scholarship is a financial benefit granted by the university that does not require the student to pay back any of the aid they receive in the future.

Request

The interested party must provide the following documentation:

- Application Form
- Employment certification detailing the company or firm the applicant works for, the role they perform and the estimated monthly income or salary.
- Applicants without an employment contract must provide a sworn and legalized sworn statement of monthly income and expenses.
- Copy of the diploma corresponding to the most recent degree earned, according to the level being pursued:
 - For bachelor's programmes: high school diploma or its equivalent, such as upper secondary, secondary, preparatory, general, or technical baccalaureate, officially recognized for admission to university studies.
 - For master's programs: bachelor's degree or an equivalent university qualification (licenciatura, grado, professional degree, or undergraduate degree).
 - For doctoral programs: master's degree or its equivalent (máster, masterado, magíster, or maestro, depending on the terminology used in the country of origin).
- Cover letter stating your personal and professional circumstances.

Only the applicant's individual circumstances are taken into account when awarding the scholarship, not those of the applicant's family, parents, spouses or children.

Scholarship Costs

UNIB Scholarships are awarded by the Deanship of Administration and Finance under a criterion based on annual per capita income and the cost of living in each country.

NOTE

All students must pay the tuition and program fees after the scholarship. As well as subsequent costs for extended study time and graduation fees.

ON ACADEMIC LIFE

Academic life spans from the official date of enrollment in the university to the date upon completion of studies and fulfillment of the requirements for graduation.

When starting academic life:

- The student will provide all the required documentation and sign the necessary documents to complete the enrollment.
- A student is admitted into the program after they meet the admission requirements.
- The student takes the subjects according to the study program. They will have access to the Campus and will receive printed study materials as they progress through the program.
- Through the virtual environment (virtual campus) the student has access to information about the program of studies and the corresponding calendar.
- The student is at all times considered an active student, except when events occur that lead to “withdrawn” or “terminated” status.
- In the event that the curriculum is modified, the university agrees to maintain in force the curriculum established at the time of enrollment, up to two years later calculated with respect to the start date of the program.
- All students entering the program for the first time must successfully complete the required participatory activities for distance studies.
- Every student will have information about the professors involved in the program of studies they are taking.

COMPLETION OF STUDIES

COMPLETION AND GRADUATION POLICY

All students must comply with the degree requirements and the academic, financial and administrative demands of the university:

Academic:

- Pass all subjects of the program's syllabus.
- Successfully complete the bachelor's final project, fulfilling all associated requirements, and pass all courses in the study programme until reaching the minimum number of required credits. For the master's degree, successfully complete the final project, including all tasks involved in its development and the oral defense. In the case of doctorate, passing all the subjects, the research phases, the written thesis and the dissertation with favorable reports by the panel.
- Having no accusations of copying, usurpation or plagiarism in the final project for the bachelor's or master's degrees, or the doctoral thesis, nor reasonable doubt about the mechanisms followed for the approval of the subjects, Final Project, Thesis and Dissertation.
- The transcript must be in finalized status.

Financial:

- Be in good standing with the payment of fees or value of the program.

- Have no financial debts with the university.
- Have paid the university fees.

Administrative:

- Comply with the conditions of substance (concerning the elements that represent the content) and form (of presentation) of the academic documents that evidence the required previous studies, as well as the personal identity documents.

FACULTY AVAILABILITY

Although faculty members are available through the Virtual Campus 24 hours a day, 7 days a week, there are times of the year when they go on academic recess. The professor will notify the students about this recess or vacation period through the Virtual Campus and email.

ONLINE COMMUNICATION PLATFORMS

The PANAL is the communication channel between the student and UNIB. It contains the following tools:

Profile: refers to the student's personal and contact information. It is the student's responsibility to keep their information up-to-date which can be managed independently through the "Edit profile" button.

- **Admissions Department.** Inquiries/requests should be submitted here regarding:
 - Information request about new programs, lectures or conferences.
- **Deanship of Student Affairs.** Inquiries/requests should be submitted here regarding:
 - Processing certificates and degrees.
 - Request for a leave of absence (postponement of studies) and reinstatements.
 - Request for extensions of academic time.
 - Incidents in the shipment of printed material (volumes).
- **Technical Support Department.** Inquiries/requests should be submitted here regarding:
 - Error when accessing the virtual environment.
 - Suggestions regarding the campus and PANAL.
- **Deanship of Administration and Finance.** Inquiries/requests should be submitted here regarding:
 - Changes or modifications in financial information (Credit or debit card details, bank account numbers).
 - Request for invoices/receipts.

LIBRARY SERVICE

ABOUT THE LIBRARY

Location / Access / Population

UNIB Virtual Campus. Internet access is for the exclusive use of the Academic Community and is designed to offer 24/7 service.

The Library has a professional staff with great pedagogical experience, knowledge, skills and abilities in information management and technology to train its students and professors with curricular and scientific support. They also possess technological, social, linguistic (English and Spanish) and multidisciplinary skills.

UNIB LIBRARY PHILOSOPHY

Our Library's philosophy is to support, promote and contribute through its information and knowledge services to the "Open Access" movement. For this reason, we combine and make use of the infinite number of existing projects on the web, available in full text with no restrictions and free dissemination. To reach its maximum expression of development, we believe that scientific knowledge must be disseminated through traditional and non-traditional tools and formats that enable universal accessibility, free of charge and for the benefit of humanity.

Likewise, to expand its information search and management services, UNiB has subscribed to the full-text bibliographic information databases, electronic books and discovery service of the *EBSCO Information Services*.

The Virtual Library of the Universidad Internacional Iberoamericana is an academic website whose function will be to become the best virtual space for information services and academic research that promotes international academic teaching and learning, contributing to the achievement of the institutional and academic objectives of our university through:

1. To offer excellence and quality in all Library services.
2. To arrange, maintain and develop current and relevant electronic collections for the academic programs.
3. To create a community of teaching, learning, research and academic and scientific innovation.
4. To offer, by means of Internet and various electronic media, information services of excellence to the academic community it serves, without limitations on time or space.
5. To facilitate access to updated, scientific, multisectoral, and fee-based sources of information to meet the needs of our students and support teaching.
6. Preserve, organize and transmit knowledge for future generations.
7. To train its users in the skills of searching, handling and effective use of information.

OBJECTIVES

General Objective

- To develop an articulated digital bibliographic service model that can be applied and used in various programs of study related to the Virtual Campus for online teaching.

Specific objectives.

- Develop a tutorial module to manage and use the entire bibliographic service.
- Design an online library with the current means of virtual support and a real prospect of its potential as a support for learning and part of the learning itself.
- Analyze the digital development of the basic bibliography of each subject and provide digital equivalents.
- Locate free “generic” sources of information that can replace paid firms.
- Classify useful and evaluated information on sites where they can access for digital acquisition of books and magazines.
- Establish agreements with on-site and virtual libraries.
- Create a library catalog and document collection that provides autonomous access based on an articulated structuring of the information.

LIBRARIAN

- This person is responsible for monitoring the information management of the Virtual Library.
- It works with information, which is the vital resource, raw material that is the support resource in the management of students' knowledge.
- Availability through the Virtual Campus 24-7.
- It is adapted to new technologies to meet the requirements of modern society.

BASIC LIBRARY AREAS AND SERVICES

Ask the librarian

This area offers the services known as virtual reference where you interact synchronously or asynchronously with the librarian for consultations. Web forms, FAQ area, e-mail, chat or videoconference are used for this purpose when necessary and by mutual agreement.

The electronic catalog

The virtual library is an electronic platform that tries to reproduce and improve the behavior of a Center for Geographic Studies, with all the relevant services of administration, classrooms, meeting places, offices and the library itself. This is not intended to replace a face-to-face teaching-learning system with a completely online system, but there can be different phases and models, from

completely face-to-face, passing through mixed systems where each component (face-to-face/online) has a different specific weight, to completely online offerings.

The aim is to reproduce all the interactions necessary to achieve a successful teaching-learning process in this new virtual campus environment. This provides an unbeatable opportunity to not limit learning to simply mimic the objectives and results of face-to-face teaching and learning, but to opt for achieving more efficient goals and fruitful educational innovations.

The university, through its distance services by means of a Virtual Campus, will facilitate access to an “online” Library and will provide free access to its documentary collection for any student.

Performance of the IT support is directly related to the number of users it serves, in this case it supports a total of 8,000 students. The “online” library has its documentary collection in various types of access classified in different sites to facilitate its availability, such as:

- Notes by subject;
- Campus news highlights;
- Supplementary material by subject; and,
- Material transversal to a program.

The type of documentation contained is:

- Commented news;
- Theses defended;
- Links to sites of interest;
- Links to documents of interest; and,
- Discussion forums.

All online material is free to use and disseminate and can be accessed and downloaded by active students.

The Virtual Campus offers an information search system which, in addition to searching for information in the sites and documents referred to, searches the entire Virtual Campus, including forums, chats and messages.

Subject literature

Area where different types of literature pertinent to each program and selected by the faculty or librarian are collected and stored.

Scientific journals

Collection of links or services (open access or paid) of multidisciplinary or thematic professional journals.

Search engines and library portals

Area where links to Internet search services and web portals of recognized libraries are located.

Theses and dissertations

Collection of links and services in which theses, dissertations and multidisciplinary or thematic research papers are stored.

Electronic consultation

Collection of documents, Internet links, electronic books and general or thematic audiovisual materials for reference use by the community.

User training

Services organized to train our users in the use of database services, search for scientific journals, documents, theses, style manuals, among other resources as support tools for research. In addition to training in information management skills (search, selection, analysis, organization of information). Various forms of training are used (information sheets, presentations or audiovisual resources).

EBSCO Databases

Description of resources offered:

- **Academic Search Complete**

Academic Search Complete is the most comprehensive and useful multidisciplinary full-text database of its kind. It includes more than 9,100 full-text journal titles and about 7,900 refereed publications and also provides indexes and abstracts for more than 13,690 periodicals and miscellaneous publications, including monographs, reports and conferences. The database features PDF content dating back to 1887. It includes information in the areas of: Basic Sciences, Engineering, Architecture and Technology, Agricultural and Marine Sciences, Education, Social Sciences, Humanities and more.

- **Business Source Complete**

Business Source Complete contains the premier collection of full text and bibliographic records of the most prestigious and widely used academic journals in the fields of economics and management.

This database includes full text for more than 3,850 journals of which 2,006 are refereed. This database also includes full text for 917 books, 2,530 market research reports and 1,446 country economic performance reports, among others.

- **Education Source**

It is a great resource for the study of education. This bibliographic and full-text database covers scientific research and information to meet the educational needs of students, professionals and policy makers. Education Source was developed from a merger between EBSCO and H.W. Wilson databases, and includes many unique sources that were not previously available. This

information source offers the world's largest and most comprehensive collection of full-text educational publications, covering a wide range of international journals, monographs, yearbooks and more. It offers bibliographic records for thousands of publications and full text for more than 1,800 journal titles, more than 550 books and monographs, and hundreds of conference reports.

- **Fuente Academia Premier**

Fuente Academia Premier (Source Premier Academy) is a multidisciplinary database with information from prestigious periodicals produced in Spanish. It is a highly relevant and pertinent academic collection that provides information in all areas of knowledge, namely, social sciences, humanities, education, computer science, engineering, linguistics, arts and literature, medical sciences, ethnic studies and law.

The more than 850 periodicals and 30 full-text books included in *Fuente Académica* are produced by the publishers of the most prestigious universities and research centers in the Spanish-speaking world and represent the results of the most important research efforts in the region. Other prestigious periodicals include: *Yearbook of International Law* (University of Navarra), *APORTES: Revista de Mexicana de Estudios Sobre la Cuenca del Pacífico* (University of Colima), *Boletín del CEMLA* (Centro de Estudios Monetarios Latinoamericanos), *Ciencia Veterinaria* (University of La Pampa), *Comunicación y Sociedad* (University of Guadalajara), *Cuadernos de Literatura* (Pontifical Javeriana University-Colombia), *Revista de Ciencias Sociales* (FLACSO), *Perspectivas en Política, Economía y Gestión* (University of Chile), *Problemas del Desarrollo: Revista Latinoamericana de Economía* (Autonomous University of Mexico), *Psyche* (Pontifical Catholic University of Chile), *Revista de Contabilidade e Financas* (Universidade São Paulo), *Revista Internacional de Seguridad Social* (Blackwell Publishing), *CEPAL Review* (United Nations Publications), among others.

- **GreenFile**

GreenFILE provides information from reliable research on all aspects of human impact on the environment. It features a collection of titles from academic, government and general interest sources on global warming, green building, pollution, sustainable agriculture, renewable energy, recycling and many more. This database provides index and abstracts for more than 384,000 records, in addition to open access full text for more than 4,700 records.

- **Library Information Science & Technology Abstracts**

(LISTA) indexes more than 560 core publications, approximately 50 priority publications and about 125 selected publications, in addition to books, research reports and papers. Subject coverage includes library science, classification, cataloging, bibliometrics, online information gathering, information management, etc. Database coverage goes back to the mid-1960s.

- **Nutrition Reference Center**

Nutrition Reference Center is the leading point-of-care tool designed specifically for nutritionists and dietitians. Students can access reliable resources for education, practice, and research to provide their patients with the highest level of care possible.

- **Patient Education Reference Center**

Patient Education Reference Center provides nutritionists and dietitians and other healthcare professionals with patient information brochures that can be customized, printed, and given to

the patient at the point of care. The brochures are easy to read, include medical illustrations and are available in several languages.

- **Consumer Health Complete**

Consumer Health Complete is the most comprehensive database of consumer/patient-oriented health content. It is designed to help users gain a comprehensive understanding of key issues across the health and wellness spectrum.

- **UNIB's Open Source Database**

UNIB has an "Open Source" database available in the Virtual Library, in the Virtual Campus. This database has been organized and managed by the institution. It is available in the Library section of the Virtual Campus.

Exclusively for students of the Bachelor's Degree in Nutritional Sciences

- **Nutrition Care Manual:**

This is a professional resource developed by the Academy of Nutrition and Dietetics (AND) that provides tools and knowledge for registered dietitians and other healthcare professionals in nutrition care. It is a comprehensive tool to effectively assess, diagnose, intervene, and monitor the nutritional needs of patients. Available at <https://www.nutritioncaremanual.org/auth.cfm>

INSTITUTIONAL STANDARDS

ACADEMIC PROGRESS STANDARD

Contains criteria and establishes guidelines for student academic achievement.

Details of the policy can be found in the *Student Handbook*.

ACADEMIC PERFORMANCE STANDARD

Provides guidelines on the set of factors associated with performance during studies, which have an impact on the results obtained, such as: attendance, interaction and participation in class, academic performance and honesty.

Details of the policy can be found in the *Student Handbook*.

ONLINE BEHAVIOR STANDARD AND DISCIPLINE

Regulates the acts and conducts of the student during their studies, determines those behaviors considered a fault against the institutional order and establishes the corresponding sanctions.

Details of the policy can be found in the *Student Handbook*.

STANDARDS OF CONDUCT

Refers to the code of conduct to be followed by the student during their academic life.

Details of the policy can be found in the *Student Handbook*.

COMPLETION AND GRADUATION POLICY

Contains the academic and administrative criteria for the completion of studies and obtaining the academic degree.

Details of the policy can be found in the *Student Handbook*.

INSTITUTIONAL POLICIES AND PROCEDURES

CONFIDENTIALITY POLICY TO PROTECT INFORMATION CONTAINED IN EDUCATION RECORDS (FERPA ACT)

The University complies with the provisions of the Buckley Amendment (*Family Educational Rights and Privacy Act of 1974, as amended*). This federal law protects the privacy of student education records and establishes the right of students to inspect and review those records. It also provides guidelines for correcting the accuracy of information through informal and formal hearings. Students have the right to file a complaint if they wish to "The Family Educational Rights and Privacy Act Office, Department of Health, Education and Welfare, 330 Independence Ave. Washington, D.C. 20201", in connection with alleged breaches of the Act by the university.

Through the Student ID, the university enables the student to have access to the information that the university handles about him or her. In case of amendment, the student will request the change through the PANAL.

PROCEDURES AND MEASURES TO LIMIT ACCESS TO STUDENT RECORDS

Student documentation is stored in a computer system, and is also archived and physically kept in special rooms by the Deanship of Student Affairs. The Dean has the access key to these facilities, which are accessible with a digital lock and electronic key. The password will be changed every six (6) months by the Deanship of Administration and Finance.

The physical space of the computer facilities and physical documentation is fireproof and at a safe temperature to preserve the physical and digital documentation.

PROTECTION AND CONFIDENTIALITY OF CREDIT TRANSCRIPTS

The Registrar's Office is responsible for the custody and maintenance of all student transcripts or official credit transcripts, as well as for sending them and certifying that the student has complied with graduation requirements.

The data related to the student's academic record, such as enrollment data, subjects passed, withdrawals, credit transcripts, are kept in the database from the moment the student is admitted to the Institution until the awarding of the degree obtained.

The Registrar's Office records all academic elements of students, such as enrollment, approved courses, withdrawals, academic program, credit transcripts and academic progress, among others. The Registrar's Office digitizes each transcript in order to preserve all student information.

PROCEDURES AND MEASURES TO PROTECT ACADEMIC RECORDS AGAINST FIRE, FLOOD AND OTHER CATASTROPHES

Academic and digital backup records are safeguarded in anti-flooding, anti-fire and anti-shock cabinets.

POLICY ON UNAUTHORIZED ACCESS TO SERVERS

The university's servers are considered an asset repository. Their security is therefore complete including access control to the premises where they are located, hardware and software manipulation, and monitoring of the activities of the personnel assigned to their management, operation and/or maintenance tasks.

The university's servers are located in restricted access sites and only the Technology Director is allowed to access them. This address has the access key to these facilities, which are accessible with a digital lock and electronic key. The password will be changed every six (6) months by the Dean of Administration and Finance.

Unauthorized access by a student to the servers is considered a serious infraction and may lead to expulsion and/or a lawsuit by the university against the student, depending on the student's actions.

If a person outside the university gains unauthorized access, the university may sue.

Any member of the university community, employee, client or user, who without authorization accesses, uses, destroys, destroys, alters, dismantles or deconfigures the information technologies of the university, its properties or third parties, threatens access and information and attempts against the security to create intellectual products, causing damage to the institutional order. Such conduct will be punishable by disciplinary action in accordance with university regulations, as well as other appropriate legal actions.

The university considers unacceptable, unethical and cause for disciplinary action including non-reassignment, expulsion, dismissal or any other legal action, any activity that violates the copyrights or patent protection and authorizations, as well as registered agreements and other contracts of the university or third parties. The institution will sanction any person who interferes with the intended use of information resources, attempts to obtain or obtains unauthorized access to these resources, or who without authorization attempts to, destroys, alters, dismantles, deconfigures, impedes the right to access, or otherwise interferes with the integrity of computerized information or information resources.

Reading this institutional policy is mandatory for users of the information system at the time of being granted access to it. Implementation of this policy will be the responsibility of each academic department or administrative directorate in coordination with the Dean of Administration and Finance.

USE AND DISCLOSURE OF SOCIAL SECURITY NUMBER

UNIB fully complies with the laws that protect the privacy of social security numbers. Any employee who discloses the social security number of other employees, students or any other person who has a contractual relationship with the Institution will be immediately terminated and legal action may be taken against the employee. UNIB complies with Law No. 186 of September 1, 2006, which prohibits the use of the Social Security number as routine identification in public and private educational institutions from elementary to postgraduate level under penalty of administrative fines by the Board of Postsecondary Institutions (JIP).

In compliance with Law No. 111 of September 7, 2005, “Citizen Information on the Security of Information Banks Act”, in case there is a security breach or unauthorized access to documents containing the social security number, the affected person will be immediately notified by mail, email or public service to obtain more information. The Department of Consumer Affairs (DACO) will also be notified within 10 days.

In accordance with Law No. 207 of September 27, 2006, an act to prohibit all employers of private companies and public corporations from using the Social Security Number of employees as a means of identification, UNIB does not use the Social Security Number for the identification of its employees or for its students.

PLAN TO FACILITATE ACCESS TO INSTITUTIONAL FACILITIES AND ACTIVITIES FOR STUDENTS WITH DISABILITIES (ADA ACT)

Although the university will offer all its courses in the non-classroom modality, the physical facilities have the minimum requirements necessary to facilitate access to students with physical disabilities. In addition, deaf students will be able to use translator services through www.globalvrs.com, from *American Sign Language*, where they can receive services in Spanish or English. This complies with the rules of the *American Disability Act* of July 26, 1990, as amended with changes and put into effect on January 1, 2009.

Students with special needs may contact the Dean of Student Affairs, who will refer the case to the Professional Counselor as appropriate.

RIGHTS OF MILITARY STUDENTS

UNIB complies with Law. No. 109 of April 11, 2003, which regulates the contractual relations between military students of post-secondary education in the Commonwealth of Puerto Rico and institutions of higher education. We recognize and respect the fundamental civil rights recognized in this law.

Any student who has been activated by the Armed Forces of the United States or by the Puerto Rico National Guard must notify and present evidence to UNIB of such activation and will immediately be

granted an extension until the student reports that such activation has been completed. UNIB will notify the professors of those classes the student is currently active in, and will remain inactive until their return. To the extent possible, UNIB will try to have the same professor offer the course to the student, but if this is not the case, the necessary measures will be taken so that the student is affected as little as possible.

DISTANCE EDUCATION POLICY

The purpose of this policy is to establish the framework for distance education at the Universidad Internacional Iberoamericana in compliance with the regulations of the Board of Postsecondary Institutions (JIP). By offering all of its programs at a distance, UNIB adapts to the current times while dismantling borders and expanding educational opportunities for professionals through internationalization, diversity and interculturality.

The Distance Education Policy includes a set of aspects that define UNIB's educational model. It also specifies the overall mechanisms for student identity control during the program and the specific mechanisms for taking exams/tests (PROCTOR System).

Details of the policy are presented in the *Student Handbook*.

INSTITUTION CREDIT-HOUR POLICY

- The hours/credit policy establishes the distribution of time dedicated to study according to the number of credits for a subject.
- The number of credits attributed to each course is directly related to the estimated time that the student must dedicate to it in order to develop the competencies, acquire the knowledge and achieve the learning outcomes defined for this course, through the completion of the learning activities planned for this purpose.
- Based on the standard that establishes that 1 credit is equivalent to 45 hours of study in the subject, of which 15 hours correspond to contact hours (hours of directed and supervised activities) and 30 hours to independent hours (hours of autonomous work by the student), the distribution of work time is defined according to the type of activities included for both types (contact hours and independent hours).

Details of the policy are presented in the *Faculty Handbook*.

ACADEMIC GRADING POLICY

The academic grading policy establishes the grading scale used in the institution, and the criteria applied for the equivalences from other grading systems. It specifies the types of evaluation tests and the manners in which the institution ensures that grades are awarded in a fair and consistent manner. It also describes the procedures for appealing or challenging a grade.

Details of the policy are presented in the *Student Handbook*.

BULLYING AND CYBERBULLYING POLICY

In compliance with Law 85 of August 7, 2017, as amended, Law against Harassment and Intimidation or “bullying”, also known as Alexander Santiago Martinez Law, or “cyberbullying”, UNIB establishes the following methods of prevention and action against this practice. The Universidad Internacional Iberoamericana supports the emerging legislation to safeguard the academic environment as one free of emotional and physical violence.

The Constitution of Puerto Rico establishes that “every person has the right to an education that is conducive to the full development of his or her personality and to the strengthening of respect for human rights and fundamental freedoms.

UNiB will not allow any student to be exposed to situations that cause emotional distress and worry. Threats, sexual connotations, pejorative labels written in the different electronic media of false information will not be tolerated.

If a student believes they are being harassed, they have the right to file a complaint with the Counselor. The counselor will provide immediate intervention action to the affected student and will orient the student to the due process of filing a complaint against the student aggressor.

POLICIES FOR MAINTAINING ACADEMIC OFFERINGS AND COMMITMENT TO CONTINUITY OF STUDIES IN THE EVENT OF INSTITUTIONAL CLOSURE (TEACH-OUT)

POLICY FOR MAINTAINING THE ACADEMIC OFFER

The university certifies that all programs offered have been the result of studies of social needs and scientific-professional demand, for which reason the offer of studies is pertinent and adequate and will be maintained as long as those needs and/or demand exist, which are expected to be no less than five years in order to reach a mass of graduates who can apply their knowledge.

The university assures all its students of the following:

- provide a solution to each incident as far as possible;
- update the contents every two years or whenever necessary;
- update (if necessary) the sequence of the study program on an annual basis.
- update (if necessary) the studies program,;
- update methodologies on a discretionary basis based on student success levels.

Changes will not affect active students at the time changes are enacted, and will be regulated in the rules of their academic life by maintaining their program of studies for two years.

COMMITMENT OF CONTINUITY OF STUDIES IN CASE OF INSTITUTIONAL CLOSURE

In the event that the university ceases its activities, the university undertakes to bring all active students to the end of their studies under the terms of their contract (Enrollment Agreement).

The university:

- Set up a student service office for a period of one year to attend any request.
- Maintain a list of active students by program to contain the following information: name, ID (passport or driver's license number), login, estimated date of completion, student's academic and financial status.
- Continue to offer the programs through the Virtual Campus until the student completes their studies, at no additional cost.
- Apply the cancellation and refund rules contained in the Enrollment Agreement in the event that the student decides not to continue their studies.
- Following the rules established in Article 48, Regulation for the Licensing of Institutions of Higher Education in Puerto Rico of October 9, 2012, of the Board of Postsecondary Institutions (JIP):
 - Request the JIP to assume custody of the academic records of active students and graduates by delivering a digitalized copy of the same from the beginning of its operations.
 - Notify active students, alumni and the JIP of these measures through electronic and physical means.

FACULTY

REGISTRY OF DEPARTMENT DIRECTORS

Academic Department	Academic	Grades Academics	Institution	Programs of Associated Studies
Environment and Sustainability Department	Dr. Eduardo García	Doctorate in Project Engineering: Environment, Quality, Safety and Communication	Polytechnic University of Catalonia, Spain (2011)	• Master in Environmental Management and Audits (MAMGA).
		Master's Degree in Environmental Engineering and Technology	Polytechnic University of Catalonia, Spain (2006)	
		Higher Technical Industrial Engineering specializing in Energy Techniques	School of Industrial Engineering. Polytechnic University of Catalonia, Spain (1996)	
Innovation, Business, and New Technologies Department	Dr. Manuel Masías Vergara	Doctorate in Project Engineering	Universidad Internacional Iberoamericana, Mexico (2018)	• Master in Strategic Management with a Specialty in Management (MDE). • Master in Strategic Management with a Specialty in Telecommunications (MDETEL). • Master in Strategic Management with Specialty in Information Technology (MDETI)
		Master's Degree in Strategic Management in Information Technologies.	University of León, Spain (2009)	
		Industrial and Systems Engineering	University of Piura, Peru (2001)	
Department of Language, Education and Communication Sciences	Dr. Silvia Pueyo	Doctorate in Educational Sciences	University of Barcelona, Spain (2016)	• Doctorate in Education with a Specialty in Research (DODE) • Master in Teaching Spanish as a Foreign Language (FPMELE). • Master in Teaching English as a Foreign Language (FPMTEFL). • Master in Education with a Specialty in Higher Education (FPMME) • Master in Education with a Specialty in the Organization and Management of Education Institutions (FPCOCE) • Master in Education with a Specialty in Teacher Training (FPMMEFP) • Master in Education with a Specialty in ICT's in Education (FPMMETE)
		Master in Linguistics Applied to the Teaching of Spanish as a Foreign Language	University of Jaen, Spain (2009)	
		Master in Teaching Spanish as a Foreign Language	University of Barcelona, Spain (2007)	
		Degree in Translation and Interpreting	Autonomous University of Barcelona, Spain (1997)	
Health Sciences Department	Dr. Irma Dominguez	Doctorate in Education	Universidad Internacional Iberoamericana, Mexico (2021)	• Master in Physical Activity: Sports Training and Management (SNMAFEGD). • Master in Naturopathic Sciences (SNMCN). • Master in Public Health (SPMSP) • Bachelor of Science in Nutrition and Dietetics (SNGND) • Bachelor of Arts with concentration in Psychology (PSGPSI)
		Master in Physical Activity: Sports Training and Management	Universidad Internacional Iberoamericana, Puerto Rico (2012)	
		International and Interuniversity Master's Degree in Applied Nutrition and Dietetics	Univ. of León, Univ. Rovira i Virgili and Univ. de Santiago de Compostela, Spain (2007)	
		Diploma in Human Nutrition and Dietetics	University of Navarra, Spain (2001)	
Projects Department	Dr. Roberto Álvarez	Doctorate in Project Engineering	Polytechnic University of Catalonia, Spain (2009)	• Doctorate in Projects with a Specialty in Research (DODP) • Master in Project Design, Administration and Management (MDGDP) • Master in Project Design, Administration and Management with a Specialty in Architecture and Urban Planning (MPAU). • Master in Project Design, Administration and Management with a Specialty in Innovation and Product (MDPIP).
		Graduate in Strategic Planning	University of Buenos Aires, Argentina (2000)	
		Graduate in Investment Project Appraisal for Non-Specialists	University of Buenos Aires, Argentina (2000)	
		Specialist in Strategic Design Management. Project and Design Management	University of Buenos Aires, Argentina and Polytechnic University of Milan, Italy (2000)	
		Architect	University of Buenos Aires, Argentina (1996)	

REGISTRATION OF FACULTY MEMBERS

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Abel Quiñones	- Master in Management, Universidad Central Marta Abreu de las Villas, Cuba (1999). - Degree in Education, Specialty in Mathematics, Instituto Superior Pedagógico Félix Varela, Cuba (1979). - Academic Director of the Universidad Privada del Sur de México, Mexico (2013-2017). - Academic Vice-Rector of the University of Cienfuegos, Cuba (1993-2005). - Director of the Department of Basic Mathematics of the Higher Technical Institute of Cienfuegos, Cuba (1987-1990). - Vice-Dean of the Faculty of Mechanical Engineering of the Higher Technical Institute of Cienfuegos, Cuba (1986-1987). - Director of the Department of Mathematical Analysis, Félix Varela Pedagogical University, Cuba (1980-1982).	Doctorate in Educational Sciences from the University of Barcelona, Spain (2003)	- Doctorate in Education with a Specialty in Research - Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- DO006 - Research Work I - DO007 - Research Work II - DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				5
				Number of preparations
				5
Dr. Adolfo Malavé Figueroa	- Master's Degree in Conflict Resolution and Mediation, University of León (2012) - Diplomas in Holistic Research Methodology and Integral Statistical Analysis - Degree in Sociology from Universidad de Oriente, Venezuela (2002) - Experience in the areas of design, preparation, execution and evaluation of sustainable development, education and humanitarian aid projects in Spain, Mexico, Chile, DR, Congo, and Venezuela.	Doctorate in Projects Universidad Internacional Iberoamericana (2020)	Master in Environmental Management and Audits	- MA004 - Waste Management - MA081 - Urban Solid Waste - MA082 - Industrial Waste - MA083 - Rural Waste - MA084 - Sanitary Waste - MA087 - Evolution of the Environment and Sustainable Development - MA088 - Historical Evolution of Environmental Education - MA090 - Environmental Management and Sustainable Development - MA091 - Risk Management and Environmental Education - MA093 - Recovery Engineering and Solid Residue Treatment - MA194 - Basic General Concepts of Environmental Education - MA195 - Formal Education in Environmental Education - Master's Thesis
				Academic load
				13
				Number of preparations
				13

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Adriana Mayorga	2010. Master in Human Resources and Knowledge Management with the University of León (Spain). 2004. Degree in Psychology from Universidad Santo Tomás (Colombia). Professional experience: - Psychologist with expertise in diagnosis, analysis, planning, intervention and evaluation of human behavioral patterns. - Practicing psychologist at the Psychology Clinic, Universidad Santo Tomás, Corporación Opción Vida Justicia y Paz, June-December 2001. - Community psychologist at the Police Station of the Municipality of Madrid-Colombia, May-December 2002. - Researcher, Book Marketing, January 2004-December 2004. - Teacher at Fundación Politécnica Sonría, January-April 2005. - Head of Human Resources at Lubri Holanda Amsteloil Cía Ltda., January-September 2005. - Executive Director of CITIC (Center for Industrial Technological Innovation of Colombia), 2010.	Doctorate in Project Engineering: Environment, Quality, Safety and Communication, Polytechnic University of Catalonia (2015)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Project Design, Administration, and Management - Master in Physical Activity: Sports Training and Management	- DD030 - Job Analysis, Description and Evaluation - DD033 - Compensations and Incentives - DD046 - Personal Marketing - DD048 - Quality as a Management Tool for Human Resources - DD111 - Professionalization of Family Businesses - DD112 - Governance Structures and Bodies - DD113 - Family Protocol - DD114 - Property Management in Family Businesses - DD168 - Distribution Management Policy - DD171 - Control and Marketing Plan - DD1021 - Strategic Human Resources Management - TI018 - Innovation, Culture and Work Management in the Communication Society
				Academic load
				12
				Number of preparations
				12
Dr. Alba Gutierrez	- Master of Arts in Spanish, Florida State University, United States (2012). - Master's Degree in Teacher Training for Compulsory Secondary Education and Baccalaureate, Vocational Training and Language Teaching, Universidad Nacional de Educación a Distancia, Spain (2013). - Degree in English Philology, University of Deusto, Spain (2010). - Professor at the Universidad Europea del Atlántico, Spain, since 2014. - Professor at the National University of Distance Education, Spain, since 2015. - Research Staff of the Department of English and German Philology, University of the Basque Country, Spain (2014). - Associate Professor in the Department of Philology at the University of Cantabria, Spain (2012-2014). - Assistant Professor in the Department of Modern Languages at Florida State University, USA (2010-2012).	Doctorate in Second Language Acquisition in Multilingual Contexts, University of the Basque Country, Spain.	- Master in Teaching Spanish as a Foreign Language - Master in Teaching English as a Foreign Language	- FP038 - Spanish Grammar for Spanish as a Foreign Language Professors - Master's Thesis
				Academic load
				2
				Number of preparations
				2

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Alina Pascual	- Bachelor's Degree, School of Chemical and Biological Sciences, Universidad Autónoma de Campeche. Specialty: Pharmaceutical Chemist-Biologist (1992-1997) - Master's Degree in Marine Sciences with a specialization in Marine Biology. Center for Research and Advanced Studies of the IPN (CINVESTAV); Merida Unit (2000-2002) - Diploma of advanced studies in the area of Environmental Technologies, Universidad Politécnica de Cataluña. Barcelona, Spain (2005-2006). - Full-time professor teaching Ecology I, II, Research Methods and Documentary Research. Incorporated Private High School Luz Fidel Fariás Avilés. Campeche, Mexico (January 2009 to date) - Academic Coordinator of the Competencies Program for middle and high school level. Incorporated Private High School Luz Fidel Fariás Avilés. Campeche, Mexico (January 2009 - to date.) - Professor of the Doctorate in Projects at the Universidad Internacional Iberoamericana (UNIB) (June 01, 2014 to date) - Complementary preparation: - Teacher Training Course - FUNIBER (2015) - Course "Training for Thesis Directors" - FUNIBER (2015)	Doctor in Marine Sciences. Polytechnic University of Catalonia (UPC), Barcelona, Spain (2013)	- Master in Strategic Management with a Specialty in Management - Master in Environmental Management and Audits	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - IP035 - Quality Management Systems - IP082 - Quality Management: ISO 9001 - IP089 - The ISO 9001 Standard - IP090 - Documentation Management and Auditing - MA013 - Economy and the Environment - MA092 - Fundamentals of Environmental Engineering - MA142 - Recovery of Contaminated Soils - MA143 - Energy Recovery - MA283 - Integral Solid Waste Management - MA284 - Urban and Industrial Solid Waste - MA285 - Material Recovery of By-products: Vitrification and Chemical Waste - Master's Thesis
				Academic load
				15
				Number of preparations
				13
Dr. Álvaro Velarde Sotres	- Graduate in Physical Activity and Sports Sciences (USal, Spain) - Master's Degree in Teacher Training for Compulsory Secondary Education (USal, Spain) - Master's Degree in Injury Prevention and Physical-Sports Rehabilitation (UCLM, Spain)	Doctor in Health Projects from the Univ. International Iberoamerican of Puerto Rico (2020)	- Master in Physical Activity: Sports Training and Management - Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - SN048 - Training Theory and Practice - SN049 - Sports Planning - SN228 - Case Study and Resolution for Sports Training - Master's Thesis
				Academic load
				7
				Number of preparations
				5
Dr. Amélia Stein	- Lda. In Physical Education at the Lutheran University of Brazil ULBRA (Brazil). - Master in Physical Activity: Sports Training and Management (ULEón, Spain) - Postgraduate courses on: school physical activity, physical fitness assessment, biomechanics of human movement, etc. - Experience as a physical evaluator, implementation and design of physical activity programs with seniors.	Degree in Physical Activity and Sports Sciences, University of Jaén (Spain) (2016)	Master in Physical Activity: Sports Training and Management	- SN115 - Contextualization of Physical Activity and Exercise in the Health Framework - SN156 - Psychosocial Aspects of Physical Activity for Health - SN158 - Physical Activity for Health with Diverse Diseases - SN159 - Physical Activity in Children and Adolescents - SN160 - Physical Activity in the Elderly - Master's Thesis
				Academic load
				6
				Number of preparations
				6

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Andresa Ribeiro Thomazoni	- Master's Degree in Social and Institutional Psychology, Universidade Federal do Rio Grande do Sul (2010) - Degree in Psychology, Universidade Federal do Rio Grande do Sul (2006). - Guidance teacher at the Distance Education Center. - Counselor at the Federal Institute of Education, Science and Technology of RS. - Distance tutor and researcher at Universidade Federal do Rio Grande do Sul. - Clinical psychology at Instituto de Psicologia Gestáltica do RS.	Doctorate in Computer Science in Education, Universidade Federal do Rio Grande do Sul (2014)	- Doctorate in Education with a Specialty in Research - Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- FP092 - Methodology of Scientific Research - FP102 - Strategic Learning and Professional Development - FP111 - Analysis of Technological Resources and Creative Activities Design - FP126 - ICT in Education and Learning Theories - FP179 - Methodologies and Strategies in the University Context - Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Antonio Bores	- Master's degree in high performance sports: strength and conditioning (2015). - Master's Degree in Superior Sport Performance in Sports Teams Biomedical System FC Barcelona Foundation and INEFC Barcelona (2014). - Master's Degree in Superior Sports Management from the Spanish Olympic Committee (2007). - Bachelor of Science in Physical Activity and Sport Itinerary Sports Training (2003). - Professor at Universidad Europea del Atlántico. - Numerous publications in special sports events. 3rd. National Award for Research in Sports Medicine 2012. - Magazine reviewer: <i>Revista Digital de Educación Física</i> and <i>Revista de Investigación Deportes y Salud</i>.	Doctorate in Physical Activity and Sports Sciences University of Vigo (2011)	- Master in Physical Activity: Sports Training and Management - Doctorate in Projects: health projects	- DP004 - Management Techniques for Sports Team - SN050 - Sports Psychology - Master's Thesis
				Academic load
				3
				Number of preparations
				3
Dr. Arturo Salazar Campos	- Master in Public Health. Universidad Autónoma del Estado de Hidalgo (2018) - Surgeon. Universidad Autónoma del Estado de Hidalgo (2011) Complementary training: - Diploma in Thinking-Based Learning (May 2022). - Diploma in New Technologies in the Classroom (December 2021) - Diploma in teaching competencies (June to November 2014)	Doctorate in Education. National Institute for Higher Studies in Competency-Based Education (2021)	- Master in Public Health - Bachelor of Arts with concentration in Psychology	- CI109 - Basic Mathematics - CSJ024 - Statistics I - SP002 - Social determinants of health - SN1013 - Epidemiology I - SN356 - Epidemiology II - SP006 - Public health surveillance - SP007 - Design and evaluation of programs in public health - Master's thesis
				Academic load
				8
				Number of preparations
				8

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Atahualpa Sosa López	- Master of Science. Coastal Oceanography. Fisheries Guidance 1996-1999. Autonomous University of Baja California, School of Marine Sciences - Marine Biologist. Faculty of Chemical and Biological Sciences, Autonomous University of Campeche. - Full Professor-Researcher C. EPOMEX Institute, Tropical Fisheries Resources Area and School of Chemical-Biological Sciences. Autonomous University of Campeche.	Doctorate in Science. Ecology of Continental Aquatic Systems. Fish Ecology Orientation 2002-2005. Université Montpellier II, France (2006)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - MA099 - The Dynamic Earth - MA100 - Coastlines and Marine Erosion - MA101 - Marine Sediments and Glacial Influence of the Seas - MA102 - Basic Marine Ecology - MA103 - Marine Organisms - MA104 - Marine Communities - MA112 - Marine Pollution - MA113 - Other Human-Sea Interactions
				Academic load
				11
				Number of preparations
				9
Dr. Barbara Mellado	- Master's Degree in Sociology in Advanced Techniques for Integral Community Development. Universidad de Oriente, OU, Cuba. Title: The Role of International Community Relations Facilities - Specialization in Social Work. University of Havana, UH, Cuba. Title: Proposal and Actions for the Improvement of the Graduate Program in Social Work of the University of Havana. - Graduate in Second Degree in Pedagogy. Colegio UNiBF - Instituto Brasileiro de Formação, UNiBF, Brazil. - Degree in Sociology and Social Sciences. University of Havana- UH (Cuba)- RECOGNIZED UFMT/Brazil, UH- UFMT, Brazil. Title: Social communication, a phenomenon of capital importance for sociology. The Cuban case. 1990 - 1995	Doctorate in Pedagogical Sciences/ Education, Universidad de Oriente- OU (Cuba)- Recognized and Homologated at the Federal University of Mato Grosso UFMT/Brazil, OU -UFMT, Cuba. Title: Extension Management Model of the University Internationalization Process.	- Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- FP084 - Environmental Education in Formal Education - FP122 - Fundamentals of Special Education: Processes of Attention to Diversity - FP124 - Applied Didactics - FP179 - Teaching Methodologies and Strategies in the University Classroom - FP181 - Use of ITC in the Classroom - Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Beatriz Berrios Aguayo	- Master's Degree in Research and Teaching in Physical Activity and Health Sciences. University of Jaén (2016) - Degree in Psychopedagogy. University of Jaén (2014) Teaching given. - University of Jaén (2018 - present) - Polytechnic Institute of Coimbra (2019) - Universidad Internacional Iberoamericana (Present) - Autonomous University of Madrid (2021)	Doctorate in Didactic Innovation and Teacher Training. University of Jaén (2020)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - FP101 - Learning Theories and Methodological Bases of Training
				Academic load
				4
				Number of preparations
				2

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Beatriz Sánchez Córdova	• Master's Degree in Theory and Methodology of Sports Training from the Instituto Superior de Cultura Física Manuel Fajardo, Spain (2000). • Degree in Physical Culture from the Instituto Superior de Cultura Física of the Instituto Superior de Cultura Física Manuel Fajardo, Spain (1993).	• Doctorate in Sports Sciences from the University of Las Palmas de Gran Canarias, Spain (2003)	• Master in Physical Activity: Sports Training and Management	• DP001 - Administration and Management of Sports Entities • DP002 - Strategic Management and Planning of Sport Organizations • DP003 - Sport Marketing. Applications • DP006 - Techniques for Management and Leadership in Sports • Master's Thesis
				Academic load
				5
				Number of preparations
				5
Dr. Benjamín Otto Ortega	• Diploma of specialized studies in Biological Oceanography by the Université de Brest and IFREMER Departement d'Environnement Marin Profond. Brest, France. • Marine Biologist, Faculty of Chemical and Biological Sciences, Universidad Autónoma de Campeche, Mexico.	• Doctorate in Science. Biological Oceanography, Microbiology Orientation, Université de Brest and IFREMER Departement d'Environnement Marin Profond. Brest, France (1999)	• Master in Environmental Management and Audits	• MA105 - Seawater • MA107 - Seawater Chemistry
				Academic load
				2
				Number of preparations
				2
Dr. Carlos Lago Fuentes	• Research Master in Physical Activity, Sport and Health at the University of Vigo (2014). • Degree in Physical Activity and Sport Sciences from the University of Vigo (2013). • Professor at the Univ. European Atlantic.	• Doctorate in Sports Science, Physical Education and Healthy Physical Activity at the University of Vigo (2019)	• Master in Physical Activity: Sports Training and Management	• FP092 - Methodology of Scientific Research • SN157 - Control and Prescription of Physical Activity • SN229 - Case Study and Resolution for Management Skills • Master's Thesis
				Academic load
				4
				Number of preparations
				4
Dr. Carlos Llopis	• Master in Anthropology of Medicine, Rovira i Virgili University (2000) • Degree in Traditional Chinese Medicine from Beijing University of Chinese Medicine and Pharmacology (1994). • Degree in Pharmacy from the University of Valencia (1961)	• Doctorate in Pharmacy from the University of Valencia (2005)	• Master in Naturopathic Sciences	• MTC001 - Basic Theory (Part I) • MTC002 - Basic Theory (Part II) • MTC003 - Diagnosis • MTC016 - Pharmacopoeia 1 • MTC017 - Pharmacopoeia 2 • MTC018 - Prescription • MTC019 - Treatment in Phytotherapy MI • MTC020 - Dietetics in Traditional Chinese Medicine • MTC025 - Stage • Master's Thesis
				Academic load
				10
				Number of preparations
				10

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Carlos Uc Rios	- Master's Degree in Science from the Center for Research and Advanced Studies of the IPN (1999) - Bachelor's degree in Communications and Electronics Engineering from the Universidad Autónoma de Campeche (1997). - Communications and Electronics Engineering. - Professor, Faculty of Engineering, UNACAR. - Certified as a Project Management Technician Level D by the International Project Management Association (IPMA), Argentina. - Experience in 4th and 5th generation cellular network planning, coverage analysis, capacity analysis, mainly in the wireless part (RF). - Outstanding participation in Workshops, Seminars, Congresses. - Author and co-author of several scientific publications.	Doctorate in Electrical Engineering, specializing in telecommunications from the Center for Research and Advanced Studies of the National Polytechnic Institute (CINVESTAV-IPN) Mexico Campus (2013)	- Doctorate in Projects with Specialization in Research - Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Project Design, Administration and Management	- DD026 - Collaborative Work in Virtual Environments - DD118 - Basic Statistics - DD008 - Thesis Proposal - DD009 - Thesis Preparation - DD010 - Thesis Dissertation - TI013 - Reengineering, Strategy, and Management of Systems and ICT - TI029 - Telecommunication Services - TI030 - Network Management and Security - TR049 - Quantitative Analysis of Tourism
				Academic load
				9
				Number of preparations
				7
Dr. Carmen Lili Rodríguez Velasco	- Master in Education, Universidad Europea del Atlántico (2018). - Master in Psychology of Work and Organizations, University of Havana (2010). - Bachelor's Degree in Psychology, Central University of Las Villas (2002). - Professional career has been related to teaching, research and consulting in the field of organizational psychology and other related areas. - Experience in the coordination of work teams for the curricular design of academic programs and the creation of didactic materials, as well as the management and optimization of processes and procedures related to the design and implementation of academic programs in virtual learning environments. - Ample participation in Workshops, Seminars, Congresses. - Author and co-author of several scientific publications.	Doctorate in Education, Universidad Internacional Iberoamericana, Mexico (2022)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Information Technologies - Master in Strategic Management with a Specialty in Telecommunication	- DD036 - Human Resources Audit - DD047 - Intellectual Capital - DD093/DD094 - Emotions, Communication and Conflict - DD372 - Organizational Leadership and Coaching - IP064 - Training and Communication - Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Carolina Rodríguez Canales	- Physical Education, Sports and Recreation Teacher; - Bachelor's Degree in Education; - Doctorate in Human Motor Sciences. - Has 11 years of experience in teaching, research, coordination and management of university academic programs, highlighting achievements in the leadership of multidisciplinary teams, permanently fulfilling the objectives of the academic unit and the organization, which has resulted in awards in the areas of administrative, academic and research management. - Has perfected his knowledge in the area of morphological (ISAK 1) and functional (FMS 1) evaluative processes of the human being in the context of sports and health, which is reflected in publications in national and international journals. - Former National Canoeing National Team member with state funding (PRODDAR) for more than 10 years, who was later part of the National Technical Team. - Currently developing professionally by carrying out and participating in processes of curricular updating, quality assurance and educational innovation and accreditation for educational institutions.	Doctorate in Human Motor Sciences (2019)	Master in Education with a Specialty in the Organization and Management of Education Centers	FP081 - Strategic Planning and Management
				Academic load
				1
				Number of preparations
				1

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Ciro Miguel Labrada Silva	- Master's Degree in Contemporary History, University of Havana (1999) - Bachelor's Degree in Education, majoring in History and Social Sciences (1981) - Conception and Methodology of Popular Education Course (2004) - Substitute Professor (temporary) of Sociology at Instituto Federal Goiano - Research fellow at Conselho Nacional de Pesquisa	Doctor in Sociological Sciences, University of Havana, Cuba (2009)	- Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education - Master in Strategic Management with a Specialty in Management	- TR027 - Tourism and Cultural Heritage - TR028 - Environmental Impact on Tourism Activities - TR030 - Rural Tourism and Sustainable Development - TR031 - Alternative Tourism and Ecotourism - TR043 - Fundamentals of Tourism - Master's Thesis - DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				9
				Number of preparations
				7
Dr. Claudia de Barros Camargo	- Bachelor's Degree in Pedagogy from the School of Social Sciences of Guarantã del Norte-MT (Brazil) - Master's Degree in Educational Sciences from the Universidad Autónoma de Asunción (Paraguay). 6 years of experience as an extension teacher. 12 years as an early childhood education teacher (Public position) - Has been a teaching assistant in different undergraduate, graduate and diploma courses at the University of Jaén. This in subjects related to early childhood education, general didactics, teacher training, continuing education. - Published several publications, attended congresses and courses on inclusive education and speech therapy, - Lines of research: Diagnosis, identification of special educational needs and rehabilitation in hearing and language, speech therapy and integration support, inclusive education, communication disorders, speech and voice	Doctor in Social and Legal Sciences. University of Jaén, Spain (2014)	Doctorate in Education with a Specialty in Research	- FP090 - Learning Evaluation - FP101 - Learning Theories and Methodological Bases of Training - DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				5
				Number of preparations
				5
Dr. Claudia Nelly Orozco	- Bachelor's Degree in Nutrition from the University of Guadalajara 12 years of teaching at university level in public and private universities. 2 years at master's level. 11 years of experience in renal research and nutrition. - Participant in various organizing committees of training sessions on nutrition. - Numerous scientific publications in indexed journals, non-indexed and informative journals, as well as newsletters. - Coordinator of 2 books on nutrition. - Numerous lectures given. - Participation in congresses with exhibition of posters and as an assistant. - Line of research: Renal nutrition. - Member of the Mexican Association of Statistics. - Has acquired different scholarships: 2010 Splenda Scholarship, CONACyT scholarship for doctoral studies. - Experience in certification by CIEES. - Experience in certification by COPAES.	Doctorate in Public Health Sciences. University of Guadalajara, Mexico (2016)	- Master in Strategic Management with a Specialty in Management - Master in Public Health	- BT009 - General Bioethics - DD1007 - Health Planning - DD1014 - Biostatistics - DO016 - Methodology of Scientific Research - SN266 - Food, Health and Communication - SN271 - Public Health Applied to Nutrition - SN331 - Health Seminar FP - SP003 - Demography and Public Health - SP018 - Tools for Community Nutrition Program Development
				Academic load
				9
				Number of preparations
				9

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Cristina Mazas Pérez	- Degree in Economics and Business Administration from the University of Navarra, Spain (1996). - Professor of Business Administration at the Universidad Europea del Atlántico, Spain. - Professor at the University of Cantabria. - Director of the Occupational Observatory of the Universidad Europea del Atlántico, Spain - Has held various positions in the Regional Administration as Director of Economy and European Affairs and Councilor of Economy, Finance and Employment and in private enterprise as a private financial director. - Has made several presentations at national and international congresses related to economics, costs and employment. - Lines of research: Econometrics, Biostatistics, Female entrepreneurship and digitalization, Finance and R&D.	Doctorate in Economics from the University of Cantabria, Spain (2016)	Master in Strategic Management with a Specialty in Management	- DD002 - Cost Control and Cost Management - DD121 - International Taxation and Financing - DD122 - International Accounting Standards - DD123 - Financial Statement Analysis - DD124 - Management Accounting - DD126 - Budget and Public Accounting - DD153 - Financial Valuation for IAS - TR047 - Financial Management
				Academic load
				8
				Number of preparations
				8
Dr. Daliher Marina Villasmil	- Master's Degree in Educational Management, Yacambú University (2012) - Expert in E-Learning Processes, Foundation for the Technological Updating of Latin America (2012) - Specialist in Telematics and Telematics in Distance Education, National Open University (2009) - Diploma in Qualitative Research Methodology, LUZ (2009) - Degree in Mathematics Education, mention in Computer Science, Francisco Miranda National Experimental University (2005)	Doctorate in Education from the Experimental Pedagogical University Libertador, Venezuela (2016)	Master in Education with a Specialty in Higher Education	- FP081 - Strategic Planning and Management - FP090 - Learning Evaluation - FP092 - Methodology of Scientific Research - FP120 - Creation, Adaptation and Evaluation of Materials - FP121 - Skills Development - FP122 - Fundamentals of Special Education: Processes of Attention to Diversity - FP176 - Professional Development and Reflective Practice of University Professors - Master's Thesis
				Academic load
				8
				Number of preparations
				8
Dr. Daryanis Guilbeaux Guilarte	- Doctorate in Health Sciences, International University of the Atlantic (2013) - Master in Bioenergetic and Natural Medicine in Primary Health Care, University of Medical Sciences of Santiago de Cuba (2009) - Bachelor's Degree in Pharmaceutical Sciences, Universidad de Oriente (1999)	Doctorate in Health Sciences, International University of the Atlantic (2013)	Master in Naturopathic Sciences	- SN085 - History of Biological-Naturopathic Medicine - SN011 - Phytotherapy - MN006 - Homeopathic Method Application - MN007 - Medical Homeopathic Material - MN016 - Homeopathic Therapeutics in Acute Pathology - MN017 - Homeopathic Therapeutics in Chronic Pathology - SN102 - Homeopathy and Homotoxicology - SN103 - Sophrology - MN014 - Naturopathic Evaluation Methods - SN090 - Ozone Therapy - MN013 - Iridology and Sclerology - Master's Thesis
				Academic load
				12
				Number of preparations
				12

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Diego Gómez	- Health Administrator: Emphasis on Health Services Management. National School of Public Health, University of Antioquia. Medellín, Colombia (2010) - Specialist in Occupational Safety from the Colombian Polytechnic Jaime Isaza Cadavid. Medellín, Colombia (2012) - Higher Diploma in International Public Health from the National School of Health. Madrid, Spain (2012) - Research experience in issues related to the judicialization of health in Colombia, access to health services in specific groups such as diabetic patients and elderly population, social security (health and social protection against labor contingencies), human rights in street children, among others. - Experience in virtual and face-to-face teaching and advisor of graduate work, in professionalizing courses, undergraduate and postgraduate courses in the health area. - Author of 3 articles in national journals and 2 book chapters. - Participation in national research projects on the right to health and access to health services.	Doctorate in International Public Health: Specialization in Health Policies and Development by Universidade Nova de Lisboa, Portugal (2018)	- Master in Strategic Management with a Specialty in Management - Master in Public Health	- DD1004 - Health Economics - DD1012 - Health Care Systems - DD1013 - Clinical Epidemiology - SP009 - Environmental and Public Health Risks - SP010 - Environmental Toxicology and Public Health - SP011 - Occupational Toxicology - SP012 - Specific Occupational Risk Prevention - Master's thesis
				Academic load
				8
				Number of preparations
				8
Dr. Diego Kurtz	- Degree in Management Processes, INISUL, Brazil (2017). - Degree in Agronomy from UFSC, Brazil (2010). - Master in Engineering and Knowledge Management, UFSC, Brazil (2011). - Works in the area of project management and new business modeling, with emphasis on innovation and sustainability strategies for various sectors. - Responsible for the prospecting and formulation of proposals for the private sector (medium and large companies) and the public sector. - Developed and managed all stages of the project life cycle, from conception, sale, execution/management and final delivery. - Strong interest associated with the areas of project management, market/competitive intelligence and new business development.	Doctorate in Engineering and Knowledge Management from the Federal University of Santa Catarina (Brazil) (2017)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies	- DD012 - Operations Management and Administration - DD014 - Strategic Management and Planning - DD068 - Knowledge Management and Organizational Learning - TI023 - Case Study and Resolution - TR022 - Hotel Business Management - Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Edgar Anibal Morales Barajas	- Bachelor's Degree in Industrial Engineering in Environmental Management from Universidad Valle del Grijalva (2014). - Master's Degree in Sports Science from the National School of Sports Coaches (2019). - Qualified as Sports Trainer "wrestling mention" by the Faculty of Physical Culture of Santiago de Cuba (2008). - His lines of research are Sports Training Planning and Dermatoglyphics as a tool for the identification, recruitment and selection of sports talent.	Doctorate in Physical Activity and Sports Research Sciences from the Instituto Superior de Ingeniería Educativa, Mexico (2023)	Master in Physical Activity: Sports Training and Management	- DP007 - Information Society and Sports - SN039 - Structure and Function of the Human Body - SN159 - Physical Activity in Children and Adolescents - Master's Thesis
				Academic load
				4
				Number of preparations
				4

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Eduardo García (Department Director)	- Master's Degree in Environmental Engineering and Technology from the University of León (Spain). - Master's Degree in Environmental Management and Audits from the University of León (Spain). - Industrial Engineer by the Barcelona School of Industrial Engineering (ETSEIB-UPC).	Doctorate in Project Engineering: Environment, Safety, Quality and Communication by the Polytechnic University of Catalonia, Spain (2011)	- Master in Environmental Management and Audits - Master in Strategic Management with a Specialty in Management	- IP052 - Advanced Solid Waste Management in the Industry - IP053 - Air Pollution Management - MA005 - Atmospheric Contamination - MA007 - Noise Pollution - MA014: Environmental Law - MA095 - Treatment of Gaseous Effluents - MA208 - Mining and the Environment - MA291 - Nature of Air Pollutants - MA292 - Air Pollution Control and Dispersion - MA293 - Sampling and Analysis of Air Pollutants - MA294 - Combustion and Thermal Destruction of Waste: Incineration - MA295 - Other Processes for Energy Conversion of the Organic Fraction of Waste - MA296 - Cogeneration - MA300 - Business and the Environment - TR008 - The Territory as a Tourist Resource
				Academic load
				15
				Number of preparations
				15
Dr. Elizabeth Caro	- Master in Business Administration, EUDE Business School, Spain (2021) - Master's Degree in Management, University of Havana, Cuba (2015) - Master in Labor and Organizational Psychology, University of Havana, Cuba (2014) - Bachelor's Degree in Psychology, University of Havana, Cuba (2009) - Professor-researcher at the University of Havana, Cuba, (2011 - 2020). - Consultant and organizational coach. - Has publications indexed in DOAJ, SCIELO, REDALYC, LATINDEX, REDIB, CiteFactor, EuroPub, ROAD. - Numerous participations in national and international congresses.	Doctorate in Psychological Sciences, University of Havana, Cuba (2021)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Doctorate in Projects with a Specialty in Research	- DD039 - Interpersonal Communication Techniques - DD043 - Stress and Burnout - DD045 - Emotional Intelligence - DD049 - Neurolinguistic Programming - DD115 - Key Factors for Success in the Family Business - DD108 - Family business Concepts and Characteristics - DD109 - Succession and Continuity in the Family Business - DD110 - Systemic Approach Applied to Conflict in the Family Business - DD008 - Thesis Proposal - DD009 - Thesis Preparation - DD010 - Thesis Dissertation - IP071 - Applied Psychosociology - IP073 - Ergonomics and Applied Psychosociology
				Academic load
				13
				Number of preparations
				11

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Elsie Alejandrina Pérez Serrano	- Master's degree in special education from the Instituto Superior Pedagógico "Enrique José Varona" (2000) - Professor of higher education since 1985 and full professor at the University of Holguín (2009) - Bachelor's Degree in Speech Therapy (Speech Therapy) (1985) - Experience in the area of education, with emphasis in Speech Therapy and special education, acting mainly in special educational needs, inclusion in higher education, speech therapy and speech therapy, preschool education, prevention and methodology of scientific research.	Doctorate in Psychology from the Instituto Superior Pedagógico "José de la Luz y Caballero", Cuba (2003)	Master's Degree in Education	- FP079 - Tutorial Action in the Educational System - FP103 - Fundamentals of Special Education: Processes of Attention to Diversity - FP115 - Work Team Techniques - FP173 - Educational Quality, Evaluation, and Innovation in Higher Education - Master's Thesis
				Academic load
				5
				Number of preparations
				5
Dr. Emmanuel Soriano	- Master's Degree in Educational Innovation, Liceo Universidad Pedro de Gante (2014). - Master's Degree in Administration (with focus on international business), School of Accounting and Administration, National Autonomous University of Mexico (2010). - Bachelor's Degree in Administration, School of Accounting and Administration, National Autonomous University of Mexico (Graduated with Honors) (2004). - Professor of Bachelor's and Master's Degrees in various universities in areas such as Human Resources, Strategic Management, Business Creation, Administrative Theory and Public Image. - Founding Partner of Business and Education Consultants. - Author and co-author of several scientific publications, mainly in the areas of technological innovation, data analysis, artificial intelligence and human resources, with emphasis on market analysis, the impact of innovation in companies and higher education. - Participation in the European project TC-NAV, focused on identifying training needs to face severe crises in SMEs in the tourism sector in five European countries.	Doctorate in Higher Education Sciences, Chapingo Autonomous University, Mexico (2017)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master in Project Design, Administration, and Management with a Specialty in Innovation and Product	- DD014 - Strategic Management and Planning - TR022 - Hotel Business Management - TR026 - Business Administration and Management - TR027 - Tourism and Cultural Heritage - TR028 - Environmental Impact on Tourism Activities - TR030 - Rural Tourism and Sustainable Development - TR031 - Alternative Tourism and Ecotourism - TR043 - Fundamentals of Tourism - DD2867 - Globalization and International Business - Master's Thesis
				Academic load
				10
				Number of preparations
				10
Dr. Ernesto Bautista	- Master's Degree in Materials Science and Engineering from the Materials Research Institute of the Autonomous University of Mexico (UNAM) (2000) - Degree in Physics from the Autonomous University of Mexico (UNAM) (1994) - Research Professor for graduate programs in Industrial Engineering and Projects at the Universidad Internacional Iberoamericana (UNINI MX) - Lines of research in ICT applications in education, data science, time series analysis and modeling. - Evaluator of RCEA-CONACYT innovation projects. - Consultant in Information Technology and Technological Innovation Projects. - Teaching experience in: Science (Physics, Computer Science), Engineering (Computer Science and Informatics), Management (Creativity and Technological Innovation) - Participation in different Software Development and Innovation projects, as well as basic and applied research. - Author of scientific articles and book chapters related to ICTs.	Doctorate in Computer Science from the Computer Science Research Center of the National Polytechnic Institute (IPN)(2005)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Information Technologies	- TI016 - Business Intelligence and Document Management - TI025 - E-business and its Integration with Corporate Management Systems
				Academic load
				2
				Number of preparations
				2

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Ernesto Ferrando Llimós	- Master's Degree in Linguistics Applied to the Teaching of Spanish as a Foreign Language (ELE). University of Jaén. - Graduate in History of Art. - Participation as a member of the working team in the BIMAP R&D project for the Universidad Pablo de Olavide. - More than ten years of experience as a freelance teacher, giving Spanish classes to individuals and groups (youth and adults), as a teacher of Spanish and Hispanic culture.	Doctorate in Applied Linguistics. Pablo de Olavide University, Seville, Spain (2018)	Master in Teaching Spanish as a Foreign Language	- FP022 - Communication and Pragmalinguistic Proficiency - FP023 - Language, Culture, and Bilingualism - FP029 - Creation, Adaptation, and Evaluation of Materials and Resources - FP031 - Projects and Tasks - Master's Thesis
				Academic load
				5
				Number of preparations
				5
Dr. Estuardo Perez	- Master in Project Formulation and Evaluation, San Carlos University of Guatemala (2003) - Law degree from San Carlos University of Guatemala (2012) - Bachelor's Degree in Law and Social Sciences from Universidad San Carlos de Guatemala (2012) - Has more than 8 years of teaching experience in the educational field at postgraduate level, both in applied sciences and law. - Work experience in different companies as manager and supervisor of operations and projects.	Doctorate in Law, Economics and Business from the Universidad Internacional Iberoamericana Mexico (2020)	Master in Strategic Management with a Specialty in Management	- DD099 - National and International Legislation on Mediation and Other Conflict Resolution Procedures - DD104 - Conflict Resolution/ Transformation in Corrections - DD106 - International Conflict Resolution/ Transformation - DD116 - Creation and Internationalization of the Family Business - DD143 - Basic Legal Aspects of the Family Business
				Academic load
				5
				Number of preparations
				5
Dr. Fermín Ferriol	- Master's Degree in Administration from the University of Havana (2001). - Degree in Political Economy from the "Enrique José Varona" Higher Pedagogical Institute of Havana (1979) 35 years as a teacher and consultant. - Training at the School of Business Administration (ESADE), Barcelona, Spain - Training at the University of Lower Saxony, Germany. - Prepared as a Consultant by a group of American professors and consultants. Havana. - Training for Thesis Directors (FUNIBER, 50 hours) - Course: "Teaching in Virtual Learning Environments" (FUNIBER, 175h) - Has received more than 45 postgraduate degrees related to Pedagogy, Economics, Philosophy, Management, Marketing, Financial Management, Negotiation, Accounting, Business Strategy Design, Market Analysis, Organizational Development, International Economic Relations, Business Management, Human Resource Management, Quality Management, Leadership, Organizational Learning and Research Methodology. - Coordinator of the Doctorate in Projects at the Universidad Internacional Iberoamericana (UNINI-Mexico), has received several medals, diplomas and professional merit distinctions. - Has written several scientific articles related to Business Development.	Doctorate in Education from the University of Havana (University Management) (2012)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Physical Activity: Sports Training and Management - Doctorate in Projects with Specialization in Research - Doctorate in Education with a Specialty in Research - Master in Public Health	- DD041 - Team Management Techniques - DD042 - Time Management and Conducting Meetings - DD068 - Knowledge Management and Organizational Learning - DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - TI011- Society of Change and Information - TR024 - Management Techniques and Organizational Leadership - TR046 - Strategic Management of Human Resources
				Academic load
				9
				Number of preparations
				7

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Franahtid D'silva Signe	- Master in University Teaching, National Experimental University of the Western Plains Ezequiel Zamora, Venezuela (2009) - Political scientist graduated from University of Los Andes, Venezuela (1999) - Assistant professor at the National Open University, Venezuela, since 2004. - Contract Professor at National Experimental University of the Western Plains Ezequiel Zamora, Venezuela (1999-2003)	Doctorate in Education, National University of Distance Education of Panama, Panama (2019)	- Doctorate in Education with a Specialty in Research - Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- FP112 - Design of Education Proposals Based on ICTs - FP114 - Educational Quality, Evaluation and Innovation - FP117 - Learning theories and methodological bases of training - FP118 - Curricular Planning and Design - FP119 - Learning Factors - FP124 - Applied Didactics - FP172 - Contexts and Policies in Higher Education - FP182 - Knowledge Management and Innovation in Education - Master's Thesis
				Academic load
				9
				Number of preparations
				9
Dr. Gisele Márcia de Oliveira Freitas	- Master's Degree in Networked Communication and Education: E-Learning. - National University of Distance Education, UNED, Madrid,(2017) - Master's Degree in Spanish Teacher Training. University of Alcalá, UAH, Spain (2009) - Professional Master's Degree in Youth and Adult Education. University of the State of Bahia, UNEB, Salvador, Brazil (2017) - Specialization in applied human and social sciences and the world of work. Federal University of Piauí, UFPI, Teresina, Brazil (2022) - Specialization in Training Innovation. CEDDET Foundation, CEDDET, Spain (2017) - Specialization in Education, Communications and Interface Technologies. Centro Universitário Interativo UniSEB, UNISEB, Brazil (2013) - Bachelor's Degree in Literature - Portuguese and Spanish Universidade Paulista, UNIP, São Paulo, Brazil (2013) - Bachelor's Degree in Pedagogy. Higher Education Units of the Sertão da Bahia, UESSBA, Irecê, Brazil (2010)	Doctorate in Knowledge Dissemination. University of the State of Bahia, UNEB, Salvador, Brazil (2023)	Master's Degree in Education	- FP088 - Creation, Adaptation and Evaluation of Materials - Master's Thesis
				Academic load
				2
				Number of preparations
				2
Dr. Karina Munari Pagan	- Master's Degree in Organizational Management from Universidade de São Paulo, Brazil (2018) - Specialization in Marketing from Universidade de São Paulo, Brazil (2023) - Bachelor's Degree in Mathematics applied to Business from Universidade de São Paulo, Brazil (2013) - Professor at Faculdade De Economia, Administração e Contabilidade -USP(RP), FEARP, Brazil. - Has taken several courses in Brazil and internationally on marketing, neuroeconomics, cross-cultural organizational management, personal finance and entrepreneurship.	Doctorate in Organizational Management from Universidade de São Paulo, Brazil (2023)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies	- DD004 - Marketing - DD159 - Introduction to New Marketing - DD160 - Market Research - DD161 - Consumer-Buyer Behavior - DD162 - Marketing Strategy Development - DD164 - Relational Marketing - DD170 - Services Marketing - DD1009 - Health Marketing - TI014 - Electronic Marketing and Commerce
				Academic load
				9
				Number of preparations
				9

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Irania Malaver	• Master's Degree in Linguistics, Central University of Venezuela (1998) • Graduate Anthropologist (1989) • Director of Final Projects, Central University of Venezuela • Collaborating professor at the Fundació per a la Universitat Oberta de Catalunya (Foundation for the Open University of Catalonia)	• Doctor in Applied Linguistics, University of Alcalá, Spain (2009)	• Master in Teaching Spanish as a Foreign Language	• FP019 - Second Language Acquisition • FP027 - Methodological Basis • FP033 - Curriculum Design and Programming - Theory and Practice • Master's Thesis
				Academic load
				4
				Number of preparations
				4
Dr. Irma Dominguez	• Master in Physical Activity: Sports Training and Management. • International and Interuniversity Master's Degree in Nutrition and Applied Dietetics specialized in Eating Disorders and Nutrition and Aging from the University of León (Spain). • Diploma in Human Nutrition and Dietetics from the University of Navarra (Spain).	• Doctorate in Education from the Universidad Iberoamericana in Mexico (2021)	• Master in Physical Activity: Sports Training and Management • Master in Naturopathic Sciences • Bachelor of Science in Nutrition and Dietetics • Bachelor of Arts with concentration in Psychology	• LG001 - Learning Strategies and ICT Competencies • MN012 - Nutrition in Common Pathologies • SN018 - Evaluation of the Nutritional Status • SN198 - Basics Aspects of Nutrition • SN217 - Nutrition and Sports • Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Jesús Arzamendi Sáez de Ibarra	• Degree in Romance Philology from the University of Deusto (Spain). • Professor of General Linguistics, Semiology and Semantics at the University of Deusto (1973-1983). • Professor of Language Pedagogy, Linguistics, Evaluation of Bilingual Education Programs and Semiotics at the University of the Basque Country (1981-2005). • Director of the Institute of Education Sciences (I.C.E.) of the University of the Basque Country (1988-1991) • Director of the Master "Teaching Spanish as a Foreign Language" (1992-1996). • Director of the Master "English Teachers training in a virtual campus" (1998-2001).	• Doctor of Philosophy and Letters - Section: Romance Philology, University of Deusto (Spain) (1983)	• Master in Teaching Spanish as a Foreign Language • Doctorate in Education with a Specialty in Research	• FP020 - Individual Factors in Learning • FP032 - Evaluation of the Learning Process • DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation • Master's Thesis
				Academic load
				6
				Number of preparations
				4
Dr. Jon Arambarri	• MBA, Institute of Applied Economics, UPV-EHU. • Senior Telecommunications Engineer from the School of Engineering of Bilbao. • R&D Director at www.virtualware.es; Multimedia, 3D, Animation and Virtual Interactive Environments. • Has worked as R&D Director for www.gowex.com; Telecommunications services for companies. • Has made numerous publications on his specialties such as: information systems, telecommunications, collaborative virtual work, environment, knowledge management.	• Doctorate in Engineering Project Management from the Polytechnic University of Catalonia (Spain) (2014)	• Master in Strategic Management with a Specialty in Management • Master in Strategic Management with a Specialty in Telecommunication • Master in Strategic Management with a Specialty in Information Technologies	• TI004/DD163 - International Commerce and Marketing • TI015 - Electronic Security and Legislation • TI023 - Case Study and Resolution • TI026 - The Telecommunications Market • TI027 - Technical-Business Structure of Telecommunications • TI028 - Telecommunications Networks • TI031 - Telecommunications Market Regulations • TI043 - ICT Project Direction and Management • Master's Thesis
				Academic load
				9
				Number of preparations
				9

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Jorge Crespo	- Civil Engineering of the Higher Polytechnic Institute José Antonio Echeverría (Cuba) - Licensed (Homologation) by the Spanish Ministry of Education in 2010 13 years of experience teaching Civil and Industrial Engineering and Architecture. - Specialist in computational modeling and simulation, development of automated systems for decision making and expert systems and process management. - Participated in R&D, both competitive and non-competitive, aimed at administrations and public and private entities in Spain. - Author and co-author of books and scientific articles related to civil engineering, numerical methods, structures.	Doctorate in Civil Engineering from the University of Cantabria, Santander (Spain) (2011)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master in Project Design, Administration, and Management with a Specialty in Innovation and Product	- DD076 - Management Without Distances - DD118 - Basic Statistics - DD119 - Statistical Sampling - TI036 - Web Technology and Web Engineering - TI041 - Business Software Processes - TR036 - Strategy and Tourism Businesses on the Internet - TR037 - ICT in the Tourism Industry - Master's Thesis
				Academic load
				8
				Number of preparations
				8
Dr. José Zavala	- Master's Degree/ Master in the teaching of mathematics with terminal exit in Mathematics Education/ Autonomous University of the State of Morelos. - Master's Degree in Educational Sciences/ Institute of University Studies, Civil Association, Chiapas, Mexico. - Specialization in the Teaching of Mathematics with terminal courses in Mathematics Education and Educational Computing/ Autonomous University of the State of Morelos, Mexico. - Bachelor's Degree/ Chemical Process Engineering, Specialty Petrochemical Processes/ Autonomous University of Carmen/ Faculty of Chemistry, Campeche, Mexico.	Doctor in Chemical Engineering / Technological Institute of Celaya, Guanajuato, Mexico (2005)	- Master in Strategic Management with a Specialty in Management - Master in Environmental Management and Audits - Master in Public Health	- DD125 - Total Quality Costs - DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - IP064 - Training and Communication - IP075 - Integrated Management Case Studies - IP078 - Background and Current Status of Integrated Management - IP081 - Integration Models - IP084 - Integrated Management Systems: Quality, Environment, and Prevention - IP9001 - Introduction and Fundamentals of Integrated Management Systems - IP9002 - Advantages and Difficulties of the Integration of Systems, Degrees, Modes and Integration System Models - MA028 - Potentially Contaminated Marine Ecosystems - MA029 - Environmental factors that Affecting Pollutants - MA030 - Pollutant Agents - MA031 - Toxicology - MA085 - Environmental Education and USW - MA249 - Product Life Cycle and Carbon Footprint Analysis - Master's thesis
				Academic load
				18
				Number of preparations
				16

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Juan Luis Martín	- Specialist in Family Mediation, Colegio de Psicólogos de Vizcaya (Spain). - Master's Degree in Mental Health and Psychotherapy Techniques from the University of Deusto. Degree in Psychology from the University of the Basque Country (Spain). - Bachelor's Degree in Psychology from the University of the Basque Country (Spain). - Teacher since 2005 in education, special education, psychology. - Has collaborated in different topics such as psychology and psychological development in families. - Authored and co-authored articles and chapters on family psychology, relationships, bullying, and drug use.	Doctorate in Psychological Treatment, Evaluation, and Personality, University of the Basque Country, Spain (2001)	Master in Strategic Management with a Specialty in Management	- DD097/DD098 - Mediation - DD101 - Conflict Resolution/Transformation in the Family - Master's Thesis
				Academic load
				3
				Number of preparations
Dr. Juliana Dos Santos Rocha	- Pedagogical Coordinator of Innovation. Projeto Pescar Foundation (Brazil), from 2019 to present. - Professor. Pontifícia Universidade Católica do Rio Grande do Sul (Brasil), desde 2015. - Professor. Universidad del Norte (Barranquilla, Colombia) since 2022. - Professor. Centro Universitario Unieuro (from 2022) - Member of research groups: - Coletivo de Educação Popular e Pedagogia Social (CEPOPES/UFRGS) - Registered in CNPq - Grupo de Pesquisa Formação docente, inclusão e processos de aprendizagem (FIPA/PUCRS) - Registrado no CNPq	Doctorate in Education. Pontifícia Universidade Católica do Rio Grande do Sul, Brasil (2020)	Master's Degree in Education	Master's Thesis
				Academic load
				1
				Number of preparations
Dr. Julio Martinez	- Bachelor's Degree in Mechanical and Electrical Engineering. Faculty of Engineering, National Autonomous University of Mexico (1992-1996). - Master's Degree in Mechanical Engineering. Graduate Studies Division, Faculty of Engineering, National Autonomous University of Mexico (1996-2001). - Professor and researcher at the Faculty of Engineering, Autonomous University of Campeche, Campeche Camp. & Universidad Mundo Maya Campus Campeche, Campeche Camp (2001-present). - Creator of projects and publications related to Energy and Technology. - Has collaborated in conferences and presentations on Engineering, Energy, Sustainable Development, among others since 2006.	Doctorate in Mechanical Engineering. Graduate Studies Division, Faculty of Engineering, National Autonomous University of Mexico (2005).	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - DD013 - Logistics - Master's Thesis
				Academic load
				5
				Number of preparations
Dr. Kamil Giglio	- Master's degree in engineering and knowledge management, Universidade Federal de Santa Catarina (2010). - Graduated in social communication, Universidade do Sul de Santa Catarina (2005). - Graduate in Literature and Literature - French, Universidade Federal de Santa Catarina (2005). - Professor at Aerotd. - Researcher at Wiesbaden Business School).	Doctor in Engineering and Knowledge Management, Universidade Federal de Santa Catarina	- Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- FP076 - Collaborative Work in Virtual Environments - FP087 - Learning Factors - FP101 - Learning Theories and Methodological Bases of Training - FP123 - Educational Guidance and Tutoring - FP126 - ICT in Education and Learning Theories - Master's Thesis
				Academic load
				6
				Number of preparations
				6

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Kilian Tutusaus	- Degree in Marine Sciences from the University of Las Palmas de Gran Canaria (1999-2000). - Master's degree in Environmental Engineering from the Sarriá Chemical Institute (2000-2001). - Professor in the classroom training program for university professors: Promotion of teaching innovation experiences supported by information and communication technologies Bolivia (2004-2005). - Speaker at the international congress Internet Global Congress: An example of recycling of virtual educational tools, Barcelona (2004). - Has been a speaker at various congresses, seminars, conferences, on topics related to teaching innovation, uses of ICT in education and technopedagogical models of teaching - learning. - It has publications such as: Marine Pollution, Management of Natural Spaces, Oceanography and Marine Resources, Natural Resources, Distance teaching experience in Ibero-America.	Doctorate in Project Engineering: Environment, safety, quality and communication by the Polytechnic University of Catalonia (2016)	Master in Environmental Management and Audits	- MA106 - Water Circulation - MA108 - Fishery Exploitation - MA109 - Marine Cultures - MA110 - Shipping and Maritime Transport - MA111 - Energy and Mineral Resources - MA136 - Technology in Marine Aquaculture: Toward a Sustainable Aquaculture - MA137 - Management of Biological Contamination - MA139 - Management of Natural Marine Protected Areas - MA140 - Fishery Management - MA243 - Management of Water Pollutants
				Academic load
				10
				Number of preparations
				10
Dr. Leonardo Ribeiro	- Graduated in Agronomy from Universidade Federal de Viçosa, UFV, Brazil (2000) - Environmental Analyst of the Instituto Brasileiro do Meio Ambiente e dos Recursos Naturais Renováveis - Has experience in the areas of Environmental Management and Environmental Sociology, acting mainly in environmental licensing processes of large companies, environmental impact assessment, cumulative impact assessment and with the Theory of Ecological Modernization.	Doctorate in Environment and Society from Universidade Estadual de Campinas, UNICAMP, Brazil (2013).	Master in Environmental Management and Audits	- MA001 - Introduction to Sustainable Development - MA002 - Ecology - MA008 - Natural Resources - MA011 - Environmental Audits - MA012 - Evaluation of Environmental Impact - MA073 - Natural Areas in the Context of Societies - MA074 - Biodiversity - MA075 - Natural Spaces: Typology and Processes - MA076 - Uses of Natural Spaces - MA077 - The Conservation of Species and Natural Areas - MA078 - The Management of Natural Spaces - MA079 - Ecological Restoration and Landscaping - MA080 - Case Studies of Management and Conservation of Natural Spaces - Master's Thesis
				Academic load
				14
				Number of preparations
				14

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Luciene Maldonado	• Professor Universidade Católica do Rio Grande do Sul - PUCRS (since 2020). • Researcher, Centro de Pesquisa e Desenvolvimento, Escola de Humanidades. (2020) • Professor. Methodist University Center - IPA-RS. (2015-2016, Brazil).	• Doctorate in Education. Pontificia Universidade Católica do Rio Grande do Sul, Porto Alegre, Brazil (2020)	• Master's Degree in Education • Doctorate in Education	• FP106 - Curriculum Design, Planning, and Outcome Development • FP107 - Classroom Learning Methodologies • FP121 - Development of competencies • FP127 - Organization and Management of Educational Institutions • FP182 - Knowledge Management and Innovation in Education • Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Luis Dzul	• Doctorate in Project Engineering: environment, safety, quality and communication, Polytechnic University of Catalonia, Spain (2009). • Diploma in Project Engineering, Polytechnic University of Catalonia, Spain (2007). • Degree in Effective Teaching, Mayab University, Mexico (2004). • Master in Engineering, National Autonomous University of Mexico, Mexico (2002). • Civil Engineer, Autonomous University of Campeche, Mexico (1999). • Course "Training for Teachers"- FUNIBER (2015). • Professor at the Monterrey Institute of Technology and Higher Education (ITESM) (ITESM), Tampico campus, in the subjects "Project Engineering" and "Concrete Structures". Team Teaching Mode (2010 - present) • Researcher at the Center for Research and Industrial Technology of Cantabria (CITICAN) of the European Atlantic University (2014-present). • Research Professor at the Autonomous University of Campeche (UAC), Mexico. Department of Environmental Microbiology and Biotechnology. Project Engineering Area (2011-2014). • Member of the Project Engineering Research Group: Design, Sustainability and Communication (GIIP) of the Department of Projects of the School of Industrial Engineering of Barcelona, UPC (2008-2011). • Invited master's degree professor at the Universidad Latina de Panamá (Panama campus) in the Center for Postgraduate Studies, teaching the subject "International Standards for Project Management" (2012 - current)	• Doctorate in Engineering Project Management from the Polytechnic University of Catalonia, Spain (2009)	• Master in Strategic Management with a Specialty in Management • Master in Strategic Management with a Specialty in Telecommunication • Master in Strategic Management with a Specialty in Information Technologies • Master in Project Design, Administration, and Management • Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning • Master's Project Design, Administration, and Management with Specialty in Product and Innovation	• IP9003 - Integration of Management Systems based on Standards and Processes • IP9004 - Implementation of the Integrated Management system-Case Study • PC002 - Collaboration and Development Theory • PC012 - International Collaboration System • PC013 - Logical Framework • Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Majid Safadaran	• Master's degree in TESOL / ESL from New York University (USA). • Master's Degree in Education from the University of Piura (Peru). • Master's degree in TEFL from the University of Piura (Peru). • Master's Degree in Accounting from the University of Kerela (India). • Doctorate in Accounting from the University of Poona (India).	• Doctorate in Education from the Atlantic University, USA (2009)	• Master in Teaching English as a Foreign Language	• FP001 - Approaches to Language • FP005 - Teaching Pronunciation • FP012 - Assessment & Testing in the Classroom • FP013 - English in the Community • Master Thesis
				Academic load
				5
				Number of preparations
				5

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Manuel Antonio Masías Vergara	- Industrial and Systems Engineer from University of Piura. Master's Degree in Strategic Management in Information Technology from the University of León. - Online tutor of subjects related to Programming and ICT. Specialist in Systems Project Management and Development, Research Team Management.	Doctor in Project Engineering from the Universidad Internacional Iberoamericana (2018)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Information Technologies - Master in Strategic Management with a Specialty in Telecommunication - Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal. - DO009 - Thesis Preparation. - DO010 - Thesis Dissertation. - TI013 - Reengineering, strategy and management of systems and ICT - TI017 - Integration of Business Management Systems - TI034 - Languages and Programming Paradigms
				Academic load
				6
				Number of preparations
				4
Dr. Marcial A. Yam Cervantes	- Master of Science in Biochemical Engineering, Tecnológico Nacional de México/Instituto Tecnológico de Mérida, México, Yucatán - Graduation in Chemical Engineering. Tecnológico Nacional de México/Instituto Tecnológico de Mérida, Mexico, Yucatán	Doctorate in Science in Polymeric Materials, Centro de Investigación Científica de Yucatán, Mexico (2016)	- Master in Environmental Management and Audits - Master in Strategic Management with a Specialty in Management	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - IP051 - Advanced Solid Waste Management in the Industry - MA003 - Water Treatment - MA015 - Introduction to Integrated Water Management - MA016 - The Water Cycle - MA017 - Water Management - MA018 - Water Analysis and Characterization - MA021 - Water and Environmental Education - MA286 - Industrial Wastewater Treatment - MA287 - Physical, Chemical and Biological Purification Processes - MA288 - Reverse Osmosis and Ion Exchange Processes - MA289 - Water Reuse and Purification - MA290 - Good Practices in the Industry - Master's Thesis
				Academic load
				16
				Number of preparations
				14

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. María Ángeles Arias	- Post-doctorate in Sociology by the Graduate Program in Sociology (2007 and 2019) UFPR, Brazil. - Postdoctoral Fellow of the Graduate Program in Territorial Dynamics and Society in the Amazon (PDTSA), Universidade Federal do Sul e Sudeste de Pará (2017) and by the Rural Development Program, Colegio de Posgrados de México (COLPOS), (2013). - Master's Degree in Sociology, Universidade de Havana, Cuba - Specialization in Epistemologies of the South by CLACSO (2017). - Specialization in Local Development by the ILO (Turin, 2003). - Degree in Education from the Universidad Pedagógica Enrique José Varona of Havana and Degree in History from the Universidad Pedagógica de Holguín, Cuba. - Professor at the University of Holguín, Cuba, research professor at the Faculty of Economics and Administration Sciences (2013-2015), - Coordinator of the Center for Local Development Studies and the Center for Gender Studies of the University of Holguín. - Professor-researcher of the Center for Culture and Identity Studies of the Faculty of Arts of the University of Holguín (2002-2013). - Visiting Professor/CNPq at CPDA of the Federal Rural University of Rio de Janeiro and at the Federal University of Lavras in Minas Gerais. - Visiting professor in academic programs in Cuba and abroad: UNOESC/Brazil (1998-2000), Universidad Pedagógica Nacional de Honduras (2004), National University ICA in Peru (2005) University of Calabria, Italy (Seminars on Rural Development (2005), Seminar on Gender and Development Studies at the University of Seville, (2012), Seminars on Research and Rural Development at the Colegio de Postgraduados, Mexico (2013).	- Doctorate in Philosophical Sciences. - University of Havana, Cuba (1994)	- Master's Degree in Education - Doctorate in Education with a Specialty in Research	- D0008 - Thesis Proposal - D0009 - Thesis Preparation - D0010 - Thesis Dissertation - Master's Thesis
				Academic load
				4
				Number of preparations
				2
Dr. María Elena Castro Rodríguez	- Master's Degree in Educational Sciences, specializing in Didactics, from the University of Sancti Spiritus, Cuba (2008). - Bachelor's Degree in Education, majoring in Spanish and Literature, University of Sancti Spiritus, Cuba (1993).	Doctorate in Pedagogical Sciences from the University of Sancti Spiritus, Cuba (2012)	- Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	Master's Thesis
				Academic load
				1
				Number of preparations
				1

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. María Magdalena Peña Rodríguez	- International Professional Certification Level D as Project Manager, International Project Management Association (IPMA). - Master in Design, Management and Direction of International Cooperation Projects, European University Miguel de Cervantes, Spain. - Master in Cultural Management, Universidad Carlos III de Madrid. - Architect, School of Architecture / Universidad de la República.	Doctorate in Projects, Universidad Internacional Iberoamericana, Mexico (2022)	- Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation - Master in Project Design, Administration, and Management	- AU001 - Interrelations Between Architecture and Urban Planning - DD050 - Introduction to Projects - DD051 - Project System Design - DD052 - Analysis of Provision of Services - DD053 - Functional Analysis of the Project - DD054 - Project Ergonomics - DD055 - Project Security and Reliability - DD056 - Environment in a Project - DD057 - Project Specifications - DD058 - Project Draft Preparation - Master's Thesis
				Academic load
				11
				Number of preparations
				11
Dr. Mariurka Maturell	- Master's degree in Cuban and Caribbean Studies from the Universidad de Oriente, Cuba (2012-2015). - Diploma holder. Interdisciplinarity in Universalization. Faculty of Social and Humanistic Sciences (FSCH). Universidad de Guantánamo- Cuba (2004- 2005) - Degree in Psychology from University of Oriente, Cuba (1998 -2003).	Doctorate in History from the Federal University of Santa Catarina, Brazil.(2017-2021)	Master in Education with a Specialty in the Organization and Management of Education Institutions	- FP078 - Interculturality and Education - FP082 - Project Planning and Management - Master's Thesis
				Academic load
				3
				Number of preparations
				3
Dr. Matías Mazzetto	- Doctor in Projects. UNINI Mexico (2018). - Master In Project Design, Administration, and Management. European University Miguel de Cervantes, Spain (2013). - Labor Engineer. National Technological University, Argentina (2014). - Information Systems Engineer. Catholic University of La Plata, Argentina (2011). - Trainer. Judicial Branch of the Province of Buenos Aires (2010).	Doctor in Projects, UNINI Mexico, Mexico (2018)	- Doctorate in Projects with a Specialty in Research - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation - Master in Project Design, Administration, and Management	- DD072 - Computing Tools for Project Management - DD074 - Project Evaluation - DD075 - Trust Management: Risk and Quality - DD235 - Introduction to Project Design: from Conflict to Problem - DD236 - Design of System Solutions in Projects - DD237 - Desired Service and Conditions for its Delivery - DD238 - Solution-system: Functional Analysis in the Project - DD239 - The Roles of People in a Project - DD240 - Project Reliability - DD241 - Environmental Viability of the Project - DD242 - Project Proposal: Specifications - DD243 - Preliminary Project and its Presentation - Master's Thesis
				Academic load
				13
				Number of preparations
				13

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Maydali Engracia del Carmen Villasmil	• Master in Open and Distance Education (2020) • E-Commerce Expert, FATLA (2019) • Expert in e-Learning Platforms, FATLA (2018) • Expert in Educational Technology, FATLA (2017) • International Master's Degree in Social Education and Interculturality, Institute of Global Studies (2015) • Magister Scientiarum in Educational Management, Yacambú University (2012) • Degree in Foreign Language Education, mention in English, Francisco Miranda National Experimental University (2005)	• Doctorate in Education from the Experimental Pedagogical University Libertador, Venezuela (2016)	• Master in Teaching English as a Foreign Language • Master in Education with a Specialty in Higher Education • Master in Education with a Specialty in the Organization and Management of Education Institutions • Master in Education with a Specialty in Teacher Training • Master in Education with a Specialty in ICT'S in Education	• FP076 - Collaborative Work in Virtual Environments • FP103 - Fundamentals of Special Education • FP106 - Curriculum Design, Planning and Outcome Development • FP110 - Teaching in Virtual Learning Environments • FP111 - Analysis of Technological Resources and Creative Activities Design • FP119 - Learning Factors • FP181 - Use of ICT in the University Classroom • Master's Thesis • Portfolio I, II, III
				Academic load
				9
				Number of preparations
				9
Dr. Mayra Gonzalez	• Master's Degree in Counseling and Guidance, Interamerican University of Puerto Rico, Arecibo Campus (2003) • Bachelor's Degree in Social Science with concentration in Political Science, University of Puerto Rico, Rio Piedras Campus (1996) • Licensed Professional Counselor, part-time, Universidad Internacional Iberoamericana (2014 to present) • Licensed Professional Counselor and Director of the Prevention and Violence against Women Program, University of Puerto Rico, Utuado Campus (2012)	• Doctorate in Education with a major in Guidance and Counseling, Inter-American University of Puerto Rico, Metropolitan Campus, Cupey, P.R (2017)	• Master in Strategic Management with a Specialty in Management • Master in Strategic Management with a Specialty in Telecommunication • Master in Strategic Management with a Specialty in Information Technologies • Master in Project Design, Administration, and Management • Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning • Master in Project Design, Administration, and Management with a Specialty in Innovation and Product	• DD040 - Conflict Resolution and Negotiation Techniques • DD044 - Public Presentation Techniques • DD097/DD098 - Mediation. • DD103 - Conflict Resolution/ Transformation in the Organization • DD138 - Principles and Processes of Conflict Resolution/ Transformation
				Academic load
				5
				Number of preparations
				5

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Mirtha Silvana Marín Garat	- Master in Sustainable Development, University of Lanus - Latin American Forum on Environmental Sciences (FLACAM) - UNESCO Chair in Sustainable Development (2004). - Consultant for the development of projects for local and foreign companies (especially Brazil) in the Rivera Free Market Zone (April 1995 - March 2000). - Consulting in local project development and social and environmental responsibility (design, direction and management) (March 2000). - Coordinator of workshops for teachers at the Alberto Chipande Institute of Higher Education (2014) Mozambique. - Complementary preparation: - FUNIBER "Teacher Training" course (December 2015). - Course "Training for Thesis Directors" FUNIBER (December 2015). - Course on "Teaching in Virtual Environment" FUNIBER, 175 hours (July 2015).	Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) (2019)	- Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation	- DD050 - Introduction to Projects - DD051 - Project System Design - DD052 - Analysis of Provision of Services - DD053 - Functional Analysis of the Project - DD054 - Project Ergonomics - DD055 - Project Security and Reliability - DD056 - Environment in a Project - DD057 - Project Specifications - DD058 - Project Draft Preparation - DD077 - Project Communication
				Academic load
				10
				Number of preparations
				10
Dr. Mónica García	- Bachelor's Degree in Environmental Sciences. Specialty: Environmental Management. University of León - Doctor in Physics, Chemistry and Applied Sciences with Cum Laude honors. Universitat Jaume I of Castellón - Master's Degree in Environmental Impact Assessment from the Institute of Ecological Research of Cadiz - Pedagogical Aptitude Course (CAP). Institute of Education Sciences (ICE). Polytechnic University of Valencia - Advanced Studies in Traditional Chinese Medicine. School of Traditional Chinese Medicine - Various courses/trainings on acupuncture, oriental chiropractic and massage. - Own center for acupuncture, therapeutic and sports massage, reflexology, etc - Professor at the Escuela Superior de MTC (Valencia, Spain)	Doctor in Physics, Chemistry and Applied Sciences with Cum Laude honors. Universitat Jaume I of Castellón (2016)	Master in Naturopathic Sciences	- MTC007 - Differentiation of Syndromes - MTC008 - TCM Therapeutics - MTC009 - Auriculotherapy - MTC010 - Meridians and Points (Part I) - MTC011 - Meridians and Points (Part II) - MTC012 - Acupuncture Techniques - MTC013 - Acupuncture Internal - Medicine - MTC014 - Acupuncture - Specialties
				Academic load
				8
				Number of preparations
				8
Dr. Narciso Miguel Contreras Izquierdo	- University Expert in Teaching Spanish as a Foreign Language, Menéndez Pelayo International University (Spain). - Bachelor's Degree in Philosophy and Letters (Hispanic Philology) from the University of Jaén (Spain). - TEACHING EXP. - Doctoral assistant professor in the Department of Spanish Philology at the University of Jaén (Spain). - Director of the Secretariat of International Mobility Programs of the University of Jaén (Spain). - Professor of distance learning master's degree in Linguistics applied to the teaching of Spanish as a Foreign Language at the University of Jaén. - Speaker at several congresses and conferences related to methodology, lexicon and varieties of Spanish in LLEE didactics. - Professor in the Dept. of Hispanic Studies at the Attila József University of Szeged (Hungary) for 3 years. - Professor at the Cervantes Institute of Romania and the University of Bucharest. President of the DELE exam board in Hungary and Romania, and President of the examining board for these tests at the University of Jaén.	Doctorate in Spanish Philology University of Jaén, Spain (2003)	Master in Teaching Spanish as a Foreign Language	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - FP025 - Spanish and its Varieties - FP026 - Teaching Lexicon and Pronunciation
				Academic load
				5
				Number of preparations
				3

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Nivia Núñez de la Paz	- Post-doctorate in Theology. Faculdades EST, São Leopoldo, Brazil (2015-2017). - Master's Degree in Theology. Faculdades EST, São Leopoldo, Brazil (2002-2004). - Specialization. Public Policy and Gender Justice. CLACSO, Argentina (2018-current). - Complementary training on the Moodle virtual platform. - Professional experience as a professor at university and master's level in different institutions.	Doctor in Theology, Faculdades EST, São Leopoldo, Brazil (2008)	- Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- FP080 - Conflict Resolution/ Transformation in the School - FP104 - Organization and Management of Educational Centers - FP109 - ICT in Education and Learning Theories - Master's Thesis
				Academic load
				4
				Number of preparations
				4
Dr. Oscar Ulloa	- Master's Degree in Community Development- Social Psychology. Central University of Las Villas, Cuba (2006-2008). - Diploma in Social Worker Training, University of Havana, Cuba (2002-2003). - Bachelor's Degree in Psychology. University of Oriente, Cuba (1997-2002). - Collaborating Professor, Master's Program in Sexology and Society (2015-present). - Fellow (PhD), Federal University of Rio Grande do Sul, Brazil, School of Education, Doctorate in Education (2011-2015). - Participates in research projects, since 2005, on Social Sciences, Masculinities and Paternities and Psychology. - Author of several scientific journals and book articles.	Doctorate in Education, Universidade Federal do Rio Grande do Sul, Brazil (2015)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Doctorate in Education with a Specialty in Research - Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education - Doctorate in Education with a Specialty in Research	- DD100 - Conflict Resolution/ Transformation in the School - DD102 - Conflict Resolution/ Transformation in the Community - DD105 - Conflict Resolution/ Transformation in the Health Field - DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - Master's Thesis
				Academic load
				7
				Number of preparations
				5
Dr. Pablo Urquiza	- Master in Strategic Management in ICT's University of León (Spain). - Master's Degree in Training Course for Chiefs of Staff General Command of the Army (Uruguay). - Instructor at the Army Peace Operations School (1998-2006). - Computer Instructor - I.M.A.E. (2001-2006). - Computer Science Teacher - Liceo N° 1 Extraedad E.S.O.E. (2001-2006). - Professor of Drawing - Liceo N° 1 Extraedad E.S.O.E (1996). - Mathematics Teacher - Liceo N° 1 Extraedad E.S.O.E. (2001 - 2006).	Doctorate in Projects, Universidad Internacional Iberoamericana, Mexico (2022)	- Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation - Doctorate in Projects with a Specialty in Research	- PC002 - Collaboration and Development Theory - PC012 - International Cooperation System - PC013 - Logical Framework - Master's Thesis
				Academic load
				4
				Number of preparations
				4

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. . Patricia Marques de Souza	- Master's Degree in Social History - Federal University of Rio de Janeiro (UFRJ) - Specialization in Distance Education-Faculdade Venda Nova do Imigrante(FAVENI) 2019-2020 - Bachelor's Degree in History - Universidade Estadual Rio de Janeiro(UERJ) 2017-2019 - Bachelor's Degree in History -Universidade Federal do Rio de Janeiro(UFRJ) 2010-2014	Doctorate in History and Arts - University of Granada (UGR) 2020-202	- Master of Arts in Teaching - Master's Degree in University Teaching - Doctorate in Education	- FP077 - ICT in the Classroom - FP120 - Creation, Adaptation, and Evaluation of Materials - FP0180 - Learning Assessment in the University Context
				Academic load
				3
				Number of preparations
				3
Dr. Paula Arzadun	- Master's Degree in Cooperative Business Administration - Postgraduate degree in data science - Bachelor's Degree in Economics (University of Buenos Aires, Argentina) - Numerous publications related to education, development and cooperativism.	Doctorate in Business Administration (University of Costa Rica)	- Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation - Doctorate in Projects with a Specialty in Research	- DD070: Introduction to Project Management - TR038: Project Planning and Management
				Academic load
				2
				Number of preparations
				2
Dr. Priscilla Almeida de Souza	- Degree in Human Nutrition and Dietetics, Centro Universitário Belo Horizonte (UNIBH), Brazil (2002-2006). - Post-graduate degree in Sports Nutrition, Centro Universitário Belo Horizonte (UNIBH), Brazil (2006-2008). - Diploma of Advanced Studies (D.E.A.) in Physiology (2009-2012).	Doctor in Biomedicine. University of Zaragoza, Spain (2016)	- Master in Strategic Management with a Specialty in Management - Master in Physical Activity: Sports Training and Management - Master in Naturopathic Sciences - Bachelor of Science in Nutrition and Dietetics	- CDS062 - Cell and Molecular Biology - SN018 - Evaluation of the Nutritional Status - SN042 - Kineanthropometry - SN047 - Eating Disorders in Sport - SN198 - Basics Aspects of Nutrition - SN217 - Nutrition and Sports - TR023 - Food and Beverage Management - Master's Thesis
				Academic load
				8
				Number of preparations
				8

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Ramón María Calduch	- Bachelor's Degree in Law. Open University of Catalonia. - Master's degree in Anthropology of Medicine from the Rovira i Virgili University. - Vice President of the European Foundation of Traditional Chinese Medicine (Spain) - Vice President of PEFOTS (Pan European Federation of Chinese Medicine Societies). - President of ECCTCM (European Chamber of Commerce for TCM). - Chairman of the Supervisory Board of WFCMS (World Federation of Chinese Medicine Societies). - Member of the Expert Committee of "International TCM Program for Cooperation in Science and Technology" appointed by the Ministry of Science and Technology of P.R.China. - Visiting Professor of Management at TCM University in Beijing. - Vice-Chairman of the Specialty Committee of Translation of WFCMS - Vice-Chairman of the Specialty Committee of Standardization of WFCMS - Vice President of World Federation of Acupuncture and Moxibustion Societies (WFAS) - Member of ISO/TC249TCM and member of Chair Advisory Group. - International Award for Contribution to Traditional Chinese Medicine, 3rd edition (awarded by WFCMS in November 2009).	Doctor of Law (PhD). Abat Oliba University (2017)	Master in Naturopathic Sciences	- SN085 - History of Biological-Naturopathic Medicine - Master's Thesis
				Academic load
				2
				Number of preparations
				2
Dr. Roberto Álvarez (Department Director)	- Architect (FADU-UBA, Argentina). - Graduate in Strategic Planning (FADU-UBA, Argentina). - Graduate in Investment Project Evaluation for non-specialists (FADU-UBA, Argentina). - Specialist in Strategic Design Management. Project and design management (UBA-Polit- de Milano, Argentina).	Doctorate in Project Engineering from the Polytechnic University of Catalonia (Spain) (2009)	- Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation	- AU004 - Contextual Economic, Social and Institutional Components of the Project - AU006 - Urban Architectural Project Theory - AU010 - Integrated Design and Product Management - Master's Thesis
				Academic load
				4
				Number of preparations
				4
Dr. Roberto Fabiano Fernandes	- Master's Degree in Engineering and Knowledge Management, Federal University of Santa Catarina (2010-2012). - Specialization in Software Project Engineering, University of Southern Santa Catarina (2009) - Bachelor's Degree in Computer Science, Blumenau Regional University Foundation (2001). - Has experience in the areas of engineering, production, with emphasis on innovation management. Has worked especially on the following topics: innovation, project management, opportunity identification, design and knowledge management. - Complementary preparation: - Course: "Training for Thesis Directors", FUNIBER (2015). - Course: "Training for Teachers," FUNIBER (2015).	Doctorate in Engineering and Knowledge Management, Federal University of Santa Catarina, UFSC, Brazil (2017)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - TI016 - Business intelligence - TI025 - e-Business and its Integration with Corporate Management Systems - TI035 - Architectures, Networks and Distributive Systems - TI036 - Web Technology and Web Engineering - TI037 - Integral Design and Analysis of Systems and Requirements - TI038 - Data Modeling and Database Design - TI040 - Database and Information Resources Management - Master's Thesis
				Academic load
				11
				Number of preparations
				9

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Roberto Garcia	• Law Degree, University of Valle de Mexico, Campus San Rafael, Mexico City. • Master's Degree in Constitutional Law and Amparo, School of Law of the National Bar Association, Mexico City. • Has professional experience in the marketing sector.	• Doctor in Law, National Institute for Legal Development, Mexico City (2011)	• Master in Strategic Management with a Specialty in Management • Doctorate in Projects with a Specialty in Research	• DD090 - Business Ethics and Corporate Social Responsibility • DD165 - Marketing Audit • DD166 - Product and Brand Management Policy • DD167 - Price Management Policy • DD169 - Communication Management Policies • DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				8
				Number of preparations
				6
Dr. Rodrigo Florencio da Silva	• Master's Degree in Education. Inter-American University for Development - Mexico (2010-2012) • Specializations in ICT in Education (2008-2010) from the University of Sao Paulo, Brazil; Portuguese Dialectics (2004-2006) from the University of Guarulhos, Sao Paulo, Brazil. • Bachelor of Arts in Spanish Language. Centro Universitário de Santo André, Sao Paulo, Brazil.	• Environment and Sustainable Development. Interdisciplinary Center for Research and Studies on Environment and Development (CIEMAD). National Polytechnic Institute of Mexico (2016)	• Master in Environmental Management and Audits • Master's Degree in Climate Change • Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation • IP054 - Treatment of Contaminated Soils • IP069 - Introduction to the Environment • MA006 - Climatology and Environment • MA009 - Soil Contamination • MA245 - Climate Change Agreements, Negotiations and Instruments • MA246 - Vulnerability and Adaptation to Climate Change • MA247 - Climate Change Mitigation • MA248 - Climate Change Science and Policy • MA282 - Climate Change Mitigation • MA297 - Soil Degradation and Contamination • MA298 - Potentially Contaminated Site Investigation • MA299 - Design and Implementation of Recovery and Monitoring Techniques
				Academic load
				15
				Number of preparations
				13

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Sandra Milena Camelo	• Master in Cultural Studies Pontifical Javeriana University (2012) • Master in Linguistics Applied to the Teaching of Spanish as a Foreign Language. University of Jaén, Spain. • Bachelor's Degree in Modern Languages Pontifical Javeriana University (2008).	• Doctor in Cultural Studies. Goldsmiths College, London (2012 - 2017)	• Master in Teaching Spanish as a Foreign Language • Master in Teaching English as a Foreign Language • Master in Education with a Specialty in Higher Education • Master in Education with a Specialty in the Organization and Management of Education Institutions • Master in Education with a Specialty in Teacher Training • Master in Education with a Specialty in ICT'S in Education	• FP002 - Observation & Research in the Classroom • FP008 - Developing Language Skills • FP010 - Computer Assisted Language Learning • FP021 - Learning Strategies • FP037 - Content & Language Integrated Learning • Master's Thesis
				Academic load
				6
				Number of preparations
				6
Dr. Santiago Brie	• Master's Degree in Design, Management and Project Management, University of León, Spain (June 2008-June 2011) • Degree in Urban Environmental Management, Department of Productive and Technological Development, Universidad Nacional de Lanús (UNLA) Argentina (March, 2002-December, 2007). • Professor of the Bachelor's Degree in Urban Environmental Management at the Universidad Nacional de Lanús. • Project design and implementation of the Geographic Information Systems Laboratory, for the degree of Urban Environmental Management, Department of Productivity and Technological Development (July 2011 - December 2011) • Complementary preparation: - Teacher Training (December 2015). - Thesis Director Training, (December 2015). - Teaching in FUNIBER virtual environment, 175 hours (July 2015)	• Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) (2019)	• Master in Project Design, Administration, and Management • Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning • Master's Project Design, Administration, and Management with Specialty in Product and Innovation • Doctorate in Projects with a Specialty in Research	• AU001 - Interrelation between urban planning and architecture • AU002 - The Environment in Urban Architectural Projects • AU005 - City Marketing • AU007 - Preservation of the Architectural Urban Heritage • AU008 - The Function of the State • AU011 - Areas of Design. Contextual Conditions and User Requirements • AU012 - Innovation as a Tool for Improvement and Product Value Contribution • AU013 - Product and Environment • DD070 - Introduction to Project Management • DD073 - Project Monitoring and Control • PC013 - Logical Framework • TR038 - Project Planning and Management
				Academic load
				12
				Number of preparations
				12

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Santos Gracia	• Doctor in Multimedia Engineering, Polytechnic University of Catalonia, Spain (2000). • Industrial Engineer, Polytechnic University of Catalonia, Spain (1996). • Teacher Training Course - FUNIBER (2015). • Professor of "Introduction to Project Management" in Doctorate of Integration and Economic Development, University of León, Spain (2007-2010). • Professor of "Project Design" in Doctorate in Project Engineering, Technological University of Panama, Panama (2007-2010). • Professor of "Project Design and Management" in Doctorate in Project Engineering: Environment, quality, safety and communication, Polytechnic University of Catalonia, Spain (2003-2009). • Professor of "Virtual Collaborative Work Environments" in Doctorate in Project Engineering: Environment, quality, safety and communication, Polytechnic University of Catalonia, Spain (2003-2009). • Professor of "Projects and Communication" in Doctorate in Project Engineering: Environment, quality, safety and communication, Polytechnic University of Catalonia, Spain (2003-2009). • Professor of Industrial Engineering, Polytechnic University of Catalonia, Spain (2002-2009).	• Doctor in Multimedia Engineering, Polytechnic University of Catalonia, Spain (2000).	• Master in Strategic Management with a Specialty in Management • Master in Strategic Management with a Specialty in Telecommunication • Master in Strategic Management with a Specialty in Information Technologies • Master in Project Design, Administration, and Management • Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning • Master's Project Design, Administration, and Management with Specialty in Product and Innovation • Doctorate in Projects with a Specialty in Research	• Master's Thesis
				Academic load
				1
				Number of preparations
				1
Dr. Sheila Queralt Estévez	• Master's Degree in Scientific Police and Criminal Intelligence. Universitat Autònoma de Barcelona (UAB), 2016. • Master of Science in Graphic Design. UAB, 2016. • Master's Degree in Statistics Applied to Research. Instituto Virtual de Ciencias Humanas, Madrid, 2013. • Master's Degree in Theoretical and Applied Linguistics. UPF, Barcelona, 2013. • Master's Degree in Criminalistics, specializing in documents and judicial expertise in intellectual and industrial property. Universitat Autònoma de Barcelona, Barcelona, 2009-2011. • Master in Forensic Linguistics. IDEC-IULA, Barcelona, 2009-2011. • Postgraduate degree in legal and judicial language. IDEC-IULA, Barcelona, 2010. • Postgraduate degree in forensic calligraphy, graphistics, document analysis and forensic sociolinguistics. Universitat Autònoma de Barcelona, Barcelona, 2010. • University degree in Linguistic Mediation. UPF, Barcelona, 2010. - Bachelor's degree in Linguistics. UPF, Barcelona, 2005-2009. - Bachelor's Degree in Translation and Interpretation. UPF, Barcelona, 2005-2009 • Online professor of the master's degree at the Faculty of Communication and Social Sciences of the San Jorge University and professor at the Center for Criminological Research and Training of the Miguel Hernández University. Director of the professional courses in Forensic Linguistics of the SQ Laboratory.	• Doctorate in Translation and Language Sciences. Universitat Pompeu Fabra (UPF), Spain (2015).	• Master in Teaching English as a Foreign Language	• FP004 - Individual Factors • FP009 - Materials & Resources • FP036 - Teaching English through Translation • Master Thesis
				Academic load
				4
				Number of preparations
				4

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Silvia Aparicio	- Postgraduate studies, Erasmus scholarship (Denmark). - Bachelor's Degree in Business Administration from the University of Cambria (Spain). - Has served in management and coordination positions in different educational institutions. - Has experience in administrative positions in private companies. - Has made presentations on topics such as entrepreneurship, scientific research, taxation, finance, marketing, distribution, and environment, new technology for the Ministry of Agriculture of the Autonomous University of Madrid, Cantabria, Valladolid and Copenhagen. - Author and co-author of several journalistic articles of impact and media (El Mundo newspaper).	Doctor in Economics, Faculty of Economics and Economic Development (Integration and Economic Development Program), Autonomous University of Madrid, Spain (2014)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies	- DD120 - Financial Mathematics - DD128 - Administration and Planning of Audits - DD130 - Auditing Procedures by Area - DD131 - Auditing Reports - DD152 - Economics - DD154 - Internal Control - DD155 - Documentation, Testing and Auditing Risks
				Academic load
				7
				Number of preparations
Dr. Silvia Pueyo Villa (Department Director)	- Master in Linguistics Applied to the Teaching of Spanish as a Foreign Language, University of Jaén and Universidad Internacional Iberoamericana (2008-2009) - Master's Degree for Teachers of Spanish as a Foreign Language, University of Barcelona (1999-2001) - Degree in Translation and Interpreting, Autonomous University of Barcelona (1997) - Academic Director of the Translation and Interpreting and Applied Languages degrees at the Universidad Europea del Atlántico, Santander. - Complementary preparation: - Training Course for Thesis Directors - FUNIBER (2015) - Course on Teaching in Virtual Environment - FUNIBER (2015)	Doctorate in Educational Sciences, University of Barcelona (2016)	- Master in Teaching Spanish as a Foreign Language - Doctorate in Education with a Specialty in Research	- FP017 - Modes of Directing the Classroom - FP028 - Development of Skills in the Classroom - FP030 - Educational Technology in Language Learning - DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - Master's Thesis
				Academic load
				7
				Number of preparations
				5
Dr. Susana Martinez	- Master's Degree in Occupational Risk Prevention, Junta de Castilla y León, (2009) - Bachelor's Degree in Food Science and Technology, Food Technology Intensification, University of León (2004) - Degree in Biology (2000) - Senior Research Technician, Instituto de Biomedicina de León (2013) - Numerous online training courses. - Professor at the University of León.	Doctorate in Biology, University of León, (2004)	- Master in Physical Activity: Sports Training and Management - Master in Naturopathic Sciences - Bachelor of Science in Nutrition and Dietetics	- CDS001 - Human Biology I: Anatomy - SN017 - Nutritional Biochemistry - SN043 - Ergogenic Aids - SN259 - Human Anatomy and Physiology - SN260 - Organic Chemistry
				Academic load
				5
				Number of preparations
				4
Dr. Tamires Pereira	- Master's Degree in Literature. Catholic University of Pelotas, UCPEL, Pelotas, Brazil (2015) - Specialization in Neuroscience applied to Digital Technologies. - SESC - Santa Catarina Regional Administration, SESC/SC, Florianópolis, Brazil (2023) - Specialization in Specialized Educational Service. Federal University of Pelotas, UFPEL, Pelotas, Brazil (2022) - Specialization in Clinical and Institutional Psychopedagogy. - FAVENI-VENDA NOVA DO IMIGRANTE FACULTAD, IESX_PPROV, Venda Nova Do Imigrante, Brazil. (2022)	Doctorate in Education. Universidade Federal de Pelotas, UFPEL, Pelotas, Brazil (2023)	- Master of Arts in Teaching - Master's Degree in University Teaching	- FP110 - Teaching in Virtual Learning Environments - FP112 - Design of Education Proposals Based on ICTs - FP171 - Educational Modalities in the University Context: Face-to-Face, Blended Learning and Distance Learning - FP174 - Educational Models for Higher Education
				Academic load
				4
				Number of preparations
				4

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Thomas Prola	- Master's Degree in Teaching and Learning Environments Mediated by Digital Technologies, Universitat de Barcelona, Spain (2018) - Master's Degree in Social Anthropology, Université de Nice, France (2007) - Degree in Social Anthropology, Université de Nice, France (2005) - Professor at the Universidad Europea del Atlántico, Spain, since 2018. - Associate Professor at the Universitat de Barcelona, Spain, since 2015.	Doctorate in Education and Society, University of Barcelona (2024)	Master's Degree in Education	FP077 - ICT in the Classroom. Educational Apps and Use of Resources
				Academic load
				1
				Number of preparations
				1
Dr. Vanessa Anaya Moix	- Master's Degree in Teacher Training of Spanish as a Foreign Language, Universitat de Barcelona (2001). - Degree in Translation and Interpreting from Pompeu Fabra University (Spain). - Specialization courses in educational quality and teaching in virtual environments. - International stays of more than 3 years in France and Ireland. - Numerous publications in magazines.	Doctorate in Language and Literature Didactics from the University of Barcelona, Spain (2008)	- Master in Teaching Spanish as a Foreign Language - Master in Teaching English as a Foreign Language - Master in Public Health - Bachelor of Science in Nutrition and Dietetics - Bachelor of Arts with concentration in Psychology	- FP011 - Task and Projects - FP015 - Curriculum and Course Design - Principles and Practice - FP018 - Observation and Research in the Classroom - SP027 - Writing, Reading and Comprehension of Written Texts - Master's Thesis
				Academic load
				5
				Number of preparations
				5
Dr. Victor Jimenez	- Degree in Civil Engineering from the Universidad Autónoma Metropolitana de México (Mexico). - Master's degree in Construction Engineering from the Universidad Nacional Autónoma de México (Mexico). - Head and responsible for Safety and Hygiene of the Emisor Oriente Tunnel Project (2009-2012) - Technical advisor to the Chamber of Deputies during the construction of the ASF building. - Has served as part of the teaching staff of 58 undergraduate and 65 graduate courses. - Has participated in the modification of the analytical programs of UEAs (UAM). - Has 5 specialized articles in national magazines. Has also performed the technical evaluation of a scientific book. - Participation in several national and international congresses.	Doctorate in Industrial Engineering from the Polytechnic University of Catalonia, Spain (2005)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Public Health	- DD1010 - Quality Care and Patient Safety - IP002 - Workplace Safety - IP003 - Industrial Hygiene - IP004 - Occupational Medicine - IP059 - Fundamentals of Occupational Risk Prevention - IP060 - Occupational Safety - IP076 - Workplace Hygiene - Master's Thesis
				Academic load
				8
				Number of preparations
				8
Dr. Vilmar Alves Pereira	- Master in Education. Universidade de Passo Fundo, UPF, Brazil (1999). - Bachelor's Degree in Philosophy. Universidade de Passo Fundo, UPF, Brazil (1996). - Professor of graduate programs in Education (PPGEDU/FURG) (2010 - 2020). - Program Coordinator. PAIETS (2010 - 2020). - Professor. Universidade Internacional do Cuanza, UNIC, Angola (2020 - present). - Associate Professor. Universidade Federal do Rio Grande, FURG, Brazil (2009 - 2020).	Doctorate in Education. Universidade Federal do Rio Grande do Sul, UFRGS, Brazil (2008)	- Doctorate in Education with a Specialty in Research - Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation - FP081 - Strategic Planning and Management - FP107 - Classroom Learning Methodologies - FP123 - Educational Guidance and Tutoring
				Academic load
				6
				Number of preparations
				4

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Vivian Lipari Zegarra	• Master's Degree in Public Health - Chile, Universidad de Chile (2012) • Master's Degree (c) in Public Health Administration - Peru, Universidad Nacional Federico Villarreal (March, 2006- March, 2008) • Dental Surgeon, San Martin de Porres Private University - School of Dentistry (2005) Complementary preparation: - Diploma in instructional design for online education. Andrés Bello University (2024) - University Expert in Project Management. Universidad Europea del Atlántico (Spain) 2016 – 2017 - University Expert in Project Design Universidad Europea del Atlántico (Spain) 2015 - 2016 - Educational Quality and Professional Development. Universidad Europea del Atlántico (Spain). 2015 - Course "Teaching in Virtual Environment" FUNiBER, 175 hours (September, 2014)	• Doctorate in Projects. Universidad Internacional Iberoamericana - Mexico (2024)	• Master in Strategic Management with a Specialty in Management • Master in Public Health	• DD1008 - Health Care Services Management • SP001 - Public Health Contextualization • SP004 - Health-Disease Process and Equity • SP005 - Health and Social Protection Policies • SP013 - Care Communication • SP026 - Fundamental Concepts in Public Health • Master's thesis
				Academic load
				7
				Number of preparations
				7
Dr. Viviane Sartori	• Master's Degree in Engineering and Knowledge Management, Universidade Federal de Santa Catarina (2012). • Graduation in Pedagogy, Universidade Estadual de Maringá, UEM, Brazil (1994). • Visiting Professor at the Catholic Faculty of Santa Catarina, FACASC, Brazil. • PCADIS - Group of scientific research in distance education - 2012 - 2015. • Innovation and entrepreneurship rooms (Via Estação Conhecimento).	• Doctorate in Engineering and Knowledge Management from the Federal University of Santa (2017)	• Doctorate in Education with a Specialty in Research • Master in Education with a Specialty in the Organization and Management of Education Institutions	• FP081 - Strategic Planning and Management • FP123 - Educational Guidance and Tutoring • FP176 - Professional Development and Reflective Practice of University Professors • Master's Thesis
				Academic load
				4
				Number of preparations
				4
Dr. Yaritza María Elba Ferreira	• Master's Degree in Advanced Management in Education, University of Carabobo, Venezuela (2006) • Bachelor's Degree in Psychology, Yacambú University, Venezuela (2018) • Bachelor's Degree in Education, Yacambú University, Venezuela (2003)	• Doctorate in Education, University of Carabobo, Venezuela (2010).	• Master in Education with a Specialty in Higher Education • Master in Education with a Specialty in the Organization and Management of Education Institutions • Master in Education with a Specialty in Teacher Training • Master in Education with a Specialty in ICT'S in Education	• FP080 - Conflict Resolution/ Transformation in the School • FP079 - Tutorial Action in the Educational System • FP082 - Project Planning and Management • FP127 and FP104 - Organization and Management of Educational Centers • FP171 - Educational Modalities in the University Context: Face-to-Face, Blended Learning and Distance Learning • FP174 - Educational Models for Higher Education • FP175 - Teaching Competences of University Professors • FP178 - University Teaching Planning • Master's Thesis
				Academic load
				9
				Number of preparations
				9

MAIN PROFESSORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. Yini Miró	- Master's Degree in Design, Management and Direction of Architecture and Urbanism Projects, UNIB Puerto Rico (2014) - Architect, University of Los Andes, Merida - Venezuela (2009) - Architect, Elaboration of projects for interior design, Baobab Diseño y Manufactura C.A - Mérida Venezuela (2014-present)	Doctor in Projects. Universidad Internacional Iberoamericana (Mexico) (2020)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation - Doctorate in Projects with a Specialty in Research	- AU004 - Contextual Components of a Project: Economic, Social, Institutional and Cultural - AU010 - Integral Management of Design and Product - AU016 - Product Design and Innovation Technology - AU017 - Profitable and Strategic Design - Master's Thesis
				Academic load
				5
				Number of preparations
				5
Dr. Yoanky Cordero	- Course in International Political Relations. Higher Institute of International Relations, Cuba (2005-2007). - Diploma in Social Worker Training. University of Havana, Cuba (2002-2003). - Bachelor's Degree in Education. University of Pedagogical Sciences (UCP), Cuba (1998-2002). - Collaborating researcher at Universidade Estadual Paulista (UNESP), Brazil and Universidade Estadual Paulista (UNESP), Brazil.	Doctor in Letters, Universidade Estadual Paulista (UNESP), Brazil (2012-2016).	Master in Education with a Specialty in Teacher Training	- FP091 - Content and Language Integrated Learning - Master's Thesis
				Academic load
				2
				Number of preparations
				2
Dr. Zaily Leticia Velázquez Martínez	- Master's Degree in Management, University of Havana, Cuba (2017) - Diploma in Childhood, Adolescence and Youth, Centro de Estudios sobre la Juventud, Cuba (2021) - Diploma in Preparation for Doctoral Training in Educational Sciences, University of Holguín, Cuba (2018) - Diploma in Psychotherapeutic Intervention in current clinical psychology practice problems, University of Holguín, Cuba (2015) - Degree in Psychology from University of Oriente, Cuba (2013). - Undergraduate professor in subjects pertaining to the area of Psychology applied to organization and human development. - Professor-researcher in university centers and scientific-professional networks. - Author of articles in scientific journals and book chapters on topics related to bullying, school coexistence, temporal organization of life and organizational culture. - Lines of research: Organizational culture, Evaluation in Cuban universities, Youth, Management by values, Temporal organization, School coexistence. - Member of the Cuban Society of Psychology and the Mexican Society of Psychology. - Honorary Member of the College of Psychologists of Campeche A.C	Doctorate in Projects, Universidad Internacional Iberoamericana, Mexico (2024)	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Physical Activity: Sports Training and Management	- DD022 - Organizational Structure and Change - DD024 - Organizational Culture and Climate - DD031 - Recruitment, Selection and Promotion - DD032 - Performance Evaluation and Management by Competencies - DD034 - Training and Career Plans - DD091/DD092 - Conflict Theory - DD107 - Online Dispute Resolution (ODR) - FP092 - Methodology of Scientific Research - Master's Thesis
				Academic load
				9
				Number of preparations
				9

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Adriana Ferreira da Silva	• Master's Degree in Aquaculture. Universidade Federal do Rio Grande, FURG, Brazil (2009) • Bachelor's Degree in Animal Husbandry. State University of Maringá, Paraná, Brazil (2007) • Professor Universidad Autónoma de Yucatán (UADY). (2013 - present) • Professor at the National Autonomous University of Mexico (UNAM) (2010 and 2011) • Founding partner of KAMER Eco Granja La Campechana S de R.L de CV (2014 - current) • Founding Partner of Corium Fish Pieles Exóticas del Sureste SA de CV (2014 - current) • Technical advisor at Padilla & Silva Consulting (2014 - present) • General Manager of Acuicola Garza Productora y Comercializadora S.A de C.V. (2014 - present)	• Doctorate in Marine Sciences and Limnology. National Autonomous University of Mexico (2017)	• Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Almitra Medina	• Master in Spanish Linguistics. Georgetown University (2003). • B.A. in Spanish. University of North Carolina at Wilmington (2001). • Fast Forward Language. Institute in Maceió, Brazil (2003). • Division of Research and Graduate Studies, East Carolina University (2015-2018). • National Science Foundation (NSF), Division of Behavioral and Cognitive Sciences, Linguistics Program (2021).	• Ph.D. in Spanish Applied Linguistics, Georgetown University, with a major in: Second language acquisition (SLA) and psycholinguistics (2008)	• Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Anasthasie Obono Mba	• Qualified to Conduct Research, CIRNEF, University of Rouen, France (2019). • Maître de Conférences CAMES (2018). • DEA in Educational Sciences, René Descartes University, France (2002). • Master in History, University of Poitiers, France (1995). • Maître de Conférences CAMES, Ecole Normale Supérieure de Libreville, Gabon (2018 - present). • Technical Baccalaureate from Omar Bongo University, Gabon (1983). • Teacher and researcher at the Ecole Normale Supérieure de Libreville, Gabon (1999 - 2020). • Director of Planning at the Ministry of National Education of Gabon (2011 - 2017). • Project leader on distance education and training technologies in sub-Saharan Africa. • National coordinator of ROCARE-Gabon, an educational research network in Africa. • Member of the Executive Committee of FAWE (Forum for African Women Educationalists, Gabon). • Member of the Technical Committee of the ASTII Initiative on Science, Technology and Innovation. • Founder and head of the Research Group on Technologies in Education (GRETE). • Author of articles on ICT in African education and mobile learning. • Has participated in congresses and workshops on ICT in education in France, Senegal, South Africa, Cameroon and Kenya. • Has conducted various training activities and organized workshops on educational planning in Gabon. • Has participated in the evaluation of national innovation systems in Central Africa. • Member of ATIEF and LASCIDYL.	• Doctorates in Educational Sciences from the Université de Rouen, Normandy (2009)	• Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Angel Deroncele Acosta	• Post-doctorate in Educational Psychology and Organizational Psychology from the University of Almeria, Spain (2018) and University of Valencia, Spain (2019) • Doctorate in Social Sciences. University of Oriente, Cuba (2014) • Diploma in Organizational Communication from the University of Havana, Cuba (2013) • Diploma in the formation of scientific research thinking from the Universidad de Oriente, Cuba (2012) • Degree in Psychology from University of Oriente, Cuba (2008) • More than 10 years of experience in the university academy. • More than 10 years of experience in the business sector as an organizational psychologist. • Has carried out several international collaborations in the field of Advanced Scientific Research, Higher Education and Organizational Psychology. • Researcher, consultant, advisor and manager. • Author of more than 80 scientific articles related to educational innovation, collaborative learning and digital competence in teachers, focused on improving educational quality in Latin American and global contexts, positive psychology and teacher training for educational sustainability. books.	• Doctorate in n Pedagogical Sciences from Universidad del Oriente, Cuba (2015)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Ángel Rojas Vistorte	• Master in Clinical Psychology. University of Havana, Cuba (2009) • General Psychology. University of Oriente, Cuba (2005) • Professor and director of master's and doctoral theses. Universidad Europea del Atlántico (2021 - present) • Professor of Psychology. Nove de Julho University (2020 - present) • Professor in the Specialization Course in Neurolearning, Psychomotor and Cognition. Instituto del Saber, São Paulo, Brazil (2020 - 2021)	• Doctor in Psychiatry and Medical Psychology. Federal University of São Paulo (2018)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Ania Pupo Vega	• Master's Degree in Psychology from the National School of Health, Cuba (1996) • Degree in Psychology from Universidad Central de las Villas, Cuba. (1991) • Collaborator of the Félix Varela Center in Cuba, working on Culture of Peace issues. • Member of the Culture, Identity and Gender Group of the State University of Ponta Grossa, Brazil. • Research on vulnerable groups, rural poverty and emigration, with a feminist approach. • Research on citizen participation from a Culture of Peace perspective. • Author of articles and book chapters published in Cuba, Brazil, England and the United States.	• Doctorate in Political Sociology from the Universidade Federal de Santa Catarina, Brazil.(2021)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Anna Vitalieвна Sokolova Grinovievkaya	• Master's Degree in Romano-German Philology, Moscow State University, Russia (1986) • Degree in Roman-German Philology, Moscow State University, Russia (1983) • Full Professor-Researcher C at UAM, teaching English courses and the course "Culture as soft power in international relations" (2015-2019). • Coordinator of the Foreign Language Workshop at UAM. • Member of the Research Area on Theoretical-Practical Problems of Education and Culture, UAM, with projects on sociocultural analysis of languages and meaningful learning. • Author of the book Representaciones sociales de la lengua inglesa (2011), and chapters in books on acculturation, cultural content in French textbooks and research skills (2015-2019). • Thesis advisor for the Master in International Relations and the Bachelor in Educational Psychology	• Doctorate in Social Sciences (Communication and Politics) from the Autonomous Metropolitan University, Mexico (2010)	• Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Antonio Rafael Fernández Paradas	• Doctorate in History of Art. University of Malaga (2012) • Postgraduate Master's Degree in Social Development of Artistic Culture. University of Malaga (2011) • Expert in Document Management in Museums. University of Alcalá de Henares (2013) • Degree in Documentation. University of Granada (2007) • Diploma in Library Science and Documentation, University of Granada (2004) • Undergraduate and graduate teaching: - Salesian Polytechnic University, Ecuador (2020) - University of Vigo (2014 - 2022) - Federal University of Alfenas, Brazil (2016 - 2017) - International University of Andalusia (2014)	• Doctorate in Educational Sciences. University of Malaga (2021)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Antonio Gavira Narváez	• Official Master's Degree in Planning and Management of Territorial and Local Development from the University of Seville, Spain (2008) • Degree in Geography from the University of Seville, Spain. (2005) • Member of the Andalusian Geographical Studies group (HUM136), focusing on socioeconomic, territorial and service impacts in Andalusia. • Researcher at the Instituto de Desarrollo Regional and private consultant. • Professor at the University Isabel I, the EU of Osuna and the University Pablo de Olavide. • Member of the Board of Directors of the Association of Geographers of Andalusia. • Secretary of the Working Group on Geography of the Services of the AGE. • Author of more than 20 research papers on the railway system, sustainable mobility and greenways, with publications indexed in databases such as Scopus and ISI Web of Knowledge.	• Doctorate in Geography from the University of Seville, Spain. (2011)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Antonio Hernández Fernández	• Degree in Philosophy and Letters (Philosophy and Educational Sciences). University of Granada. • Diploma in basic general education teaching. University of Granada. • Speech therapy specialist. Polytechnic University of Madrid. • Diploma in Speech Therapy. Complutense University of Madrid. • Master's degree in speech therapy. University of Vic. • Has been a labor associate professor at the University of Granada. • Hearing and language teacher in the Junta de Andalucía. • Assistant Professor. Department of Pedagogy of the University of Jaén. • Associate Professor. Department of Pedagogy of the University of Jaén. • Has several publications in scientific journals. • Member of scientific committees and councils related to the area of Education and language. • Lines of research related to: Diagnosis, identification of special educational needs and rehabilitation in hearing and language, speech therapy and integration support, Inclusive education: constituent aspects, inclusive environments and spaces, differential and normalizing facts, Communication disorders, language, speech and voice in: sensory, mental, motor and autism spectrum disabilities.	• Doctorate in Pedagogy from the University of Granada (2001)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Antonio Daniel Juan Rubio	- Degree in English Philosophy from the University of Murcia, Spain (1994) - Doctor accredited by ANECA. - Teaching experience in universities in Spain and the USA. [MAQUETA-ELIMINAR] - Research stays at institutions such as University College (Ireland) and Harvard (USA). MAQUETA-ELIMINAR] - Has participated in academic journals, thesis tribunals and international congress committees. - Freelance translator and pedagogical consultant, he has experience in the design of educational materials. - Has received awards such as the Premio Extraordinario de Doctorado (2016) and grants such as the Washington Irving Fellowship. - Research focused on English language teaching, bilingualism and educational technology, with several publications in the area.	Doctor in Foreign Languages and Linguistics from the Universidad Nacional de Educación a Distancia, Spain (2015)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Antonio Pantoja Vallejo	- Obtained the Distinguished Doctorate Award. - Degree in Philosophy and Educational Sciences from the University of Granada. - Full Professor at the University of Jaén. - Head of the IDEO Research Group (HUM 660). - Editor-in-Chief of the scientific journal "MLS-Educational Research". - Has supervised 28 doctoral theses and dozens of Master's theses. - Has published more than 50 articles, 29 books and 25 book chapters. - His latest work is: Pantoja, A (Coord.) (2015). <i>Basic manual for the preparation of dissertations, theses and research papers</i>. Madrid: EOS. - Lines of research: Guidance, tutoring, ICT applied to guidance and tutoring, intercultural education. - Currently the Principal Investigator of the Excellence R&D Project approved in the 2016 call of the Spanish Ministry of Economy and Competitiveness (Ref. EDU2016-75892-P). Participants include the universities of Jaén and Granada (Spain), Instituto Politécnico de Coimbra (Portugal) and Queen Mary University of London (United Kingdom). - Various courses taught in the different doctoral programs organized by the Department of Pedagogy of the University of Jaén and also of the departments of Didactics of Musical, Plastic and Corporal Expression and Didactics of Sciences. - Has been Coordinator of different Doctorate Programs related to Education and Physical Activity at the University of Jaén. - Has participated in different R&D projects financed in public calls for proposals, both national and international. - Visits to different centers for research and courses: Cuba, Argentina, Ecuador, France, Argentina, Brazil. - From 1984 to the present, I have attended Congresses, Conferences, Seminars, Meetings, Workshops, etc., in the vast majority of which I have presented papers derived from my lines of research. - Member of the Scientific Council of the Polytechnic Institute of Guarda (Portugal).	Doctor in Philosophy and Educational Sciences from the Faculty of Education, UNED (1997)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Belkis Rojas Hernández	- Degree in Sociology from the University of Havana, Cuba. (1999) - Quality publications in indexed journals, books and national and international congresses, with jury participation. - Participation in research projects and University-Company contracts with the Government of Navarra and the Intercultural Socio-Educational Service. - Researcher and professor at the Public University of Navarra and Professor at the University of Pinar del Río (Cuba). - Creation of teaching material and participation in innovation projects, being Principal Investigator in some of them. - Head of Departments of Sociology and Sociocultural Management and Vice-Dean of Research at the University of Pinar del Río. - Predoctoral and postdoctoral fellowships, and visiting professorships at universities in Latin America, the United States and Spain.	Doctorate in Sociological Sciences from the University of Havana, Cuba. (2009)	Doctorate in Education with a Specialty in Research	- D0008 - Thesis Proposal - D0009 - Thesis Preparation - D0010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Bilham Caleb Tena Medrano	- Master in Communication with emphasis in Social Communication from the Universidad Autónoma de Tamaulipas, Mexico (2018) - Bachelor's Degree in Communication Sciences from the Universidad Autónoma de Tamaulipas, Mexico (2008) - Has worked in the application of dynamic methodologies in the State English Coordination, adapting the teaching to different learning styles. - Teaches undergraduate classes, focusing on deductive logic, scientific writing, social research and using debates and memes as didactic tools. - Has published on the evaluation of public policies and presidential debates in Mexico, with contributions in books and academic articles.	Doctorate in Philosophy with a major in Political Science from the Universidad Autónoma de Nuevo León, Mexico (2024)	Doctorate in Projects with a Specialty in Research	- D0008 - Thesis Proposal - D0009 - Thesis Preparation - D0010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Boris Pérez Hernández	- Master in New Technologies for Education, Universidad Agraria de La Habana "Fructuoso Rodríguez Pérez", Cuba (2007) - Bachelor's Degree in Mathematics-Computer Science from Universidad Artemisa, Cuba (2003) - Coordinator of the Doctoral Program in Educational Sciences at the UNAH, Head of the Educational Technology Laboratory and Director of Information Management at the Agrarian University of Havana. - Professor of Mathematics and Physics and directs thesis on distance education and the use of ICT. - Member of the Association of Pedagogues of Cuba and the Cuban Society of Mathematics-Computation. - Several publications in scientific journals on emerging technologies and distance education. - Has developed educational software and patents related to content management systems and teaching media.	Doctorate in Educational Sciences from the Agrarian University of Havana, Cuba (2015).	Doctorate in Education with a Specialty in Research	- D0008 - Thesis Proposal - D0009 - Thesis Preparation - D0010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Brenda Bravo Díaz	- Industrial Engineer, National Polytechnic Institute, Mexico (2003) - Experience in administrative services, maintenance and purchasing operations in engineering and telecommunications companies. - Lecturer in classroom and distance training, focusing on project management and direction. - Has participated in international congresses and conferences on project engineering and management in disruptive environments. - Has published on project management, interrelation between portfolios, programs and projects.	Doctorate in Project Engineering: Environment, safety, quality and communication by the Polytechnic University of Catalonia, Spain (2009)	Doctorate in Projects with a Specialty in Research	- D0008 - Thesis Proposal - D0009 - Thesis Preparation - D0010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Charles Da Silva Rodrigues	• Post-Doctorate in Philosophy in Anthropology. University of Lisbon, Portugal (2017) • Master's Degree in Speech-Language Psychology and Speech Therapy. Autonomous University of Lisbon, Portugal (2012) • Specialty in Neuropsychological Evaluation and Rehabilitation. CRIAP, Portugal (2012) • Bachelor's Degree in Clinical Psychology. Autonomous University of Lisbon, Portugal (2010) • Associate Professor at the University of Guanajuato (full time from 2016 to present). • Member of the Doctoral Senate of the University of Extremadura, UEx, Spain. • Researcher of the National System of Researchers. SNI, Level 1 of CONACYT (2017 - present) • Director of Postgraduate Thesis in Portuguese, Spanish and English language Doctorates at the Universidad Internacional Iberoamericana (UNIB) in Campeche, Mexico (2018 - present)	• Doctorate in Psychology. University of Extremadura, Campus Badajoz, Spain (2014)	• Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Christiane Kline de Lacerda Silva	• Master's Degree in Educational Sciences from Universidad Tecnológica Intercontinental, Paraguay (2016). • Degree in Psychology from Sociedade de Ensino Superior de Patos de Minas, SESPA, Patos De Minas, Brazil (2013) • Degree in Pedagogy from Instituto de Ensino Superior Múltiplo, IESM, Timon, Brazil (2011) • Author of articles and books on education and health, with experience as reviewer and editorial member in academic journals. • Lecturer on topics such as inclusive education, emotional health and school-family bonding. Director of projects on inclusive education, special needs and educational technologies. • Has researched teaching challenges, literacy and continuing education. • Specialized in Educational Psychology, Psychology of Learning and Curriculum, with experience in international seminars and educational congresses.	• Doctorate in Educational Sciences from Universidad Tecnológica Intercontinental, Paraguay (2016).	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Dánel Cordovés Torres Gómez de Cádiz	• Master in Agricultural Extension from the Agrarian University of Havana, Cuba (2010) • Degree in Accounting and Finance from the Agrarian University of Havana, Cuba (2006) • Has completed programs on didactic planning for virtuality, ICT for the elderly and training of professionals as agents of change. • Collaborating professor at international universities in the areas of education and management. • Participation in strategic management and distance education projects, implementing innovative educational models. • Has published articles on innovation, education and chapters on human capital and emerging technologies. • Has presented at international conferences and directed theses on knowledge management, ICT in education and organizational development.	• Doctorate in Economics from the University of Havana, Cuba (2018).	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Daniel Martínez Romera	• Doctorate in Geography. University of Granada (2006) • International Postgraduate Degree in Geographic Information Systems (UNIGIS International Association - Headquarters University of Girona) (2005) • Certificate of Pedagogical Aptitude. University of Granada (2004) • Diploma of Advanced Studies in Geography. University of Granada (2003) • Bachelor's degree in Geography. University of Granada (2001) • Assistant Professor Doctorate. Didactics of Social Sciences. University of Malaga (2021 - present) • Assistant Professor Doctorate. Didactics of Social Sciences. University of Granada (2021) • Assistant Professor Doctorate. Didactics of Social Sciences. University of Cadiz (2018 - 2021) • Interim Substitute Professor. Social Science Didactics. University of Malaga (2009 - 2018)	• Doctorate in Didactics of Social Sciences. University of Malaga (2019)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Debora Ruth Nakache	• Degree in Psychopedagogy from the University of the Argentine Chamber of Commerce and Services, Argentina (1985) • Regular Adjunct Professor of Educational Psychology at the School of Psychology, UBA. • Coordinates seminars in Master's Degrees in Educational Psychology and Child and Adolescent Social Problems. • Directs the UBACyT Research Project "The school in the looks of children who create short films". • Leader of an Extension Project on practices at the interface between health and education, in collaboration with the Argerich Hospital. • Coordinator of the "Medios en la Escuela" Program and organizes the "Hacelo Corto" Festival. • Participates in academic networks and commissions, and has expertise in childhood, adolescence, audiovisual culture and situated learning.	• D. in Psychology from the University of Buenos Aires, Argentina (2020)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Debora Ramirez Vargas	• Master's Degree in Management of the Coastal Marine Zone from the Autonomous University of Campeche, Mexico (2016) • Civil Engineer, Universidad Autónoma de Campeche, Mexico. (2013) • Aquaculture Technician by the Centro de Estudios Tecnológicos del Mar, Mexico (2009) • Management of advanced mathematical methodologies of fuzzy logic and solution of coastal problems using multi-criteria. • Participation in projects of the Atlas de Peligros y Riesgos del Estado de Campeche and in the characterization of soil and subsoil due to hydrocarbon contamination. • Publication of articles on coastal geography, climate change, coastal pressure assessment and its relationship with tourism. • Participation in specialized conferences and courses on nature-based solutions, risk modeling and analysis, and risk mapping training."	• Doctorate in Civil Engineering from the Universidad Autónoma de México, Mexico. (2021)	• Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Elena Moreno Fuentes	• Master's Degree in English as a Vehicle for Intercultural Communication from the University of Jaén, Spain (2016) • Degree in English Philology from the University of Jaén, Spain (2009) • Teacher in Didactics of Foreign Language and ICT Applied to Education, tutor and director of final projects. • Has provided training in ICT, augmented reality, virtual reality, robotics and programming, and has presented at international conferences on these technologies and gamification. • Has publications on digital competencies, inclusion and innovative methodologies, focusing on the use of emerging technologies in teacher training and competency assessment in primary and higher education.	• Doctorate in Languages and Cultures from the University of Jaén, Spain (2023)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Elisangela Giroto Carelli	- Post-Doctorate in Linguistics. Universidade Estadual de Mato Grosso do Sul, UEMS, Brazil(2021) - Master in Health and Development in the Midwest Region. Universidade Federal de Mato Grosso do Sul, UFMS, Brazil (2015) - Specialization in Public Health. FIOCRUZ, Brazil (2002) - Improvement in Oral Myofunctional Disorder. Centro de Aperfeiçoamento e Assessoria Fonoaudiológica, CEA, Brazil (1999) - Graduate in Speech Therapy. Universidade Católica Dom Bosco, UCDB, Brazil (1999) - Teacher. Universidade Anhanguera - Uniderp, UNIDERP, Brazil (2021 - present) - Teacher. Fundação Escola de Governo de MS, ESCOLAGOV, Brazil(2021 - present).	Doctorate in Health and Development in the Midwest Region. Universidade Federal de Mato Grosso do Sul, UFMS, Brazil (2018)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Emiliano Enrique Canto Mayén	- Master's degree in History from the Colegio de México, Mexico (2016) - Master's Degree in Regional Studies from the Doctor José María Luis Mora Research Institute, Mexico (2011) - Bachelor's degree in Anthropological Sciences with a major in History from the Facultad de Ciencias Antropológicas of the Universidad Autónoma de Yucatán, Mexico (2006) - Has a track record in research and teaching, focusing on topics such as the cultural history of Yucatan, the Second Mexican Empire and the socio-political dynamics of the 19th century in Mexico. - Has worked in documentary preservation and rescue, addressing topics such as immigration, road culture, and the cultural influence in the henequen region. - Has published books and articles on the history of Mérida, ecology during Cardenismo, and 19th century literature and sociability. Works also include studies on the use of decorations and imperial commissaries in Yucatán.	Doctorate in History from the Colegio de México, Mexico (2018)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Ermancia Chelán Hernández	- Master's Degree in Educational Sciences from the Instituto Superior Pedagógico de Holguín "José de la Luz y Caballero", Cuba (2010) - Bachelor's Degree in Education, majoring in Primary Education, Instituto Superior Pedagógico de Holguín "José de la Luz y Caballero", Cuba (1996) - Performs creativity stimulation for the training of professionals, focusing on the development of creative skills. - Researches educational and career counseling, particularly in family and school contexts. - Study focuses on violence in the family and professional environment, in addition to experiential creative learning, in order to improve pedagogical methodologies and promote creativity in education. - Develops activities as a teacher, specializing in the training and stimulation of creativity in the educational process. - Has presented papers in international events, such as the IX National Event of Educational Research in Cuba, focused on family orientation and pedagogical training.	Doctorate in Pedagogical Sciences from the University of Holguín, Cuba. (2016)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Esther García López	• Master in Administration. Metropolitan University, Caracas, Venezuela (2000). • Advanced Professional Development Program in Integral Marketing Management. Metropolitan University, Caracas, Venezuela (1997). • Systems Engineer. Metropolitan University, Caracas, Venezuela (1987). • Coordinator of the Master in Technopedagogical Design (e-learning) (2019 - present). • Member of the Recognized Research Group (GIR): Humanities and Social Sciences in the Digital and Technological Era (2020 - present). • Professor in charge of subject (2020 - present). • Assistant professor of subject (2020). • Coordinator of the educational project. Omnia Infosys SLU (2019). • Area Director. Metropolitan University (2011 - 2015).	• Doctorate in Didactics and Organization of Educational Institutions. University of Seville, Spain (2010)	• Doctorate in Education with a Specialty in Research	• D0008 - Thesis Proposal • D0009 - Thesis Preparation • D0010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Fidel Moreno Briceño	• Master's Degree in Human Resources Management. National Experimental University "Rafael María Baralt". Cabimas, Venezuela. • Geographer. Universidad de los Andes, Faculty of Forest Engineering, School of Geography, Mérida, Venezuela. • Associate Academician. Global School of Business Empowerment and Entrepreneurship (2020 - present). • Doctoral Thesis Jury. Universidad del Istmo Panama (2019 - present). • Division Chief and Director. Ministry of Environment and Renewable Natural Resources- Venezuela (1981-1989). • Trujillo Region Coordinator. Transparency International Venezuela Chapter (2017-2018). • Professor and Academic Vice-Rector. Universidad Politécnica Territorial del Estado Trujillo Dr. Mario Briceño Iragorri (1989-2007).	• Doctorate in Science, mention in Management. Rafael Belloso Chacín University, Maracaibo. Status. Zulia - Venezuela (1999)	• Doctorate in Projects with a Specialty in Research	• D0008 - Thesis Proposal • D0009 - Thesis Preparation • D0010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Francisco Doval Naranjo	• Master in Bioethics. Catholic University of Valencia (2017). • Master of Science in Educational Research. Central Institute of Pedagogical Sciences (1996). • Degree in Physical Culture. Higher Institute of Physical Culture "Manuel Fajardo" (1981). • Physical Education Teacher. • Full Professor of the University of Physical Culture and Sports Sciences. • Full Professor at the University of Pedagogical Sciences. Enrique José Varona • Researcher at the Central Institute of Pedagogical Sciences. • General Director of the Euro-American Institute Humanitas. Oaxaca. Mexico. • Academic Director of Undergraduate Studies at Universidad "Hernán Cortés" Xalapa Veracruz. • Academic Director of postgraduate studies at Universidad "Hernán Cortés" Xalapa Veracruz. • Director of Projects and Research at the University "Hernán Cortés Xalapa Veracruz". • Professor of the Diploma in Teaching Skills Universidad "Hernán Cortés" Xalapa.	• Doctor in Sciences of Physical Culture. Higher Institute of Physical Culture "Manuel Fajardo" (2001)	• Doctorate in Education with a Specialty in Research	• D0008 - Thesis Proposal • D0009 - Thesis Preparation • D0010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Gina Viviana Morales Acosta	• Master in International Cooperation and Development, Universidad Personal, Spain (2010) • Specialist in Social Management and International Cooperation from Universidad San Buenaventura, Colombia (2018) • Degree in Speech Therapy from Universidad del Valle, Colombia (2006) • Collaborator with the Disability and Rehabilitation Research Group (Universidad del Valle, Colombia) and the Education, Childhood and Interculturality Group (Universidad Autónoma de Tamaulipas, Mexico) • Writer of inclusive narratives translated into sign languages of Colombia (LSC), Brazil (Libras) and Chile (LSCh). • Participates in national and international congresses. • Member of the Global Network of Reading and Writing for the Rapprochement of Cultures (POEPAZ) and of the Ibero-American Network of Intercultural and Interdisciplinary Studies.	• Doctorate in Educational Sciences with a major in Intercultural Education from the University of Santiago de Chile, Chile (2017)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Gladys Rincón	• Master's Degree in Operations Research. Central University of Venezuela (1986) • Chemical Engineer. Universidad Central de Venezuela (1983). • Homologated by the Spanish State (2008) • University professor and academic researcher. Escuela Superior Politécnica del Litoral, Faculty of Maritime Engineering and Marine Sciences (FIMCM), Ecuador (2016 - present) • Contracted university professor of the Master's Degree in Risk Prevention and Management. Universidad Técnica de Manabí, Ecuador (2019 - present) • Full Professor and academic researcher. Universidad Simón Bolívar, Dept. of Processes and Systems, Venezuela (2000 - 2015).	• Doctor of the Project Engineering program. Polytechnic University of Catalonia, Spain (2009)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Harold Torrez Meruvia	• Diploma of Advanced Studies (DEA). Ramon Llull University (URL). Spain (2010) • Master's Degree in Business Management. Bolivian Catholic University. Bolivia (2007) • Postgraduate degree in Higher Education and Teaching. Bolivian Catholic University. Bolivia (2006) • Postgraduate in Business Management and Competitiveness. Bolivian Catholic University. Bolivia (2006). • Postgraduate Degree in Project Preparation and Evaluation. Bolivian Catholic University. Bolivia (2006). • Degree in Business Administration and Management. Bolivian Catholic University. Bolivia (2005). • EAE Business School. Barcelona, Spain. Director of the Evaluation Systems Area (2016 - present). • Customer Focused Management. Technical Director of Audits (2015 - present).	• Doctorate in Business Administration and Management. Universitat Ramon Llull, Spain (2013)	• Doctorate in Education with a Specialty in Research • Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Haylen Alejandra Perines Véliz	• Master's Degree in Education with mention in Educational Management from the Universidad Metropolitana de Ciencias de la Educación, Chile (2011). • Professor of Spanish and Philosophy, Universidad de La Serena, Chile (2007) • Bachelor's Degree in Education from Universidad de La Serena, Chile (2007) • Professor of undergraduate and graduate research methodology. Main lines of research are the distance between research and teaching practice, and the research training of future teachers. • Principal investigator of a Fondecyt Initiation project funded by ANID (Chile). • Author of numerous publications, conference contributions, papers and lectures. • Accredited by ANECA as Associate Professor and Professor of Private University. • Researcher of the Transfer-Educ research group at the International University of Valencia.	• Doctorate in Education from the Universidad Autónoma de Madrid, Spain. (2016)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Hilmer José Palomares Pérez	- Master of Science in Higher Education Sciences, Universidad Nacional Experimental de los Llanos Occidentales, Venezuela (2009) - Systems Engineer from the Instituto Universitario Politécnico Santiago Mariño, Venezuela (2000) - Assistant Professor at the National Open University, Engineering area. - Secretary of the Venezuelan Association of Distance Education (AVED) in its Board of Directors. - Coordinator and Founding Member of the GIDIPS Research Group of the university. - Has worked in research projects related to Pedagogy, Psychology, Educational Technology and has participated in international scientific events. - Has published on educational website design, ICT in education, distance education and technological integration in higher education.	Doctorate in Distance Education from the Universidad Interamericana de Educación a Distancia de Panamá, Panama. (2019)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Ileana Gloria Pérez Vergara	- Master's Degree in Optimization and Decision Support Techniques, Instituto Superior Politécnico "José Antonio Echeverría", Cuba (1997) - Industrial Engineer from the Instituto Superior Politécnico "José Antonio Echeverría", Cuba (1978) - Has taught in Industrial Engineering, Business Administration and Business Science programs in subjects such as Linear Algebra, Operations Research, Logistics, Inventory Theory, among others. - Has directed doctoral projects and research groups, in addition to coordinating diploma courses in Lean Six Sigma Green Belt. - Has been tutor of thesis and degree projects - Researcher and consultant in Cuba, Mexico and Colombia. Track record includes participation in numerous international publications and presentations, focused on processes, logistics and continuous improvement.	Doctorate in Technical Sciences from the Instituto Superior Politécnico "José Antonio Echeverría", Cuba (2001)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Inmaculada García Martínez	- Master's Degree in Research and Innovation in Curriculum and Training. University of Granada (2015) - Degree in Early Childhood Education. University of Jaén (2020) - Bachelor's Degree in Psychopedagogy. University of Jaén (2014) - Faculty of Education Sciences. University of Granada (2016 - 2018)	Doctorate in Pedagogical Coordination and Leadership distributed in secondary schools. University of Granada (2019)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Inmaculada Martínez García	- Master's Degree in Management, Evaluation and Quality of Training Institutions from the University of Seville, Spain (2011) - Degree in Psychology from the University of Seville, Spain (2013) - Degree in Pedagogy from the University of Seville, Spain (2007) - Post-doctorate linked to the Department of Research Methods and Diagnosis in Education of the University of Seville, funded by the V Own Research Plan. - Predoctoral Fellow in Training at the same university. - Teaching experience in Bachelor's and Master's Degree, directing Bachelor's and Master's Degree Final Projects, and participating in evaluation tribunals. - Has taken part in R&D&I projects, made international stays in prestigious centers, and has publications and communications in international congresses. - Member of the research group M.I.D.O. and is a member of ACIPE and AIDIPE.	Doctorate in Educational Research and Intervention from the University of Seville, Spain (2014)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Isabel Sofia Correia Calvário	- Master's Degree in Romance Literatures from the University of Lisbon, Portugal (2003) - Degree in Modern Languages and Literature from the University of Coimbra, Portugal (1998) - Adjunct Professor at the Coimbra School of Education, where she directs a degree in Portuguese Sign Language and a postgraduate course in the same area. - She has publications on Portuguese sign language and didactics, which are the subject of her postdoctoral work. - ESE representative and coordinator of several national and international projects in the field of deafness and sign languages. - Specialist in the Nucleus for Portuguese Sign Language of the Portuguese State.	Doctorate in Romance Literature and Culture, Universidade do Porto, Portugal (2011)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation.
				Academic load
				3
				Number of preparations
				1
Dr. Isabel Sánchez López	- Master in Teaching Spanish as a Foreign Language. Santander, Menéndez Pelayo International University (Spain), 2005-2007. - University Expert in Teaching Spanish as a Foreign Language. Santander, Menéndez Pelayo International University (Spain), 2004. - Bachelor's Degree in Hispanic Philology. Faculty of Philosophy and Letters, University of Granada (Spain). - Lines of work and research are Linguistics Applied to the Teaching / Learning of Spanish and Lexicography. Has published works on various disciplines but mainly on Lexicography, Teaching and Pedagogy. - Has participated in and coordinated training programs for trainers in Spain and abroad. - Has given public lectures in Spain and abroad. - Has taught at Spanish and foreign universities and at the Instituto Cervantes. - Currently works as a Spanish teacher at the University of Jaén and as Spanish coordinator at the same center.	Doctorate in Spanish Philology. University of Jaen, Spain (2011)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation.
				Academic load
				3
				Number of preparations
				1
Dr. Jaime Anísio Portal Gallardo	- Master's Degree in Advanced Education from the Instituto Superior Pedagógico "Enrique José Varona", Cuba (1996). - Bachelor's Degree in Education, specializing in Physical Education, Instituto Superior Pedagógico "Félix Varela", Cuba (1989). - Doctoral thesis tutor focused on school integration of children with ADHD, curriculum reform in civics and ethics, and evaluation of educational programs. - Has published several articles on the evaluation of teaching performance in higher education and the quality of Physical Culture programs. - Researcher on the improvement of educational curricula and the implementation of evaluation methodologies in physical education. - Has received provincial awards for his scientific contribution and has participated in several international congresses.	Doctorate in Curriculum Design and Development from the University of Oviedo, Spain (2003)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation.
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Javier Diz Casal	- Official Master's Degree in Psycho-socio-educational Research with Adolescents in School Contexts. University of Vigo (2013) - Master in clinical psychology, psychopathology and psychotherapy. European Institute of Dynamic Psychology (2012) - Master in Psychogerontology and Psychogeriatrics. European Institute of Dynamic Psychology (2012) - Degree in Psychology. Pontifical University of Salamanca, UPSA (2011) - Teaching and Research Staff. Universidad Internacional de la Rioja (UNIR) (2021 - 2022) - Tutor Professor National University of Distance Education (UNED) - Teaching and Research Staff Isabel I University in the areas of Psychology, Law, Criminology and Security Sciences, direction of TFG in Criminology, direction of TFG, TFG tribunals (2019 - 2021) - Psychology Degree Coordinator, Isabel I University (2020 - 2021)	Doctorate in Conflict Management and Resolution. University of Vigo (2017)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Jorge Carlos Canto Pinto	- Master's Degree in Food Science and Biotechnology from the Instituto Tecnológico de Mérida, Mexico (2012) - Engineer in Food Industries from the Instituto Superior de Calkiní, Mexico (2009) - Professor at TecNM: Calkiní Campus. His scientific production is focused on Food Technology, Antioxidants, Starches and Animal Production. He is a SNIIA candidate and has a PRODEP profile - Engineering and technology research, with a focus on functional foods and composite materials. - Has co-authored several publications and has participated in international congresses. - Outstanding work in the study of physicochemical properties and their application in food technology.	Doctorate in Food Science and Biotechnology from the Instituto Tecnológico Nacional de México, Mexico (2023)	Doctorate in Projects with a specialization in research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Jorge Luis Mendoza Mejía	- Master's Degree in Technical Education from Universidad Pedagógica Experimental Libertador, Venezuela (2013). - Professor of Agricultural Education, Instituto Pedagógico "Luis Beltrán Prieto Figueroa", Venezuela (2007) - Director of research projects and theses in areas such as environmental education and teaching techniques - SENESCYT classified research professor. - He has published on sustainable community tourism, ethical leadership in education, use of ICT in education and sustainability in tourism destinations. - Researcher on communication skills, emotional intelligence in tutoring and academic performance in universities.	Doctorate in Education from the Ministry of Higher Education, Venezuela (2008)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. José Canto Ramírez	- Diploma: Teacher Training and Updating for a New Educational Model. Center for Educational Training and Innovation-National Polytechnic Institute. Campeche (2008) - Master's Degree in Pedagogy at UPN- AJUSCO (2002) - Institutional Tutoring Course. ANUIES Autonomous University of Campeche. (2003) - Bachelor's Degree in Psychology FES-ZARAGOZA, UNAM (1984) - Professor of the Course: Social and Labor Integration of Persons with Disabilities (2016 - 2017) - Professor of the Course: Mexican State and Educational Projects. (2016 - 2017) - Professor of the course: Globalization, Mexican State and Educational Projects (2017)	Doctorate in Education. UPN (2015)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. José Hidalgo	Has a degree in Biological Sciences with a subsequent Doctorate from the University of Granada in Education, specifically in the Department of Didactics of Experimental Sciences. From 1999 onwards, full time professor in the Department of Didactics of Experimental Sciences of the University Center "Sagrada Familia" of Úbeda (attached to the University of Jaén) teaching various subjects related to this area.	Doctor in Population Biology, Aquaculture and Environment. University of Granada (2006)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Juan José Cabello Eras	- Master's Degree in Mechanical Engineering, mention in Design, Universidad Central de Las Villas, Cuba (1996) - Engineer in Automotive Transportation from the Higher Technical Institute of Cienfuegos, Cuba (1987) - Teaching and research experience in several international universities, full professor and professional with leadership in university management, as Rector and Dean. - Has directed multiple doctoral and master's theses, participating in international funded projects and collaborating in academic networks. - His work has been recognized with national awards and an Honorary Doctorate. - Has published numerous scientific research papers and has been a member of the editorial board of prestigious journals. - Has organized international workshops and congresses related to sustainability and cleaner production."	Doctorate in Technical Sciences from Universidad Central de Las Villas, Cuba (1999)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Juan Hernández Franco	- Doctorate in Philosophy from Panamerican University (2004) - Master in Legal Sciences from Panamerican University (2011) - Law degree from UNAM (1997) - Degree in Philosophy from UNAM (1994) - Technical Secretary A of Judicial Competencies. Federal Judiciary Institute (2019 - 2020) - General Director of Professional Training Office of the Attorney General of the Republic (PGR) (2018 - 2019) - Deputy Director General of Legal Technical Support Undersecretary's Office for Regional Control (2018) - General manager of technological instrumentation of the new operating system. Systemic Strategic Programs Unit Coordination of Planning, Development and Institutional Innovation (COPLADII) of the Attorney General's Office (2017 - 2018) - Technical Secretary of the Federal Judiciary Council (2014 - 2016)	Doctor in Law. Panamerican University (2012)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Juan Villanueva Roa	- Research Sexennial (2017) - Accredited as Full Professor of University (2016) - Degree in Philosophy and Letters, Hispanic Philology. University of Granada (1983) - Diploma in Primary Education Teacher, specialty: Spanish language and modern languages. University School of Basic General Education Teaching Staff of Granada (1980) - Professor at the University of Granada, Faculty of Education Sciences, Department of Language and Literature Didactics (2007 - present) - Teacher at the Adult Education Center of Zaidín, Granada (2007 - 2008) - Coordinator/Manager of the Consorcio Universitario de Enseñanza Abierta y a Distancia de Andalucía (University Consortium of Open and Distance Learning of Andalusia) (2000 - 2007) - Adult Education Teacher at the Almanjáyar-Beiro Adult Education Center, Granada (1996 - 2000)	Doctorate in Language and Literature Didactics (2000)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Laura Marisa Carnielo Calejón	- Graduate in Health Psychology from the Instituto Metodista de Ensino Superior, Brazil (1988) - Bachelor's Degree in Psychology, Pontificia Universidade Católica de São Paulo, Brazil (1970) - Full professor at Universidade São Marcos, in the undergraduate program in Psychology and in the Master's Program in Communication, Administration and Education. - Teacher in Psychology and coordinator of the specialization in Psychopedagogy. - She is a visiting researcher at CEPEED and participates in education laboratories at USP, with emphasis on learning and assessment. - Has publications on the use of digital technologies in teaching, learning assessment, inclusive education and teacher training, with emphasis on the historical-cultural approach.	Doctorate in Psychology from the University of São Paulo, Brazil (1999).	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Lorena De Medina Salas	- Doctorate in Science, Specialty in Inorganic Chemistry. Pacific Western University (2004) - Master's Degree in Business Administration. Instituto Universitario de Puebla, Mexico (2001) - Bachelor's Degree in Pharmaceutical Biological Chemistry. Universidad Veracruzana, Mexico (1998) - Tenured Professor. Universidad Veracruzana, Mexico (2007 - present) - Teaching, Universidad Veracruzana (2006 - 2018)	Doctorate in Environmental Management. Universidad Internacional Iberoamericana, Mexico (2018)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Lucila María Pérez Fernández	- Master's Degree in English Language Teaching and Acquisition in Multilingual Contexts from the Universitat Jaume I, Spain (2023) - Master's Degree in Medical-Health Translation from the Universitat Jaume I, Spain (2022) - Master's Degree in Diplomacy and International Relations from the Complutense University of Madrid, Spain (2012) - Degree in Audiovisual Communication from the University of Salamanca, Spain (2007) - Degree in Translation and Interpreting from the University of Vigo, Spain (2005) - Teaching experience in universities in the USA, UK and France. - Teacher of General Translation and Specialized Translation, English I and II. - Has made significant contributions in translation, video game localization and information literacy. - Has published books and participated in international conferences on education and translation. - Has led content integration and linguistic competence projects in bilingual schools, in addition to conducting research stays.	Doctorate in Translation and Interpreting from the University of Malaga, Spain (2010)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Luis Flores Padilla	- Master's Degree in Public Health, Universidad Autónoma de Ciudad Juárez, Mexico (2000) - Bachelor's Degree in Nursing, Universidad Autónoma de Coahuila, Mexico (1991) - Has conducted courses on the relationship between work stress and mental health, as well as research on quality of life in patients and caregivers. - Has participated in academic training, directing bachelor's, master's and doctoral theses in various areas of health and administration. - Research published in scientific journals, addressing topics such as perinatal complications, burnout syndrome, care in older adults, psychosocial risk factors and satisfaction in health services. - National Researcher Level I by CONACYT, Mexico.	Doctorate in Public Health Sciences from the University of Guadalajara, Mexico (2004)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Luis Flores Padilla	- Master's Degree in Public Health, Universidad Autónoma de Ciudad Juárez, Mexico (2000) - Bachelor's Degree in Nursing, Universidad Autónoma de Coahuila, Mexico (1991) - Has conducted courses on the relationship between work stress and mental health, as well as research on quality of life in patients and caregivers. - Has participated in academic training, directing bachelor's, master's and doctoral theses in various areas of health and administration. - Research published in scientific journals, addressing topics such as perinatal complications, burnout syndrome, care in older adults, psychosocial risk factors and satisfaction in health services. - National Researcher Level I by CONACYT, Mexico.	Doctorate in Public Health Sciences from the University of Guadalajara, Mexico (2004)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Luis Flores Padilla	- Master's Degree in Public Health, Universidad Autónoma de Ciudad Juárez, Mexico (2000) - Bachelor's Degree in Nursing, Universidad Autónoma de Coahuila, Mexico (1991) - Has conducted courses on the relationship between work stress and mental health, as well as research on quality of life in patients and caregivers. - Has participated in academic training, directing bachelor's, master's and doctoral theses in various areas of health and administration. - Research published in scientific journals, addressing topics such as perinatal complications, burnout syndrome, care in older adults, psychosocial risk factors and satisfaction in health services. - National Researcher Level I by CONACYT, Mexico.	Doctorate in Public Health Sciences from the University of Guadalajara, Mexico (2004)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Luis Flores Padilla	- Master's Degree in Public Health, Universidad Autónoma de Ciudad Juárez, Mexico (2000) - Bachelor's Degree in Nursing, Universidad Autónoma de Coahuila, Mexico (1991) - Has conducted courses on the relationship between work stress and mental health, as well as research on quality of life in patients and caregivers. - Has participated in academic training, directing bachelor's, master's and doctoral theses in various areas of health and administration. - Research published in scientific journals, addressing topics such as perinatal complications, burnout syndrome, care in older adults, psychosocial risk factors and satisfaction in health services. - National Researcher Level I by CONACYT, Mexico.	Doctorate in Public Health Sciences from the University of Guadalajara, Mexico (2004)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Luis Flores Padilla	- Master's Degree in Public Health, Universidad Autónoma de Ciudad Juárez, Mexico (2000) - Bachelor's Degree in Nursing, Universidad Autónoma de Coahuila, Mexico (1991) - Has conducted courses on the relationship between work stress and mental health, as well as research on quality of life in patients and caregivers. - Has participated in academic training, directing bachelor's, master's and doctoral theses in various areas of health and administration. - Research published in scientific journals, addressing topics such as perinatal complications, burnout syndrome, care in older adults, psychosocial risk factors and satisfaction in health services. - National Researcher Level I by CONACYT, Mexico.	Doctorate in Public Health Sciences from the University of Guadalajara, Mexico (2004)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Luis Flores Padilla	- Master's Degree in Public Health, Universidad Autónoma de Ciudad Juárez, Mexico (2000) - Bachelor's Degree in Nursing, Universidad Autónoma de Coahuila, Mexico (1991) - Has conducted courses on the relationship between work stress and mental health, as well as research on quality of life in patients and caregivers. - Has participated in academic training, directing bachelor's, master's and doctoral theses in various areas of health and administration. - Research published in scientific journals, addressing topics such as perinatal complications, burnout syndrome, care in older adults, psychosocial risk factors and satisfaction in health services. - National Researcher Level I by CONACYT, Mexico.	Doctorate in Public Health Sciences from the University of Guadalajara, Mexico (2004)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Luis Quintero Arango	- Master's Degree in Marketing. University of Viña del Mar (2013) - Specialization in International Business, Universidad Pontificia Bolivariana (2008) - Bachelor's Degree in Business Administration. Cooperative University of Colombia (2002) - Administrative Activities, Teaching. Luis Amigo Catholic University (2016 - present). - Lecturer, American University Corporation (2013 - 2015) - Teacher, Escolme University Institution (2013 - 2015)	Doctor in Projects. Universidad Internacional Iberoamericana (2019)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Margarita Alcaide Risoto	- Bachelor's Degree in Psychopedagogy from the University of Jaén, Spain (2001). - Diploma in Primary Education from the University of Castilla-La Mancha, Spain (1999) - Experience in teaching, academic management and coordination of internships in education programs. - Has participated in international projects, such as E-culturas, and in the organization of congresses and academic conferences. - Member of the scientific committee and editor of the REID Journal. - Publications on topics such as the influence of sports practice on self-concept and academic performance, educational innovation, emotional intelligence in early childhood education and grandparents' participation in learning communities. - Has received the Bandera de Andalucía award for the IDEO research group.	Doctorate in Psychopedagogy from the University of Jaén, Spanish (2008).	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. María Aparecida Santos Campos	- Degree in Physical Education, Catholic Institute of Minas Gerais, Brazil (1991). - Researcher at the University of Jaén and Fibromyalgia Association of Jaén, Spain, since 2010.	Doctorate in Educational Sciences from the University of Barcelona, Spain (2013)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				4
				Number of preparations
Dr. María Cecilia Sayavedra Cuellar	- Master in Psychoinformatics Education, Universidad Nacional de Lomas de Zamora, Argentina (2003) - Bachelor's Degree in Education Sciences, Universidad Nacional de Cuyo, Argentina (1996) - Professor of Education Sciences, Universidad Nacional de Cuyo, Argentina (1990) - Is actively involved in research projects on ICT and education, with several publications on virtual learning environments. - Has been an attendee and speaker at events on ICT, education and professional competencies. - Has received scholarships for doctoral and postgraduate training, both national and international. - Has coordinated and directed university careers at the Universidad de Cuyo.	Doctorate in Pedagogy from the University of Jaén, Spain (2011).	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. María Cecilia Sayavedra Cuellar				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. María Elena Pérez Ochoa	- Master's degree in Neurosciences from the University of the Basque Country, Spain (2016). - Specialization in teaching competencies for upper secondary education by the Universidad Pedagógica Nacional, Mexico (2011). - Master's Degree in Psychology: individual, group, organization and culture from the University of the Basque Country, Spain (2009). - Degree in Psychology from the Universidad Michoacana de San Nicolás de Hidalgo, Mexico (2006). - Professor in specialties related to personalized education, family educational guidance, psychology, sensory perception and consumer behavior. - Its work has covered both young and adult students in the school system as well as out-of-school and non-literate people in indigenous communities. - Has published on Inverted Classroom, digital portfolio, digital teaching competencies, reflective learning, educational inclusion of adolescents, educational impact.	Doctorate in Psychology from the University of the Basque Country, Spain (2019)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. María Fernanda Ozollo Lubrano	- Master in Education, Psychism and Informatics, Universidad Nacional de Lomas de Zamora, Argentina (2002) - Bachelor's Degree in Education Sciences, Universidad Nacional de Cuyo, Argentina (1996) - Professor of Education Sciences, Universidad Nacional de Cuyo, Argentina (1990) - Director of Distance Education and Educational Innovation at the National University of Cuyo. - Professor of ICT and Education at the Faculty of Elementary and Special Education. - Teaching focused on Information and Communication Technologies (ICT) applied to education, with a focus on socio-digital and educational inclusion. - Lines of research related to didactic scenarios with digital technology, cognitive development through digital tools and socio-digital and educational inclusion processes.	Doctorate in Pedagogy from the University of Jaén, Spain (2011)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. María Jesús Cardoso Moreno	- Degree in Philosophy and Educational Sciences from the University of Seville, Spain (1998) - His teaching area focuses on psychology, neurosciences and related subjects. - Develops educational work with an integral perspective, combining theory and practice in subjects. - Collaborates in The Good Project at Harvard University and coordinates several European projects. - Has published on psychophysiology, social-emotional interventions and mental health, with emphasis on ADHD, post-surgical recovery and family support. It also explores occupational therapies and the development of social-emotional competencies.	Doctorate in Pharmacology from the University of Extremadura, Spain (2007)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. María Suárez Sánchez	- Executive MBA. EAE Business School (2018) - Design Engineer. Technological University of the Mixteca (2001). - STAKEHOLDER in the European LAND-SEA Project: Sustainability of the LAND-SEA system for Eco-tourism strategies. Urban Ecology Agency of Barcelona, Spain (2017 - present). - INDEPENDENT RESEARCHER attached to the Department of Engineering Projects, UPC (2005 - 2015). - STOP ACCIDENTES, Association for Guidance and Assistance to those affected by traffic accidents, Barcelona and Madrid, Spain (2006 - 2013).	Doctorate in Technological Innovation Projects in Product and Process Engineering. Polytechnic University of Catalonia (2015)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. María Teresita Antúnez De Mayolo Lojas	- Master's Degree in School Psychology. Interamerican University of Puerto Rico, San Germán Campus (2003 - 2006). - Master in Education; Irregular Behavior Lima-Peru Universidad Fem. del Sagrado Corazón (1986-1989). - Postgraduate in Clinical Neuropsychology Lima-Peru Universidad Federico Villarreal (1987). - Bachelor's Degree in Special Education Lima-Peru Universidad Fem. del Sagrado Corazón. - Computer skills: Word, Excel, SPSS, Web, PowerPoint, Publisher, etc (1979-1983).	- Doctorate in Curriculum and Learning. Interamerican University of Puerto Rico, San Germán Campus (2016). - Doctorate in School Psychology. Interamerican University of Puerto Rico, San Germán Campus (2010).	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. María Victoria González Peña	- Master's Degree in Educational Research from the Central Institute of Pedagogical Sciences, Cuba (2000) - Degree in Education, specialization in Mathematics, Instituto Superior Pedagógico "José Martí", Cuba (1989) - Professor of Sociology of Education, Pedagogy and Research Methodology and thesis tutor at various levels. - Has worked as a visiting professor in Mexico, guiding graduate theses. - Has held management and teaching positions in educational institutions, including management and consulting in methodological areas. - Has participated in research and publications on popular education, university extension and educator training. - Has presented at international congresses and has been recognized with several awards and distinctions for her scientific contribution in the field of education.	Doctorate in Pedagogical Sciences from the University of Camagüey, Cuba (2013).	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Marta María Olmo Extremera	- Master's Degree in Coaching from Universidad Camilo José Cela, Spain (2013) - Degree in Pedagogy from the University of Granada, Spain (2011) - Experience in research and educational leadership. Is part of international networks focused on school leadership, with projects that address communities of practice, resilient leadership and educational improvement. - Has worked as a researcher in institutions such as the universities of Granada and the Federal University of Rio de Janeiro, exploring topics such as school management, resilience in vulnerable contexts and teacher training. - Pedagogical coordinator, teacher and consultant in various institutions in Spain, Brazil and Mexico. - Has published research on school leadership, resilience and inclusive education.	Doctorate in Educational Sciences from the University of Granada, Spain (2017)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Martha Segura Jimenez	- Master's Degree in Education, Universidad de las Américas, Mexico (2007) - Bachelor's Degree in Elementary Education from the Benemérita Escuela Nacional de Maestros, Mexico (1997) - Specializes in emotional education, academic literacy, educational research and curriculum design, addressing areas such as psycho-socio-pedagogy, educational management and educational policy analysis. - As an independent consultant, she works on gender issues, qualitative research and curriculum design. - Is a member of several academic networks and received the CONACYT Chair. - Has been invited to academic events and has collaborated in the updating of educational programs in several universities and institutions.	Doctorate in Educational Research from the Centro de Investigación y de Estudios Avanzados del Instituto Politécnico Nacional, Mexico (2009)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Martín Tamayo	• Master's Degree in Pedagogy, National Pedagogical University, Mexico (2000) • Bachelor's Degree in Sociology of Education, National Pedagogical University, Mexico (1992) • Professor at the National Pedagogical University, Mexico (2002-2016) • Professor of Humanities, Interamerican University for Development, Mexico (2012-2016) • Professor at the Hispano-American University Justo Sierra, Mexico (2016-2017)	• Doctorate in Humanistic Education, Humanist Institute of Higher Studies, Mexico (2011)	• Doctorate in Education with a Specialty in Research • Master in Education with a Specialty in Higher Education • Master in Education with a Specialty in the Organization and Management of Education Institutions • Master in Education with a Specialty in Teacher Training • Master in Education with a Specialty in ICT'S in Education	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Miguel Omar Gallegos of San Vicente	• Diploma in Philosophy of Education in Latin America from the National Autonomous University of Mexico, Mexico (2015) • Degree in Psychology from the National University of Rosario, Argentina (2008) • Post-doctorates in Psychology and in Social Sciences and Humanities in Brazil, Mexico and Argentina. • Has carried out postdoctoral research stays in several universities in Mexico, Brazil, Argentina and Peru. • Has published numerous scientific papers and has been a speaker at national and international conferences. • Professor of Psychology at the National University of Rosario, researcher of the National Council of Scientific and Technical Research of Argentina and member of recognized research groups in Colombia and Peru. • Has presented papers on the training of psychologists in Latin America, the history of psychoanalysis, the violence of thought and the development of psychology in the region, also analyzing its professionalization and its relationship with other disciplines. • Vice-President for South America of the Interamerican Society of Psychology.	• Doctorate in Education from the Federal University of Minas Gerais, Brazil (2018). • Doctorate in Psychology from the National University of Rosario, Argentina (2013).	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				4
				Number of preparations
				2
Dr. Monica Améndola Pimenta	• Bachelor's Degree in Biological Sciences. Institute of Biology (1996). • Associate Researcher '2A' at the Department of Marine Resources of the Centro de Investigación y de Estudios Avanzados del I.P.N.-Unidad Mérida (2015 - present). • Postdoctoral Research Stay. Laboratory of Immunology and Molecular Biology at CINVESTAV-Unidad Mérida (2011 - 2013). • Lecturer in postgraduate course (master's degree). CINVESTAV-Unidad Mérida, Yucatán (2012 - 2014, 2018). • Teacher in the refresher course "Science Academy - Environmental Education" (2008 - 2010). • Instructor in the workshop course "Field Ecology", directed to graduate students. Instituto de Ecología A.C., Xalapa, Veracruz (80 hours). May 2006. • Instructor in the course-workshop "Field Ecology II, Ecology of the Pantanal", directed to graduate students. Universidade Federal de Mato Grosso do Sul, Brazil (180 hours) (2003).	• Doctorate in Science. Institute of Ecology (2009)	• Doctorate in Projects with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Mónica Tovar Gutiérrez	- Master's Degree in Higher Education. Tangamanga University (2006). - Specialty in Higher Education. Tangamanga University (2003). - Bachelor's Degree in Secondary Education in the Spanish Area. Normal Superior del Magisterio Potosino (1998). - Teacher of Primary Education. Escuela Normal Patria, San Luis Potosi (1981). - Virtual Teacher, Marist University in San Luis Potosi (2020 - present). - Virtual Thesis Director, Universidad Internacional Iberoamericana (UNIB) (2019 - present). - Virtual teacher, LA RED ALIAT UNIVERSIDADES campus Axtla and campus Tequis in San Luis Potosi, S.L.P (2011 - present). - Classroom teacher at the Tangamanga University, Tequis Campus in San Luis Potosi, S.L.P. (2005 - present).	Doctorate in Education. Tangamanga University (2012)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Nadosly De la Yncera Hernández	- Master's Degree in Clinical Psychology. University of Havana, Cuba (2012). - Bachelor's Degree in Psychology. University of Havana, Cuba (2000). - Assistant Research Professor, Associate A. Department of Medical Sciences. Health Sciences Division. University of Quintana Roo (2018 - present). - Subject teacher. Autonomous University of the State of Morelos (2016 - 2018). - Full-time professor, head of the Department of Humanities, head of the Bachelor's Degree Program in Psychology. University of Pinar del Río "Hermanos Saiz Montes de Oca", Cuba (2003 - 2015).	Doctorate in Psychology. Autonomous University of the State of Morelos, Mexico (2019)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Nicolás Padilla Raygoza	- Master of Science in Epidemiology, Atlantic International University (2006). - Master's Degree in Social Gerontology Universidad Internacional Iberoamericana (2015). - Diploma in Learning Innovation. University of Guanajuato (2013). - Active Member of the Mexican Society of Pediatrics (1987 - present). - Founding member of the Association of Pediatricians of Celaya (1992 - present). - President of the Association of Pediatricians of Celaya, during the period 1992-1993. - Representative of the Faculty of Nursing and Obstetrics of Celaya, University of Guanajuato (2006 - present). - Coordinator of the Bachelor's Degree in Nutrition, Faculty of Nursing and Obstetrics of Celaya, University of Guanajuato (2007 - 2008).	Doctor of Science with a focus on Epidemiology, Atlantic International University (2006)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Nuria Cantero Rodríguez	- Diploma in Social Education by the UNED (2011). - Degree in Psychopedagogy from the University of Jaén (2008). - Diploma in Music Teaching from the University of Jaén (2003). - Teacher as a civil servant (2005 - present). - Cycle coordinator at CEIP Padre Poveda in (2005). - Head of Studies at CEIP Padre Poveda (2006). - Principal at CEIP Santa María de Nazaret (2007 - 2009). - Principal at CEIP Navas de Tolosa (2009 - present). - Principal at CEIP Palacios Rubio (2018 - present). - Lecturer at the University of Jaén in the Master's Degree in ESO and Bachillerato, Vocational Training and Language Teaching (2017 - present).	Doctorate in Pedagogy from the University of Jaén (2017)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Olga Alicia Gallardo Milanés	• Bachelor's Degree in Education with a major in History and Social Sciences from the Higher Pedagogical Institute of Holguín, Cuba (1991) • Post-doctorate in Society and Development at PPGSeD of UNESPAR, PR, Brazil. • Professor at the University of Holguín, Cuba. • Academic and leadership positions in universities in Brazil and Cuba, excelling in graduate programs in environmental management, education and socio-environmental studies. • Research focused on climate crisis, organic agriculture, environmental education and public policy, focusing on local adaptations and social-ecological resilience, involving communities and universities.	• Doctorate in Pedagogical Sciences from the Instituto Pedagógico "José de la Luz y Caballero", Cuba (2003)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
1				
Dr. Pastor Gregorio Torres Lima	• Bachelor's Degree in Education, Specialty: Mathematics (1981) Acropolis University, Comalcalco Tabasco - Azteca University Educational System, Chiapas (2016 - present). • Latin American and Caribbean Pedagogical Institute, Havana, Cuba (2011 - 2016). • Embassy of the Republic of Cuba in the Commonwealth of the Bahamas (2006 - 2010). • Félix Varela University of Pedagogical Sciences, Villa Clara, Cuba (2000 - 2006). • Silverio Blanco University of Pedagogical Sciences, Sancti Spiritus, Cuba (1982 - 1999).	• Doctorate in Pedagogical Sciences UCP (1998)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
1				
Dr. Pedro Ángel Latorre Román	• University Expert in Sports Training, Universidad Nacional de Educación a Distancia, Spain (2001) • Expert in Traumatology and Sports Medicine in Primary Care, University of Almeria, Spain (2001) • Degree in Physical Education from the University of Granada, Spain (1993) • Accredited by ANECA. • Full university professor, having passed the competitive examination for the Secondary Education Corps. • Has obtained merits in teaching, research and management in Andalusia, with 2 six-year research periods and a six-year transfer. • Has led the HUM 790 group, published more than 200 articles and participated in 15 research projects. • Has completed international university stays and presented more than 190 conference contributions."	• Doctorate in Physical Education from the University of Granada, Spain (2003).	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
1				
Dr. Pedro Aurelio Sotomayor Soloaga	• Master's Degree in Organizational Development and Strategic People Management from Universidad Diego Portales, Chile (2015) • Degree in Psychology from Universidad de La Serena, Chile (2009) • Professor in several universities of subjects related to management, leadership, organizational psychology and inclusive education. • Undergraduate and graduate teaching, being thesis director and coordinator of master's and doctoral programs in institutions in Chile, Mexico, Colombia and Spain. • Has directed and supervised academic and administrative activities and coordinated provincial programs. • Has publications on student desertion, leadership and educational quality. • Has led projects focused on educational innovation and support for students in vulnerable situations."	• Doctorate in Education from the Autonomous University of Barcelona, Spain (2021)	• Doctorate in Education with a Specialty in Research	• DO008 - Thesis Proposal • DO009 - Thesis Preparation • DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
1				

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Ramón Sánchez Noda	- Bachelor's degree in History. University of Havana. - Professor of the Master's Degree in Information Management in Higher Education at the University for Adults: Dominican Republic (2011, 2018). - Doctorate in Political Economy. University of Havana. Cuba (2010, 2013). - Professor of the Diploma in Higher Education Management for managers of the CNU Universities of Nicaragua (2012). - Professor of Communication and Economics and faculty member at Universidad Internacional Iberoamericana (UNINI) Mexico (2016 - present).	Doctorate in Economics. Lomonosov University, Moscow (2015)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. René Ileana Velázquez Pompeyo	- Master of Science in Business Planning and Regional Development from the Instituto Tecnológico de Mérida, Mexico (2004) - Electronic Engineer from the Instituto Tecnológico de Mérida, Mexico (1999) - Professional teaching experience in Doctorate, Master's and Bachelor's degree programs in several universities, focusing on subjects such as applied research, administration, education and social development. - Has published articles and chapters in specialized books, presented papers at international and national conferences. - Has participated in the training and development of educational and industrial projects, with emphasis on professional competencies and productive scaling.	Doctorate in Social Sciences with a specialization in Regional Studies from El Colegio de la Frontera Norte, Mexico (2010)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Ricel Martínez Sierra	- Degree in Psychology from University of Oriente, Cuba (2001). - Director of Master's Thesis. International University of Valencia (2021 - present). - Director of the Master's Thesis. International University of La Rioja (2020 - present). - Faculty of Education. International University of La Rioja (2020 - present). - Professor. Universidad Internacional Iberoamericana UNINI Mexico (2019 - present). - Teaching Vice-Dean. University of Oriente (2005). - University Professor. University of Oriente (2001).	Doctor in Pedagogical Sciences. Center for Higher Education Studies "Manuel F. Gran" (2008)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Romaric Quentin	- Master's Degree in Sociology. Université Omar Bongo, Libreville (1999). - Bachelor's degree in Sociology. Université Omar Bongo, Libreville (1998). - Participation in the drafting of the Report on Priority Actions for Monitoring the Quality of Unesco's General Education Quality in Gabon (GEQAF) (2016). - Participation in the drafting of the Report on the Implementation of Unesco's Diagnostic Evaluation of the Quality of General Education in Gabon (GEQAF) (2012). - Professor-Researcher at the Ecole Normale Supérieure, Libreville (2007-2017).	Doctorate in Educational Sciences. Université de Picardie Jules Verne, Amiens (2006)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Rosa Casal de Altuve	- Bachelor's Degree in Public Accounting. Civil Engineer. University of the Andes (1986). - Head of the Accounting and Finance Department of FACES-ULA. University of the Andes (1998 - 2000). - Director of the School of Administration and Public Accounting of FACES-ULA University of the Andes (2000 - 2001). - Alternate Advisor to the Board of the School of Administration and Public Accounting of FACES-ULA. University of the Andes (2005 - 2007).	Doctorate in Finance. National Distance University of Panama (2002)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Salvador Doblas	- Professor in the Department of Audiovisual Communication and Advertising. University of Malaga. Malaga (2009-present). - Research Stay European Doctorate Mention School of Communication and Education - School of Health of the University of Algarve - Faro - Portugal (2011). - Scholarship in the General Directorate of the Andalusian Institute of Public Administration for support in Communication and Institutional Image and Marketing. Sevilla (2007). - International Association of Researchers Award, Sevilla (2007). - Candidate for the Andalusian Health Quality Agency Awards. Sevilla (2006). - Candidate for the Spanish Network of Foundations Business-University Awards. Mallorca (2005). - Collaborator in the III Jornadas Doctorales de Andalucía. Málaga (2005). - Professor at Open Training Classroom for the Elderly. University of Malaga (2004-2005). - Company-University Agreement. 2005. Technological Park of Andalusia. P.T.A. Carlos Haya Regional University Hospital of Malaga. H.R.U.C.H. - University of Malaga U.M.A. - II Jornadas Doctorales de Andalucía Award, Sevilla (2004).	Doctorate in Audiovisual Communication, University of Malaga, Spain (2016)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Sergio Javier Melendez Garcia	- Master's Degree in Landscape Architecture and Environmental Impact from the Università degli Studi di Genova, Italy (1990) - Architectural Engineer, National Polytechnic Institute, Mexico (1978) - Experience in sustainable projects in residential, commercial, industrial and tourist areas at national and international level. - He is an expert in environmental impact and energy efficiency, and leads LEED and NMX-164 certification projects. - He has been general coordinator of projects at Grupo Banorte and the Supreme Court of Justice of Mexico. He has worked on the installation of wind turbines and solar systems in several projects. - He has directed important projects, such as the Convention Center in Pachuca and ecological hotels in Los Cabos. - Author of the book "Arquitectura Sustentable". - Member of the College of Architects of Mexico City.	Doctorate in Technological Innovation Projects in Product and Process Engineering from the Polytechnic University of Catalonia, Spain (2003)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Sergio Torres Zarco	- Master's Degree in Educational Research. University of Valle de Mexico (2007). - Bachelor's degree: Texcoco Normal School (1999). 15 years of Service in the Elementary School "Benita Galena". - Professor at the Mexico City Graduate School of Education at the Master's level. - Professor of the Zumpango Psychopedagogical School at Master's level.	Doctorate in Educational Sciences. Mexico City Graduate School of Education (2013)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Sissiliana Vilchez de Rabanal	- Master's Degree in Public Administration. School of Public Administration EBAPE. Fundação Getúlio Vargas Rio de Janeiro (2000). - Master in Social Service. Pontifícia Universidade Católica do Rio de Janeiro (1995). - Degree in Social Anthropology. National University of Trujillo, Peru (1990). - Coordinator of Human Resources Administration and Management courses. Augusto Motta University Center (2019 - present). - Coordinator of Administration and Accounting courses. - UNIESP S.A - Faculdade do Rio de Janeiro (2017 - 2018). - General Coordinator of Administration courses. - UNICARIOCA- Associação Carioca de Ensino Superior (2013 - 2017).	Doctorate in Information Sciences. Instituto Brasileiro de Informação em Ciência e Tecnologia (IBICT) Universidade Federal do Rio de Janeiro- UFRJ (2018)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Tatiana de los Reyes Suarez Turrizza	- Post-doctorate in Humanities from the National Autonomous University of Mexico. - M.A. in Mexican literature from the Linguistic-Literary Research Institute of the Veracruzana University. - M.A. in Hispanic literature from the Center for Linguistic and Literary Studies of the Colegio de México. - Degree in Hispanic Language and Literature from the School of Spanish Literature, Veracruzana University	Doctorate in Hispanic Literature from the Center for Linguistic and Literary Studies of the Colegio de México (2014)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Vivian Vera Vergara	- Master's Degree in Educational Psychology from the University of Havana, Cuba (2008) - Degree in Psychology from Universidad de Oriente, Cuba (2003) - Professor in areas such as educational psychology, psychopathology and family psychology. - Has directed master's and bachelor's theses and participated in research projects on educational, social and medical psychology. - Has published articles on the educational function in single-parent families, disorders in adolescents, impact of the pandemic on the family and education in values. - Member of organizing committees and recipient of the Cuban Academy of Sciences Award.	Doctorate in Psychological Sciences from the University of Havana, Cuba (2023).	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1
Dr. Wendolyn Bravo Zurita	- Master's Degree in Social Studies, Social Economics, Universidad Autónoma Metropolitana, Mexico (2012) - Degree in Economics from Universidad Autónoma Metropolitana, Mexico (2009) - Has conducted research on the impact of monetary policy and banking systems in emerging economies, especially in Brazil and Mexico. - Publications address topics such as productive financing, structural reforms and the dynamics of large banks. - Has participated as a speaker at international seminars and conferences on financing for development, economic policy in Africa and Latin America, and social security. - Has coordinated events on the use of digital technologies and their relationship with social security, in addition to teaching at undergraduate and graduate levels."	Doctorate in Economics from the National Autonomous University of Mexico, Mexico (2017)	Doctorate in Projects with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

THESIS DIRECTORS				
Thesis Directors	CV Summary	Doctorates	Area	Courses taught
Dr. Wladimir La O Moreno	- Master's Degree in Education from the Latin American and Caribbean Pedagogical Institute, Cuba (2005) - Degree in Education with a major in Mathematics-Computer Science from the Higher Pedagogical Institute of Pinar del Río, Cuba (1998) - Has attended continuing education programs in pedagogy, mathematics and social sciences and has been a speaker at several conferences. - Has worked as a lecturer at universities in Cuba, Mexico and other countries, holding management positions in research centers and academic tribunals. - Research has focused on teacher training in mathematics, with publications in books and scientific journals, and has been recognized for educational contribution in Latin America.	Doctorate in Pedagogical Sciences from the Universidad de Ciencias Pedagógicas "Rafael M. Mendive", Cuba (2010)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
Dr. Yaranay López Angulo	- Master's Degree in Educational Psychology from the University of Havana, Cuba (2018) - Degree in Psychology from the University of Havana, Cuba (2013) - Teaching experience includes subjects on educational psychology, self-regulation of learning and research methodology, as well as being a speaker at workshops for teachers. - Research focuses on the cognitive, emotional, motivational and social variables that affect the teaching-learning process, especially in university students, addressing issues such as self-regulation and academic dropout. - Leads a project on academic purpose and social adaptation, and has organized international conferences on education and emotional self-regulation.	Doctorate in Psychology from the Universidad de Concepción, Chile (2021)	Doctorate in Education with a Specialty in Research	- DO008 - Thesis Proposal - DO009 - Thesis Preparation - DO010 - Thesis Dissertation
				Academic load
				3
				Number of preparations
				1

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Alejandro Ramírez	- Master's Degree in Teacher Training as a Foreign Language. University of Barcelona (2022) - Degree in Spanish and Classical Philology. National University of Colombia (2017) - Professor. Literacy and English. National University of Colombia (2021 - 2022) - Literacy Tutor. National University of Colombia (2019- 2021)	Doctorate in Education, Universidad Internacional Iberoamericana (Mexico) [in progress].	Master in Education with a Specialty in the Organization and Management of Education Institutions	Master's Thesis
				Academic load
				1
				Number of preparations
				1
Dr. (c) Andrea Gutiérrez	- Master in Human Resources and Knowledge Management, Universidad Internacional Iberoamericana in agreement with the University of León, Barcelona, Spain (2010) - Psychologist, Pontifical Javeriana University, Cali, Colombia (1998) - Organizational Psychology Coordinator, Integrated Massive Transportation Group Git Masivo S.A. (July 2009 - December, 2010) - Consultant for the Human Development Assessment project, Ingacon Ltd (April - July 2008)	Doctorate in Education, Universidad Internacional Iberoamericana (Mexico) [in progress].	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master in Project Design, Administration, and Management with a Specialty in Innovation and Product - Bachelor of Arts with concentration in Psychology	- CSJ014 - Interpersonal Communication Techniques - CSJ025 - Psychology of Motivation - DD041 - Teams and Decision Making - TR026 - Business Administration and Management
				Academic load
				4
				Number of preparations
				4
Dr. (c) Arlette Zárate	- Master's degree in Organizational Psychology from the Institute of University Studies, Mexico. - Master's Degree in Educational Administration with emphasis in Basic Education from the Monterrey Institute of Technology and Higher Education (ITESM). - Bachelor's Degree in Educational Psychology from the Autonomous University of Campeche. - Expert in Psychology by the Mexican Forensic Society. - Has experience in school management at the pre-school, preschool and elementary school levels, as well as in the application of personnel recruitment processes, organizational development and work environment. - Trainer certified by the National Council for Standardization and Certification of Labor Competencies and recognized as External Training Agent at the Ministry of Labor and Social Welfare. - Experience as an undergraduate and graduate teacher in the areas of education and psychology, as well as a counselor applying competency-based vocational and career guidance processes.	Doctorate in Education, Universidad Internacional Iberoamericana (Mexico) [in progress].	Master in Strategic Management with a Specialty in Management	- DD030 - Job Analysis, Description and Evaluation - DD031 - Recruitment, Selection and Promotion - DD032 - Performance Evaluation and Management by Competencies - DD033 - Compensations and Incentives - DD034 - Training and Career Plans - DD040 - Conflict Resolution and Negotiation Techniques - DD045 - Emotional Intelligence - DD043 - Stress and Burnout
				Academic load
				8
				Number of preparations
				8

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Beatriz Suárez	• Degree in Philology from the University of Vigo (Spain). • Master's Degree in Spanish as a Foreign Language Teacher Training from the University of Jaén (Spain)	• Doctorate in Philology from the University of Vigo (Spain) [in progress].	• Master in Teaching Spanish as a Foreign Language	• FP017 - Modes of Directing the Classroom • FP020 - Individual Factors in Learning • FP028 - Development of Skills in the Classroom • FP032 - Evaluation of the Learning Process
				Academic load
				4
				Number of preparations
				4
Dr. (c) Cristina Arazola	• . Master in Research and Teaching of Physical Activity and Health Sciences, University of Jaén, Spain (2017) • . Master in Early Childhood Education, University of Jaén, Spain, (2016)	• Doctorate in Teaching Innovation and Teacher Training, University of Jaén (Spain) and University of Borås (Sweden) [in progress]	• Master in Education with a Specialty in Higher Education • Master in Education with a Specialty in the Organization and Management of Education Institutions • Master in Education with a Specialty in Teacher Training • Master in Education with a Specialty in ICT'S in Education	• FP087 - Learning Factors
				Academic load
				1
				Number of preparations
				1
Dr. (c) Daniela Torrico	• Master's Degree in Marketing and Commercial Distribution, Polytechnic University of Catalonia, Barcelona, Spain (2008 - 2009) • Master's Degree in Business Administration (International MBA), La Salle School of Business Engineering, Barcelona, Spain (2007 - 2008) • Finance and Expansion Department Assistant, HOTUSA, Barcelona, Spain (2008 - 2009) • Account Executive, ENTEL S.A., La Paz, Bolivia (2006 - 2007)	• Doctorate in Projects, Marketing Research Universidad Internacional Iberoamericana [in progress]	• Master in Strategic Management with a Specialty in Management • Master in Strategic Management with a Specialty in Telecommunication • Master in Strategic Management with a Specialty in Information Technologies	• DD004 - Marketing • DD159 - Introduction to New Marketing • DD161 - Consumer-Buyer Behavior • DD170 - Services Marketing • DD1009 - Health Marketing • TI014 - Electronic Marketing and Commerce
				Academic load
				6
				Number of preparations
				6
Dr. (c) Eliana Bonczók	• Master's Degree in Environmental Engineering and Technology by the Universidad Europea del Atlántico (UNEATLANTICO) • Master's Degree in Environmental Management and Audits by the Universidad Europea del Atlántico (UNEATLANTICO) • Degree in Environmental Management from Blas Pascal University (2011)	• Doctoral student in Projects, Universidad Internacional Iberoamericana, Mexico [in progress]	• Master's Degree in Climate Change	• MA245 - Climate Change Agreements, Negotiations, and Instruments • MA246 - Vulnerability and Adaptation to Climate Change • MA247 - Climate Change Mitigation • MA248 - Climate Change Science and Policy • MA282 - Climate Change Mitigation
				Academic load
				5
				Number of preparations
				5
Dr. (c) Emmanuel Tomanek	• Master's Degree in Environmental Engineering and Technology from the Universidad Europea del Atlántico. • Engineer in Natural Resources and Environment from the National University of Salta. • University Diploma in Design, Management and Administration of Externally Financed Projects, Universidad Nacional de San Martín.	• Doctoral student in Projects, Universidad Internacional Iberoamericana, Mexico [in progress]	• Master in Environmental Management and Audits	• MA004 - Waste Management • MA014 - Environmental Law
				Academic load
				2
				Number of preparations
				2

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Erik Simoes	- Master's Degree in Aquaculture from the Graduate Program in Aquaculture of the Federal University of Santa Catarina (2011). - Degree in Aquaculture Engineering, Federal University of Santa Catarina, UFSC, Brazil (2009).	Doctorate in Projects, Universidad Internacional Iberoamericana, Mexico [in progress]	Master in Environmental Management and Audits	- MA028 - Potentially Contaminated Marine Ecosystems - MA029 - Environmental factors that Affecting Pollutants - MA030 - Pollutant Agents - MA031 - Toxicology - MA073 - Natural Areas in the Context of Societies - MA078 - The Management of Natural Spaces - MA079 - Ecological Restoration and Landscaping - MA080 - Case Studies of Management and Conservation of Natural Spaces - MA109 - Marine Cultures - MA136 - Marine Aquaculture Technology - MA140 - Fishery Management
				Academic load
				11
				Number of preparations
				11
Dr. (c) Eugenia Falabella	- Master's Degree in Linguistics Applied to the Teaching of English as a Foreign Language. University of Jaén (official degree) (2010). - Postgraduate/Specialization in Teaching in Virtual Learning Environments. National University of Quilmes. Quilmes Virtual University (2016). - Bachelor's Degree in English Teaching, Catholic University of La Plata (UCALP) (2016). - Professional experience in face-to-face (primary, secondary and tertiary/university), blended and distance education.	Doctorate in Education. Universidad Internacional Iberoamericana (Mexico) [in progress]	Master in Teaching English as a Foreign Language	- FP003 - Second Language Acquisition - FP006 - Methodological Approaches
				Academic load
				2
				Number of preparations
				2
Dr. (c) Fabricio De Paula	- Master in Project Design, Management and Direction, University of León, Spain (2013). - Architect, School of Architecture, University of the Republic, mvd (2006) - Project Management Competencies Certification. IPMA, Level D. AGPA, IPMA. Buenos Aires, Argentina (2016). - Training professor - Internal training, Iberoamerican University Foundation (December, 2015). - Course on teaching in virtual environment - 175h, Iberoamerican University Foundation (June, 2015). - Teaching professional employment practice, Faculty of Architecture, University of the Republic mvd (2009-2012).	Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) [in progress]	- Master's Project Design, Administration, and Management with Specialty in Product and Innovation - Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning	- AU014 - Object Theory - AU015 - Relationships between Innovation, Creativity, Productivity and Competitiveness - DD050 - Introduction to Projects - DD051 - Project System Design - DD052 - Analysis of Provision of Services - DD053 - Functional Analysis of the Project - DD054 - Project Ergonomics - DD055 - Project Security and Reliability - DD056 - Environment in a Project - DD057 - Project Specifications - DD058 - Project Draft Preparation
				Academic load
				11
				Number of preparations
				11

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Helvecia Mercedes del Rocío Velázquez	- Master's Degree in Teacher Training from the Universidad Europea del Atlántico. - Master in Education in Teacher Training from the Universidad Internacional Iberoamericana. - Master's degree in didactics and pedagogy of music education from the Technological University TECH. - Master in Education with specialization in Educational Practices from the National University of Quilmes. - Master's Degree in University Teaching from TECH Technological University. - Degree in Management of Educational Institutions from Blas Pascal University. - Degree in Education Sciences from the University of the Cuenca del Plata. - Other formations: - Diploma "Fundamentals and Strategies of the Pedagogical Unit Format" by Blas Pascal University. - Post-graduate teaching degree "Teaching for Higher Education", granted by the Adventist Higher Institute of Misiones. - Higher Specialization in "Art and games applied to teaching" by the Ituzaingó Higher Training Institute. - Higher Diploma in "Production of Academic Texts" by the Higher Institute for Teacher Training "Gdor. Virasoro"	Doctorate in Education from the Universidad Internacional Iberoamericana	- Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- FP078 - Interculturality and Education - FP088 - Creation, Adaptation and Evaluation of Materials - FP109 - ICT in Education and Learning Theories - FP114 - Educational Quality, Evaluation and Innovation - FP115 - Work Team Techniques - FP173 - Educational Quality, Evaluation, and Innovation in Higher Education - FP177 - Learning Portfolio and Teaching Portfolio - FP180 - Learning Assessment in the University Context
				Academic load
				8
				Number of preparations
				8
Dr.(c) Johanna Loaiza	- Master in Economic and Financial Administration, Technological University of Pereira. - Industrial Engineer, Technological University of Pereira. - Experience in planning, execution and management of socially based projects with public and private entities. - Advisor in administrative and financial areas for technology-based ventures, in the discovery phase, for the formulation of proposals, projects, resource management, preparation and analysis of budgets. - Trainer in technological education processes with young people belonging to the public and private education system, promoting scientific, creative and innovative thinking. - Leader in the management of processes and strategies for innovation, science, technology and entrepreneurship in the public sector.	Doctorate in Education, Universidad Internacional Iberoamericana [in progress].	Master in Strategic Management with a Specialty in Management	- DD012 - Operations Management and Administration - DD013 - Logistics - DD121 - International Taxation and Financing - DD123 - Financial Statement Analysis - DD128 - Administration and Planning of Audits - DD130 - Auditing Procedures by Area - DD131 - Auditing Reports - DD152 - Economics - DD154 - Internal Control
				Academic load
				9
				Number of preparations
				9
Dr. (c) Kathilça Lopes de Souza	- Mestrado em Educação com especialização em Formação de professores, UNIB (2018). - Graduação em Licenciatura Plena em Pedagogia, Universidade Federal de Santa Catarina (2015). - External tutor at Centro Universitário Leonardo da Vinci, UNIASSELVI, Brazil - Professor at Prefeitura Municipal de Florianópolis, PMF, Brazil.	Doctorate in Education. Universidad Internacional Iberoamericana (Mexico) [in progress]	- Master in Education with a Specialty in Higher Education - Master in Education with a Specialty in the Organization and Management of Education Institutions - Master in Education with a Specialty in Teacher Training - Master in Education with a Specialty in ICT'S in Education	- FP101 - Learning Theories and Methodological Bases of Training - FP177 - Learning portfolio and teaching portfolio - Portfolio I, II, III
				Academic load
				3
				Number of preparations
				3
Dr.(c) Lady Johanna Herrera Vargas	- Master's Degree in Sustainable Development and Environmental Management. - Bachelor's Degree in Biology	Doctorate in Education	Master in Environmental Management and Audits	- MA002: Ecology - MA008: Natural Resources - MA016: The Water Cycle
				Academic load
				3
				Number of preparations
				3

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Leonardo de Jesús Hernández Cruz	• Master in Physical Activity (2010). • Postgraduate specialist in Handball for high performance by the University of Physical Culture and Sport Sciences, Huguin Faculty, Cuba (2012). • Degree in Physical Culture (1997). • Diploma in sports training (2005). • Professor at the Universidade Internacional do Cuanza.	• Doctoral student in Education, Universidad Internacional Iberoamericana (Mexico) [in progress]	• Master in Physical Activity: Sports Training and Management	• FP092 - Methodology of Scientific Research • SN039 - Structure and Function of the Human Body • SN048 - Training Theory and Practice • SN049 - Sports Planning • SN155 - Contextualization of Physical Activity and Exercise in the Health Framework • SN229 - Case Study and Resolution for Management Skills
				Academic load
				6
				Number of preparations
				6
Dr. (c) Leonardo Raúl Cortez Coa	• Master's Degree in Design, Management and Project Management from the Universidad Internacional Iberoamericana, Puerto Rico and the Universidad Europea del Atlántico, Spain. (2019) • Bachelor's Degree in Civil Engineering from Universidad de Carabobo, Venezuela. (2012). • Diploma in Construction Management from Universidad José Antonio Páez, Venezuela (2014)	• Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) [in progress]	• Master's Project Design, Administration, and Management with Specialty in Product and Innovation • Master in Project Design, Administration, and Management • Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning	• DD050 - Introduction to Projects • DD051 - Project System Design • DD052 - Analysis of Provision of Services • DD053 - Functional Analysis of the Project • DD054 - Project Ergonomics • DD055 - Project Security and Reliability • DD056 - Environment in a Project • DD057 - Project Specifications • DD058 - Project Draft Preparation • DD073: Project Monitoring and Control
				Academic load
				10
				Number of preparations
				10
Dr.(c) Leonel Menna	• Master in Personal Coaching and Organizational Leadership by the Universidad Internacional Iberoamericana Mexico - Universidad Europea del Atlántico. October 2019. • Master in Integrated Management: Environment, Quality and Occupational Risk Prevention by the Universidad Internacional Iberoamericana Puerto Rico - Universidad Europea del Atlántico. July 2019. • Master in Human Resources and Knowledge Management by the Universidad Internacional Iberoamericana UNIB Puerto Rico (UNIB) - Universidad Europea del Atlántico. September 2016. • Bachelor's Degree in Tourism. Specialty: Business Administration and Hotel Management. Blas Pascal University, Cordoba, July 2002	• Doctoral student in Projects, Universidad Internacional Iberoamericana, (Mexico) [in progress]	• Master in Strategic Management with a Specialty in Management	• IP065 - OHSAS 18001 and Auditing • IP092 - ISO 45001
				Academic load
				2
				Number of preparations
				2

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Maria E. Luna Borgaro	- Master in Human Resources and Knowledge Management, University of León, Spain (2009) - Bachelor's Degree in Psychology, University of Guadalajara, (1987) - Teacher in the Master of Management Skills, Universidad UNIVER (2010) - Complementary preparation: - Teacher Training Course - FUNIBER (2015). - Training Course for Thesis Directors - FUNIBER (2015). - Course on Teaching in Virtual Environment - FUNIBER (2015).	Doctoral student in Education, Universidad Iberoamericana (Mexico) [in progress].	- Master in Physical Activity: Sports Training and Management, - Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master's Project Design, Administration, and Management with Specialty in Product and Innovation	- DD022 - Organizational Structure and Change - DD039 - Interpersonal Communication Techniques - DD041 - Team Management Techniques - DD042 - Time Management and Conducting Meetings - DD044 - Public Presentation Techniques - DD047 - Intellectual Capital - DD048 - Quality as a Management Tool for Human Resources - DD1021 - Strategic Management of Human Resources - TR024 - Management Techniques and Organizational Leadership - TR046 - Strategic Management of Human Resources
				Academic load
				10
				Number of preparations
				10
Dr. (c) María Fernanda Figueroa Calderón	- Master's Degree in Strategic Sports Management, University of Barcelona (2011-2013). - Bachelor's Degree in Sports Management and Bachelor's Degree in Business Administration, Iowa Wesleyan College (2010). - Complementary preparation: - Teacher Training Course - FUNIBER (2015). - Training Course for Thesis Directors - FUNIBER (2015). - Course on Teaching in Virtual Environment - FUNIBER (2015).	Doctorate in Physical Education [in progress]	- Master in Physical Activity: Sports Training and Management - Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies	- DD046 - Personal Marketing - DP001 - Administration and Management of Sport Entities - DP002 - Strategic Management and Planning of Sport Organizations - DP003 - Sport Marketing. Applications - DP004 - Management Techniques for Sports Team - DP006 - Techniques for Management and Leadership in Sports - DP007 - Information Society and Sports - TI011 - Society of Change and Information - TI017 - Integration of Business Management Systems - TI018 - Innovation, Culture, and Work Management in the Communication Society - SN228 - Case Study and Resolution for Sports Training
				Academic load
				11
				Number of preparations
				11

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Mariana Gomez Vicario	• Interuniversity Master's Degree in Human Rights, Education, Conflicts and Culture of Peace from the University of Malaga. • Graduated in Social Education from the University of Malaga, Spain. • Superior Technician in Social Integration from the IES Pérez de Guzmán Institute in Malaga, Spain.	• Doctoral student in didactic innovation and teacher training at the University of Jaén, Spain	• Master in Education with a Specialty in Higher Education • Master in Education with a Specialty in the Organization and Management of Education Institutions • Master in Education with a Specialty in Teacher Training • Master in Education with a Specialty in ICT'S in Education	• FP102 - Strategic Learning and Professional Development
				Academic load
				1
				Number of preparations
				1
Dr. (c) Mariela Rodríguez	• Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning(2014). • Architect (2010). • Lecturer in the Architecture course at the Catholic University of Santa Fe, Posadas (2013-Present). • Project Management Competencies Certification. IPMA, Level D. AGPA, IPMA. Buenos Aires, Argentina (2016). • Postgraduate course in contemporary architecture in historical contexts. Catholic University of Santa Fe, Posadas (2009). • Postgraduate course "Identity and architecture: Postmodernity and Heritage". Catholic University of Santa Fe, Posadas (2011). • Course on "Tutor Training for Distance Learning Academic Proposals". Catholic University of Santa Fe, Posadas (2016). • Training course for professionals in the teaching profession" course. Catholic University of Santa Fe, Posadas (2011).	• Doctorate in Projects, Universidad Internacional Iberoamericana (Mexico) [in progress]	• Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning • Master's Project Design, Administration, and Management with Specialty in Product and Innovation • Master in Project Design, Administration, and Management	• AU006 - Urban Architectural Project Theory • DD050 - Introduction to Projects • DD051 - Project System Design • DD052 - Analysis of Provision of Services • DD053 - Functional Analysis of the Project • DD054 - Project Ergonomics • DD055 - Project Security and Reliability • DD056 - Environment in a Project • DD057 - Project Specifications • DD058 - Project Draft Preparation • DD077 - Project Communication
				Academic load
				11
				Number of preparations
				11
Dr. (c) Mauricio Pulgarín	• Master's Degree in Economic and Financial Management, Technological University of Pereira (2008 - present) • Public Accounting, Universidad Libre (2004) • High School, Pereira Diocesan School (1996) • Accounting and Finance Advisor, Comdinamica LTDA, (February 2010 - present) • Accountant-Finance Ecociudad Association (June 2008 - present) • Fiscal Evaluator, Society of St. Vincent de Paul (January 2007 - present) • Santo Tomas University - Open and Distance Education (January-December 2008) • Metropolitan Polytechnic (January 2008-December 2008)	• Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) [in progress]	• Master in Strategic Management with a Specialty in Management • Master in Strategic Management with a Specialty in Telecommunication • Master in Strategic Management with a Specialty in Information Technologies	• DD002 - Cost Control and Cost Management • DD120 - Financial Mathematics • DD122 - International Accounting Standards • DD124 - Management Accounting • DD126 - Budget and Public Accounting • DD153 - Financial Valuation for IAS • TR047 - Financial Management
				Academic load
				7
				Number of preparations
				7

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Nelson Yepes	- Master in Design and Project Management, Bogotá D.C., Universidad Internacional Iberoamericana UNIB, Polytechnic University of Catalonia Iberoamerican University, (2008 - 2010). - Professor of Industrial Engineering, University Uniagustiniana, Bogotá D.C. (2011 - present). - CVIac (Colciencias) Research Professor Antonio Nariño University, UAN, (2004 - present). - Complementary preparation: - Training Courses for Thesis Directors, FUNIBER (December 2015). - FUNIBER Teacher Training Courses (December 2015). - Course on "Teaching in virtual environments", FUNIBER, 175 hours (June 2015).	- Doctorate in Project with Specialization in Industrial Technology, Bogotá D.C, 2014 - Universidad Internacional Iberoamericana UNINI, Mexico [in progress]	- Master in Project Design, Administration, and Management - Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master in Project Design, Administration, and Management with a Specialty in Innovation and Product	- DD050 - Introduction to Projects - DD051 - Project System Design - DD052 - Analysis of Provision of Services - DD053 - Functional Analysis of the Project - DD054 - Project Ergonomics - DD055 - Project Security and Reliability - DD056 - Environment in a Project - DD057 - Project Specifications - DD058 - Project Draft Preparation - DD072 - Computing Tools for Project Management - DD075 - Trust Management: Risk and Quality
				Academic load
				11
				Number of preparations
				11
Dr. (c) Róger Sarín Rivas Suárez	- Master's Degree in Business Management from Universidad Privada "Rafael Belloso Chacín" (Rafael Belloso Chacín Private University). Maracaibo-Venezuela. - International Diploma in Corporate Environmental Management by the United Nations Association in Venezuela (ANUV). - Degree in Chemistry from the Universidad del Zulia (Universidad del Zulia). Maracaibo-Venezuela. - Biochemistry Coordinator at Biotecnología Mexicana de Microalgas (Biotecnología Mexicana de Microalgas), BIOMEX. - Professor-Tutor Universidade Internacional de Cuanza (Universidade Internacional de Cuanza). UNIC	Doctorate in Projects with a Specialty in Research (Puerto Rico) [in progress]	Bachelor of Science in Nutrition and Dietetics	IYA012 - Chemistry
				Academic load
				1
				Number of preparations
				1
Dr. (c) Rosana Oddone	- Master in Design, Direction and Project Management (2008-2010) - Architect, University of the Republic, School of Architecture (2006) - Construction Manager, Stiler S.A. Construction Company (August, 2015 - present) - Construction Manager, Stiler S.A. Construction Company (February - July 2015) - Complementary preparation: - Course: "Training for Thesis Directors," FUNIBER (December, 2015). - Course: "Training for Teachers", FUNIBER December, 2015).	Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) [in progress]	- Master in Project Design, Administration, and Management with a Specialty in Architecture and Urban Planning - Master in Project Design, Administration, and Management	- AU003 - Impact of Technology on Urban Architectural Projects - DD050 - Introduction to Projects - DD051 - Project System Design - DD052 - Analysis of Provision of Services - DD053 - Functional Analysis of the Project - DD054 - Project Ergonomics - DD055 - Project Security and Reliability - DD056 - Environment in a Project - DD057 - Project Specifications - DD058 - Project Draft Preparation
				Academic load
				10
				Number of preparations
				10

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Sara Moza	- Master's Degree in Teacher Training University of Seville (2014) - Master's Degree in Human Resources. Granada Legal Studies Centers (2013) - HR Technician, GFI IT (August-November 2015) - Complementary preparation: - Teacher Training, FUNiBER (December 2015). - Thesis Director Training, FUNiBER (December, 2015). - Teaching in virtual environment, FUNiBER, 175 hours (July 2015)	Doctorate in Education. Universidad Internacional Iberoamericana (Mexico) [in progress]	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Bachelor of Arts with concentration in Psychology	- CDS013 - Fundamentals of Psychobiology - DD036 - Human Resources Audit - DD102 - Conflict Resolution/Transformation in the Community - DD103 - Conflict Resolution/Transformation in the Organization - DD138 - Principles and Processes of Conflict Resolution/Transformation
				Academic load
				5
				Number of preparations
				5
Dr. (c) Sonia Pérez	- Master in Music Therapy, National University of Colombia, Bogotá 2010. - Psychologist, National Open and Distance University, Bogotá 2015. - Anthropologist, University of Los Andes, Bogotá 2007. - Professor of Business Ethics, Grancolombiano Polytechnic University Institution, Bogotá 2016-present. - Teacher of Professional Ethics and Research Methodology for all professional technical programs. Methodological advisor for undergraduate projects, Universitaria Taller 5, design center 2014-present. - High competence for the development of educational, social and therapeutic processes from the capacity of understanding, analysis and proactive vision, from a viewpoint that combines the strategic with the operational-functional.	Doctorate in Education, Universidad Internacional Iberoamericana Mexico [in progress].	- Master in Strategic Management with a Specialty in Management - Master in Strategic Management with a Specialty in Telecommunication - Master in Strategic Management with a Specialty in Information Technologies - Bachelor of Arts with concentration in Psychology	- CSJ023 - History of psychology - CSJ027- Psychology of Emotion - CSJ028 - Social Psychology - DD090 - Business Ethics and Corporate Social Responsibility - DD101 - Conflict Resolution/Transformation in the Family - FP092 - Methodology of Scientific Research
				Academic load
				6
				Number of preparations
				6
Dr. (c) Stephen Bonilla	- Master's degree in Engineering and Science of Non-Conventional Materials from the University of São Paulo (2015). - Environmental Engineer, graduated from National University (2008). - Quality and project manager - Proteins and Energetics of Colombia (PROTEICOL), Bogota (2010- 2013). - Environmental Advisor - Perkins Biological Products LTDA, (2009 -2010). - Undergraduate thesis researcher - National University of Colombia, Palmira Campus (2007-2008).	Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) [in progress]	Master in Environmental Management and Audits	- IP082 - Quality Management: ISO 9001 - MA007 - Noise Pollution - MA009 - Soil Contamination - MA010 - Business Environmental Management - MA013 - Economy and the Environment - MA039 - Industrial Wastewater Treatment - MA074 - Biodiversity - MA075 - Natural Spaces: Typology and Processes - MA077 - The Conservation of Species and Natural Areas - MA098 - Business Environmental Management: ISO 14001 - MA302 - ISO 14001 Standard and Auditing - MA105 - Seawater - MA107 - Seawater Chemistry - MA209 - Water Installations and Treatment - MA301 - Environmental Management Systems in Business
				Academic load
				15
				Number of preparations
				15

TUTORS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr.(c) Suleydi Mengual Torres	- Master's Degree in Renewable Energies and Energy Efficiency, Universidad Autónoma de Campeche, Campeche - Bachelor's Degree in Energy Engineering from the Autonomous University of Campeche	Doctorate in Projects. Universidad Internacional Iberoamericana (Mexico) [in progress]	Master in Environmental Management and Audits	- MA057 - Introduction to Renewable Energies - MA059 - Solar Thermal Energy - MA061 - Hydropower Energy - MA064 - Biomass Energy - MA065 - Sea Energy - MA060 - Photovoltaic Solar Energy - MA062 - Wind energy
				Academic load
				7
				Number of preparations
				7
Dr. (c) Vanessa Yélamos	- Master in Integral Coaching by the Instituto Superior de Coaching and Grupo Motivati Barcelona. CCP Accreditation ASESICO (Spanish Coaching Association) (2018). - Master in Systemic Coaching by the Autonomous University of Barcelona and the Systemic Institute of Barcelona (2013). - Specialist in coaching techniques by the Instituto Superior de Coaching. ICF (International Coach Federation) ACSTH Accreditation (2018). - Degree in Psychology from the University of Barcelona (2011). - Currently pending official examination to obtain ACC Accreditation by ICF. - Specialist Course in Coaching Techniques. Program with ACSTH Accreditation by ICF (International Coach Federation). - Classroom course taught by Gonzalo Silió. Digital Transformation in the classroom: a fact to be incorporated. - Presential Course Systemic Coaching - Family Constellations. Module II. Barcelona. - Online training courses for thesis directors. - Online training course for teachers/tutors. - Online Course on Social and Educational Interventions. IL3 University of Barcelona. - Presential Course Systemic Coaching - Family Constellations. Module I Barcelona. - Personal-Integral Coach. Through a systemic, ontological and transformational approach.	Doctorate in Social and Legal Sciences from the University of Cordoba, Spain [in progress]	- Master in Strategic Management with a Specialty in Management - Bachelor of Arts with a Concentration in Psychology	- CSJ026 - Psychology of learning - CSJ057 - Personality Psychology and Individual Differences - DD049 - Neurolinguistic Programming - DD100 - Conflict Resolution/ Transformation in the School - DD107 - Online Dispute Resolution (ODR) - DD372 - Organizational Leadership and Coaching
				Academic load
				6
				Number of preparations
				4
Dr. (c) Verónica Andrea Cabañas de Romero	- Professor of English language and literature, graduated from the Faculty of Philosophy and Letters of the National University of Cuyo. - Sworn translator of English for the Supreme Court of Justice - Specialist in university teaching, degree awarded by the Faculty of Philosophy and Letters, National University of Cuyo (2004) - Assistant professor and tutor through the virtual platform of the School of Sciences Applied to Industry, National University of Cuyo,	Doctorate in Education. Universidad Internacional Iberoamericana (Mexico) [in progress]	- Master in Teaching English as a Foreign Language - Master in Teaching Spanish as a Foreign Language	- FP011 - Tasks & Projects - FP014 - Learning Strategies - FP015 - Curriculum & Course Design - FP030 - Educational Technology in Language Learning
				Academic load
				4
				Number of preparations
				4

PROFESSORS HIRED UNDER EXCEPTIONAL MERIT CONDITIONS				
Professor	CV Summary	Doctorates	Program	Courses taught
Dr. (c) Luis Miguel Becerra	- Master's Degree in Biological-Naturopathic Studies, Universidad Europea del Atlántico. Barcelona, Spain (2014). - Specialist in Clinical Nutrition and Advanced Food Science, University of Barcelona (2016). - Specialist in Immunonutrition, Catholic University of Valencia, Spain (2015). - Clinical Training Stay in High Specialty Metabolic and Nutritional Support, Regional Hospital "Lic. Adolfo López Mateos", Mexico City, Mexico (2017). - Nutritionist-Dietician, National University of Colombia, Bogotá (2010). - Clinical-Pediatric Nutrition course coordinator, Hospital Universitario del Valle (2015 - present). - Postgraduate Professor, Gastroenterology and Pediatric Clinical Nutrition Section, Hospital Universitario del Valle (2015 - 2016). - Tutor teacher Natural Health (2016 - present). - Occasional lecturer specializing in Nutrition. - Clinic, University of Buenos Aires (2018). - Exceptional Merit Sheet. UNINI.	Doctorate in Nutrition, Universidad Internacional Iberoamericana (Mexico) [in progress]	Master in Naturopathic Sciences	- MN015 - Massage, Reflexology and Kinesiology - SN086 - Biological Vision of Organic Dysfunction - SN087 - Naturist Diet and Dietary Sensibility - SN089 - Biologic-Naturist Therapies of Common Diseases - SN093 - Pulsed Magnetic Wave and Hyperthermia - SN094 - Anti-Aging Therapy, Free Radicals and Antioxidants - SN098 - Kousmine Method - SN099 - Colon Hydrotherapy - SN101 - Constitutional Types in Naturopathy - SN136 - Voll Electroacupuncture and Bioresonance - Master's Thesis
				Academic load
				11
				Number of preparations
Dr. (c) Viviana Carolina Zetina Chuc	- Psychology of Physical Activity and Sport by the Autonomous University of Madrid (2009). - Master's Degree in Education from the Interamerican University for Development Campeche Campus (2021). - Degree in Psychology from the Autonomous University of Campeche (2008).	Doctorate in Physical Activity and Sport, Universidad Internacional Iberoamericana (Mexico) [in progress]	- Master in Naturopathic Sciences - Master in Physical Activity: Sports Training and Management	- SN047 - Eating Disorders in Sport - SN050 - Sports Psychology - SN097 - Neuraltherapy and Neurofocality - SN103 - Sophrology - SN156 - Psychosocial Aspects of Physical Activity for Health
				Academic load
				5
				Number of preparations
M. Julia Osorio	- Master's Degree in Nutrition and Food, University of Barcelona (2012) - Higher Diplomas S.N.H.S. Foot reflexology, Meridians, Herbalism basic and Advanced, - School of Natural Health Sciences (2023) 2022 Certificate Herbal course Bridging the GAP for Health Practitioners, Nutritional Therapists of Ireland (2022) - Diploma in Orthomolecular Nutrition, CONACH (2021) - Bachelor's Degree in Nutrition, Autonomous Metropolitan University (1993) - Exceptional Merit Sheet. UNINI.	Master in Nutrition and Food. University of Barcelona (Spain) (2012)	Master in Naturopathic Sciences	- MN005 - Homeopathic Basics and Principles - MN018 - Schüssler Salts - MN019 - Supervised Extracurricular Work Placement - SN088 - Aromatherapy - SN096 - Orthomolecular and Trace Element Therapy - SN104 - Bach Flowers - SN105 - Spagyria - SN097 - Neuraltherapy and Neurofocality - SN100 - Hydrology, Mineral-Medicinal Waters and Balneotherapy - SN091 - Heliotherapy, Thalassotherapy, Aerotherapy and Geotherapy - Master's Thesis
				Academic load
				11
				Number of preparations
				11

GLOSSARY

- **Evaluated activity.** A graded activity of a given type that recognizes the appropriate use and/or mastery of a set of topics.
- **Asynchronous.** Non-simultaneous or non-coincidental event in time.
- **Author.** One who can credit a complete work or part of it, thus receiving protection from copyright laws.
- **Grade.** Quantitative value obtained after undergoing an evaluated activity. The grade can be any of the following qualitative values with their quantitative values:

Quantitative Values			Values Qualitative
0-10	Grade Point Average (GPA)	%	
10	4.00 – 3.50	100	A
8.5	3.49 – 2.50	89	B
6.9	2.49 – 1.60	79	C
4.4	1.59 – 0.80	69	D
0	0.79 – 0.00	49	F

The narrative equivalences of the qualitative values are:

- A: Outstanding.
- B: Good.
- C: Sufficient.
- D: Deficient.
- F: Insufficient.
- T: Transferred.

All grades must be provided to the student and known before proceeding to the next evaluated activity.

- **Candidate.** Person interested in pursuing a study program at the university.
- **Academic load.** A measure of effort the professor considers that a student must undergo in order to study and pass their subject.
- **University community.** Professors, students and administrative and service personnel.
- **Contents.** Didactic material for the study of a course or subject.
- **Password.** A secret code used to operate a mechanism or access certain computer functions.
- **Credit.** Quantitative measure of the academic work done by the student. One credit is equivalent to 15 hours of study with the professor and 30 hours of autonomous work in total during an academic period.
- **Course or subject.** A set of contents, evaluated educational activities and learning experiences whose objective is for the student to acquire knowledge, skills, behaviors and specific attitudes in certain areas of knowledge based on previously acquired others. The course demands an effort on the part of the student to achieve the objective, expressed in terms of credits.

- **Printed course or subject.** A set of chapters of the subject content that define a body of knowledge for a specific topic.
- **Professor.** University staff in an academic role.
- **Student.** Generic term associated with a person who enrolls in a Study Program.
- **Active student.** Candidate who has fulfilled admission requirements, is up to date with academic, administrative and financial obligations, and is pursuing a study program.
- **Student "on leave".** Active student or student on partial withdrawal who has been eliminated from the study program due to academic, administrative or economic issues or by their own decision.
- **Egressed student.** Active student who has completed all their subjects but has not registered a Thesis.
- **Graduate student.** Thesis student who has successfully completed study program and received their diploma.
- **Thesis student.** Graduate student who has registered their Thesis.
- **Student ID (DNI).** Each active student will have a unique identification code. This code will give them access to their confidential information.
- **Module.** One or more printed subjects grouped into a single body of knowledge.
- **Academic period.** Time during which a student must start and finish one or more subjects. For example, semester, quarter, etc.
- **Plagiarism.** Use of another person's work, ideas, or words as if they were one's own, without explicitly crediting where the information came from.
- **Syllabus.** Defines the set of subjects, evaluated educational activities and learning experiences through which the student must achieve the competencies understood as knowledge, skills and attitudes that enable them to receive the corresponding professional degree or academic degree. The Studies Program must contain at least the list of compulsory subjects, their prerequisites and their organization in an advancement grid or program of studies, and at least the value in credits of each subject and the sum of credits of each academic period or module of studies.
- **Studies Programming.** Sequence of evaluated subjects and activities. Each active student at the time of starting or resuming their studies receives their own study schedule.
- **Synchronous.** Event occurring at the same time.
- **Appraisal techniques.** Any activity that measures what a student has learned for the purpose of awarding a grade or providing information about the student's academic achievement.
- **Vol.** Folder that stores a part or several printed subjects and is sent to active students as they progress through their studies program. A physical storage unit.
- **User.** A person who uses a computer and performs multiple operations for the purpose of learning.
- **Academic life.** Academic life is the time during which a student has active status. The sum of the periods in this status must not exceed the duration of the studies program. The maximum academic life is stipulated by the program's duration. Academic life begins from the official date

of enrollment in the University until the date of submission of the final work required for graduation.

- **University life.** Time during which a student remains linked to the University as part of a program, changing their status. Academic life is contained within university life, but does not imply the student's graduation. University life begins from the official date of enrollment until the date of delivery of the final work required for graduation or total withdrawal due to exceeding deadlines, sanctions, or other reason.

APPENDIX:

Subject Description by Academic Department

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SUBJECT DESCRIPTION BY ACADEMIC DEPARTMENT

1. DEPARTMENT OF LANGUAGE, EDUCATION, AND COMMUNICATION SCIENCES

1.A. DOCTORATE IN EDUCATION WITH A SPECIALTY IN RESEARCH

D0005 - Research Methodology I. Fundamentals

Research is fundamental for doctoral students, given that it is essential for them to acquire the basic knowledge necessary for completing their doctoral thesis with the highest possible quality. This subject introduces the student to the basic concepts and fundamentals of research.

D00014 - Research Methodology II. Paradigms and Methods

This subject presents the paradigms and methods of research within education, providing the student with an approach to the scientific method and facilitating the production of contributions within their field of work. The student will analyze paradigms and research methods in education.

D0011 - Research Seminar (doctoral file)

This subject enables the student to actively participate in a doctoral research seminar during which they will analyze and show the initial structure of the research work they wish to develop. To do so, the student should start by consulting and reviewing specialized sources. The student will also develop a research protocol (doctoral file), in which they must define a tentative topic.

FP117 – Learning Theories and Methodological Bases of Training

This subject offers students the study and analysis of teacher training models to provide answers to quality mechanisms, as well as knowledge of teaching methodologies to guide teaching practice, and to build a teaching and learning process that develops professional competencies. This subject presents the most complete training models, as well as the knowledge of teaching methods based on self-learning and collaborative learning, strategies that develop the personal and professional competencies necessary for the teaching profession. Students will conduct research to understand the structure of social phenomena and explain their functioning and arrive at their control and transformation, developing learning methodologies for the classroom.

FP118 - Curricular Planning and Design

The competence needed to plan teaching-learning situations has been considered one of the most fundamental teaching competencies. This subject presents the current state of programming and

curriculum design, as well as the basic concepts of curriculum programming, in order to help the student to distinguish and define them. Studies linked to evaluative research and case studies are presented to test the impact of teacher innovations regarding teaching methods, curriculum adaptations and various components of the didactic program that vary with student diversity. Furthermore, the student will develop teaching-learning programs considering the paradigms of curricular research by applying different curricular theories.

FP119 - Learning Factors

This subject introduces the factors that affect teaching and learning in the classroom and the different learning strategies. The student will apply the models and theoretical frameworks in curricula that correspond to the problems of the information and knowledge society, the school, and the classroom. Students conduct research to analyze the factors that determine learning processes and, consequently, academic performance.

FP120 - Creation, Adaptation, and Evaluation of Materials

Teaching materials are one of the most important instruments of a teacher's pedagogical approach. In this sense, this subject develops research components that contribute to educational innovation in the search for improving teaching and learning processes. Its research nature integrates both quantitative and qualitative approaches to evaluate the quality of teaching materials, to identify the benefits of their use in learning, and to facilitate decision-making on instructional design, the creation of teaching materials, and the implementation of pedagogical models.

FP121 - Development of Competencies

This subject enables the student to distinguish between contents, objectives and competencies. The student will learn the importance of skills when organizing the teaching process and apply the knowledge when organizing teaching processes based on skills, after conducting research on learning as seen from all angles.

FP122 - Fundamentals in Special Education: Processes of Attention to Diversity

This subject studies the pedagogical and educational aspects of Special Education with the aim of introducing students to the nature and foundations of this discipline through the analysis of the Special Education background, the different educational conceptions that currently shape it, knowledge regarding attention to diversity through the legal provisions in force, educational planning within the curriculum and by identifying the specific educational support needs associated with different disabilities and disorders.

FP123 - Educational Consultation and Tutoring

This subject introduces the different concepts and models of guidance and psycho-pedagogy. The student will design and develop a Tutorial Action Plan where they will apply the knowledge acquired from classes and through research, considering the context, resources and tutorial roles, among others.

FP124 - Applied Didactics

This doctoral subject aims to: “*Applied Didactics*” provides a reference for teachers beginning their educational research career in learning how to do research within the field of Didactics. In this way, students, will consequently articulate this science in the teaching and learning processes. Students will acquire knowledge on the nature of Didactics to inquire and, therefore, innovate, and to integrate theory and practice in a cyclical and continuous process, in which practice provides theory with real situations that will enable students to devise effective ways of approaching teaching. Theory also provides practice with the rules and guidelines to approach the aforementioned processes according to the nature of Didactics.

FP125 - Physical Activity Applied to Health, Education and Performance

The contents of this subject relate to the fundamental physiological principles for understanding the adjustments and adaptation of the human body to physical exercise, the parameters that make up prescribing physical exercise, the characteristics of exercise in improving cardiovascular endurance, and the correct evaluation of fitness, as well as the analysis of the starting points for starting and planning all research in physical activity and health sciences (discovery of the scientific problem, study variables, scientific explanation, the hypothesis, types of research, etc.). The main objectives of this subject are related to the planning and development of research within the field of Physical Activity and Health, such as the fundamental principles of research planning, differentiating the types of research in this field, learning about empirical research in Physical Activity and Health Sciences, applying scientific information classification procedures to one's own research plan and developing research plans adapted to each subject. The predominant paradigm is quantitative, with a broad commitment to experimental, quasi-experimental and correlational methods.

FP126 - ICT in Education and Learning Theories

The subject proposes to study the history of didactic means and resources as a framework for research work, delving into curricular and learning theories. Within a curricular approach, the line of research on the teacher's knowledge of ICT, its application to the educational context and the processes created by the integration of ICT within the different areas of work are all explored in depth. Studies in this field have both quantitative and qualitative components, although a greater number of studies are related to the former, especially those that refer to levels of mastery, use and satisfaction with the different technological tools and applications.

FP127 - Organization and Management of Educational Institutions

The central contents of this subject are centered on research that aims to demonstrate the real situation of centers from different points of view, prioritizing the curricular, and the evaluation methodologies of centers and teachers within a socio-critical paradigm, in which the results of the teaching activity and the organizational functioning of the centers prevail. It also analyzes the following: the configuration of the educational system, school typology, the managerial role and its evolution, school management models, the types of responsibility exercised within educational management, student admission procedures and their influence on school life, the organization and participation of families in schools, as well as the organization and use of space and time.

D0006 - Research Work I

An activity of relevant importance in a student's education within the doctoral program is conducting a research project, which represents the application of learned theoretical concepts, a personal vision and a research methodology applied to a defined line of work.

Once the student has completed and passed the general and core subjects according to the evaluation system, they will carry out a research project supervised by the Thesis Director. This work will be carried out according to a specific line of research.

D0007 - Research Work II

Once the student has completed and passed the general and core subjects according to the evaluation system, they will carry out a research project supervised by the Thesis Director. This work will be carried out according to a determined line of research and subsequent and/or related to Research Work I, according to the chosen line of research.

DD008 - Doctoral Thesis Proposal

Once the student has passed the general and core subjects, as well as the directed research work, they will write and defend a Doctoral Thesis proposal, applying all the knowledge acquired up to that moment. This work will be directed by the Thesis Director assigned by the Doctoral Director in accordance with a specific line of research.

DD009 - Doctoral Thesis Preparation

The doctoral thesis is a written work on original research on a given topic and, in this case, on a defined line of research supervised by the Thesis Director assigned by the Doctoral Director. The work must be individual and above all original, focused on a topic of scientific research in the area of education deriving and based on line of research according to social, economic and technological development.

DD010 - Doctoral Thesis Dissertation

The scientific dissertation is a written work aimed at a reasoned exposition, in this case, of the results obtained and systematized from the doctoral research work carried out, which will be presented orally afterwards; this will be done through a doctoral degree exam that will be sustained according to the mechanics described for the Doctoral Thesis Project. The doctoral candidate will request the defense of the doctoral thesis before a relevant panel authorized by the Doctoral Committee.

Once the student has passed the exam, they will complete the credits required by the program, enabling them to obtain the degree of ***Doctorate in Education with a Specialty in Research***.

The Doctoral Thesis dissertation is part of the program's formative activities. It evaluates the results obtained from the research in quantitative and qualitative aspects based on defined hypotheses, the methodological criteria used to carry it out, its applicability, as well as the synthesis, writing and communication skills of the doctoral candidate. This last part is essential for the formation of a doctorate whose specialty is research.

1.B. MASTER IN TEACHING SPANISH AS A FOREIGN LANGUAGE

FP017 - Modes of Directing the Classroom

Identifying the basic characteristics of classroom management such as classroom language, the manner in which to correct, group work and the use of L1 (first language). Analyzing current theories on teaching groups with diverse abilities and classroom discipline. The subject covers an important task of the teacher in detail: reflection in action.

FP018 - Observation and Research in the Classroom

Most influential traditional forms of research and the philosophy of knowledge that supports them. Current approaches to classroom research such as, for example, the thesis that all observation is selective and is a cultural construct. This subject provides a solid foundation of knowledge and techniques that enable focusing the Report and the Research Project.

FP019 - Second Language Acquisition

Main models of second language acquisition and their influence in the classroom. The acquisition of the first language is taken into account and the parallels between both processes is demonstrated. Analysis of the influence of context on second language acquisition. Incentives in reflecting on the factors that can affect the acquisition of a language by students within the real context of classrooms where the teacher carries out their work.

FP020 - Individual Factors in Learning

All classrooms are made up of groups of individuals, each with their own life experience, language patterns, emotional and intellectual development and learning style. Recent research underscores the role of individual factors in learner language development. This subject investigates the cognitive, affective, physical, and psychological factors that influence individual learning, critically examining concepts such as intelligence, aptitude, motivation, and personality.

FP021 - Learning Strategies

Analysis of current research in the field of learning strategies and ways to encourage learners to develop them. Classification of the various learning strategies and their relationship to current trends in textbooks.

FP022 - Communication and Pragmalinguistic Proficiency

Communication as an animal and human phenomenon. Communicative functions. Components: participants, context, code. The communicative process as a model of interaction. Basic concepts of Pragmatics and sociolinguistic appropriateness.

FP023 - Language, Culture, and Bilingualism

Language and culture: cultural component factors. Historical perspective. Interculturality. Intercultural communication. Contrastive analysis: methodology. Bilingualism: psycholinguistic and linguistic aspects. Bilingualism and education. Educational policy and bilingual education programs.

FP038 - Spanish Grammar for Spanish as a Foreign Language Professors

The role of grammar in the E/LE classroom. Basic grammar topics for E/LE teachers: present and past indicative, future and conditional, imperative, subjunctive, indirect style, ser and estar, and personal pronouns.

FP025 - Spanish and its Varieties

Current situation of Spanish in the Hispanic world: unity and diversity. Spanish or Castilian: terminology issues? Characterization of the diatopic varieties of Spanish. Description of sociocultural and diaphasic varieties. Exemplary Spanish as a model for teaching Spanish as a foreign language.

FP026 - Teaching Lexicon

About words: some fundamental notions of lexicology: the lexical unit, its relations and structure. What words to teach: "fundamental" lexicon, "aerolith" words, levels and registers. How to teach these words: play with the lexicon; correcting and evaluating them. More than words: idiomatic expressions. Use of the dictionary in E/LE teaching. Other mediums: cinema, television, songs, Internet.

FP027 - Methodological Foundations

Main methodological approaches in language teaching and their historical evolution: Grammatical, Audiolingual and Direct Translation methods. Modern approaches such as the humanistic, communicative, lexical and learner-centered approaches are discussed, with the concept of method analyzed in detail.

FP028 - Development of Skills in the Classroom

Detailed analysis of the different approaches to teaching the macro-skills of listening, reading, speaking and writing. Current research on these skills and the evaluation of various classroom activities and teaching techniques in developing a student's use of the Spanish language.

FP029 - Creation, Adaptation, and Evaluation of Materials and Resources

Evaluation of Spanish teaching materials (textbooks and supplementary materials) currently in use. Their qualities and defects in relation to the characteristics of each context and curricular design. Principles of materials evaluation and priorities in its application. Process of creating, testing and revising materials in specific teaching contexts.

FP030 - Educational Technology in Language Learning

Ways of using computers for language skills development and the relationship of technology to teaching methods. Implications of using computers as a learning tool. Software evaluation is encouraged, including innovations in multimedia software and Internet applications.

FP031 - Projects and Tasks

Project and task-based teaching. Examining the structure of a learning task and its components. Structuring a didactic unit based on tasks. Criteria for task evaluation and current debate on the need

to focus on form in those examined tasks. Analyzing the implications of task-based teaching in curriculum design and programming, especially within a project work.

FP032 - Evaluation of the Language Learning Process

Basics of evaluation: formal and informal evaluation; language learning; phases and components of evaluation. Central questions: what to evaluate: prospective, perfective and perfect variables; to whom; when; for whom (audiences). Means of evaluation: observation, test. Criteria for evaluating the instruments. Data collection. Data analysis. Conclusions and proposals.

FP033 - Curriculum Design and Programming Theory and Practice

Language curriculum design. E/LE curriculum design. Analyzing the situation and establishing the objectives: at the ministerial level, the international level (the Cervantes Institute curriculum), and the local level. Programming: methodology at the three levels. Evaluation.

FP034 - Practicum

Although the Practicum and the Final Project are listed separately in the program, both are two distinct phases of the same process that culminates in the presentation of a single work. Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work. The practicum part corresponds to the field study, analysis or design phase.

MFP

The project can have a classroom application, professionalizing character (e.g., student teachers who want to improve their teaching practice) or research character (e.g., especially interesting for student teachers who want to engage in academic research on aspects of applied linguistics within the field of didactics of Spanish as a foreign language). It can also be a combination of both optional modules.

1.C. MASTER IN TEACHING ENGLISH AS A FOREIGN LANGUAGE

This program is offered in English only.

FP003 - Second Language Acquisition

This subject introduces the main models of second language acquisition and explores their implications for classroom teaching. First language acquisition is also explored with similarities drawn between the two processes. The influence of context on second language acquisition is explored, and students are encouraged to reflect on the factors that may affect the language acquisition.

FP005 - Teaching Pronunciation

This subject provides a formal introduction to phonetics and phonology in English. Aspects of phonology such as stress, intonation and sounds are examined in some detail. Current debates over teaching phonology are reviewed, as well as the practical implications for the teaching of pronunciation in the classroom.

FP004 - Individual Factors in the Learner's Development

All classrooms are made up of groups of individuals each with their own life experience, patterns of language, emotional and intellectual development, and learning styles. Research has recently put an emphasis on the role of individual factors in the learner's language development. This subject looks at the cognitive, affective, physical and psychological factors, which influence the individual's language learning. Constructs such as intelligence, aptitude, motivation and personality are critically examined.

FP002 - Observation and Research in the Language Classroom

This subject introduces the major research traditions and the views of knowledge that underpin them. Current approaches to classroom research, for example, assuming that all observation is selective and culturally constructed. This subject provides a solid base of knowledge and techniques for the Practicum and Final Project.

FP001 - Approaches to Language in the Classroom Context

This subject provides an introduction to the most important current psycholinguistic and sociolinguistic theories. We examine how perceptions towards the nature of learner language have changed over the last few decades. The concept of interlanguage is explored in depth, and research into classroom interaction is critically reviewed. We also look at the role of input in language learning, and the current psycholinguistic notions of "noticing" and "restructuring".

FP037 - Content & Language Integrated Learning

CLIL (Content & Language Integrated Learning) looks like a good candidate for the next revolution in language teaching, although its growing tentacles reach out into other areas of the curriculum and force us to consider more seriously the role of content, how we define that content, how we choose it and how we can teach it more effectively. CLIL also raises interesting questions about the relationship between language and cognition that are too often neglected at classroom level. This subject looks at its brief history, its theoretical bases, and how it might represent the future of language teaching.

FP006 - Methodological Approaches

This subject covers the main methodological approaches in ELT. Methods such as Grammar-Translation, the Audio-lingual Method and the Direct Method etc. are reviewed historically. Contemporary approaches such as humanistic, communicative, lexical and learner-centered approaches are discussed, and the notion of "method" is analyzed in depth.

FP008 - Developing Language Skills in the Classroom

This subject looks in detail at approaches to the teaching of macro skills of listening, speaking, reading and writing in ELT. It presents current views based on recent research of these skills, and the teaching of grammar and vocabulary. A range of practical classroom activities and teaching techniques for developing a student's use of the language are evaluated.

FP009 - Materials and Resources in EFL - Design, Creation, Adaptation and Evaluation

This subject includes an examination of EFL materials (textbooks and supplementary materials) that are currently used in the profession, and explores their strengths and weaknesses in relation to

features of context and curricula. Principles of materials evaluation are identified and prioritized. The process of materials design, creation, trial and error in specific teaching contexts is highlighted.

FP007 - Classroom Management - Techniques and Reflections on Practice

This subject identifies some of the key features of management in classrooms, such as classroom discussion, corrective feedback, group work and the use of L1. Current views on teaching skills and discipline are also covered. The important area of teachers' beliefs, known as 'teaching thinking', is covered thoroughly.

FP010 - Computer Assisted Language Learning

This subject introduces students to the ways in which computer software can be used to develop a student's language skills and examines how CALL relates to teaching methodologies. Students will study the issues involved in using computers to assist language learning. Students will also evaluate software, including developments in multimedia software and Internet applications.

FP036 - Teaching English Through Translation

This subject, written by the University of Vigo, starts with a brief history of translation as an introduction to how translation can be used in the EFL classroom. The differences between teaching translation as a subject per se and as a tool in the teaching of a foreign language are also explored, and different approaches to how translation can be used to enhance the learning process, even in communicative classrooms, are considered.

FP011 - Tasks and Projects

This subject presents an approach to teaching structured around tasks and projects. We examine the structure of a learning task, its components, and the effective sequencing of different types of tasks within units of work (teaching units). The criteria for the evaluation of tasks, and the current debate on the need to focus on task methods. Students will also analyze the implications of task-based teaching for syllabus and curriculum design, specifically in the context of project work.

FP014 - Learning Strategies

This subject examines research into learning strategies, and considers how we can encourage our students to develop these further. It also presents the taxonomies of learning strategies and the current learning strategies trends in ELT course books.

FP013 - English in the Community

This subject on sociolinguistics looks at the social and cultural context in which language is situated and in which it is learned. The global position of English will be explored to gain a better understanding of its future status. Students will examine how gender and race affect language use, as well as the notion of language shift. Important current issues such as the social implications of bilingualism are also explored.

FP012 - Assessment and Testing in the Classroom

This subject looks at the purposes of assessment and describes current practices and trends in assessment and evaluation in ELT. The fundamental principles of evaluation, and its formal and informal approaches.

FP015 - Curriculum and Course Design - Principles and Practice

This subject looks at models of curriculum and course design, and their planning, implementation and evaluation in different national contexts. Two main paradigms of curricula are presented, and the principles of syllabus design are examined in depth. An outline of the most significant syllabus types is provided.

FP034 - Practicum

Even though it seems that the Practicum and the Research Project are not related, they are two different stages of one project. Broadly speaking, the process consists of choosing a topic in which the student is interested and doing a monographic project on it. The Practicum in the work field camp and the analysis and design is the research.

MFP

This project can be a practical piece of research (e.g. teachers that want to improve their teaching methodology), a theoretical one (e.g. teachers that want to research applied linguistics in the TELF field) or a combination of both.

1.D. MASTER IN EDUCATION WITH A SPECIALTY IN HIGHER EDUCATION

FP101 - Learning Theories and Methodological Bases of Training

This subject offers students the study and analysis of teacher training models to provide answers to quality mechanisms, as well as knowledge of teaching methodologies to guide teaching practice, and to build a teaching and learning process that develops professional competencies.

FP102 - Strategic Learning and Professional Development

This material contains some statements related to reflective learning, understood as genuine, relevant and necessary learning for a learner's life.

The prevailing idea in its design has been the desirability of providing student teachers with learning opportunities similar to those desirable in developing the dispositions and expertise necessary to enable them to act as agents of change and leaders of reform in the institutions in which they work.

FP087 - Learning Factors

This subject aims to improve those actions carried out in the educational field. It is based on the search for answers to questions such as what we want to communicate, why, what for, and how we will achieve it.

FP079 - Tutorial Action in the Educational System

Tutorial action is a very important part of the teaching function, not only because legal regulations state so, but also because, more than ever, attention to aspects related to the person and the group are of vital importance. The social reality surrounding schools makes this clear through various issues that affect education such as coexistence and personal relationships or equal opportunities.

FP077 - ICT in the Classroom. Educational Apps and Use of Resources.

Nowadays, the educational system demands more and more professionals trained in Information and Communication Technologies (ICT), since we are immersed in a new knowledge society.

This society is mainly characterized by unlimited access to information, but not all information generates knowledge. Education professionals are the ideal people to transform this information into knowledge for their students.

FP078 - Interculturality and Education

This subject deals with the different perspectives that arise from the arrival of immigrants to educational centers. The social changes brought about by immigration are addressed, since population movements inexorably provoke the relationship between cultures. This is shown in its different ways, both on a personal level, as well as in customs or language. The problem lies in the fact that understanding cultural codes that are far removed from one's own is a very complex task.

FP080 - Conflict Resolution/Transformation in the School

The aim of this subject is to provide sufficient elements to understand a global model of coexistence for educational centers as a paradigm capable of transforming the elements that make up the current education system.

Likewise, students will be able to acquire a theoretical-practical vision from a comparative perspective of the different tools used in the various processes of conflict resolution in the school. That is, communication skills, negotiation processes, school mediation, informal mediation in the classroom, class assemblies and positive discipline. Thus, the aim is to publicize the development of conflict resolution, mediation and positive discipline programs implemented in the field of coexistence and conflict transformation within education.

FP084 - Environmental Education in Formal Education

From an eminently practical approach, this subject addresses the topic as a daily way of doing education, facilitating teachers the incorporation of environmental contents in basic education, without forgetting that it is a process that enables people's development in an integral manner.

The subject aims to train professionals able of designing, promoting and directing environmental educational processes for sustainable development in various fields of social activity from global, regional and local perspectives. The structure focuses on four fields of action: conceptual and philosophical foundations, environmental education for sustainability, environmental management towards sustainable development and, finally, national and local experiences.

FP103 - Fundamentals in Special Education: Processes of Attention to Diversity

This subject studies the pedagogical and educational aspects of Special Education with the aim of introducing students to the nature and foundations of this discipline through the analysis of the Special Education background, the different educational conceptions that currently shape it, knowledge regarding attention to diversity through the legal provisions in force, educational planning within the curriculum and by identifying the specific educational support needs associated with different disabilities and disorders.

FP104 - Organization and Management of Educational Institutions

The course Organization and Management of Educational Institutions contributes to strengthening the professional profile of teachers, educators, and educational psychologists, emphasizing as a primary function the design and implementation of educational action. As a scientific discourse, it requires adherence to the patterns of science (systematization of content, working methods, terminology, etc.). For this reason, from the beginning of its study it is essential to know and understand its concepts, principles, structure, terminology, etc. However, it has an eminently practical rather than speculative character, since theory arises from the educational practice itself and from the legislation that regulates it.

FP105 - Portfolio I

The formative portfolio is a didactic tool or learning instrument whose main objective is to stimulate reflection on the student's part as a means of creating more competent professionals. In this case, teachers of education.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

FP173 - Educational Quality, Evaluation, and Innovation in Higher Education

This subject contains aspects related to quality management and its importance for education, including those factors that favor educational quality such as training, leadership, and development of guidance in higher education.

It also deals with the different models of quality evaluation for programs, the teaching staff and educational centers, as well as innovation, planning and educational quality.

FP171 - Educational Modalities in the University Context: Face-to-Face, Blended Learning, and Distance Learning

Some of the topics covered in this subject are the face-to-face modality within the university environment, as well as blended learning, Mentoring, and MOOCs distance modality.

FP176 - Professional Development and Reflective Practice of University Professors

This subject aims to emphasize improvement programs for the faculty, as well as professional development and educational change.

Another point that it aims to improve is the issue of action research to innovate practice in the university.

FP179 - Teaching Methodologies and Strategies in the University Classroom

This subject describes the different methodologies and strategies and their importance in the university classroom. These include project- and problem-based learning, which actively involve students in learning knowledge and skills through the approach of a problem or complex situation.

Service learning and cooperative learning are of great pedagogical significance with a supportive character, being one of social utility. They combine learning and community service processes in a single well-articulated project in which participants are trained by getting involved in the real-world needs of the environment to improve it.

Other methodologies covered in this subject are mentoring, role-playing, gamification and flipped classroom, and PLE through mobile and ubiquitous learning.

FP180 - Learning Assessment in the University Context

The subject covers such topics as the conceptual framework on the learning assessment, as well as the different approaches and trends in assessment: competency-based assessment.

The importance of quality and procedures for learning assessment and evidence of learning, evaluation techniques, and instruments will be discussed.

FP108 - Portfolio II

The formative portfolio is a didactic tool or learning instrument whose main objective is to stimulate reflection on the student's part as a means of creating more competent professionals. In this case, teachers of education.

FP116 - Portfolio III

The formative portfolio is a didactic tool or learning instrument whose main objective is to stimulate reflection on the student's part as a means of creating more competent professionals. In this case, teachers of education.

FPEE01 - Master's Final Project

The project can have a classroom application, professionalizing character (e.g., student teachers who want to improve their teaching practice) or research character (e.g., especially interesting for student teachers who want to engage in academic research on aspects of applied linguistics within the field of didactics of Spanish as a foreign language). It can also be a combination of both optional modules.

1.E. MASTER IN EDUCATION WITH A SPECIALTY IN THE ORGANIZATION AND MANAGEMENT OF EDUCATION CENTERS

FP101 - Learning Theories and Methodological Bases of Training

This subject offers students the study and analysis of teacher training models to provide answers to quality mechanisms, as well as knowledge of teaching methodologies to guide teaching practice, and to build a teaching and learning process that develops professional competencies.

FP102 - Strategic Learning and Professional Development

This material contains some statements related to reflective learning, understood as genuine, relevant and necessary learning for a learner's life.

The prevailing idea in its design has been the desirability of providing student teachers with learning opportunities similar to those desirable in developing the dispositions and expertise necessary to enable them to act as agents of change and leaders of reform in the institutions in which they work.

FP087 - Learning Factors

This subject aims to improve those actions carried out in the educational field. It is based on the search for answers to questions such as what we want to communicate, why, what for, and how we will achieve it.

FP079 - Tutorial Action in the Educational System

Tutorial action is a very important part of the teaching function, not only because legal regulations state so, but also because, more than ever, attention to aspects related to the person and the group are of vital importance. The social reality surrounding schools makes this clear through various issues that affect education, such as coexistence and personal relationships or equal opportunities.

FP077 - ICT in the Classroom. Educational Apps and Use of Resources.

Nowadays, the educational system demands more and more professionals trained in Information and Communication Technologies (ICT), since we are immersed in a new knowledge society.

This society is mainly characterized by unlimited access to information, but not all information generates knowledge. Education professionals are the ideal people to transform this information into knowledge for their students.

FP078 - Interculturality and Education

This subject deals with the different perspectives that arise from the arrival of immigrants to educational centers. The social changes brought about by immigration are addressed, since population movements inexorably provoke the relationship between cultures. This is shown in its different ways, both on a personal level, as well as in customs or language. The problem lies in the fact that understanding cultural codes that are far removed from one's own is a very complex task.

FP080 - Conflict Resolution/Transformation in the School

The aim of this subject is to provide sufficient elements to understand a global model of coexistence for educational centers as a paradigm capable of transforming the elements that make up the current education system.

Likewise, students will be able to acquire a theoretical-practical vision from a comparative perspective of the different tools used in the various processes of conflict resolution in the school. That is, communication skills, negotiation processes, school mediation, informal mediation in the classroom, class assemblies and positive discipline. Thus, the aim is to publicize the development of conflict resolution, mediation and positive discipline programs implemented in the field of coexistence and conflict transformation within education.

FP084 - Environmental Education in Formal Education

From an eminently practical approach, this subject addresses the topic as a daily way of doing education, facilitating teachers the incorporation of environmental contents in basic education, without forgetting that it is a process that enables people's development in an integral manner.

The subject aims to train professionals able of designing, promoting and directing environmental educational processes for sustainable development in various fields of social activity from global, regional and local perspectives. The structure focuses on four fields of action: conceptual and philosophical foundations, environmental education for sustainability, environmental management towards sustainable development and, finally, national and local experiences.

FP103 - Fundamentals in Special Education: Processes of Attention to Diversity

This subject studies the pedagogical and educational aspects of Special Education with the aim of introducing students to the nature and foundations of this discipline through the analysis of the Special Education background, the different educational conceptions that currently shape it, knowledge regarding attention to diversity through the legal provisions in force, educational planning within the curriculum and by identifying the specific educational support needs associated with different disabilities and disorders.

FP104 - Organization and Management of Educational Institutions

The course Organization and Management of Educational Centers contributes to strengthening the professional profile of teachers, educators, and educational psychologists, emphasizing as a primary function the design and implementation of educational action. As a scientific discourse, it requires adherence to the patterns of science (systematization of content, working methods, terminology, etc.). For this reason, from the beginning of its study it is essential to know and understand its concepts, principles, structure, terminology, etc. However, it has an eminently practical rather than speculative character, since theory arises from the educational practice itself and from the legislation that regulates it.

FP105 - Portfolio I

The formative portfolio is a didactic tool or learning instrument whose main objective is to stimulate reflection on the student's part as a means of creating more competent professionals. In this case, teachers of education.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

FP108 - Portfolio II

The formative portfolio is a didactic tool or learning instrument whose main objective is to stimulate reflection on the student's part as a means of creating more competent professionals. In this case, teachers of education.

FP081 - Strategic Planning and Management

This subject is designed for those who manage educational organizations or for those preparing for these roles in the future. All those who have a high sensitivity for the professionalism of the work of the people who lead teams and feel respect for what they do, will have a real opportunity in this subject, to grow and train themselves in current aspects applied to the educational sector.

FP082 - Project Planning and Management

Finding a solution to a specific problem is the mission of any project. But solving problems efficiently and effectively requires that the project manager and their team structure the task and use mental schemes and strategies that both, facilitate the systematic and systemic resolution of the problem, and guarantee the continuous improvement of the activities developed for future projects.

In order to learn the concepts, strategies and techniques necessary for the professional management of any project, this subject presents and delves into the planning and programming processes of the different phases that make up a project. This subject specifically discusses the meaning, nature and scope that these two processes have for the design, implementation and successful closure of any project.

FP113 - E-Business and its Integration with Corporate Management Systems

The subject explains all the fundamentals of corporate integration within the field of education through 4 systems (ERP, HR, SCM and CRM) and their technologies. To achieve this, systems are studied in detail, reviewing the available technologies to achieve full integration at the enterprise level for an organization to become competitive regardless of its size, geographic location or size of its operations.

FP114 - Educational Quality, Evaluation, and Innovation

This subject provides students with the theoretical and practical knowledge necessary to evaluate and manage quality in educational institutions. It also stresses the importance of knowing the factors that determine this quality (both positive and negative) and the characteristics of effective centers.

FP115 - Team Management Techniques

Management and leadership has been a subject of interest since the emergence of civilization, when soothsayers, oracles, and chieftains existed. In modern times they are called administrators, executives, directors, managers and leaders. Entering the 21st century, in a global village, in a

changing world of globalized people, the phenomenon continues to be studied given its implications in the economic, business, political and other spheres of social life.

FP116 - Portfolio III

The formative portfolio is a didactic tool or learning instrument whose main objective is to stimulate reflection on the student's part as a means of creating more competent professionals. In this case, teachers of education.

1.F. MASTER IN EDUCATION WITH A SPECIALTY IN TEACHER TRAINING

FP101 - Learning Theories and Methodological Bases of Training

This subject offers students the study and analysis of teacher training models to provide answers to quality mechanisms, as well as knowledge of teaching methodologies to guide teaching practice, and to build a teaching and learning process that develops professional competencies.

FP102 - Strategic Learning and Professional Development

This material contains some statements related to reflective learning, understood as genuine, relevant and necessary learning for a learner's life. The prevailing idea in its design has been the desirability of providing student teachers with learning opportunities similar to those desirable in developing the dispositions and expertise necessary to enable them to act as agents of change and leaders of reform in the institutions in which they work.

FP087 - Learning Factors

This subject aims to improve those actions carried out in the educational field. It is based on the search for answers to questions such as what we want to communicate, why, what for, and how we will achieve it.

FP079 - Tutorial Action in the Educational System

Tutorial action is a very important part of the teaching function, not only because legal regulations state so, but also because, more than ever, attention to aspects related to the person and the group are of vital importance. The social reality surrounding schools makes this clear through various issues that affect education, such as coexistence and personal relationships or equal opportunities.

FP077 - ICT in the Classroom. Educational Apps and Use of Resources.

Nowadays, the educational system demands more and more professionals trained in Information and Communication Technologies (ICT), since we are immersed in a new knowledge society. This society is mainly characterized by unlimited access to information, but not all information generates knowledge. Education professionals are the ideal people to transform this information into knowledge for their students.

FP078 - Interculturality and Education

This subject deals with the different perspectives that arise from the arrival of immigrants to educational centers. The social changes brought about by immigration are addressed, since population movements inexorably provoke the relationship between cultures. This is shown in its different ways, both on a personal level, as well as in customs or language. The problem lies in the fact that understanding cultural codes that are far removed from one's own is a very complex task.

FP080 - Conflict Resolution/Transformation in the School

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FP106 - Curriculum Design, Planning and Competencies Development

Developing the necessary competence to plan teaching-learning situations is considered one of the most fundamental teaching competencies.

This issue has become even stronger in recent years due to the role that new educational laws have given teachers. From the point of view of the current legal regulations, a teacher is not only a professional limiting themselves to teaching programs prepared by the Administration, but someone who must specify the general lines emanating from the current curricular decrees in order to define their classroom proposals. Therefore, if programming has always been a need, it is both basic and essential nowadays.

FP090 - Learning Evaluation

Evaluating is one of the curricular elements unanimously recognized by the vast majority of treatises that discuss these issues. Evaluation is, therefore, an issue to be taken into account both when planning and implementing curricular projects of any kind. Curriculum and evaluation go hand in hand in which one cannot be understood without referring to the other.

FP107 - Classroom Learning Methodologies

To speak of methodology in education is to seek answers to the question of how to teach, that is, to structure the teaching/learning activities to achieve the proposed objectives with the selected contents through an intentional, systematic and planned action.

FP088 - Creation, Adaptation, and Evaluation of Materials

Didactic resources support the educational contents, enabling the application of teaching-learning techniques. The fact that they have a direct impact on educational results means that their selection, implementation and development require adequate technopedagogical knowledge. Didactic resources are the mediators between the subject and reality, as well as having a direct impact on motivation and the environment created within the different educational contexts.

FP091 - Content and Language Integrated Learning

This subject introduces those new perspectives that the CLIL approach offers, by which a student can analyze its strengths and possible weaknesses and assess its true validity as a didactic approach for the 21st century.

FP108 - Portfolio II

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FP116 - Portfolio III

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FP001 - Master's Final Project

The project can have a classroom application, professionalizing character (e.g., student teachers who want to improve their teaching practice) or research character (e.g., especially interesting for student teachers who want to engage in academic research on aspects of applied linguistics within the field of didactics of Spanish as a foreign language). It can also be a combination of both optional modules.

1.G. MASTER IN EDUCATION WITH A SPECIALTY IN ICT IN EDUCATION

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FP109 - ICT in Education and Learning Theories

This subject presents different key aspects regarding the background of e-learning in the current educational landscape and in relation to the main learning theories. The subject has a mostly conceptual approach in which the different existing conceptions of distance education are identified.

FP111 - Analysis of Technological Resources and Design of Creative Activities

This subject has an eminently practical character that consists of offering students the criteria and tools for the analysis of technological resources, presenting them with different real-world cases of creative activities with the objective of training them in this sense.

FP110 - Teaching in Virtual Learning Environments (VLE)

It is becoming rare nowadays for an educational institution not to include in its educational offer, in addition to face-to-face courses, blended learning or online distance learning. Failure to do so may even mean being left behind and out of step with the new socio-educational challenges of the future.

FP076 - Collaborative Work in Virtual Environments (CVEs)

This subject introduces students to the concepts, technologies, solutions and tools for shared work in virtual environments, helping them understand the meaning and nature of working in shared, collaborative and cooperative spaces with the support of information and communication systems and technologies (ICT). It also provides an overview of the socio-occupational environment of work sharing, technologies, solutions and tools to support this setting through computational assistance.

FP112 - Design and Evaluation of Education Proposals Based on ICTs

An eminently practical subject that consists of presenting different real-world cases within different settings: virtual / blended and face-to-face with the use of ICT.

Not being able to go beyond a restricted environment entails a degree of vulnerability that can lead to exclusion from the Network Society (Mominó, J.M; Sigalés, C; Meneses, J., 2008). The globalized world in which we live, mediated by all kinds of technologies and systems that enable us access to information and communication beyond our immediate environment, entails a complexity that is difficult to overcome by ethnocentric positions and limited to a conception restricted to the region, or by skills and competencies. This fact causes communities with little openness or few resources to be affected by new forms of digital exclusion due to lack of competencies and skills to actively operate within a global environment.

FP116 - Portfolio III

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2. INNOVATION, BUSINESS AND NEW TECHNOLOGIES DEPARTMENT

2.A. MASTER IN STRATEGIC MANAGEMENT WITH A SPECIALTY IN MANAGEMENT

TR026 - Business Administration and Management

This subject aims to introduce the student to the concepts and techniques of business administration and management. The topics range from organizational theories to new organizational forms in the new economy, whether for Service Businesses, Technology Companies, SMEs and Family Businesses.

DD002 - Cost Control and Cost Management

This is an introductory subject. It reviews fundamental accounting concepts focusing on the essentials of cost control and management.

It enables understanding the role of information in organizations through the creation and analysis of budgets understood as the foundation of management and strategic planning processes.

TR047 - Financial Management

This subject aims to highlight the most relevant aspects that conceptually make up the financial management of any company.

DD004 - Marketing

This subject aims to understand the role of marketing and sales in a company, introducing the concepts and techniques of marketing and commercial management, and to understand the meaning, nature and scope of the commercial role.

DD152 - Economics

A very necessary subject to understand the macroeconomic factors that influence family businesses and to master those aspects related to economic theory such as consumption, inflation, demand and GDP.

DD118 - Basic Statistics

This subject provides the student with the knowledge on the basic concepts of descriptive statistics, probability and statistical inference from an eminently practical point of view.

DD120 - Financial Mathematics

This subject introduces the student to the concept of financial valuation, especially through the valuation laws used in practice.

DD124 - Management Accounting

The subject aims to provide the student with a proper understanding of a company's internal accounting and enable them to develop its application. It begins by defining the content of Management Accounting and its interrelation with Financial Accounting. It also discusses the problems related to the classification, location and allocation of the cost that allows obtaining the production cost. Subsequently, taking the calculated cost as a basis, it will be used to guide rational decision making in a company for the efficient use of productive resources.

TR046 - Strategic Management of Human Resources

This subject aims to design the conceptual and methodological framework to recognize the systemic and strategic approach of current Human Resources Management (HRM).

DD040 - Conflict Resolution and Negotiation Techniques

This subject contains information to help understand the theoretical and practical aspects related to conflict and the most common conflict resolution strategies: Negotiation, Mediation and Arbitration, among others.

DD032 - Performance Evaluation and Management by Competencies

This subject explains the need to resort to certain theoretical and methodological assumptions to implement the competency-based approach into HRM practice, using the training process as the only sustainable way of maintaining these competencies and their development revitalized, and using performance evaluation as a feedback process for the revitalization and development of the aforementioned competencies.

TR024 - Management Techniques and Organizational Leadership

The general objective of this subject is to learn and delve into leadership and management styles, their relationship, differences, importance and theoretical approaches, as well as the competencies and skills necessary to exercise them.

DD090 - Business Ethics and Corporate Social Responsibility

This subject provides the main concepts for the student to master the importance and validity of Business Ethics and Corporate Social Responsibility, and to recognize them as an effective tool to achieve competitiveness. After studying the three chapters, the student should have a thorough understanding of the concept of ethics and social responsibility, its validity and universal nature, as well as the ethical standards and their relationship with business efficiency. They will also master the relationship between business ethics, values, competitiveness, efficiency and effectiveness and be able to establish the necessary ways and actions for a company (and/or company leader) to behave ethically and responsibly.

DD041 - Team Management Techniques

This subject discusses the theoretical and practical elements of groups and teams, their characteristics, techniques and tools for effective management.

DD076 - Management Without Distances

This subject introduces the student to the concepts and techniques of e-Management and provides an understanding of the meaning, nature and scope of the managerial role in/of projects and companies.

DD026 - Collaborative Work in Virtual Environments

This subject teaches the concept and technologies associated with collaborative work, from the management of organizational teams, to the management of remote teams mediated by virtual environments.

DD042 - Time Management and Conducting Meetings

Fundamental subject in learning how to optimize meetings through good preparation and development. It also provides criteria and techniques for managing one's own time within the framework of a managerial role.

DD043 - Stress and Burnout

Teaches how to manage stress and burnout situations within the business organization, providing the student with the necessary theoretical and practical knowledge.

DD044 - Public Presentation Techniques

Develops participant abilities to prepare and deliver professional presentations and achieve the desired influence on the audience.

IP082 - Quality Management: ISO 9001

After an introduction to the concept of "quality", the certification process based on the ISO 9001 standard is discussed in a general manner, from adopting the implementation commitment by management, to obtaining the certificate. A chapter is also dedicated to software quality certification.

IP092 - ISO 45001

Fundamental concepts of occupational risk prevention are introduced, along with the ultimate consequences of workplace accidents and occupational diseases on both individuals and the company's economy. It also defines what is meant by a management system and lays the foundations for implementing an occupational risk prevention management system based on the ISO 45001 standard.

MA098 - Environmental Management Systems. ISO 14001

The Environmental Management Systems (EMS) is described as a tool that aims to organize and formalize those procedures that the company performs when considering the environmental aspects in all its activities. It also explains in a didactic and clear manner, the necessary steps in implementing this environmental management instrument, aimed at protecting the environment and reducing barriers to international trade.

DD012 - Operations Management and Administration

This subject discusses the activities included in operations and logistics management, from the most strategic aspects related to long-term decisions such as product design and definition (what do we offer?) and process design and analysis (how do we obtain it?), through the tactical and operational planning decisions present in the medium and short term (how much, how and where do we offer it?), with the indisputable support of those logistics activities that make the plan viable. In this sense, logistics is reviewed as the way to provide a timely response to requirements at the lowest possible cost.

DD013 - Logistics

This subject allows students to know and understand the concept of logistics within organizational operations in order to master the acquisition, flow, and storage of products, and inventory control, and the information associated with all of them.

DD014 - Strategic Management and Planning

The subject addresses change management as a basis for strategic management, analyzing personal and organizational change, implementation models, resistance to change and participation in strategic processes. The subject explores strategic thinking and strategic planning using tools such as the SWOT matrix, along with an internationally validated model. It also focuses on the implementation of business strategies, considering scenarios, vision, values, objectives and strategies for growth, consolidation and revitalization of businesses.

TR038 - Project Planning and Management

This subject is of an operational nature and aims to provide the tools to develop an operational plan based on a strategic plan.

TI013 - Reengineering, Strategy, and Management of Systems and ICT

This subject will provide an understanding of the organizational role of ICT, from its strategic repositioning within organizational reengineering, to its strategic management as a business resource.

TI025 - E-Business and its Integration with Corporate Management Systems

The course addresses organizational and technological integration in the business context, highlighting key aspects such as supply chain management, the implementation of ERP and CRM systems, and the transition to e-Business. The fundamentals of the value chain, the importance of technology in human resource management, and the strategic impact of these tools on competitiveness and profitability will be explored. In addition, supplier and customer relationship management is analyzed, with emphasis on the effective integration of processes and systems to optimize performance.

TI017 - Integration of Business Management Systems

The subject focuses on organizational and technological integration within today's business environment, with a particular focus on supply chain, supplier relationship management (SCM) and customer relationship management (CRM). It examines the basic principles of e-Business integration, ERP systems and their strategic influence on information management and decision-making processes. The role of technology in human resources management and the impact of digital transformation on organizations are also studied. Emphasis is placed on strategy, implementation and selection of professional talent.

DD162 - Marketing Strategy Development

Considered one of the main topics of this area, this subject focuses on obtaining an overall vision of various aspects of marketing from the perspective of a company's strategy. It creates the necessary

guidelines to understand how to concentrate organizational resources on the greatest opportunities and, thus, achieve a sustainable competitive advantage.

TI030 - Network Security and Management

The subject prepares the student in the use of the appropriate tools within each circumstance to create an optimal and secure network management. Identifying information risks and the assurance of the system are of vital importance within its proper functioning.

TI011- Society of Change and Information

This subject will provide a vision that contextualizes the management of cultural and technological change, providing the basics and approaches for the transition to the Information and Knowledge Society and its organizational consequences in business administration.

DD068 - Knowledge Management and Organizational Learning

This subject presents the methodologies, tools and techniques associated with knowledge management and explains how to achieve a sustainable organizational learning strategy based on knowledge management maturity models.

TI004/DD163 - International Marketing and Commerce

It provides a broad vision of the main tools and necessary knowledge to help face the international projection following foreign market concepts and strategies, thus becoming able to actively participate in the international business world.

TI014 - Electronic Marketing and Commerce

This subject shows and delves into two essential and closely related topics: e-commerce (from its conceptual to technological foundations) and the new forms of marketing (from its foundations, to the change produced by ICT and giving rise to marketing in the IT environment). It concludes with a methodology that proposes a marketing strategy within an e-commerce space.

TI023 - Study and Case Resolution (I, II and III)

The objective is to present a complete document showing the complete development of a case. This can be both theoretical and applied, but always respecting related doctrines, theories and disciplines.

The case confronts the learner with the actual understanding of the knowledge and forces for them to solve a real or simulated world problem. This subject is taught at the end of the last subject, when the student will have the necessary resources to carry out the case study in a fast and methodical manner.

DD372 - Organizational Leadership and Coaching

Among the contents covered in the subject, we find the following: Leadership philosophy and talent development, leadership styles, competencies and skills of the leader and manager, transformational leadership as well as inspirational leadership and leadership antithesis. The powers and values of leadership and emotional intelligence in a company are seen in detail.

Another of the topics addressed in this subject is coaching and mentoring, the stages, and coaching as a leadership style.

DD159 - Introduction to New Marketing

It explains the theoretical and ideological basics of marketing as well as the difference between strategies and operations, taking into account the new tasks of marketing in a market economy.

DD160 - Market Research

The subject highlights the importance of information and its treatment, provides a practical view of modern information systems and current techniques for making decisions in the field of marketing and market research.

DD161 - Consumer-Buyer Behavior

The subject helps in understanding the nature and diversity of customer needs (consumer and industrial), as well as the motivational factors that play a role in the consumer's mind when "responding" to a marketing-driven stimulus.

DD164 - Relationship Marketing

This subject appraises the issues that support the marketing and relationship strategies with the "external and internal world" of a company to achieve long-term relationships and establish the necessary points for the proper management of the whole itself.

DD165 - Marketing Audit

The subject provides the student with the tools and techniques for conducting audits, emphasizing the auditor's role and the basic aspects of the audit process.

DD166 - Product and Brand Management Policies

Introduces the field of strategic decision making on the factors that make up the product as a key element of the market offer.

DD167 - Price Management Policies

This subject focuses specifically on the design of pricing strategies and programs as a revenue-generating variable.

DD168 - Distribution Management Policy

Studies the different strategic decisions depending on the logistics channels in order to have the best distribution method.

DD169 - Communication Management Policies

The subject aims to understand the receptor's point of view as a basis in following strategic actions to diffuse the message, as well as learning how to manage advertising, sales promotion and public relations programs.

DD170 - Services Marketing

Provides an overview of service marketing by which the student is updated on the subject, where they may consider the different approaches, tools and instruments that can be useful in marketing.

DD171 - Control and Marketing Plan

Highlights the strategic importance of a marketing plan with a methodological proposal for its structure.

DD153 - Financial Valuation for IAS

The International Accounting Standards require the application of different financial valuation standards for proper accounting. Students will learn how to properly apply these valuation rules in a practical manner using Excel as a tool.

DD122 - International Accounting Standards

The subject introduces the student to the IASB International Standards, their philosophy and main applications.

DD121 - International Taxation and Financing

The subject aims for students to learn how to determine the optimal type of instrument for their financing needs, as well as to explain the tax problems affecting multinational companies.

DD123 - Financial Statement Analysis

The subject provides students with sufficient knowledge so that, by means of accounting information and the corresponding methodology, they are able to diagnose the economic and financial situation of a company and its future projection.

DD128 - Administration and Planning of Audits

This subject familiarizes the student with common auditing concepts by presenting the generally accepted auditing standards and a basic outline of the audit phases. Common audit planning and administration methodologies are discussed, starting from the client's engagement request to preparing the audit program. Lastly, the concept of internal control, its evaluation and the preparation of the internal control memorandum are also discussed.

DD154 - Internal Control

This subject focuses on the student to elaborate an overall audit plan. It will teach them to understand and write any document integrated in the papers. And determine the tasks to be performed according to the time of execution of the work.

DD155 - Documentation, Testing, and Auditing Risks

Any action by the auditor must always be perfectly documented. The set of records generated by an audit, on the basis of which the auditor will express their opinion in the report, is popularly called "working papers". Students will learn how to document the work at each stage of the audit.

DD130 - Auditing Procedures by Area

This subject focuses on providing knowledge about the audit work's performance within the different areas after having planned the audit procedure. It will provide the basis for carrying out the audit work in the different areas. Once the audit procedure has been planned, the auditor divides their work of reviewing the annual accounts into different areas to facilitate the understanding and recording of their tasks. In each area, the auditor should be familiar with the accounting standards applicable to them, determine the objectives of the work, and identify the main points of internal control to be checked in order to establish the necessary audit procedures.

DD131 - Auditing reports

The final purpose of this subject is to teach the correct preparation of a report to demonstrate the accuracy, or otherwise, of the data contained in the annual accounts. Before the report can be made, however, it is important for the auditor to be sure that the work has been carried out correctly: hence the importance of a good quality control system.

DD119 - Statistical Sampling

This subject provides the student with a practical knowledge of the different sampling methods available to audit professionals, as well as the procedures for selecting and determining sample sizes.

DD125 - Total Quality Costs

This subject provides the student with a series of essential knowledge to be able to institutionalize measurements on the level of quality and non-quality in any company through quality cost systems as adapted to their needs.

DD126 - Budget and Public Accounting

This subject seeks to provide students with updated knowledge and basic tools of public economics that enable them to recognize and describe the basic economic mechanisms of market operations and the manner in which the decisions of economic agents are coordinated through the market.

TR043 - Fundamentals of Tourism

An introduction to tourism. Historical evolution of tourism. Tourism in the 21st century. Tourist behavior and motivation. travel and tourism model from a business perspective. The aviation

business. Maritime transportation. Rail and road transportation. Lodging services. Tour operators. Travel agencies. Ancillary tourism services. Organizations and associations related to travel and tourism. The environmental and social impacts of tourism.

TR037 - ICT in the Tourism Industry

This subject analyzes the transformation that society is undergoing with the emergence of new information technologies. The characteristics of this revolution are analyzed within this context, considering the general framework in which the travel and tourism industry operates. Studies, reports, research, documents, etc., have been added to the material for its discussion and presentation.

TR022 - Hotel Business Management

This subject outlines the general lines of the hospitality industry, its evolution and trends within the tourism sector. These issues will be analyzed from a global point of view with local and international benchmarks. The role played by the client and its influence on the decisions of professionals in the last decade will also be highlighted.

TR023 - Food and Beverage Management

In this subject, the different gastronomic offerings will be classified or organized into five major families. Examples of independent hotels and restaurants that host these offerings will be provided, with their operations explained.

TR027 - Tourism and Cultural Heritage

After addressing the concept of culture and identifying the different types of heritage that exist today, the economic, social and political impacts on rural and urban heritage are analyzed, without forgetting everything related to bibliographic and documentary conservation and restoration techniques.

TR008 - The Territory as a Tourist Resource

This subject concisely presents the characteristics of the tourism phenomenon from a geographical point of view, from the theory of tourism space to development models, including actual tourism space, indicators and natural, cultural and ethnic factors of tourism activity.

TR028 - Environmental Impact on Tourism Activities

After defining a series of previous environmental concepts, the social and environmental impacts of tourism activities on the environment are discussed through a series of sustainability indicators. The subject also provides some fundamentals on the different methods of economic valuation of environmental damage and the methodology for conducting an environmental impact study.

TR030 - Rural Tourism and Sustainable Development

It is well known that the increase in the influence of tourism in towns and rustic and natural areas of the interior is a perfectly foreseeable phenomenon, either because it come about as an "escape" from the growing saturation of the coastal area, or because of the increasing interest in rural and interior tourism of a growing contingent of people. This subject analyzes the threats arising from the absence

of a defined tourism role, and proposes strategies for the development of rural areas as a business opportunity in Europe and Latin America to curb these imbalances, the economic cost and the guidelines for drawing up a business plan within the framework of sustainable development.

TR031 - Alternative Tourism and Ecotourism

This subject presents an overview of the new tourism environment in terms of alternatives to conventional tourism: the creation of new tourism products, current trends and characteristics of the new consumer.

TR036 - Strategy and Tourism Businesses on the Internet

This subject is offered to present new concepts based on cases and to compile in a relatively comprehensive manner, part of the vast and extensive experience on the use of the Internet in the tourism market and on the digitalization and virtualization of tourism companies under the approach of e-commerce and e-business.

TR049 - Quantitative Analysis of Tourism

Interpretations of decisions under uncertainty and, in general, of the different sciences, depend to a large extent on statistical methods.

Statistics help to corroborate hypotheses by providing mathematical support for observations made. This subject responds to the need to justify business decisions based on the information provided by data that is too often scarce. It is, therefore, a compendium of techniques for collecting and presenting information, confidence intervals, and prediction and hypothesis testing.

DD108 - Family business Concepts and Characteristics

This subject presents the characteristics and forms of family business organizations. It shows the coexistence of family values and business values and their impact within a business. It also analyzes the mechanisms that bring about harmony and the potential sources of conflict in families.

DD109 - Succession and Continuity in the Family Business

This subject addresses the need for a succession plan to ensure the continuity of family businesses, and to understand the successor's preparation and that of the entire organization for this process. Among other topics are: Succession Planning, Continuity, Successor Preparation, Succession Timing, and Succession Options Analysis.

DD110 - Systemic Approach Applied to Conflict in the Family Business

The subject addresses the psychological and affective aspects within the family business that are natural causes of conflict between its members, influencing family dynamics and the day-to-day running of the family business, specifically in decision making.

DD111 - Professionalization of Family Businesses

The subject highlights the problem of professionalization in family businesses and the process of integrating professionals in family businesses. It also presents the fundamental aspects for outside professionals to be motivated in family businesses.

DD112 - Governance Structures and Bodies

The subject aims for students to learn about the different governing bodies in family businesses: board of directors, shareholders' meeting, family assembly, family council, advisory council, etc. It also presents the characteristics, composition, power, competences and functions of each body.

DD113 - Family Protocol

This subject presents the potential conflicts that may exist in family businesses, and studies the process of family protocol elaborations and its effects as an instrument capable of promoting agreements and pacts related to property, family and business.

DD114 - Property Management in Family Businesses

A necessary subject in learning about the different types of remuneration that can be received by management and non-management shareholders, and to understand the process of share valuation and profitability. It also teaches different types of ownership organization in family businesses.

DD115 - Key Factors for Success in the Family Business

Analyzes the common aspects and characteristics that lead to the success of century-old family businesses by presenting successful cases.

DD116 - Creation and Internationalization of the Family Business

This subject offers the knowledge and tools necessary to define a competitive strategy and create a competitively positioned company within the target market. It also analyzes those factors that influence the international positioning of a family business in order to have the ability to establish and conduct an international development plan adapted to different cultures and markets.

DD143 - Basic Legal Aspects of the Family Business

The subject presents the legal aspects indispensable at the moment of creating a family business. To maintain the business afloat, it is necessary for managers to understand and adjust the legal and tax aspects of their company as established in the commercial codes of each country.

IP059 - Fundamentals of Occupational Risk Prevention

Some fundamental concepts on the prevention of occupational risks and the final consequences of accidents and occupational diseases on people and company economy are presented.

IP060 - Occupational Safety

Some key factors are provided on the importance of preventing workplace accidents and promoting workplace safety.

IP003 - Industrial Hygiene

The subject teaches how to identify, evaluate and control the environmental factors that may affect an employee's health.

IP062 - Ergonomics

The subject studies the set of techniques that deal with the employee's adequacy, adjustment and adaptation through the design and conception of jobs.

IP071 - Applied Psychosociology

Internal and external pressures caused by psychosocial factors, hazards or risk factors related to mental workload are studied.

IP078 - Background and Current Status of Integrated Management

The subject describes the change in the philosophy of business management with respect to those that existed some years ago, continuing with a review of the most important previously seen concepts that will serve as a basis for the following chapters. In this sense, the subject is approached from a different point of view, dealing with quality understood as product quality, labor quality and environmental quality.

IP9001 - Introduction and Fundamentals of Integrated Management Systems

The subject provides the fundamentals on the integration of management systems: quality, environment and occupational risk prevention, providing ideas on the implications of organizational behavior when integrating projects on the human factor.

IP9002 - Advantages and Difficulties of the Integration of Systems, Degrees, Modes and Integration System Models

The subject presents the agents involved in systems integration, the scope and the advantages and disadvantages of implementation. The agents involved in systems integration are discussed. Elements of an integrated management system. Advantages and disadvantages of system integration. Integration levels.

IP9003 - Integration of Management Systems based on Standards and Processes

The most important integration initiatives based on a single standard, models based on standardized standards and their correlations are all presented. Lastly, the subject addresses the most accepted formula today which is management by processes.

IP9004 - Implementation of the Integrated Management System

Presents a case study of a process integration of quality, environmental and occupational risk prevention management systems in a used oil recycling company.

IP051 - Water Management: Basic Principles

The physicochemical and biological water purification treatments are identified according to their characterization, as well as their most important uses for domestic, industrial and/or agricultural purposes, including their reuse within the framework of the legislation in force.

IP052 - Basic Waste Management

The guidelines established by legislation on the integral management of solid waste, waste minimization, good industrial practices and associated environmental problems are studied.

IP053 - Air Pollution Treatment

Measures are proposed for the prevention and control of air emissions from industrial activities and transportation based on compliance with the Kyoto Protocol.

IP054 - Treatment of Contaminated Soils

The characteristics of contaminated soil as a result of anthropic activities are studied, as well as the preventive and corrective measures aimed at its recovery.

IP002 - Workplace Safety

The contents delve into those aspects that require a planned action of prevention, including information and training of workers, aimed at a better knowledge, both of the real scope of the risks arising from work, and how to prevent and avoid them. The safety conditions of specific sectors and operations, such as the handling of gases and pressure vessels, machine safety principles, welding techniques, laboratory work, electrical hazards and hazardous waste management, among others, are discussed. This subject responds to the new requirements, providing criteria, rigor and, above all, common sense, when it comes to transferring the health and safety policy to the organization.

IP076 - Workplace Hygiene

This subject provides knowledge and understanding, firstly, of the theoretical, conceptual and historical foundations involved in prevention management and, secondly, of its organizational, social and technological implementation. The objective is to provide students with a global vision of the planned prevention actions that every company must follow to gain a better understanding of both the real scope of the risks derived from occupational diseases and the way to prevent and avoid them. This subject is structured according to a coherent pedagogical order. Each is divided into basic thematic units or chapters, the content of which must be studied in order to satisfactorily complete the various evaluation activities.

IP073 - Ergonomics and Applied Psychosociology

Ergonomics and Applied Psychosociology contributes in educating competent professionals to carry out planned preventive actions regarding the workplace conditions that may affect the health of those who occupy a given position.

This subject provides knowledge and understanding, firstly, of the theoretical, conceptual and historical foundations involved in prevention management and, secondly, of its organizational, social and technological implementation. The objective is to provide students with a global vision of the planned prevention actions that every company must follow, in order to have a better understanding of the real scope of the risks derived from the work environment and their influence on people. The aim is to achieve comfortable workplace conditions that do not harm an employee physically, mentally or socially, and enables the integral development of the individual through their work.

IP064 - Training and Communication

The subject explains the techniques used for training on the risks derived from the use of equipment, prevention and protection measures, information through brochures and participation and consultations.

IP004 - Occupational Medicine

Occupational medicine is studied as a preventive tool that tries to humanize work, adapt work to people and to avoid any risks that may damage the health of workers.

DD1004 - Health Economics

This subject covers macroeconomic factors that influence health. It discusses those aspects related to economic theory, such as consumption, health expenditure, health supply and demand, and relevant aspects of financing.

DD1007 - Health Planning

This subject seeks to understand and assume the changes of the environment with responsibility, so as to continuously improve the quality of the processes and management systems, as it is essential for a group to fully understand that the strategy is the general program to define and achieve the objectives set. In this subject, the student will understand the appropriate use of health indicators to analyze the organization's situation and carry out the most appropriate health planning.

DD1008 - Health Care Services Management

This subject seeks to teach the different trends and approaches to health management, providing students the necessary tools to carry out an effective process control. In addition, students will be able to implement or evaluate an integrated management control system within their health care organizations.

DD1009 - Health Marketing

The subject aims to teach the student to recognize health service as a business, since this will help achieve greater efficiency and effectiveness in the results. It is important for the student to learn

about and understand the characteristics on the creation of health services and know how to establish criteria for measuring a hospital product. It is necessary for the professional who performs management tasks within a health care organization to be clear about the marketing tools that can be useful in achieving the objectives.

DD1010 - Quality Care and Patient Safety

This subject seeks to teach the most important concepts and components of quality and safety within health care organizations. To highlight the importance they have in the everyday work of a health care professional, and so provide health care services with the best possible standards. This subject provides the student with the necessary and pertinent information to understand the responsibility of the system in providing services that inevitably entail risks.

DD1012 - Health Care Systems

This subject aims to study the policies and the different health care models that govern health care systems worldwide. The student will understand the importance of these systems and the number of actors needed to function and respond to the needs of the population. The student will also learn to diagnose a Health Care System, learn to recognize its components, especially those related to primary care, which is a fundamental point in the effective resolution of the population's health care problems.

DD1013 - Clinical Epidemiology

This subject seeks to introduce the student to evidence-based medicine, which means that decisions are made based on the health reality that helps to establish priorities in the daily work of health facilities. Students will learn the basic concepts of epidemiology, its uses and the different methods and research designs that will allow them to make decisions based on the current reality of the population they serve.

DD1014 - Biostatistics

This subject seeks to provide the student with the necessary tools to collect, analyze and interpret data to enable the student understand and conduct scientific research with validity for a given population. It will help the student complete their thesis project and any future research they wish to participate in. It will also allow them to make appropriate decisions in the managerial position they assume within their health care facility.

DD022 - Organizational Structure and Change

The subject highlights the transformation process that has taken place in today's organizations and analyzes the future trends they must face.

DD024 - Organizational Culture and Climate

The subject analyzes the most relevant concepts and the most representative theoretical approaches toward organizational culture and climate, their relationship, the typologies and methods for their study, as well as how to face and solve dysfunctions.

DD030 - Job Analysis, Description and Evaluation

The subject analyzes the advantages and disadvantages that a job description, analysis and valuation of jobs in an organization may entail, following the most common methodologies and managing the process from start to finish.

DD031 - Recruitment, Selection and Promotion

The subject shows the selection processes in the business and social environment, and the most effective methods and instruments for designing and programming phases of the process, observing the ratios and indicators most commonly used in modern companies.

DD034 - Training and Career Plans

The subject teaches the student the development of a training policy that enables them to develop the human potential of their organizations, achieve the strategic objectives of the company and meet the requirements of current quality certifications, as well as develop tools and procedures to strengthen the organization's talent.

DD033 - Compensations and Incentives

This subject shows how to use compensation as a management tool integrated in the HR policies and strategies of a company.

DD036 - Human Resources Audit

The subject provides the student with the tools and techniques for conducting audits, emphasizing the auditor's role and the basic aspects of the audit process.

DD039 - Interpersonal Communication Techniques

The subject identifies the elements involved in a communication process, catalogs those elements and describes the roles of the different characters that make up the communication process.

DD045 - Emotional Intelligence

The subject discusses the nature of people, not only with rational intelligence playing a preponderant role in individual and business success, but that certain primary and secondary emotions develop into key competencies for people to understand each other and the manner they react to different situations within business environments.

DD046 - Personal Marketing

The subject demonstrates the need for personal marketing in today's world.

DD047 - Intellectual Capital

This subject is focused on demonstrating that the human factor, as a creator and disseminator of knowledge, is becoming one of the main sources of competitive advantages for organizations.

DD048 - Quality as a Management Tool for Human Resources

Delves into the importance of quality as an essential tool in HR management.

DD049 - Neurolinguistic Programming

Introduces the student to an attractive, practical and highly topical subject. It also shows the patterns of human behavior by which some people, and professionals in particular, achieve the highest levels of excellence, while other people, apparently doing the same thing, do not.

DD091/DD092 - Conflict Theory

This topic introduces the basic theoretical pillars of the discipline on conflict resolution. The aim is for the student to acquire a different conception of conflict and its dynamics of escalation and de-escalation, and for them to develop the skills to analyze conflicts in depth prior to any intervention. It also delves into the psychological aspects of conflict and negotiation-mediation. The student will acquire an understanding of the psychological theories and mechanisms behind the negotiation-mediation processes. They will also learn about the game theory model of conflict and negotiation-mediation.

DD093/DD094 - Emotions, Communication, and Conflict

This subject studies the biological foundations of emotion, emotional self-knowledge, emotional self-control, self-motivation, recognition of other people's emotions and interpersonal relationships, and the use of emotional intelligence in organizations. The student will acquire a broad and critical view of the processes of conflict and negotiation within the framework of organizational theory. They will also learn some of the skills and knowledge necessary to manage conflict while maintaining communication in both organizational and non-organizational contexts.

DD138 - Principles and Processes of Conflict Resolution/Transformation

In this subject, the student will learn to distinguish between the processes of conflict resolution and other processes aimed at resolving conflicts that cannot be understood as specific to our discipline (e.g., arbitration). In addition, they will learn about and practice conflict resolution/transformation processes used with large and small groups. The student will learn how to work with conflicts when multiple parties, that may or may not be associated, are involved, as well as how to conduct group decision-making processes. The subject delves into processes as diverse as large group mediation, facilitation and appreciative dialogues.

DD097/DD098 - Mediation

The aim is to clarify the concept of mediation and the mediator's role from a perspective that enables identifying them from similar methods. It also presents the mediating intervention from a technical perspective that gives coherence to a practice based on a model and a method of action.

DD099 - National and International Legislation on Mediation and Other Conflict Resolution Procedures

The subject introduces the so-called Alternative Dispute Resolution (ADR or MARC) and the regulatory framework in which they are being implemented in America and Europe, with special emphasis on mediation.

DD100 - Conflict Resolution/Transformation in the School

Provides the necessary knowledge and skills to intervene in the process of improving coexistence and conflict transformation within the school environment.

DD101 - Conflict Resolution/Transformation in the Family

Description and analysis of conflict resolution and transformation processes within the family, requiring the intervention of impartial third parties to facilitate dialogue, responsibility and decision making among the participants of each situation. This comes from the professional experience in conflict interventions related to the breakup of couples (separation/divorce, custody, relationship with the children, economic needs, etc.) as well as those conflicts of intergenerational cohabitation, foster care, or organization in terms of the needs of some of the people who make up the family (elderly, disabled, mental illness).

DD102 - Conflict Resolution/Transformation in the Community

The subject helps understand the conceptual framework of Community Mediation and develops skills, competencies and attitudes to practice mediation in this field.

DD103 - Conflict Resolution/Transformation in the Organization

Carries out a detailed review of the Conflict and Negotiation in the field of organizations and especially with regard to labor relations.

DD104 - Conflict Resolution/Transformation in Corrections

This subject shows Reparative and Restorative Justice as a paradigm to transform the penal and penitentiary systems. It provides a theoretical-practical vision from a comparative point of view of the different tools of Restorative Justice: mediation, conferences, circles, etc. It analyzes the most important experiences of Restorative Justice in the European Union, United States, Canada, and Latin America.

DD105 - Conflict Resolution/Transformation in the Health Field

The purpose of the subject is for students to consolidate a conceptual and practical education that enables them to intervene as conflict mediators within health institutions.

DD106 - International Conflict Resolution/Transformation

Provides students with the knowledge and skills necessary to analyze and, if necessary, intervene within the processes of conflict resolution and transformation and in managing post-conflict situations in the international arena.

DD107 - Online Dispute Resolution (ODR)

The exponential growth of the Internet and the integration of many novel recreational, commercial and professional communication technologies will bring about ODR as a procedure by which a large number of people around the world resolve their disputes. The subject's objective is to familiarize students with this new philosophy and practice online conflict resolution/transformation processes.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP

Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work.

2.B. MASTER IN STRATEGIC MANAGEMENT WITH A SPECIALTY IN INFORMATION TECHNOLOGIES

TR026 - Business Administration and Management

This subject aims to introduce the student to the concepts and techniques of business administration and management. The topics range from organizational theories to new organizational forms in the new economy, whether for Service Businesses, Technology Companies, SMEs and Family Businesses.

DD002 - Cost Control and Cost Management

This is an introductory subject. It reviews fundamental accounting concepts focusing on the essentials of cost control and management.

It enables understanding the role of information in organizations through the creation and analysis of budgets understood as the foundation of management and strategic planning processes.

TR047 - Financial Management

This subject aims to highlight the most relevant aspects that conceptually make up the financial management of any company.

DD004 - Marketing

This subject aims to understand the role of marketing and sales in a company, introducing the concepts and techniques of marketing and commercial management, and to understand the meaning, nature and scope of the commercial role.

DD152 - Economics

A very necessary subject to understand the macroeconomic factors that influence family businesses and to master those aspects related to economic theory such as consumption, inflation, demand and GDP.

DD118 - Basic Statistics

This subject provides the student with the knowledge on the basic concepts of descriptive statistics, probability and statistical inference from an eminently practical point of view.

DD120 - Financial Mathematics

This subject introduces the student to the concept of financial valuation, especially through the valuation laws used in practice.

DD124 - Management Accounting

The subject aims to provide the student with a proper understanding of a company's internal accounting and enable them to develop its application. The subject begins by defining the content of Management Accounting and its interrelation with Financial Accounting. It also discusses the problems related to the classification, location and allocation of the cost that allows obtaining the production cost. Subsequently, taking the calculated cost as a basis, it will be used to guide rational decision making in a company for the efficient use of productive resources.

TR046 - Strategic Management of Human Resources

This subject aims to design the conceptual and methodological framework to recognize the systemic and strategic approach of current Human Resources Management (HRM).

DD040 - Conflict Resolution and Negotiation Techniques

This subject contains information to help understand the theoretical and practical aspects related to conflict and the most common conflict resolution strategies: Negotiation, Mediation and Arbitration, among others.

DD032 - Performance Evaluation and Management by Competencies

This subject explains the need to resort to certain theoretical and methodological assumptions to implement the competency-based approach into HRM practice, using the training process as the only sustainable way of maintaining these competencies and their development revitalized, and using performance evaluation as a feedback process for the revitalization and development of the aforementioned competencies.

TR024 - Management Techniques and Organizational Leadership

The general objective of this subject is to learn and delve into leadership and management styles, their relationship, differences, importance and theoretical approaches, as well as the competencies and skills necessary to exercise them.

DD090 - Business Ethics and Corporate Social Responsibility

This subject provides the main concepts for the student to master the importance and validity of Business Ethics and Corporate Social Responsibility, and to recognize them as an effective tool to achieve competitiveness. After studying the three chapters, the student should have a thorough understanding of the concept of ethics and social responsibility, its validity and universal nature, as well as the ethical standards and their relationship with business efficiency. They will also master the relationship between business ethics, values, competitiveness, efficiency and effectiveness and be able to establish the necessary ways and actions for a company (and/or company leader) to behave ethically and responsibly.

DD041 - Team Management Techniques

This subject discusses the theoretical and practical elements of groups and teams, their characteristics, techniques and tools for effective management.

DD076 - Management Without Distances

This subject introduces the student to the concepts and techniques of e-Management and provides an understanding of the meaning, nature and scope of the managerial role in/of projects and companies.

DD026 - Collaborative Work in Virtual Environments

This subject teaches the concept and technologies associated with collaborative work, from the management of organizational teams, to the management of remote teams mediated by virtual environments.

DD042 - Time Management and Conducting Meetings

Fundamental subject in learning how to optimize meetings through good preparation and development. It also provides criteria and techniques for managing one's own time within the framework of a managerial role.

DD043 - Stress and Burnout

Teaches how to manage stress and burnout situations within the business organization, providing the student with the necessary theoretical and practical knowledge.

DD044 - Public Presentation Techniques

Develops participant abilities to prepare and deliver professional presentations and achieve the desired influence on the audience.

IP082 - Quality Management: ISO 9001

After an introduction to the different connotations of the term “quality,” the subject provides a general overview of the certification process based on the ISO 9001 standard, from management’s commitment to implementation through to the attainment of certification. A chapter is also dedicated to software quality certification.

IP092 - ISO 45001

Fundamental concepts of occupational risk prevention are introduced, along with the ultimate consequences of workplace accidents and occupational diseases on both individuals and the company's economy. It also defines what is meant by a management system and lays the foundations for implementing an occupational risk prevention management system based on the ISO 45001 standard.

MA098 - Environmental Management Systems. ISO 14001

The Environmental Management Systems (EMS) is described as a tool that aims to organize and formalize those procedures that the company performs when considering the environmental aspects in all its activities. It also explains in a didactic and clear manner, the necessary steps in implementing this environmental management instrument, aimed at protecting the environment and reducing barriers to international trade.

DD012 - Operations Management and Administration

This subject discusses the activities included in operations and logistics management, from the most strategic aspects related to long-term decisions such as product design and definition (what do we offer?) and process design and analysis (how do we obtain it?), through the tactical and operational planning decisions present in the medium and short term (how much, how and where do we offer it?), with the indisputable support of those logistics activities that make the plan viable. In this sense, logistics is reviewed as the way to provide a timely response to requirements at the lowest possible cost.

DD013 - Logistics

This subject allows students to know and understand the concept of logistics within organizational operations in order to master the acquisition, flow, and storage of products, and inventory control, and the information associated with all of them.

DD014 - Strategic Management and Planning

The subject addresses change management as a basis for strategic management, analyzing personal and organizational change, implementation models, resistance to change and participation in strategic processes. The subject explores strategic thinking and strategic planning using tools such as the SWOT matrix, along with an internationally validated model. It also focuses on the implementation of business strategies, considering scenarios, vision, values, objectives and strategies for growth, consolidation and revitalization of businesses.

TR038 - Project Planning and Management

This subject is of an operational nature and aims to provide the tools to develop an operational plan based on a strategic plan.

TI013 - Reengineering, Strategy, and Management of Systems and ICT

This subject will provide an understanding of the organizational role of ICT, from its strategic repositioning within organizational reengineering, to its strategic management as a business resource.

TI025 - E-Business and its Integration with Corporate Management Systems

The course addresses organizational and technological integration in the business context, highlighting key aspects such as supply chain management, the implementation of ERP and CRM systems, and the transition to e-Business. The fundamentals of the value chain, the importance of technology in human resource management, and the strategic impact of these tools on competitiveness and profitability will be explored. In addition, supplier and customer relationship management is analyzed, with emphasis on the effective integration of processes and systems to optimize performance.

TI017 - Integration of Business Management Systems

The subject focuses on organizational and technological integration within today's business environment, with a particular focus on supply chain, supplier relationship management (SCM) and customer relationship management (CRM). It examines the basic principles of e-Business integration, ERP systems and their strategic influence on information management and decision-making processes. The role of technology in human resources management and the impact of digital transformation on organizations are also studied. Emphasis is placed on strategy, implementation and selection of professional talent.

DD162 - Marketing Strategy Development

Considered one of the main topics of this area, this subject focuses on obtaining an overall vision of various aspects of marketing from the perspective of a company's strategy. It creates the necessary guidelines to understand how to concentrate organizational resources on the greatest opportunities and, thus, achieve a sustainable competitive advantage.

TI030 - Network Security and Management

The subject prepares the student in the use of the appropriate tools within each circumstance to create an optimal and secure network management. Identifying information risks and the assurance of the system are of vital importance within its proper functioning.

TI011 - Society of Change and Information

This subject will provide a vision that contextualizes the management of cultural and technological change, providing the basics and approaches for the transition to the Information and Knowledge Society and its organizational consequences in business administration.

DD068 - Knowledge Management and Organizational Learning

This subject presents the methodologies, tools and techniques associated with knowledge management and explains how to achieve a sustainable organizational learning strategy based on knowledge management maturity models.

TI004/DD163 - International Marketing and Commerce

It provides a broad vision of the main tools and necessary knowledge to help face the international projection following foreign market concepts and strategies, thus becoming able to actively participate in the international business world.

TI014 - Electronic marketing and commerce

This subject shows and delves into two essential and closely related topics: e-commerce (from its conceptual to technological foundations) and the new forms of marketing (from its foundations, to the change produced by ICT and giving rise to marketing in the IT environment). It concludes with a methodology that proposes a marketing strategy within an e-commerce space.

TI023 - Study and Case Resolution (I, II and III)

The objective is to present a complete document showing the complete development of a case. This can be both theoretical and applied, but always respecting related doctrines, theories and disciplines. The case confronts the learner with the actual understanding of the knowledge and forces for them to solve a real or simulated world problem. This subject is taught at the end of the last subject, when the student will have the necessary resources to carry out the case study in a fast and methodical manner.

TI015 - Electronic Security and Legislation

This subject highlights the complexity of the nature of risks associated with the general and global use of information technology, both from the technological perspective and the possible legal liabilities arising from the illegal or abusive use of them.

TI016 - Business Intelligence

This subject teaches knowledge in the field of Business Intelligence from its technical and business aspects, and ends with a review on the impact of information management and documentary content.

TI018 - Innovation, Culture and Work Management in the Communication Society

This subjects takes a look at the change that society has undergone in cultural aspects, especially in relation to work.

TI043 - ICT Project Direction and Management

Presents good practices on technological project management for e-business from a paradigm that unites the business vision with the technological vision, using the PMBOK as a source of good management practices and software engineering as a source of good practices related to ICT projects.

TI034 - Languages and Programming Paradigms

The subject shows the generalities of programming languages, as well as the philosophy on constructing these tools that make it possible for the world to move by means of computers. Within this space of exposition of programming languages and paradigms, the programming models that

define languages and paradigms gain strength. In addition, the subject deepens into the theoretical issues of functional programming with the use of Scheme, a programming language that can be used to implement various programming models, and which allows the conceptualization of this programming paradigm.

TI035 - Architectures, Networks, and Distributive Systems

This subject reviews the fundamental concepts of computer networks and distributed systems in a descriptive manner based on current architectures, such as the Internet and its relationship with high performance architectures of distributed systems, and introduces the important issues related to availability, security, reliability, and integrity of information in and between networks.

TI036 - Web Technology and Web Engineering

The subject discusses all the concepts, characteristics, components and techniques related to the Web, both from the point of view of Web technologies and *Web Engineering*, seeking to produce reliable, ubiquitous and high quality systems and applications.

TI037 - Integral Design and Analysis of Systems and Requirements

The subject presents a comprehensive view on the study of organizational systems from all dimensions of analysis and design: from the systems to the requirements, and from the organizational perspective to the data's level of detail.

TI038 - Data Modeling and Database Design

The subject introduces the database concepts and the modeling mechanism. It also emphasizes the relational model as a modeling tool based on the DER model (Entity Relationship Diagram) and the use of types and subtypes as basic units of information. Information storage is optimized with data normalization to the point of avoiding redundancy.

TI040 - Database and Information Resources Management

The subject provides an introduction to the concepts and solutions that an Information Technology Administrator must know in order to achieve their organization's proper information management as part of a Software Engineering project.

TI041 - Business Software Processes

The subject introduces the concept and notion of Software Process understood as an organizational tool and a sign of organizational maturity of IT units in order to interpret the software process as an enterprise business unit. The software process is presented in relation to the traditional software paradigms widely used when planning IT projects and its association to software project concepts. Lastly, the software process is related to the structure of a project office as an instance of organizational management on the knowledge associated with software activities within an organization. Essential concepts and characteristics of a software process.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP

Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work.

2.C. MASTER IN STRATEGIC MANAGEMENT WITH A SPECIALTY IN TELECOMMUNICATION

TR026 - Business Administration and Management

This subject aims to introduce the student to the concepts and techniques of business administration and management. The topics range from organizational theories to new organizational forms in the new economy, whether for Service Businesses, Technology Companies, SMEs and Family Businesses.

DD002 - Cost Control and Cost Management

This is an introductory subject. It reviews fundamental accounting concepts focusing on the essentials of cost control and management.

It enables understanding the role of information in organizations through the creation and analysis of budgets understood as the foundation of management and strategic planning processes.

TR047 - Financial Management

This subject aims to highlight the most relevant aspects that conceptually make up the financial management of any company.

DD004 - Marketing

This subject aims to understand the role of marketing and sales in a company, introducing the concepts and techniques of marketing and commercial management, and to understand the meaning, nature and scope of the commercial role.

DD152 - Economics

A very necessary subject to understand the macroeconomic factors that influence family businesses and to master those aspects related to economic theory such as consumption, inflation, demand and GDP.

DD118 - Basic Statistics

This subject provides the student with the knowledge on the basic concepts of descriptive statistics, probability and statistical inference from an eminently practical point of view.

DD120 - Financial Mathematics

This subject introduces the student to the concept of financial valuation, especially through the valuation laws used in practice.

DD124 - Management Accounting

The subject aims to provide the student with a proper understanding of a company's internal accounting and enable them to develop its application. The subject begins by defining the content of Management Accounting and its interrelation with Financial Accounting. It also discusses the problems related to the classification, location and allocation of the cost that allows obtaining the production cost. Subsequently, taking the calculated cost as a basis, it will be used to guide rational decision making in a company for the efficient use of productive resources.

TR046 - Strategic Management of Human Resources

This subject aims to design the conceptual and methodological framework to recognize the systemic and strategic approach of current Human Resources Management (HRM).

DD040 - Conflict Resolution and Negotiation Techniques

This subject contains information to help understand the theoretical and practical aspects related to conflict and the most common conflict resolution strategies: Negotiation, Mediation and Arbitration, among others.

DD032 - Performance Evaluation and Management by Competencies

This subject explains the need to resort to certain theoretical and methodological assumptions to implement the competency-based approach into HRM practice, using the training process as the only sustainable way of maintaining these competencies and their development revitalized, and using performance evaluation as a feedback process for the revitalization and development of the aforementioned competencies.

TR024 - Management Techniques and Organizational Leadership

The general objective of this subject is to learn and delve into leadership and management styles, their relationship, differences, importance and theoretical approaches, as well as the competencies and skills necessary to exercise them.

DD090 - Business Ethics and Corporate Social Responsibility

This subject provides the main concepts for the student to master the importance and validity of Business Ethics and Corporate Social Responsibility, and to recognize them as an effective tool to achieve competitiveness. After studying the three chapters, the student should have a thorough understanding of the concept of ethics and social responsibility, its validity and universal nature, as well as the ethical standards and their relationship with business efficiency. They will also master the relationship between business ethics, values, competitiveness, efficiency and effectiveness and be able to establish the necessary ways and actions for a company (and/or company leader) to behave ethically and responsibly.

DD041 - Team Management Techniques

This subject discusses the theoretical and practical elements of groups and teams, their characteristics, techniques and tools for effective management.

DD076 - Management Without Distances

This subject introduces the student to the concepts and techniques of e-Management and provides an understanding of the meaning, nature and scope of the managerial role in/of projects and companies.

DD026 - Collaborative Work in Virtual Environments

This subject teaches the concept and technologies associated with collaborative work, from the management of organizational teams, to the management of remote teams mediated by virtual environments.

DD042 - Time Management and Conducting Meetings

Fundamental subject in learning how to optimize meetings through good preparation and development. It also provides criteria and techniques for managing one's own time within the framework of a managerial role.

DD043 - Stress and Burnout

Teaches how to manage stress and burnout situations within the business organization, providing the student with the necessary theoretical and practical knowledge.

DD044 - Public Presentation Techniques

Develops participant abilities to prepare and deliver professional presentations and achieve the desired influence on the audience.

IP082 - Quality Management: ISO 9001

After an introduction to the different connotations of the term "quality," the subject provides a general overview of the certification process based on the ISO 9001 standard, from management's commitment to implementation through to the attainment of certification. A chapter is also dedicated to software quality certification.

IP092 - ISO 45001

Fundamental concepts of occupational risk prevention are introduced, along with the ultimate consequences of workplace accidents and occupational diseases on both individuals and the company's economy. It also defines what is meant by a management system and lays the foundations for implementing an occupational risk prevention management system based on the ISO 45001 standard.

MA098 - Environmental Management Systems. ISO 14001

The Environmental Management Systems (EMS) is described as a tool that aims to organize and formalize those procedures that the company performs when considering the environmental aspects in all its activities. It also explains in a didactic and clear manner, the necessary steps in implementing this environmental management instrument, aimed at protecting the environment and reducing barriers to international trade.

DD012 - Operations Management and Administration

This subject discusses the activities included in operations and logistics management, from the most strategic aspects related to long-term decisions such as product design and definition (what do we offer?) and process design and analysis (how do we obtain it?), through the tactical and operational planning decisions present in the medium and short term (how much, how and where do we offer it?), with the indisputable support of those logistics activities that make the plan viable. In this sense, logistics is reviewed as the way to provide a timely response to requirements at the lowest possible cost.

DD013 - Logistics

This subject allows students to know and understand the concept of logistics within organizational operations in order to master the acquisition, flow, and storage of products, and inventory control, and the information associated with all of them.

DD014 - Strategic Management and Planning

The subject addresses change management as a basis for strategic management, analyzing personal and organizational change, implementation models, resistance to change and participation in strategic processes. The subject explores strategic thinking and strategic planning using tools such as the SWOT matrix, along with an internationally validated model. It also focuses on the implementation of business strategies, considering scenarios, vision, values, objectives and strategies for growth, consolidation and revitalization of businesses.

TR038 - Project Planning and Management

This subject is of an operational nature and aims to provide the tools to develop an operational plan based on a strategic plan.

TI013 - Reengineering, Strategy, and Management of Systems and ICT

This subject will provide an understanding of the organizational role of ICT, from its strategic repositioning within organizational reengineering, to its strategic management as a business resource.

TI025 - E-Business and its Integration with Corporate Management Systems

The course addresses organizational and technological integration in the business context, highlighting key aspects such as supply chain management, the implementation of ERP and CRM systems, and the transition to e-Business. The fundamentals of the value chain, the importance of technology in human resource management, and the strategic impact of these tools on

competitiveness and profitability will be explored. In addition, supplier and customer relationship management is analyzed, with emphasis on the effective integration of processes and systems to optimize performance.

TI017 - Integration of Business Management Systems

The subject focuses on organizational and technological integration within today's business environment, with a particular focus on supply chain, supplier relationship management (SCM) and customer relationship management (CRM). It examines the basic principles of e-Business integration, ERP systems and their strategic influence on information management and decision-making processes. The role of technology in human resources management and the impact of digital transformation on organizations are also studied. Emphasis is placed on strategy, implementation and selection of professional talent.

DD162 - Marketing Strategy Development

Considered one of the main topics of this area, this subject focuses on obtaining an overall vision of various aspects of marketing from the perspective of a company's strategy. It creates the necessary guidelines to understand how to concentrate organizational resources on the greatest opportunities and, thus, achieve a sustainable competitive advantage.

TI030 - Network Security and Management

The subject prepares the student in the use of the appropriate tools within each circumstance to create an optimal and secure network management. Identifying information risks and the assurance of the system are of vital importance within its proper functioning.

TI011- Society of Change and Information

This subject provides a vision that contextualizes the management of cultural and technological change, providing the basics and approaches for the transition to the Information and Knowledge Society and its organizational consequences in business administration.

DD068 - Knowledge Management and Organizational Learning

This subject presents the methodologies, tools and techniques associated with knowledge management and explains how to achieve a sustainable organizational learning strategy based on knowledge management maturity models.

TI004/DD163 - International Marketing and Commerce

It provides a broad vision of the main tools and necessary knowledge to help face the international projection following foreign market concepts and strategies, thus becoming able to actively participate in the international business world.

TI014 - Electronic marketing and commerce

This subject shows and delves into two essential and closely related topics: e-commerce (from its conceptual to technological foundations) and the new forms of marketing (from its foundations, to the

change produced by ICT and giving rise to marketing in the IT environment). It concludes with a methodology that proposes a marketing strategy within an e-commerce space.

TI026 - The Telecommunications Market

The subject prepares students to acquire a critical view of the evolution of telecommunications market and the changes in which we are immersed. Current strategic decisions will have a profound impact on the industry's evolution in the medium to long term.

TI027 - Technical-Business Structure of Telecommunications

The subject prepares students to learn about the agents that make up the telecommunications value chain and their interrelationships. It also proposes different business models to maximize profits within their respective market segments.

TI028 - Telecommunications Networks

The subject prepares students to understand the different current and future technological possibilities in those aspects related to infrastructures for transmitting information through Telecommunication Networks.

TI029 - Telecommunication Services

The subject prepares students to acquire the basic concepts related to telecommunications services. Focusing its analysis on the possibilities for business development.

TI031 - Telecommunications Market Regulations

The subject prepares students to understand the importance of Telecommunications Regulation as one of the basic pillars determining the progress of the Information Society.

TI016 - Business Intelligence

This subject teaches knowledge in the field of Business Intelligence from its technical and business aspects, and ends with a review on the impact of information management and documentary content.

TI020 - e-Business Project Management

Presents good practices on technological project management for e-business from a paradigm that unites the business vision with the technological vision, using the PMBOK as a source of good management practices and software engineering as a source of good practices related to ICT projects.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP

Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work.

3. PROJECTS DEPARTMENT

3.A. DOCTORATE IN PROJECTS WITH A SPECIALTY IN RESEARCH

DD070 - Introduction to Project Management

The subject introduces the student to the field of projects by covering the following topics: concepts of project management and project typologies, project phases, and project life cycle. From a pragmatic and professional point of view, the subject enables developing and consolidating research skills within this context.

TR038 - Project Planning and Management

This subject delves into the development of the project plan and control of its possible changes, defines administration and planning of the project scope, and choosing and applying the appropriate techniques to create an action plan as is impossible to think of project management without it being planned. In this way, the student performs research tasks on various planning techniques for projects.

DD073 - Project Control

This subject addresses project control from such general topics as: understanding the basics of project control and its tools and methodologies, from the particular, such as the control of technical and human resources to ensure compliance with deadlines, quality and costs, to the research and analysis of various tools.

D0005 - Research Methodology I. Fundamentals

Research is fundamental for doctoral students, given that it is essential for them to acquire the basic knowledge necessary for completing their doctoral thesis with the highest possible quality. This subject introduces the student to the basic concepts and fundamentals of research.

D00014 - Research Methodology II. Paradigms and Methods

This subject presents the paradigms and methods of research in projects, providing the student with an approach to the scientific method and facilitating the production of contributions within their field of work.

D00011 - Research Seminar (doctoral file)

This subject enables the student to actively participate in a doctoral research seminar during which they will analyze and show the initial structure of the research work they wish to develop. To do so, the

student should start by consulting and reviewing specialized sources. The student will also develop a research protocol (doctoral file), in which they must define a tentative topic.

DD026 - Collaborative Work in Virtual Environments

The subject incorporates the student into the context of technologies associated with collaborative work, which objective is to achieve group goals ranging from managing organizational teams to managing remote teams mediated by virtual work environments. This enables the student to carry out research tasks related the application of these collaborative work tools when formulating projects.

DD235 - Introduction to Project Design: from Conflict to the Technical Problem

Introduces the student to the concepts of a Project within a theoretical framework and in a general manner, such as: project phases, project systems, collaborative work and knowledge management for project success, and project design. The above focuses on inquiring and investigating elements that define the object and scope of a project. This is to establish a knowledge base conducive to the development of the remaining subjects that are part of an established project design methodology.

DD236 - Design of System Solutions in Projects

This subject enables developing concepts related to identifying the project scenario, investigating the factors that will determine the solution, the approach to the technical problem, formulating the objectives, the criteria with which the project's success will be evaluated, as well as identifying and analyzing all the people and things involved in solving the problem.

DD237 - Desired Service and Conditions for its Delivery

The subject enables the student to develop, study, investigate and determine the supply and delivery conditions between the customer's needs and what science and engineering would provide as a solution, considering this solution as the project itself, and requiring us to define the "desired" service to be obtained as a result of the project. Developing effective consulting work.

DD238 - Solution-System: Functional Analysis in the Project

The student will be able to determine the technical and service roles to be satisfied by the project they have designed by means of "conceptual tools" such as the service function tree, the project system proposal, and the value and quality analysis in the design phase. This allows students to develop analytical and research skills within specific environments and contexts.

D0012 - Transversal Workshop I

The purpose of this activity is to reflect, review and apply the knowledge obtained so far from the subjects: From the conflict to the technical problem; advancement of the solution system; the desired service and the conditions of provision, and the solution system that will provide the service. This is carried out in a group and collaborative environment.

DD239 - The Roles of People in a Project

The subject allows the student to understand, identify and classify the role of people in their activities and uses, in the project solution and their relationship with other people and machines, for which a

classification of users, safety measures, etc., is established through a thorough investigation and analysis with defined tools.

DD240 - Project Security and Reliability

This subject provides an understanding of the safety and feasibility aspects of a project solution, analyzing its life status and its life cycle at the system level and its components, including people, machines, and their relationships.

DD241 - Environmental Viability of the Project

Study of sustainability in the project, eco-design, environmental impact and life cycle analysis to better understand the environment of a project solution within its life status and its life cycle at the system level and its components. This is done through environmental research actions while considering the legal and regulatory aspects.

D0013 - Transversal Workshop II

The purpose of this activity is to reflect, review and apply the knowledge obtained so far from the subjects: Roles of people in the project, Safety and reliability in the project and Environmental feasibility of the project. This is carried out in a group and collaborative environment.

DD242 - Project Proposal: Specifications

This subject enables the student to detail, specify and explain the operation and constitution of the potential solution provided by a project. In other words, it is the systematic and analytical integration of the previous subjects in a technical project as a result of research and analysis activities.

DD243 - Project Draft Preparation

Through topics such as specification tools, documentation, research, project proposal development, this subject helps the student to understand the importance of management as a subsequent step to design, and be able to create a viable and sustainable management proposal.

D0006 - Research Work I

An activity of relevant importance in a student's education within the doctoral program is conducting a research project, which represents the application of learned theoretical concepts, a personal vision and a research methodology applied to a defined line of work.

Once the student has completed and passed the general and core subjects according to the evaluation system, they will carry out a research project supervised by the Thesis Director. This work will be carried out according to a determined line of research and subsequent and/or related to Research Work I, according to the chosen line of research.

D0007 - Research Work II

Once the student has completed and passed the general and core subjects according to the evaluation system, they will carry out a research project supervised by the Thesis Director. This work

will be carried out according to a determined line of research and subsequent and/or related to Research Work I, according to the chosen line of research.

D0008 - Doctoral Thesis Proposal

Taking into account the results of Research Work I and II, the doctoral student will prepare the Doctoral Thesis proposal. The doctoral student will request the defense of the doctoral thesis proposal before a relevant panel authorized by the Doctoral Committee. This defense is a requirement for continuing in the doctoral program. Once this presentation has been passed and a positive opinion awarded, the doctoral student will be considered a Doctoral Candidate.

D0009 - Doctoral Thesis Preparation

The doctoral thesis is a written work on original research on a given topic and, in this case, on a defined line of research supervised by the Thesis Director assigned by the Doctoral Director. The work must be individual and above all original, focused on a topic of scientific research in the area of projects deriving and based on line of research according to social, economic and technological development.

The importance of this work lies in the fact that, once the doctoral thesis project is approved, the Doctoral candidate expands on the hypotheses proposed in their research. In this way, the student will obtain real results in a systemic way (considering an exhaustive documentation, a compilation and data input, an experimental part and analysis of the data and conclusions, and ending with writing the draft), which in itself is a contribution to the state of the art and knowledge of the area.

D0010 - Doctoral Thesis Dissertation

The scientific dissertation is a written work aimed at a reasoned exposition, in this case, of the results obtained and systematized from the doctoral research work carried out, which will be presented orally afterwards; this will be done through a doctoral degree exam that will be sustained according to the mechanics described for the Doctoral Thesis Project. The doctoral candidate will request the defense of the doctoral thesis before a relevant panel authorized by the Doctoral Committee.

Once the student has passed the exam, they will complete the credits required by the program, enabling them to obtain the degree of *Doctorate in Projects with a Specialty in Research*.

The Doctoral Thesis dissertation is part of the program's formative activities. It evaluates the results obtained from the research in quantitative and qualitative aspects based on defined hypotheses, the methodological criteria used to carry it out, its applicability, as well as the synthesis, writing and communication skills of the doctoral candidate. This last part is essential for the formation of a doctoral student whose specialty is in Research.

3.B. MASTER IN PROJECT DESIGN, ADMINISTRATION, AND MANAGEMENT

DD050 - Introduction to Projects

Introduces the student to the concepts of a Project within a theoretical framework and in a general manner, such as: project phases, project systems, collaborative work and knowledge management for

project success, and project design. This is to establish a knowledge base conducive to the development of the following subjects.

DD051 - Project System Design

It provides concepts related to identifying the project scenario, the factors that will bring about its solution, the Technical Problem statement, formulating the objectives, the criteria with which the success of the project will be evaluated, as well as identifying and analyzing all the people and things involved in the resolution of the problem, understood as fundamental pieces in the trilogy of man - artificial system - environment.

DD052 - Analysis of Provision of Services

This topic develops, studies and determines the supply and delivery conditions between the customer's needs and what science and engineering would provide as a solution, considering this solution as the project itself, and requiring us to define the "desired" service to be obtained as a result of the project.

DD053 - Functional Analysis of the Project

The student will be able to determine the technical and service roles to be satisfied by the project they have designed by means of "conceptual tools" such as the service function tree, the project system proposal, and the value and quality analysis in the design phase.

DD054 - Project Ergonomics

This subject focuses on understanding the role of individuals in their activities and practices, in solving a project, and in their interactions with other people and machines. To this end, it establishes a classification of users, safety measures, and related considerations.

DD055 - Project Security and Reliability

This subject provides an understanding of the safety and feasibility aspects of a project solution, contemplating its life status and its life cycle at the system level and its components, including people, machines, and their relationships.

DD056 - Environment in a Project

Through the study of project sustainability, eco-design, environmental impact and life cycle analysis, topics to be studied in depth in this subject, we will try to understand the environment of a project solution within its life stages, its life cycle, and at the system and component level.

DD057 - Project Specifications

This subject enables the student to detail, specify and explain the operation, detail and constitution of the potential solution provided by a project.

DD058 - Project Draft Preparation

Through topics such as specification tools, documentation, and project proposal development, the subject helps understand the importance of management as a subsequent step to design and the creation of a viable and sustainable management proposal.

DD070 - Introduction to Project Management

Project management is the administration of all the resources necessary to develop a project. This subject introduces the student to the topic in a general manner and covers the following topics: general concepts of project management and project typologies, project phases and project life cycle, among others.

TR038 - Project Planning and Management

Project planning and management are closely related, since it is impossible to think of management without planning. As such, it is necessary to keep in mind some concepts: Development of the project plan and control of its possible changes, definition, management and planning of the project scope, choosing and applying the appropriate techniques to produce an action plan.

DD072 - Computing Tools for Project Management

This subject introduces us to the main IT tools that support project management and teaches us about their advantages. Every project needs to be managed, while also acquiring the necessary knowledge to handle computer tools according to the typology of each project.

DD073 - Project Monitoring and Control

Project monitoring and control should surely require greater commitment, by which this subject presents, through general topics: understanding the basics of project control and its tools and methodologies, based on such specifics as the control of technical and human resources to ensure compliance with deadlines, quality and costs.

DD074 - Project Evaluation

Project evaluation focuses on the task of understanding and structuring financial engineering by means of numerous technical-economic tools to learn seeing projects not only by means of detailed plans or flow charts, but also by means of economic-financial development spreadsheets.

DD075 - Trust Management: Risk and Quality

Trust management focuses primarily on assessing and understanding the fundamentals of project quality and its tools and methodologies, learning how to plan, assure and control quality, and risk.

TR046 - Strategic Management of Human Resources

This subject offers an overall vision of the role of the Human Resources manager in the 21st century, reviewing the areas of management activity and its integration with business strategy.

IP092 - ISO 45001

The foundations are laid for implementing a health and safety management system within a company based on the ISO 45001 standard.

DD077 - Project Communication

This subject addresses the topic of "inside" and "outside" project communication throughout the three levels of users, from basic concepts of communication circuits to more complex structures of strategic communication, where the project's image is dedicated to the social imagination.

DD026 - Collaborative Work in Virtual Environments

The subject incorporates the student into the world of technologies associated with collaborative work, which objective is to achieve group goals ranging from managing organizational teams to managing remote teams mediated by virtual work environments.

DD076 - Management Without Distances

This subject teaches about the complex process, its tools, the possible methodologies and typologies of off-shore project management. Project management carried out remotely. In order to understand this topic in depth, it is necessary to discuss such concepts as: cooperative and collaborative construction of knowledge and cooperative models of participation, supported with information technologies.

DD044 - Public Presentation Techniques

This subject is currently playing an increasingly important role in project management as it trains managers in project and product promotion skills to attract investors or at least interest the target market. For this, it is necessary to understand communication strategies and how to define the characteristic elements of the project that will shape its image.

TR026 - Business Administration and Management

This subject aims to introduce the student to the concepts and techniques of business administration and management. The topics range from organizational theories to new organizational forms in the new economy, whether for Service Businesses, Technology Companies, SMEs and Family Businesses.

DD014 - Strategic Management and Planning

The subject addresses change management as a basis for strategic management, analyzing personal and organizational change, implementation models, resistance to change and participation in strategic processes. The subject explores strategic thinking and strategic planning using tools such as the SWOT matrix, along with an internationally validated model. It also focuses on the implementation of business strategies, considering scenarios, vision, values, objectives and strategies for growth, consolidation and revitalization of businesses.

DD040 - Conflict Resolution and Negotiation Techniques

This subject, which we all need in practice, more so in our professional lives, provides us with theoretical and practical knowledge for conflict resolution, resolution strategies, and basic skills for its resolution.

DD041 - Team Management Techniques

This subject presents us with different techniques for leading and managing work teams, where the human resource we have and which we must "take care of" is the most important thing. For this, it is also necessary to understand management tools that ensure an efficient administration of these resources.

DD068 - Knowledge Management and Organizational Learning

The subject identifies and analyzes each of the typologies of knowledge created in companies for its management, diagnosis, distribution, and information availability as key success factors. Knowledge management is an "activity" that must be present in every professional activity, more so when we are in a managerial position.

TI025 - E-business and its Integration with Corporate Management Systems

The subject addresses organizational and technological integration in the business context, highlighting key aspects such as supply chain management, the implementation of ERP and CRM systems, and the transition to e-Business. The fundamentals of the value chain, the importance of technology in human resource management, and the strategic impact of these tools on competitiveness and profitability will be explored. In addition, supplier and customer relationship management is analyzed, with emphasis on the effective integration of processes and systems to optimize performance.

PC012 - International Collaboration System

This subject is an exegesis of the issues concerning society within the entire globe affected by phenomena as diverse as migration, terrorism, businesses without borders, global economy, mass sports, etc. It provides a vision of cooperation within the complex scenario of international relations. It presents international processes and structures and the effect of cooperative players on contemporary state capabilities within a theoretical context.

PC013 - Logical Framework

In this subject, the so-called Logical Framework approach is studied at the theoretical and applicable levels. Each step and tool included is studied, with cases in which it is used in both international cooperation and non-international cooperation projects being reviewed.

DD090 - Ethics and Corporate Social Responsibility

Provides the concepts that enable mastering the importance and validity of Business Ethics and Corporate Social Responsibility, recognizing them as an effective tool in achieving competitiveness, social and economic development, and the progress of people, nations, societies and communities.

PC002 - Collaboration and Development Theory

Studies the historical evolution, motivations and justification of international cooperation for development, as well as its instruments and destinations. The role of international cooperation in decentralization and the predominant conception of development cooperation are reviewed. Addresses the machinery of official aid (donor countries, World Bank, etc.). Delves into the effect of governance versus development objectives. Private financing is studied. The impact of globalization on cooperation is studied. The origins and theory of development are studied at a theoretical and historical level. Human development versus economic development is contrasted (HDI, HPI, GDI, GEM, GEM, TAI, etc.). International relations and their relation to development cooperation are studied. An interpretative framework of international assistance is reviewed within historical terms (Pearson and Peterson Reports, etc.). The geopolitical and epistemological rupture of the development paradigm is reviewed.

TR047 - Financial Management

The subject highlights the most relevant aspects that conceptually configure the financial management of any company, providing examples and practical exercises of easy study and understanding.

DD102 - Conflict Resolution/Transformation in the Community

Provides mediators with specific training on the different issues involved in conflicts that arise in urban neighborhood-community relations, whether public or private. The particular perspective and approach of Community Mediation is discussed from an interdisciplinary approach aimed at the new socio-cultural conditions marked by differences and inequalities. In the same sense, the subject analyzes what a suitable mediator for these scenarios would be, that is, one who is involved in the challenge of building a pluralistic, equitable and inclusive city-society.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP/Practicum

Although the Practicum and the Final Project are listed separately in the program, both are two distinct phases of the same process that culminates in the presentation of a single work. Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work. The practicum part corresponds to the field study, analysis or design phase.

3.C. MASTER IN PROJECT DESIGN, ADMINISTRATION, AND MANAGEMENT WITH A SPECIALTY IN ARCHITECTURE AND URBAN PLANNING

DD050 - Introduction to Projects

Introduces the student to the concepts of a Project within a theoretical framework and in a general manner, such as: project phases, project systems, collaborative work and knowledge management for

project success, and project design. This is to establish a knowledge base conducive to the development of the following subjects.

DD051 - Project System Design

Provides concepts related to identifying the project scenario, the factors that will bring about its solution, the Technical Problem statement, formulating the objectives, the criteria with which the success of the project will be evaluated, as well as identifying and analyzing all the people and things involved in the resolution of the problem, understood as fundamental pieces in the trilogy of man - artificial system - environment.

DD052 - Analysis of Provision of Services

This topic develops, studies and determines the supply and delivery conditions between the customer's needs and what science and engineering would provide as a solution, considering this solution as the project itself, and requiring us to define the "desired" service to be obtained as a result of the project.

DD053 - Functional Analysis of the Project

The student will be able to determine the technical and service roles to be satisfied by the project they have designed by means of "conceptual tools" such as the service function tree, the project system proposal, and the value and quality analysis in the design phase.

DD054 - Project Ergonomics

This subject focuses on understanding the role of individuals in their activities and practices, in solving a project, and in their interactions with other people and machines. To this end, it establishes a classification of users, safety measures, and related considerations.

DD055 - Project Security and Reliability

This subject provides an understanding of the safety and feasibility aspects of a project solution, contemplating its life status and its life cycle at the system level and its components, including people, machines, and their relationships.

DD056 - Environment in a Project

Through the study of project sustainability, eco-design, environmental impact and life cycle analysis, topics to be studied in depth in this subject, we will try to understand the environment of a project solution within its life stages, its life cycle, and at the system and component level.

DD057 - Project Specifications

This subject enables the student to detail, specify and explain the operation, detail and constitution of the potential solution provided by a project.

DD058 - Project Draft Preparation

Through topics such as specification tools, documentation, and project proposal development, the subject helps understand the importance of management as a subsequent step to design and the creation of a viable and sustainable management proposal.

DD070 - Introduction to Project Management

Project management is the administration of all the resources necessary to develop a project. This subject introduces the student to the topic in a general manner and covers the following topics: general concepts of project management and project typologies, project phases and project life cycle, among others.

TR038 - Project Planning and Management

Project planning and management are closely related, since it is impossible to think of management without planning. As such, it is necessary to keep in mind some concepts: Development of the project plan and control of its possible changes, definition, management and planning of the project scope, choosing and applying the appropriate techniques to produce an action plan.

AU001 - Interrelations Between Architecture and Urban Planning

This subject is concerned with analyzing the different approaches that arise from the scales of analysis and disciplinary intervention of architecture, urban design and urbanism, analyzing the particularities of each, their differences, their common points and their complementarity, everything aimed at the need for their integration for professional action in urban space while contributing to the population's increased quality of life.

DD073 - Project Monitoring and Control

Project monitoring and control should surely require greater commitment, by which this subject presents, through general topics: understanding the basics of project control and its tools and methodologies, based on such specifics as the control of technical and human resources to ensure compliance with deadlines, quality and costs.

AU002 - The Environment in Urban Architectural Projects

Starting with the definition of a series of basic environmental and socioeconomic concepts involved in the concept of sustainable development, it delves into the background and the problems caused by the environmental impacts of human activities, from a global scale to urban and architectural intervention, providing a series of principles to guide action.

DD075 - Trust Management: Risk and Quality

Trust management focuses primarily on assessing and understanding the fundamentals of project quality and its tools and methodologies, learning how to plan, assure and control quality, and risk.

AU003 - Impact of Technology on Urban - Architectural Projects

Studying the relationship between new technologies, cities and architectural design is a must for professionals and researchers involved in the planning and management of urban-architectural projects.

The subject analyzes how technological innovations have a transforming effect both in socioeconomic relations and in urban settings, and how they manifest themselves in cities and in the way architects, urban planners and managers develop their urban and architectural projects.

The aim is to seek social responses to the transformations that new technologies bring to the way of living in cities and include them as design elements.

AU004 - Contextual Components of a Project: Economic, Social, Institutional and Cultural

The subject addresses contextual changes of different kinds: economic, social, institutional, cultural, etc., that affect the design and development of an urban-architectural project.

The relationships between society, the State and productive main lines, the relationship between the local market and the global market and the role of some key actors in society are analyzed in order to address conditional factors and their relationships within the design and development of projects and so intervene in different ways.

Each of the fields analyzed will allow the student to develop different lines of work in a project and an integrative approach to the problem addressed.

AU005 - City Marketing

This subject seeks to provide tools so that the student can identify distinctive or representative elements of a city or city marketing tools, the latter concept understood as a set of activities and a series of products and/or services by a city designed to meet the needs of different audiences (internal and external audiences), creating and enhancing their demand.

For this purpose, communication, publicity and promotion instruments are analyzed, as well as the decision-making process of the different social actors (social, economic and political), and knowledge of the characteristics of the urban model as desired by citizens.

AU006 - Urban Architectural Project Theory

The subject introduces the concept of "project" within the professional performance of architecture, urban design and urban planning, associating and differentiating it from the research and design processes. Inclusion of social, environmental, economic and political dimensions in the urban-architectural project are also discussed. Introduction to the formulation, management and administration of urban-architectural projects. It also addresses the general concepts on systems and General Systems Theory, with the objective of providing a tool to analyze urban-architectural problems, conflicts and projects with a systemic vision aimed at understanding the diversity and complexity of today's city.

DD076 - Management Without Distances

This subject teaches about the complex process, its tools, the possible methodologies and typologies of off-shore project management. Project management carried out remotely. In order to understand this topic in depth, it is necessary to discuss such concepts as: cooperative and collaborative construction of knowledge and cooperative models of participation, supported with information technologies.

DD044 - Public Presentation Techniques

This subject is currently playing an increasingly important role in project management as it trains managers in project and product promotion skills to attract investors or at least interest the target market. For this, it is necessary to understand communication strategies and how to define the characteristic elements of the project that will shape its image.

TR026 - Business Administration and Management

This subject aims to introduce the student to the concepts and techniques of business administration and management. The topics range from organizational theories to new organizational forms in the new economy, whether for Service Businesses, Technology Companies, SMEs and Family Businesses.

DD014 - Strategic Management and Planning

The subject addresses change management as a basis for strategic management, analyzing personal and organizational change, implementation models, resistance to change and participation in strategic processes. The subject explores strategic thinking and strategic planning using tools such as the SWOT matrix, along with an internationally validated model. It also focuses on the implementation of business strategies, considering scenarios, vision, values, objectives and strategies for growth, consolidation and revitalization of businesses.

AU007 - Preservation of the Architectural Urban Heritage

The objective of this subject is to highlight the objects produced by a community that constitute urban assets of heritage value. When we talk about assets, we refer to tangible heritage, including public spaces (with varying degrees of human intervention) that fulfill environmental and recreational functions.

Identifying a cultural system of the city and the location of the architectural elements with a historical dimension will be studied, looking at the interrelation of the cultural assets in the different scales, in which they are implemented, and with the processes and agents that affect each one.

The student is expected to acquire the ability to integrate technical, cultural and/or socio-economic problems in the conservation of cultural property.

DD041 - Team Management Techniques

This subject presents us with different techniques for leading and managing work teams, where the human resource we have and which we must "take care of" is the most important thing. For this, it is also necessary to understand management tools that ensure an efficient administration of these resources.

DD068 - Knowledge Management and Organizational Learning

The subject identifies and analyzes each of the typologies of knowledge created in companies for its management, diagnosis, distribution, and information availability as key success factors. Knowledge management is an "activity" that must be present in every professional activity, more so when we are in a managerial position.

AU008 - The Function of the State

The subject introduces the analysis of the different roles that the state can play in urban and architectural actions, performing the functions of entrepreneur, financier, promoter or regulator, and its consequent relations with the private sector. Likewise, the responsibilities of the professional are analyzed in relation to the functions of the State in urban and architectural actions.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP/Practicum

Although the Practicum and the Final Project are listed separately in the program, both are two distinct phases of the same process that culminates in the presentation of a single work. Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work. The practicum part corresponds to the field study, analysis or design phase.

3.D. MASTER IN PROJECT DESIGN, ADMINISTRATION, AND MANAGEMENT WITH A SPECIALTY IN INNOVATION AND PRODUCT

DD050 - Introduction to Projects

Introduces the student to the concepts of a Project within a theoretical framework and in a general manner, such as: project phases, project systems, collaborative work and knowledge management for project success, and project design. This is to establish a knowledge base conducive to the development of the following subjects.

DD051 - Project System Design

Provides concepts related to identifying the project scenario, the factors that will bring about its solution, the Technical Problem statement, formulating the objectives, the criteria with which the success of the project will be evaluated, as well as identifying and analyzing all the people and things involved in the resolution of the problem, understood as fundamental pieces in the trilogy of man - artificial system - environment.

DD052 - Analysis of Provision of Services

This topic develops, studies and determines the supply and delivery conditions between the customer's needs and what science and engineering would provide as a solution, considering this

solution as the project itself, and requiring us to define the "desired" service to be obtained as a result of the project.

DD053 - Functional Analysis of the Project

The student will be able to determine the technical and service roles to be satisfied by the project they have designed by means of "conceptual tools" such as the service function tree, the project system proposal, and the value and quality analysis in the design phase.

DD054 - Project Ergonomics

This subject focuses on understanding the role of individuals in their activities and practices, in solving a project, and in their interactions with other people and machines. To this end, it establishes a classification of users, safety measures, and related considerations.

DD055 - Project Security and Reliability

This subject provides an understanding of the safety and feasibility aspects of a project solution, contemplating its life status and its life cycle at the system level and its components, including people, machines, and their relationships.

DD056 - Environment in a Project

Through the study of project sustainability, eco-design, environmental impact and life cycle analysis, topics to be studied in depth in this subject, we will try to understand the environment of a project solution within its life stages, its life cycle, and at the system and component level.

DD057 - Project Specifications

This subject enables the student to detail, specify and explain the operation, detail and constitution of the potential solution provided by a project.

DD058 - Project Draft Preparation

Through topics such as specification tools, documentation, and project proposal development, the subject helps understand the importance of management as a subsequent step to design and the creation of a viable and sustainable management proposal.

DD070 - Introduction to Project Management

Project management is the administration of all the resources necessary to develop a project. This subject introduces the student to the topic in a general manner and covers the following topics: general concepts of project management and project typologies, project phases and project life cycle, among others.

TR038 - Project Planning and Management

Project planning and management are closely related, since it is impossible to think of management without planning. As such, it is necessary to keep in mind some concepts: Development of the project

plan and control of its possible changes, definition, management and planning of the project scope, choosing and applying the appropriate techniques to produce an action plan.

AU010 - Integral Management of Design and Product

Design management is the proper path for a company to follow that aims to materialize its product. This subject introduces the student specifically to design management, or innovation and product management.

It should be noted that we consider design to exist only if there is an innovative contribution, for which the word design and innovation will be used as synonyms.

Design management requires a very precise adjustment in order to reduce all types of risks, since it works with innovative concepts and, for this very reason, it is involved in new scenarios. This adjustment is related, to a certain extent, to the adjustment that must also be done in product management, since the latter is of a tangible nature and must, therefore, incorporate the issue of significance and perception of form within its managerial processes.

DD073 - Project Monitoring and Control

Project monitoring and control should surely require greater commitment, by which this subject presents, through general topics: understanding the basics of project control and its tools and methodologies, based on such specifics as the control of technical and human resources to ensure compliance with deadlines, quality and costs.

AU011 - Areas of Design. Contextual Conditions and User Requirements

The result of the designer's work is a product with a given percentage of innovation, which may be tangible or intangible, depending on the area of design we are talking about.

In both cases, said product must respond to the "usability" needs of the user and provide an efficient response, while also meeting certain requirements that induce the user's emotional pleasure.

These somewhat sensitive requirements are determined by social, cultural and market contexts that require special analysis.

We should not forget that the incorporation of an innovative product may require changes in habits in its immediate context.

DD075 - Trust Management: Risk and Quality

Trust management focuses primarily on assessing and understanding the fundamentals of project quality and its tools and methodologies, learning how to plan, assure and control quality, and risk.

AU012 - Innovation as a Tool for Improvement and Product Value Contribution

The concept of innovation is no longer related only to creativity with a product, but now permeates all areas of a company and all stages that make up the life cycle of a project and product life cycle.

This is due to the fact that the decades old trend has been moving away from calculated planning and towards training in creativity focused on problem solving given the short deadlines in providing solutions to conflict situations.

Innovation, therefore, is not only a tangible contribution, but also a tool for improvement and the addition of value from the intangible.

Although value can be quantified with economic parameters, it is an invisible component that is only found in the user's imagination.

A highly innovative product may lack any value and, therefore, will not find the success for which it was developed.

AU013 - Product and Environment

Based on the definition of a series of basic environmental and socioeconomic concepts involved in the concept of sustainable development, the focus is on the relationship between the product and the environment, considering the environment as (all) the environment surrounding the product, of which the product will also be a part of.

Innovation plays a leading role in this area as it should consider the environment, and the future impact that the product will have on it, as the first factor for creativity.

DD077 - Project Communication

This subject addresses the topic of "inside" and "outside" project communication throughout the three levels of users, from basic concepts of communication circuits to more complex structures of strategic communication, where the project's image is dedicated to the social imagination.

AU014 - Object Theory

From a conceptual aspect to the understanding of the object's qualities and its different levels of perception, the subject aims to understand the object as a phenomenon of cultural creation.

The objective is for the student to learn and understand the qualities that distinguish a design object, to identify them as factors or requirements through the study of the form and conditions of the object's perception, as well as the value of use and functions.

DD076 - Management Without Distances

This subject introduces the student to the concepts and techniques of e-Management and provides an understanding of the meaning, nature and scope of the managerial role in/of projects and companies.

DD044 - Public Presentation Techniques

This subject is currently playing an increasingly important role in project management as it trains managers in project and product promotion skills to attract investors or at least interest the target market. For this, it is necessary to understand communication strategies and how to define the characteristic elements of the project that will shape its image.

TR026 - Business Administration and Management

This subject aims to introduce the student to the concepts and techniques of business administration and management. The topics range from organizational theories to new organizational forms in the new economy, whether for Service Businesses, Technology Companies, SMEs and Family Businesses.

DD014 - Strategic Management and Planning

The subject addresses change management as a basis for strategic management, analyzing personal and organizational change, implementation models, resistance to change and participation in strategic processes. The subject explores strategic thinking and strategic planning using tools such as the SWOT matrix, along with an internationally validated model. It also focuses on the implementation of business strategies, considering scenarios, vision, values, objectives and strategies for growth, consolidation and revitalization of businesses.

AU015 - Relationships between Innovation, Creativity, Productivity and Competitiveness

At present, there are two pairs of indispensable components when developing a project that will result in a product: innovation and creativity, which are close to being synonyms, and productivity and competitiveness, which, although not synonymous, are dependent on each other.

On the one hand, competitiveness will depend to a large extent on the degree of product innovation, while productivity can condition product creativity.

In parallel to peer relationship, each of the four areas relates to the other three independently.

AU016 - Product Design and Innovation Technology

Technological progress is not indifferent to projects specialized in innovative products.

And this does not only happen in project management or developmental processes, but the technological impact has extended to the designer, the horizon established by the production possibilities.

This subject will then deal with how much technology has had a qualitative to quantitative impact on product and innovation.

By making proper use of technologies, any innovative product can become a reality, as we shall see.

DD068 - Knowledge Management and Organizational Learning

This subject presents the methodologies, tools and techniques associated with knowledge management and explains how to achieve a sustainable organizational learning strategy based on knowledge management maturity models.

AU017 - Profitable and Strategic Design

Design becomes profitable by simply incorporating not only its concept but also by placing it into practice, since design must provide solutions to conflict situations and address "good taste".

In other words, there is no point in making a product "beautiful" from an aesthetic point of view, if it is not beautiful from a functional point of view. If it achieves functionality, then it will already be profitable, and if this was pre-established, then it will also be strategic.

This subject is precisely about this, about understanding that contribution from design is to add social and even economic profitability. If this is not understood in this way, then a high potential of product innovation will be wasted, which can even be detrimental.

We should not forget that when talking about a product or object, we must consider what the perceptions that its own language (product language) entails, and that these must reach their destination and cause the pre-designed response.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP/Practicum

Although the Practicum and the Final Project are listed separately in the program, both are two distinct phases of the same process that culminates in the presentation of a single work. Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work. The practicum part corresponds to the field study, analysis or design phase.

4. ENVIRONMENT AND SUSTAINABILITY DEPARTMENT

4.A. MASTER IN ENVIRONMENTAL MANAGEMENT AND AUDITS

MA001 - Introduction to Sustainable Development

After an introductory topic in which the definition of a series of basic environmental and socioeconomic concepts involved in the concept of sustainable development is provided, the background and environmental problems caused by the environmental impacts of human activities are discussed in depth. The subject also provides the future environmental policies and strategies of the European Union and Latin America and the Caribbean.

MA002 - Ecology

It is essential to understand the processes that govern ecosystems in order to be able to evaluate the impact of any polluting activity on the natural environment. In this sense, the subject focuses on the study of the origin and mechanisms of the interactions of living organisms with each other and with the world. For this purpose, the different ecological levels are identified: organisms, populations, communities and ecosystems.

MA003 - Water Treatment

A description of the main uses of water (domestic, industrial, and agricultural) is provided, with emphasis on the adoption of a set of good practices and possibilities for reuse, analysis, and purification strategies through physical, chemical, and biological means. Additionally, a chapter has been added dedicated to advanced purification treatments, which often constitute the only possible treatment when it comes to eliminating a very specific contaminant.

MA004 - Waste Management

This subject introduces the comprehensive management of solid waste, beginning with the European Union's strategy of minimization, reuse, recycling, and forms of energy recovery. It explores various types of waste, including Municipal Solid Waste (MSW), Industrial Waste, and Rural Waste. It also reviews the main guidelines established by legislation for classifying and characterizing a given type of waste.

MA005 - Atmospheric Contamination

The composition and chemical structure of the atmosphere is studied, as well as the origin and determinants of pollution. It also delves into the chemistry of atmospheric pollutants, their dispersion in the atmosphere, and their environmental impact. Detailed procedures for sampling and analysis, and end-of-line or corrective measures to comply with current legislation on particle or gaseous emissions, are explored.

MA006 - Climatology and Environment

The subject demonstrates how climate type not only conditions an area's flora and fauna but also influences processes affecting atmospheric pollutants. Students learn to distinguish different factors that determine climate, elements to measure, how to classify global and regional climates, and their relation to pollutants. For this, a widely studied case is used: climate change and its effects on the environment.

MA007 - Noise Pollution

In populated areas, various activities generate noise that can be disruptive or even harmful to hearing and health. Upon completion of this section, students will understand the basic principles of acoustics and will be able to conduct an acoustic impact study, quantify the damage to humans, and assess viable corrective measures.

MA008 - Natural Resources

Humans, thanks to intellectual development and immense adaptability, have spread worldwide and rapidly increased in population. This phenomenon has led to drastic and rapid modifications to the natural environment. In this context, the subject provides a contemporary view of the status and importance of protected areas for natural resources, renewable or otherwise.

MA009 - Soil Contamination

From a predominantly technical perspective, common soil properties are examined, describing their main constituents, distinguishing between organic and inorganic elements. The subject also covers soil degradation and pollution, offering some soil recovery techniques.

MA010 - Business Environmental Management:

Visual aids and an abundance of graphics are provided to guide the implementation of an environmental management system in any type of company, according to the international ISO 14001 or European EMAS standards. A practical case study involving a metal parts manufacturing company is included.

MA011 - Environmental Audits

This subject investigates commonly used terms and concepts when discussing Environmental Audits (EMAS). After familiarizing students with this environmental management analysis tool, its objectives, and scope, as well as the different types of audits are discussed. This manual serves as a useful tool for handling vast amounts of information, enabling students to develop their own audit sheets and adapt them to specific cases.

MA012 - Evaluation of Environmental Impact

Students are provided with definitions needed to relate and quantify, within current legislation, the various environmental impacts of an activity. This includes different impact classifications based on various criteria and ratios, commonly used methodologies for studying possible environmental alterations, and finally, references to administrative procedures to follow for an environmental impact statement.

MA013 - Economy and the Environment

After studying the concepts of neoclassical and ecological economics, the subject reviews the externalities or external effects caused by economic agents, as well as the theoretical approaches and instruments used to internalize externalities. Lastly, the subject describes direct and indirect methods for economically valuing the environment.

MA014 - Environmental Law

The emergence of environmental issues in social and scientific circles has led to a reorientation of various legal aspects towards environmental concerns. This subject reviews the origins and guiding principles of environmental law at both European and Latin American levels.

MA316 - Dynamic Earth

The subject introduces the basic concepts of geological oceanography that explain both the birth of oceans and their geological structure. A review of the characteristics that describe the geology of seafloors and the main theories of global tectonics and continental drift is conducted.

MA317 - Coastlines and Marine Erosion

After presenting all the types of coasts that form a shoreline, erosive and sedimentary processes occurring on these coasts are explored. In this way, the intention is to familiarize the reader with the functioning of coastlines as dynamic physical systems that are shaped into various coastal forms through wave action.

MA318 - Marine Sediments and Glacial Influence of the Seas

The subject covers the different types of marine sediments and the sedimentary rocks that derive from them. In addition, an exhaustive review is provided of the characteristics of sea ice, as well as the major formations composed of it.

MA019 - Installations and Wastewater Filter Treatment

A description is provided of the main uses of water (domestic, industrial, and agricultural) emphasizing the adoption of a set of best practices and the possibilities of reuse, analysis, and purification strategies through physical, chemical, and biological means. Furthermore, a chapter has been added dedicated to advanced purification treatments, which in many cases constitute the only possible treatment when it comes to removing a very specific pollutant.

MA092 - Fundamentals of Environmental Engineering

In this subject, we review the environmental problems characteristic of current society, and the role that environmental engineering plays as a steward of the environment, which must rely on normative, sociological, and economic aspects to fulfill its purpose. Pollution is also introduced from a chemical perspective and study environmental management tools as a preliminary step to achieve the sustainability of processes.

MA108 - Fishery Exploitation

Introduction to the main characteristics of fishing activity. For this, the various fishing resources, fishing systems, fishing vessels, and activities related to the fishing sector are described.

MA109 - Marine Cultures

Study of the main characteristics of aquaculture production. Thus, a review is made of the criteria necessary to choose one type of farming over another, the different types of farming are shown, the various phases of an integral farm are studied, and the technical characteristics of the farming systems are described.

MA110 - Maritime Navigation and Transportation

This subject reviews the history of navigation and the vicissitudes of current navigation, reviewing the evolution of naval technology. In addition, the various diving techniques used today are studied.

MA111 - Energy and Mineral Resources

Through this subject, it is intended that the student understands both the nature of the mineral resources present in the seabed and the issues related to their extraction. In addition, the various energy possibilities currently offered by the marine environment are presented.

MA102 - Basic Marine Ecology

Introduction to biological oceanography. In this way, the basic concepts of marine ecology are explained, which will serve as a basis for subsequent subjects of mainly biological character.

MA103 - Marine Organisms

A comprehensive description is given of the groups of organisms that populate the oceans and seas around the world. For this purpose, the organisms of plankton, nekton and benthos are reviewed, and the vital strategies of each of these groups of organisms are shown

MA104 - Marine Communities

Explanation of the ecological relationships between different groups of organisms according to the marine habitats they inhabit. For this, the coastal benthic communities, subtidal communities, tropical coastal communities, communities that live among the sand, estuary and marsh communities, and finally, the communities that inhabit the depths of the ocean are reviewed.

MA105 - Seawater

Review of the physico-chemical characteristics that allow classifying the different water masses of seas and oceans around the world. This is an introductory subject to chemical oceanography through which the student can assimilate the parameters that are usually measured in any oceanographic investigation.

MA106 - Water Circulation

The objective of this subject is to present the student with the fundamentals that govern physical oceanography. For this, the origin of the forces that intervene in the currents and other oceanographic and atmospheric phenomena such as waves and El Niño is explained. A review is also made of the main ocean currents, the energy balance of the seas, and the hydrological cycle.

MA107 - Seawater Chemistry

This subject aims, on the one hand, for the student to understand the processes that control the dissolution of gases in the oceans and, on the other hand, to learn the main cycles of the nutrients present in seawater and their close relationship with the different marine organisms.

MA249 - Product Life Cycle and Carbon Footprint Analysis

Life Cycle Analysis is studied, and particularly, the Calculation of the Carbon Footprint, as a comparative tool of the environmental virtues of a product, from when it is raw material until its use as waste.

Definition of LCA. LCA methodology. Impact analysis: ecopoints. Example: Application of LCA to packaging. Actions in the design of packaging and products that favor waste minimization. Strategies for implementing environmental improvements in packaging in the business sector. The European Ecolabel. Certification. The BS PAS 2050:2008 standard. Carbon Footprint calculation: associated with raw materials, suppliers and related to production.

MA015 - Introduction to Integrated Water Management

After highlighting the importance of water on the land and in natural ecosystems, a detailed description is made of the consumptive uses and availability of water resources for domestic, agricultural and industrial supply.

MA016 - The Water Cycle

The subject emphasizes the natural water balance that occurs on the planet, detailing the different types of continental and marine waters involved in this process.

MA017 - Water Management

We analyze water management at both the domestic and industrial levels (including textile, leather tanning, paper, chemical industries, etc.), delving into sanitation and water purification systems, and establishing measures for conservation and ecological criteria for policies to be adopted

MA018 - Water Analysis and Characterization

The analysis and determination of physicochemical and biological properties are essential to understand the quality and the final destination of the water once it has been purified. Indeed, through these techniques, it's possible to study the environmental impact of discharge on the aquatic environment, whether current legislation is complied with, and if the nutrient concentration is appropriate.

MA021 - Water and Environmental Education

We present the methodological and learning tools needed to carry out environmental education related to comprehensive water management, both at the school level and for the adult population.

MA209 - Water Installations and Treatment

An exhaustive description is made of the sequence of treatments that the water undergoes from the time it enters the treatment plant until it leaves treated, depending on the equivalent population, the type of receiving watercourse, and according to the criteria established by current legislation. Also detailed is the treatment process of the sludge generated in the process for later applications or for disposal at controlled sites.

MA081 - Urban Solid Waste

The following topics are discussed: production of urban solid waste, characterization of urban solid waste, comprehensive management of urban solid waste, and future trends in the management of urban solid waste

MA082 - Industrial Waste

The following topics are discussed: characterization of industrial waste, classification of industrial waste, alternatives for managing industrial waste, recycling of industrial waste, packaging and packaging waste, and trends in the management of industrial waste.

MA083 - Rural Waste

We discuss agricultural waste and livestock waste: slurry and its material and energy recovery.

MA084 - Sanitary Waste

In this subject, it is necessary to stress the importance of correct management of health care waste for public health and the environment, presenting the management of laboratory waste as a particular case.

MA085 - Environmental Education and USW

Promotion and participation tools. Public awareness campaigns. Environmental education for adults and at school. Environmental guide for USW reduction in a municipality: the waste problem and practical tips to reduce waste.

MA057 - Introduction to Renewable Energies

A chronological review of energy use is undertaken, defining the main forms of energy and renewable and non-renewable natural energy resources. Similarly, the major environmental impacts associated with energy use, energy policies and programs, the current energy framework, and future prospects are extensively analyzed.

MA059 - Solar Thermal Energy

After studying the main characteristic parameters of the Sun and basic notions about astronomy and solar position, we delve into the different utilization systems: active and passive. In a didactic and straightforward manner, the necessary equipment and requirements to carry out a hot water system installation, pool heating, or radiant flooring are presented.

MA060 - Photovoltaic Solar Energy

The fundamentals of photovoltaic conversion and the different components that make up such an installation are studied. Rigorous examples are provided regarding the design, maintenance, assembly, costs, and start-up of a photovoltaic installation in a permanent or weekend residence.

MA061 - Hydropower Energy

Following a brief exposition of the historical evolution of water use, the civil work involved, the design criteria of the turbine wheel, costs and maintenance, etc., are described with a primarily technical approach and application examples. In addition, the environmental impact associated with the construction of a dam or reservoir and the current situation and future prospects of this type of energy are profusely detailed.

MA062 - Wind Energy

The design and calculation of a wind turbine's wind potential are presented in a theoretical-practical way, describing the best locations, costs, and most suitable types of turbines for the implementation of a wind farm. The environmental alterations produced, and the current situation and future prospects of this renewable energy source are also detailed.

MA063 - Geothermal Energy

The main surface geothermal manifestations and the different types of deposit exploitation are described, emphasizing different applications at a domestic and agricultural level. Also, a description of the associated environmental impact, and the current and future state of geothermal energy is provided.

MA064 - Biomass Energy

A description of the different applications of biomass, either for energy or material purposes, is given, providing in the first case the processes of transforming biomass into energy with numerous example installations. Similarly, the environmental vectors affected in its energy utilization and future development possibilities are referenced.

MA065 - Sea Energy

The physical principles governing tides, wave energy, and thermal energy are presented, highlighting in each case their potential, economic viability, environmental impact, and future prospects.

MA073 - Natural Areas in the Context of Societies

As an introduction, a chronological review of the relationship between humans and nature is conducted, focusing on the socioeconomic factors influencing the management of the natural environment. In this regard, the main conservationist entities, agreements, treaties, and policies currently used for nature protection are identified.

MA074 - Biodiversity

Biodiversity is an indispensable tool for managing a natural space: therefore, it is necessary to explain what biodiversity is, its importance within a natural system, what tools exist to quantify it, and finally, understanding the meaning of the changes that occur.

MA075 - Natural Spaces: Typology and Processes

The usefulness and interest in establishing a classification of natural spaces are undeniable because this means understanding the Earth's significant similarities over small differences. In this way, criteria are established to identify the coinciding aspects between these natural areas, allowing their classification. The ecological processes that occur in nature, essential for preserving biological diversity and conserving natural spaces, are also thoroughly discussed.

MA076 - Uses of Natural Spaces

The aim is to show the uses and activities carried out by humanity in natural spaces, introducing concepts related to land use and ecosystem exploitation. Similarly, an exhaustive review is made of the different land use models and the main drivers of change throughout human history.

MA077 - The Conservation of Species and Natural Areas

Nature conservation is a process of maintaining natural resources involving biological, economic, political, social, and anthropological factors. Based on these aspects, various conservation strategies adopted nationally and internationally are characterized, and the priorities that a global strategy must have for maximum effectiveness are identified.

MA078 - Management of Natural Spaces

The basic principles of good conservation management are thoroughly explained in this section, as well as the methods of sustainable management of a natural area. Therefore, it is necessary to explain the profile that a manager should have and the role they play in decision-making and conflict resolution. Similarly, the need and methodology for monitoring the natural space under study are also presented.

MA079 - Ecological Restoration and Landscaping

In this section, students will gain practical and straightforward knowledge necessary to successfully carry out the sustainable restoration of a disturbed environment. In this regard, without forgetting the landscape criteria, the criteria to be applied in the choice of the final use of the restored area, the selection of the restoration method and materials, and finally, the design of the restoration process phases will be established.

MA080 - Case Studies of Management and Conservation of Natural Spaces

A collection of current practical examples related to the planning process of managing and conserving a natural space is provided, incorporating concepts of ecological restoration in case there is an environmental disturbance due to the location of a facility or an activity in the area.

MA087 - Evolution of the Environment and Sustainable Development

The philosophical foundations of environmental thought are introduced as a starting point to link the environment to development and sustainability. Additionally, a set of principles guiding educational and environmental management actions are provided.

MA088 - Historical Evolution of Environmental Education

A review of the main milestones that have marked the evolution of the concept of environmental education over the past sixty years is carried out, focusing on the doctrinal aspect of its approaches and difficulties. Similarly, key aspects such as culture and values are addressed from a perspective of social change.

MA194 - Basic General Concepts of Environmental Education

An examination of some theoretical, methodological, pedagogical, curricular, and educational aspects of environmental nature is conducted, as well as the obstacles of various kinds that hinder the development of such practices.

MA195 - Formal Education in Environmental Education

The aim is for school teaching teams, through the analysis of their actual pedagogical practice and the explicit or implicit assumptions that underpin teaching action, to identify the favorable or unfavorable elements for Environmental Education.

MA090 - Environmental Management and Sustainable Development

Reference is made to the role of education in environmental management linked especially to urban or rural areas, land management actions, and particularly, to the municipal socio-environmental environment.

MA091 - Risk Management and Environmental Education

The predominant conception of development is discussed, which has turned our species into a plague, understanding disasters as expressions of human communities' inability to interact harmoniously with nature's dynamics; and simultaneously, as expressions of the efforts of the biosphere's immune or self-regulation system to rid itself of the plague.

MA243 - Management of Water Pollutants

An introduction to the treatments that occur in the physicochemical and biological purification of wastewater is provided, including a practical example of sizing and calculating an urban and industrial wastewater treatment system for a medium-sized population. Likewise, tools to evaluate, control, and manage the quality of continental and coastal waters are introduced.

MA136 - Technology in Marine Aquaculture: Toward a Sustainable Aquaculture

The environmental aspects common to any aquaculture installation are addressed, analyzing coastal planning tools and the current state of technology impacting this sector. In this way, students will be able to identify the environmental aspects related to aquaculture and propose current corrective measures to minimize the impact of this activity.

MA140 - Fishery Management

By studying this subject, students will gain a global view of fisheries and learn about the different factors involved, from resource exploitation to the first sale at the fish market. Furthermore, they will learn to evaluate the state of a fishery, as well as establish the best corrective measures for the conservation of the resource from a biological and economic point of view.

MA139 - Management of Natural Marine Protected Areas

The necessary natural, socioeconomic, and legislative criteria for the proper management of marine natural spaces with some protection status are established. The knowledge required for the design and establishment of the location of marine natural areas to protect is also provided.

MA137 - Management of Biological Contamination

The composition of various pests of species called 'anti-economic' is analyzed from a biological and socioeconomic point of view, and the current systems of tracking and control are presented. Moreover, the methodology for analyzing the biological quality of coastal waters is also introduced.

MA098 - Business Environmental Management: ISO 14001

In a highly visual manner, abundant with graphics, guidelines are provided to implement an environmental management system in any type of company, according to the international standard ISO 14001 or European EMAS, including a practical case of application to a company manufacturing metal parts.

MA028 - Potentially Contaminated Marine Ecosystems

The study of the functioning of marine ecosystems forms the basis for evaluating the impacts suffered by the sea's biotic environment. Following this premise, topics of great ecological interest will be addressed, from the classification of organisms living on our coasts to the relationships between them. Additionally, the natural parameters that influence the distribution of organisms on our coasts will be identified.

MA029 - Environmental Factors that Affecting Pollutants

In the sea, there exist a series of dynamic systems that condition the presence and concentration of anthropogenic pollutants. It is essential to approach these systems to understand their real impact. Specifically, the physical processes that govern the circulation and diffusion of pollutants and the chemical reactions that occur in the environment are discussed.

MA030 - Pollutants

A distinction is made of those polluting agents that alter the natural balance of the marine environment. In particular, the main sources, the chemical forms in which they can appear, the primary physical and biological processes they undergo, their effects on marine organisms and communities, and, if they exist, the corrective measures that are applied, are identified. The contents address the following topics: heavy metals, hydrocarbons, organochlorine compounds, radioactivity, thermal pollution, exotic species, and wastewater.

MA031 - Toxicology

This section aims to answer the following questions: What happens when a contaminant comes into contact with an organism? How can one assess whether a coastal environment is contaminated by a certain pollutant? To answer these and other questions, a detailed description is provided of the toxicological tests to be performed, the types of possible poisoning, and the factors affecting toxicity.

MA142 - Recovery of Contaminated Soils

The subject reviews the usual pollutants present in the soils and on the processes and interactions that occur within them. In turn, an in-depth review of the necessary tools to carry out the characterization of soil pollution is presented, as well as the recovery technologies used in soil decontamination and their subsequent monitoring and control.

MA208 - Mining and the Environment

The study of mining and its environmental repercussions is approached from different points of view, assessing the impacts produced during all phases of the activity within the current legislation. Likewise, the guidelines for implementing a Management System are provided through the elaboration of a real case study of a mining activity.

MA245 - Climate Change Agreements, Negotiations and Instruments

This subject provides global governmental initiatives, as well as international negotiations and financial performance to date, so as to develop actions for climate change adaptation and mitigation in collaboration with the private sector, in addition to institutional capacity building, public awareness, education and training.

MA246 - Vulnerability and Adaptation to Climate Change

This subject highlights that the problem of vulnerability and adaptation to change depends not only on climatic conditions, but also on the social and economic conditions of the population, sector or region under study. It is essential to consider the possibility of incorporating adaptation measures or strategies into the policies of each sector and into biodiversity, desertification, and poverty reduction programs. That is to say, to combine the efforts being made within these diverse sets of policies in order to optimize and make the efforts coherent that until now have been dispersed.

MA248 - Climate Change Science and Policy

This subject discusses the interdependence between science and policy in addressing climate change issues. Indeed, both concepts must be indissoluble, with governments having the obligation to include regulations and policies to develop actions that enable adaptation and mitigation, in addition to institutional capacity building, public awareness, education and training.

MA282 - Climate Change Mitigation

Sectoral climate change mitigation

Residential, institutional and commercial building sector. Transportation sector. Industrial sector. Energy sector. Agricultural sector. Forestry sector. Waste and wastewater disposal.

Energy resources

Global quantities, resources, potential and energy sources. Non-renewable energy sources. Renewable energy sources.

Current and future global energy framework

Evolution of energy consumption and population. Energy balance. World energy framework. Expectations for the use of renewable energies.

The current context of renewable energies

Main criticisms of renewable energies. Energy potential of renewable energies. Environmental impact of renewable energies. Policies for the implementation of renewable energies. Wind energy. Solar thermal energy. Photovoltaic solar energy. Biomass energy. Minihydraulic energy.

Other processes for energy conversion of the organic fraction of waste

Combustion/Incineration. Pyrolysis. Gasification. Methanization or anaerobic fermentation. Energy recovery from WWTP sludge. Degassing of controlled tanks.

Carbon sequestration and storage in soils

CO₂ collection. Production and estimated costs. CO₂ transportation. CO₂ storage technologies.

Secondary wastewater treatment

Aerobic and anaerobic treatments. Principles of biological purification. Natural biological treatments. Installation treatments. Other biological treatment systems.

Bioclimatic architecture

Passive solar architecture. Construction criteria.

MA093 - Recovery Engineering and Solid Residue Treatment

The waste management hierarchy is presented in this subject. Firstly, selective collection is studied as a method of waste homogenization so that when transported to the separation plant, they can directly feed the treatment line of the sub-product they contain. Furthermore, several valorization procedures, such as composting, methanation, pyrolysis, etc., and controlled deposits or landfills are explained in detail.

MA039 - Industrial Wastewater Treatment

The characteristics of wastewater are thoroughly presented, depending on the industrial activities that generate them (textile, paper, food, surface coating, among others), and the most suitable treatments for each particular case. In this regard, the aim is for the student to be able to apply the best available technology to each type of water according to its origin.

MA095 - Treatment of Gaseous Effluents

Those pollutants that can cause harmful effects on humans and their environment are described, mainly as a result of the use of fossil fuels in energy generation, heating systems, and motor vehicles. Likewise, the concepts of emission and immission of pollutants and the corrective measures imposed on all industries are explained, so as not to exceed the permissible quality levels while the facility remains operational under normal conditions.

MA143 - Energy Recovery

In the context of an integrated waste valorization solution, energy recovery plays a very important role. This subject details the main energy valorization processes to obtain electrical energy from waste that, under other conditions, would be deposited in the landfill. Additionally, the main "alternative" or "renewable" energy sources are described, and there is a thorough and easily understandable review with a multitude of example diagrams of the cogeneration system, as a process used and accepted for the combined production of power and heat.

MA097 - Recovery of Contaminated Soils

The subject reviews the common contaminants present in soils, and the processes and interactions that occur within them. In turn, an in-depth review of the necessary tools to carry out the characterization of soil pollution is presented, as well as the recovery technologies used in soil decontamination and their subsequent monitoring and control.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP

Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work.

5. DEPARTMENT OF HEALTH SCIENCES

5.A. MASTER IN PHYSICAL ACTIVITY: SPORTS TRAINING AND MANAGEMENT

SN039 - Structure and Function of the Human Body

The subject studies the basic aspects of human anatomy and physiology.

SN155 - Contextualization of Physical Activity and Exercise in the Health Framework

Study of the historical evolution of physical activity in relation to health and lifestyles. Study of the importance of physical activity in relation to various pathologies.

SN156 - Psychosocial Aspects of Physical Activity for Health

Study on the psychological and social factors influencing physical activity performance.

SN157 - Control and Prescription of Physical Activity

Study on general principles of physical activity prescription and its evolution.

SN158 - Physical Activity for Health with Diverse Diseases

Study of the relationship between physical activity and highly prevalent diseases.

SN159 - Physical Activity in Children and Adolescents

Study of sport physiology in children and adolescents.

SN160 - Physical Activity in the Elderly

Study on the importance of physical activity in older adults.

SN198 - Basics Aspects of Nutrition

Study of the basic biochemistry of carbohydrates, proteins, lipids, vitamins and minerals with emphasis on water balance. (prerequisite for SN217-Nutrition and Sport)

SN048 - Training Theory and Practice

Basic aspects of training and its adaptation processes in the face of physical exercise on endurance and speed. Learning and technical-tactical improvement of the athlete.

SN049 - Sports Planning

Learn to develop training plans, their execution, and the evaluation of the results obtained.

SN050 - Sport Psychology

To study the psychological factors involved in sports participation and performance, exercise and other types of physical activity.

SN042 - Kineanthropometry

Study of the human body through anthropometric measurements and evaluations in order to understand the processes involved in growth, exercise, nutrition and sports performance.

SN217 - Nutrition and Sports

Study of the physiology of sport, the metabolism of different macronutrients, the importance of proper hydration, ergogenic aids, among others, applied to the diet preparations for each sport type (aerobic or anaerobic).

SN047 - Eating Disorders in Sport

Studies what they are, how they are diagnosed, the dietary treatment to be applied, secondary complications, psychotherapeutic and psychopharmacological treatment. Learning what the evolution, prognosis and prevention will be.

SN043 - Ergogenic Aids

Study of the influence of fatigue on the athlete and how it can be improved.

DP004 - Management Techniques for Sports Team

The subject covers general aspects of management and the conscious and systematic influence on groups and individuals during a given activity.

SN228 - Case Study and Resolution for Sports Training

Seeks the application and mastery by the student of concepts learned in the Master's program. The subject does not have a predefined format since the student is expected to be free to choose the topic and content.

The purpose is to demonstrate that the student possesses the ability to undertake a Master's level work (or several) in a field, topic, domain or area of knowledge. It may become the basis for the Final Project to be carried out later, with its content defined by mutual agreement between the tutor and the student.

DP001 - Administration and Management of Sport Entities

Study of the functions that a director of sports entities must perform, as well as the legal bases that govern sports at the international level.

DP002 - Strategic Management and Planning of Sport Organizations

The subject enables the understanding and implementation of strategic planning in sports organizations and entities, focusing on their strengths and weaknesses to achieve the proposed goals and objectives.

DP003 - Sport Marketing. Applications

Study of the tools that enable attracting and achieving the loyalty of satisfied customers, profitability and positioning of a sports entity or organization, and understanding of the meaning, nature and scope of the commercial function in sports.

DD1021 - Strategic Human Resources Management

Study of organizational behavior with special attention to the behavior and motivation of people and their interaction with the environment.

DP004 - Management Techniques for Sports Team

The subject covers general aspects of management and the conscious and systematic influence on groups and individuals during a given activity.

DP006 - Techniques for Management and Leadership in Sports

Study of the techniques and the behavioral process that influences the behavior of athletes to obtain satisfactory results.

DP007 - Information Society and Sport

Analysis of the sociocultural model we live in today, characterized by the sharing of information, the elimination of distances and time thanks to social communication and technology.

SN048 - Training Theory and Practice

Contribution on the fundamental principles associated with the improvement of physical quality performance in physical-sports activities.

SN229 - Case Study and Resolution for Management Skills

Seeks the application and mastery by the student of concepts learned in the Master's program. The subject does not have a predefined format since the student is expected to be free to choose the topic and content.

The purpose is to demonstrate that the student possesses the ability to undertake a Master's level work (or several) in a field, topic, domain or area of knowledge. It may become the basis for the Final Project to be carried out later, with its content defined by mutual agreement between the tutor and the student.

FP092 - Methodology of Scientific Research

This subject presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

MFP/Practicum

Although the Practicum and the Final Project are listed separately in the program, both are two distinct phases of the same process that culminates in the presentation of a single work. Broadly speaking, the process consists of the student selecting a topic of study that is of special interest to them and carrying out a monographic work. The practicum part corresponds to the field study, analysis or design phase.

5.B. MASTER IN NATUROPATHIC SCIENCES – ACUPUNCTURE

SN259 - Human Anatomy and Physiology

This subject analyzes the different anatomical structures of the human body and bodily functions, as well as homeostatic regulation.

Provides knowledge on the fundamental principles of structure, organization and functions of the body. Includes the disciplines of human anatomy and physiology. The integration of both disciplines aims to provide an understanding of the different structural parts of a cell, the association of numerous cells in a tissue, the grouping of tissues to form an organ, and what are and how do the apparatuses and systems of the human body work.

SN260 - Organic Chemistry

The Organic Chemistry subject is included with the purpose of achieving the proper study of the great variety of concepts, principles and fundamentals that make up organic chemistry.

It introduces the study of the structures, properties and reactions of organic substances also present in the human body.

It shows the student the foundations of organic chemistry, beginning the study with the simplest structures to the most complex structures.

FP092 - Methodology of Scientific Research

The subject examines the techniques and stages of scientific research, the analysis between variables, the guidelines for organizing data and developing logical reasoning to compare populations.

It presents the stages of the research process and its techniques to provide students with an approach to the scientific method and facilitate their contributions within their field of work.

SN085 - History of Biological-Naturopathic Medicine

This subject is introduced with the purpose of delving into past historical concepts to understand current Biological-Naturist Medicine and also past philosophical foundations to delve into Traditional Chinese Medicine.

It provides a profile of past medical schools around the world. The sequence of studies ranges from the medicine of ancient India (Ayurveda), the medical tradition of Egypt, ancient Mesopotamia, Greek, presocratic, and pre-Columbian American medical schools, to the naturopathy of the 20th and 21st centuries. In addition, it encompasses from primitive man, the Shang - Yin dynasty, the Zhou dynasty, the era of the three kingdoms, the Xi Jīn and Hòu Jīn dynasties, the Suí, Táng and Wudài dynasties, the Sòng and Míng dynasties up to the present day.

SN086 - Biological Vision of Organic Dysfunction

This subject is incorporated with the purpose of imparting a global vision of what disease is, what the most common health disorders are, and their relationship with the different organ systems, the regulation of the acid-base system, and the role of toxins in organic dysfunction.

It provides the student with a biological vision of organic dysfunction from the perspective of disease as a single pathological unit. Additionally, it emphasizes the importance of basal metabolism, electrolyte balance, homotoxins, and the role of detoxification in correcting organic dysfunction.

SN017 - Nutritional Biochemistry

This subject is introduced with the purpose of providing a scientific approach to nutrient metabolism by describing its function at the cellular and molecular level with emphasis on metabolic pathways, enzymology, and metabolism regulation. Likewise, cellular signaling, gene expression regulation, and the fate of macronutrients are analyzed.

It encompasses in detail the study of cellular signaling and gene expression in the regulation of metabolism. Moreover, it delves into the metabolic fate of carbohydrates, lipids, and amino acids.

SN018 - Evaluation of the Nutritional Status

This subject is introduced with the purpose of deepening the different techniques for determining food and nutrient intake (food survey) and nutritional status assessment techniques (anthropometry and body composition).

It particularly focuses on the assessment of the nutritional status of the individual or population, paying special attention to the areas of determining food and nutrient intake, through the scientific use of food surveys; it introduces the student to the main tools for evaluating nutritional status.

SN101 – Constitutional Types in Acupuncture, Homeopathy and Naturopathy

This subject is introduced with the purpose of delving into the different constitutional types into which the individual has been classified throughout the history of medicine.

Study of constitutional types in conventional medicine, in acupuncture, in homeopathy, and in naturopathic medicine.

SN087 - Naturopathic Diet and Dietary Sensibility

This subject particularly focuses on the description of the mechanisms that the human body uses to assimilate nutrients from food, alterations in intestinal permeability, and the most outstanding nutritional theories, following a strictly hygienist and/or naturopathic approach.

SN136 - Voll Electroacupuncture and Bioresonance

This subject is incorporated with the aim of providing naturopathic science students with efficient diagnostic methods that allow for a more effective causal treatment of diseases.

Study of Voll's Electroacupuncture in comparison with Chinese Acupuncture, knowing what Bioresonance is, its applications, and uses.

MN012 - Nutrition in Common Pathologies

This subject is incorporated with the aim of examining those factors that influence the development of certain diseases such as obesity, diabetes, arterial hypertension, arteriosclerosis, osteoporosis, cancer, oral-dental conditions, constipation, and alcoholism; in addition to appropriate dietary recommendations to prevent or treat these diseases. Contributions from a balanced nutrition in the prevention and treatment of these pathologies are also considered.

SN094 - Anti-Aging Therapy, Free Radicals and Antioxidants

This subject is introduced with the aim of appreciating the main theories on aging, its genetic and hormonal influence, the role of free radicals and antioxidants, environmental toxins, diet, detoxification, and longevity.

It focuses on the effects of premature aging caused, above all, by oxidative stress. In addition, it provides competencies that allow the naturopathic professional to apply "antiaging" therapies with the aim of delaying or reversing physiological damage.

SN096 - Orthomolecular and Trace Element Therapy

This subject is introduced with the goal of deepening the role of vitamins, minerals, and trace elements in relation to health.

It aims to review trace elements and provide a comprehensive and practical view of orthomolecular therapy for its correct application.

SN099 - Colon Hydrotherapy

This subject is introduced with the purpose of evaluating the methodology of colon hydrotherapy, its use over the years, and the physiological concepts of its application.

SN011 - Phytotherapy

This subject is introduced so that the student can delve into the scientific analysis of phytotherapy and its trends, the active principles of plants, their mechanisms-of action, their galenic preparation, and their application and phytotherapeutic potential.

It particularly focuses on the study of plants for therapeutic purposes, and pays special attention to the identification of different varieties of medicinal plants, their collection, storage, active principles, mechanisms of action-, and appropriate use of preparations.

SN088 - Aromatherapy

This subject focuses on examining the application of volatile oils from certain plants as a method of promoting health in physical and mental processes.

It focuses on the study of the essential oils of certain plants, their extraction, the most appropriate galenic forms and their main paths of administration.

MTC001 - Basic Theory (Part I)

This subject aims to introduce students to Traditional Chinese Medicine, through the study of its specific theories and clinical reality, vital substances, organs and their functional spheres.

Thus, students undertake a progressive learning of the basic medical concepts from the past and their relationship, influence, and reciprocity with modern concepts.

MTC002 - Basic Theory (Part II)

Basic Theory (Part II) delves into Traditional Chinese Medicine through three fundamental concepts: meridians, etiology, and pathophysiology.

The subject presents another fundamental concept of Chinese medicine: the meridians or preferential routes of circulation of fundamental substances, especially "Qi".

MTC003 - Diagnosis

The Diagnosis subject delves into the protocol to follow in the two stages of the diagnostic process in Chinese Medicine: data collection and analysis and interpretation, using observation, auscultation, development, and palpation or pulse.

This subject is of great importance, as it presents diagnosis as the data collection method that enables the clinical professional specializing in Traditional Chinese Medicine to propose the most appropriate treatment based on the established diagnosis.

MTC007 - Differentiation of Syndromes

This subject immerses the student in the concepts of methodology, identification, and differentiation of syndromes.

It showcases the methodology for identifying and differentiating syndromes according to the eight principles, Qi, etiology, the five elements, meridians, and organs.

MTC008 - TCM Therapeutics

This subject introduces the purpose of applying the theme of prevention, treatment, and medical history in TCM.

It shows students how to prevent a disease before it appears and cure diseases from the root using various treatment methods and classic prescriptions of Traditional Chinese Medicine. The importance of the medical history is also emphasized, highlighting the key points and aspects to consider during its development.

MTC009 - Auriculotherapy

This subject introduces the purpose of initiating students in the study of auriculotherapy through its history, its different schools, auricular anatomy, diagnostic tools, and treatment techniques.

It focuses on the detailed and individual study of Auriculotherapy, or the method for diagnosing and treating the human body through the auricular pavilion.

MTC010 - Meridians and Points (Part I)

This subject is introduced with the purpose of developing the topic of meridians and acupuncture points.

It presents the concept, classification, nomenclature, general actions, and location methods of acupuncture points.

MTC011 - Meridians and Points (Part II)

This subject is introduced with the purpose of developing the topic of meridians and acupuncture points.

It presents the specific points, location, and energetic function of the various meridians of the body.

MTC012 - Acupuncture Techniques

This subject is introduced with the purpose of developing various acupuncture techniques such as moxibustion, cupping, microbleeding, skin acupuncture and intradermal acupuncture, cranial acupuncture, electroacupuncture, and laser.

It shows students the basic action protocol for the use of these techniques.

MTC013 - Acupuncture - Internal Medicine

This subject focuses on developing the principles and acupuncture protocols directly related to internal medicine and its pathologies.

It shows students the pathophysiology and treatment with acupuncture and moxibustion of cardiorespiratory, gastrointestinal, nervous system, psychoemotional, and genitourinary pathologies.

MTC014 - Acupuncture - Specialties

This subject introduces the treatment strategies with acupuncture and moxibustion of gynecological, pediatric, ophthalmological, and dermatological pathologies.

It shows students the pathophysiology and treatment with acupuncture and moxibustion of various pathologies.

MTC016 - Pharmacopoeia 1

This subject focuses on developing the Materia Medica of Traditional Chinese Medicine and its Subjects.

It shows the students the various therapeutic practices carried out throughout history concerning energy supplements and their evolution. Similarly, it reveals the methods to be employed in their production and their therapeutic uses in Traditional Chinese Medicine.

MTC017 - Pharmacopoeia 2

This subject focuses on developing the Materia Medica of Traditional Chinese Medicine and its Subjects.

It shows the students the various therapeutic practices carried out throughout history concerning energy supplements and their evolution. It also illustrates the methods to be followed in their manufacturing and therapeutic utilities in Traditional Chinese Medicine. In addition to identifying the most common energy supplements in Chinese therapy energy supplementation.

MTC018 - Prescription

This subject discusses the techniques of prescription in Traditional Chinese Medicine and the analysis of its formulas.

It provides students with a brief introduction to the history and importance of prescription in Traditional Chinese Medicine, and delves into formulas that release the surface, release heat, are laxative, harmonize, expel dampness, transform phlegm, warm the interior, tonify, and regulate Qi.

MTC019 - Treatment in Phytotherapy (MI)

This subject is incorporated with the purpose of developing the pathologies and their phytotherapeutic treatments.

It introduces the students to the herbal treatment of various pathologies such as colds, cough, asthma, palpitations, insomnia, depression, gastralgia, abdominal pain, diarrhea, dysentery, constipation, vomiting, jaundice, diabetes, hemorrhages, edema, stroke, syncope, headache, vertigo, lower back pain, among others.

MTC020 - Dietetics in Traditional Chinese Medicine

This subject is incorporated with the purpose of learning about the dietary treatment according to traditional Chinese medicine.

It introduces students to the general concepts of traditional Chinese dietetics, identifying the characteristics of foods, preparation techniques, and dietary treatment according to syndrome differentiation.

MN005 - Homeopathic Basics and Principles

This subject is incorporated with the purpose of deepening in the history of homeopathy, the basis of homeopathic pharmacopoeia and its methodology.

It presents the student with a profile of the history of homeopathy, the principles that govern it, the concept of symptom hierarchy, and prescription methods that expand the field of action of Homeopathy as a therapeutic modality.

MN006 - Homeopathic Method Application

This subject is incorporated with the objective of evaluating homeopathic therapeutics in acute and chronic pathology.

It focuses on the study of homeopathic therapeutics in acute and chronic pathology, key medicines, considerations on consultation, and therapeutic options.

MN007 - Homeopathic Materia Medica

This subject is incorporated so that the student can develop an individual and detailed study of the most commonly used homeopathic medicines.

It focuses on the individual and detailed study of the most frequently used homeopathic medicines, using the Homeopathic Materia Medica as a reference.

MN016 - Homeopathic Therapeutics in Acute Pathology

This subject is incorporated for the purpose of examining in detail homeopathic therapeutics in acute pathology, homeopathic medicines used successfully in medical practice in different disorders depending on the stage of the disease and the affected apparatus.

It focuses on the set of homeopathic protocols for acute pathologies, paying particular attention to those remedies which, based on clinical experience, the homeopath has successfully used depending on the disease phase and the affected organ system.

MN017 - Homeopathic Therapeutics in Chronic Pathology

This subject is incorporated with the purpose of analyzing in depth homeopathic therapeutics in chronic pathology, homeopathic medicines used successfully in medical practice in different disorders depending on the stage of the disease and the affected apparatus.

It focuses on the set of homeopathic protocols for chronic pathologies; paying particular attention to those remedies that, based on clinical experience, the homeopath has successfully used according to the stage of the disease and the organ system affected.

SN098 - Kousmine Method

This subject is incorporated with the purpose of analyzing the methodology used by Dr. Kousmine and his five pillars of support.

This is a subject of great importance, as it introduces the student of naturopathic sciences to the study of a method aimed at the prevention and treatment of chronic and degenerative diseases.

SN102 - Homeopathy and Homotoxicology

This subject is incorporated with the objective of examining the principles that govern both therapeutic methods, and to distinguish the different ways in which they can be applied.

The aim is to study homeopathy through its history to understand its principles, define health and the healthy individual, classify the types of energy, analyze the value of the symptoms to establish a diagnosis, write a prescription, provide guidelines for administering medicine, treat chronic diseases and understand the biological action of toxins in the body.

SN103 - Sophrology

This subject is incorporated with the purpose of introducing the student of naturopathic sciences in the review of human consciousness, as well as the mechanisms susceptible to modify it for therapeutic or prophylactic purposes.

Study of sophrology and its applications, through the study of its objectives and principles, phenomenology, consciousness and the terpnos logos.

SN105 - Spagyria

This subject delves into its story, evolution and basic principles on which this therapeutic system is based.

Study of spagyric medicine, its principles, origin, evolution, preparation of medicines and methodology.

SN097 - Neuraltherapy and Neurofocality

This subject is incorporated with the objective of reviewing a therapeutic method based on the use of local anesthetics for therapeutic and diagnostic purposes; to know its history and to understand how the vegetative system works and its importance for these medical practices.

MN014 - Naturopathic Evaluation Methods

This subject is incorporated with the purpose of evaluating and measuring in an adequate and objective way the biological terrain or internal health conditions of the human organism, using samples of hair, urine, saliva and some drops of blood, which facilitates the detection of the biochemical, physiological and nutritional requirements of the patient.

It deepens in the analysis of several naturopathic evaluation methods: Reams Biological Ionization Theory (RBTI Analysis). Live Blood Microscopy and Tissue Mineral Analysis; as well as, the basics of interpretation of conventional blood tests from a strictly nutritional perspective.

MN015 - Massage, Reflexology and Kinesiology

This subject is incorporated with the purpose of providing the student of naturopathic sciences with the knowledge and skills necessary to apply the different therapeutic methods of these naturopathic modalities.

Introduces the student to the study of the basic concepts and practical skills related to the therapeutic application of massage, reflexology and kinesiology.

SN091 - Heliotherapy, Thalassotherapy, Aerotherapy and Geotherapy

This subject is incorporated for the purpose of assessing the history of each of these therapeutic modalities and the general guidelines for their application.

It pays special attention to the therapeutic applications of heliotherapy, thalassotherapy, aerotherapy and geotherapy.

SN090 - Ozone Therapy

This subject is included with the objective of analyzing in detail ozone, ozone therapy, its biochemical action on the organism, its application and toxicity.

This subject focuses on the study of ozone and its properties. It also analyzes the therapeutic concepts of ozone therapy.

MN013 - Iridology and Sclerology

This subject is incorporated with the purpose of providing the naturopathic sciences student with the knowledge and skills necessary to perform health evaluations using iridology and sclerotherapy.

Introduces the student to the study of basic, intermediate and advanced concepts related to iridology and sclerology as naturopathic evaluation methods.

SN104 - Bach Flowers

The Bach Flowers subject is included with the purpose of delving into the therapeutic effects of elixirs or essences extracted from certain flowers for the most common emotional disorders affecting in people.

The aim is to learn about flower therapies, their history and ways of working, as well as the therapy pioneered by Dr. Edward Bach.

MN018 - Schüssler Salts

In the Schüssler Salts subject, 12 mineral salts that make up the various tissues of the organism and whose deficiency in the body can cause different clinical symptoms and pathologies are analyzed.

The subject explains the origins of Schüssler Salts therapy, their roles and importance in the body, their use in treating various common pathologies, and the proper dosage and manner of administering.

SN100 - Hydrology, Mineral-Medicinal Waters and Balneotherapy

The subject of Hydrology, Mineral-Medicinal Waters and Balneotherapy is included with the purpose of understanding one of the most widely used methods since ancient times to prevent and treat diseases through the therapeutic action of water. This is achieved through the study of the method's history, its therapeutic action, water, balneotherapy techniques, thermalism and mineral-medicinal waters.

SN093 - Pulsed Magnetic Wave and Hyperthermia

The Pulsed Magnetic Wave and Hyperthermia subject is included with the objective of examining the curative application of electricity and magnetism, the electrical properties of cells, electromagnetic fields, water in the human body and main methods of treatment.

It focuses on the study of electricity and magnetism, their healing effect and the main applications of Bioelectromagnetism in the treatment of diseases.

SN089 - Biological-Naturist Therapies in Common Diseases

The subject of Biological-Naturist Therapies of Common Diseases is included with the objective of evaluating biological-naturist therapies and their specific application in common diseases.

MN019 - Supervised Extracurricular Work Placement

Supervised Extracurricular Work Placements are included to complement the knowledge acquired, favoring the practice of naturopathic competencies that prepare students to exercise their profession and foster their capacity for entrepreneurship. This practice enables students to promote cooperative and collaborative work among peers to respond in an open, critical and reflective manner to the diverse expressions in which the interaction between society, knowledge and technology is manifested; to enable them to develop in their professional and/or scientific field in an autonomous, optimal and efficient manner; as well as to develop the skills and attitudes required to become professionals capable of providing the health care that society requires.

MN100 - Master's Final Project (MFP)

The Master's Final Project enables students to prepare a complete document displaying the full development of their proposed project. The project must be a contribution to some of the studied fields or their relationship, both theoretical and applied, while respecting the doctrines, theories and related disciplines.

The approval of the Master's Final Project is a one-person activity. The student will demonstrate their maturity and ability to solve a specific problem in naturopathic health through their project. The process of completing the Master's Final Project follows a process that combines direct work with the Thesis Director and sharing experiences through the means established for the Program in the Virtual Campus.

MTC025 - "Stage" in hospital

This stage takes place in a Hospital in the P.R. China, organized by the TCM College together with the European TCM Foundation that complements the knowledge acquired, favoring the practice of competencies in traditional Chinese herbal medicine and acupuncture that prepares students to exercise their profession and encourage their capacity for entrepreneurship.

This stage allows students to promote cooperative and collaborative work among peers to respond in an open, critical and reflective manner to the diverse expressions in which the interaction between society, knowledge and technology manifests; to enable them to develop in their professional and/or scientific field in an autonomous, optimal and efficient manner; as well as to develop the skills and attitudes required to become professionals capable of providing the health care that society requires.

Students will be distributed in small groups and will visit the acupuncture, tuina and internal medicine departments of a Hospital in the P.R. China selected by the TCM College together with the European TCM Foundation. In addition to the hospital visit, students will participate in complementary activities related to Chinese medicine (specialized lectures, practicing Tai Ji - Qi Gong and visiting museums).

5.C. MASTER IN PUBLIC HEALTH

SP027 - Writing, Reading, and Comprehension of Written Texts

This subject is focused on guiding students in the elaboration of texts appropriate to academic parameters and writing standards, taking into account reading comprehension. The basic fundamentals of scientific writing, elaboration and organization of academic texts and topics related

to the reading process will be presented. The stages for the construction of scientific texts require an ordering of ideas that begin with the proper reading and interpretation of documents, so reading strategies and interpretation of the contents transmitted through the texts are presented.

CI109 - Basic Mathematics

This subject covers the most general aspects, as well as the concepts and categories, which are oriented to the mathematical teaching for health sciences. To integrate all fields of scientific and professional knowledge, healthcare professionals must be able to understand and use the laws, principles, language and structure of mathematics.

SP026 - Fundamental Concepts in Public Health

Public health is a field of study and action of problems related to population health. Thus, the phenomena of health and disease in populations are the object of study for public health and various disciplines, from biomedical to psychological and social, converge for such purposes. This subject provides an overview of the conceptual and operational bases underlying public health, so that the student with no previous training in health sciences can understand and manage the main concepts of the field of public health.

SP001 - Public Health Contextualization

This subject focuses on systematizing the most important and fundamental events of the past, in order to understand the current situation of Public Health. It describes the evolution of public health, from sanitary measures to a broader concept of individual and collective health care that encompasses many factors, such as social, economic, environmental and others.

BT009 - General Bioethics

This subject focuses on presenting the main notions of ethics, in order to situate ethics as a philosophical discipline that is distinguished from spontaneous moral knowledge, moral theology and science. These parameters, through the introduction of the natural moral law and moral conscience, are shown to be capable of guiding human activity, since they are based on the very nature of the human person. Thus, it seeks to strengthen the awareness of personal responsibility in the knowledge of the natural moral law, the formation of one's own conscience and full personal fulfillment in action.

SP002 - Social Determinants of Health

This subject first provides a framework of the basic definitions necessary in the analysis of equity and measurement of inequalities in health; secondly, it describes some theories and explanatory models about the relationship between social inequalities and health; and the mechanisms that generate inequalities still in force in the world.

SN1013 - Epidemiology I

This subject deals with the factors that determine the health of populations and exposes the fundamentals of synthetic measures that make it possible to assess and compare the state of health, tasks that contribute to more rational decision-making and more efficient resource allocation. Thus, the subject is aimed at developing knowledge about the science that studies the frequency of disease

in the population and its determinants, along with acquiring knowledge about its methodology and applications in evidence-based health practice.

SP003 - Demography and Public Health

This subject focuses on the study and understanding of population characteristics and the number and characteristics of the individuals that make up a community or a country. Within these populations there are particular dynamics that play a determining role in their epidemiological and social transformations. Thus, by integrating indicators such as fertility, mortality, migration and others, a closer approach to the definition of Demography and Public Health is obtained.

SP004 - Health-Disease Process and Equity

This subject will address theoretical and conceptual aspects that are relevant to the understanding of the health-disease process and equity, from a historical-social perspective. The main paradigms that attempt to explain this process are presented, and how the generation of new scientific knowledge has made it possible to advance in new and better forms of organization-action for the promotion of health, prevention, treatment and rehabilitation of the disease.

DD1012 - Health Systems

This subject provides the definitions that make it possible to understand the impact of health administration on the population, through the analysis of health policy models, as well as the characteristics of a health system. In addition, it presents the historical development, characteristics and evolution of primary care, as well as the structure, characteristics and classification of a hospital center. Finally, it addresses how to carry out an adequate diagnosis of a health system according to the needs, resources and limitations that a health system should have, in order to be able to carry out a feedback and analysis for the continuous improvement of the systems.

SN356 - Epidemiology II

This subject establishes the bases of qualitative research methodology, in a pedagogical way that deepens in the different components of qualitative studies, but leaving open the possibility for students to reflect on the relevance of this approach in their daily work or in the development of their own research. In summary, an updated vision of the fundamentals and ways of development of qualitative research applied to health is available, which will allow the student to understand these investigations from their different visions and to make the best use of the knowledge that emerges from this type of research.

DD1008 - Health Care Services Management

This subject provides an insight into the knowledge of management in the context of health services. To this end, the basic aspects that facilitate the understanding of the organization, its management and environment, the identification and confrontation of problems and the use of opportunities are highlighted, while at the same time guiding the correction of erroneous actions that are generated in the care process of a consulting user who comes to a health facility of whatever level of complexity it may be. It contemplates the review of general aspects, but also technical topics, with a particular interest in management control, in the characteristics of health systems in order to raise the level of health of the population.

DD1004 - Health Economics

The health economics subject focuses on the development of theoretical knowledge related to the most relevant aspects of health systems and markets, the main economic and health models and the specific characteristics that this discipline acquires in the provision of health from the point of view of the community. The purpose of the subject is to provide the student with a vision of the economic processes and economic analysis applied to health, to understand the economic dynamics applied to this sector within the general socioeconomic and political context, in order to facilitate decision making in professional performance.

CSJ024 - Statistics I

This subject focuses on familiarizing the student with everyday life experiences, such as those involving chance, or situations in which there is a preconceived theory regarding the characteristic of the population under study. Thus, the subject's objectives involve the practical application of statistics, from descriptive statistics, probabilities, confidence intervals, statistical sampling, to contingency tables and hypothesis testing.

SP005 - Health and Social Protection Policies

This subject is focused on the development of theoretical knowledge related to the ways in which the State guarantees the social welfare of the people and develops public policies to solve the problems that arise in societies. The purpose is to provide the student with a contextualized vision of the processes that generate public policies, in order to provide a critical analysis tool regarding the vectors that direct their design and implementation.

SP006 - Public Health Surveillance

This subject focuses on describing the different methods for the development of public health diagnostics, given that in order to meet the objectives of public health, it is necessary to carry out surveillance of events that affect the health of populations. Therefore, it is important to conduct public health surveillance, which involves the systematic and ongoing collection, analysis and interpretation of specific outcome data for use in the planning, implementation and evaluation of public health practice.

SP007 - Design and Evaluation of Public Health Programs

This subject focuses on providing the basic concepts and tools necessary for the development and evaluation of public health programs. By identifying the needs and determination of health priorities, different public health programs or interventions are developed following the guidelines described above based on the information analyzed in each context. In addition, the evaluation stage of the instruments or interventions developed is considered.

SN331 - FP Health Seminar

In the FP Health Seminar, students will learn the correct techniques for an efficient search of scientific information, how to easily recognize dishonest practices in the writing of texts, such as plagiarism, the rules of bibliographic citation, the types of research studies in health, ethical issues and the different phases in the development of the Final Project.

MA030 - Pollutants in the Environment

In this subject a distinction is made between those agents that alter the natural equilibrium of the marine environment. In particular, the main sources, the chemical forms in which they can appear, the primary physical and biological processes they undergo, their effects on marine organisms and communities, and, if they exist, the corrective measures that are applied, are identified. The contents address the following topics: heavy metals, hydrocarbons, organochlorine compounds, radioactivity, thermal pollution, exotic species, and wastewater.

SP009- Environmental Risks and Public Health

This subject provides the conceptual basis for the definition, identification and evaluation of environmental hazards, vulnerabilities and risks, and their relationship with public health. Understanding environmental risks related to water, air, soil, food and weather conditions (environmental factors), as well as their potential deleterious effects on people's health, has become an institutional priority at the international level.

SP010 - Environmental Toxicology and Public Health

This subject explains the variables that must be taken into account in the toxicology area to prevent and/or manage an event. From its basic principles, the behavior of a toxicant in the human body, routes of exposure, how we can find them in the environment, the side effects that they generate to human health and finally how we can evaluate the damage of a toxicological process and/or determine the action of an unknown substance at different levels of research.

SN271 - Public Health Applied to Nutrition

This subject addresses public health from its different determinants, as well as the fundamental concepts of nutritional epidemiology. It also studies both the design of community nutrition programs, taking into account ethical aspects, and the planning of public policies through the use of timely outreach and education strategies.

SP018 - Tools for the Development of Community Nutrition Programs

This subject studies the basic elements to develop community nutrition interventions, through the proper diagnosis of the situation and a subsequent formulation, implementation, monitoring and evaluation of the programs, with emphasis on the importance of communication during the process and the different ethical considerations in public health applied to community nutrition.

SN266 - Food, Health, and Communication

This subject deals with various concepts related to nutrition such as eating behavior in different stages of life, self-care and health knowledge, nutritional transition experienced in recent times as a result of globalization, communication for nutrition education and for dealing with patients and, finally, regulation in nutritional marketing and advertising of food products.

IP004 - Occupational Medicine

This subject provides the basics of occupational medicine, focusing on its objectives, functions and pathologies, as well as the preventive techniques used by this branch of medicine to monitor the

health of workers. The methods for determining the frequency of occurrence of occupational diseases according to time, place and people are then studied, as well as the principles for planning and implementing health programs as part of the company's general policy.

SP011 - Occupational Toxicology

This subject is focused on the development of theoretical knowledge related to chemical substances to which workers are exposed in their work environments, and to know the prevention, diagnosis and treatment measures currently available. Its purpose is to provide the student with a current and systematic view of the general concepts of toxicology, but framing them in a special space such as the work environment, in which there are specific situations and incentives that make a difference with toxicological exposures in the general population.

SP012 - Prevention of Specific Occupational Hazards

This subject focuses on the theoretical knowledge related to the different types of risks existing in work environments and the preventive actions that must be taken to avoid these risks from becoming harmful to workers' health. The subject's purpose is to provide the student with a current and systematic vision of the general concepts of occupational risk prevention, in a didactic way that allows to collect a maximum of concepts and offers a global vision of the disciplines involved in risk prevention, its objectives, its field of action and the way in which they develop their activities.

TR046 - Strategic Management of Human Resources

This subject aims to design the conceptual and methodological framework to recognize the systemic and strategic approach of current Human Resources Management (HRM).

DD041 - Team Management Techniques

This subject discusses the theoretical and practical elements of groups and teams, their characteristics, techniques and tools for effective management.

TR024 - Management Techniques and Organizational Leadership

The general objective of this subject is to learn and delve into leadership and management styles, their relationship, differences, importance and theoretical approaches, as well as the competencies and skills necessary to exercise them.

SP013 - Care Communication

This subject provides the conceptual basis of communication theory, the definition of healthcare communication and its applications, and the myths and mistakes that are made during communication in the healthcare field. Knowing the basics of communication theory, it is possible to identify what is important and what is incidental (signal/noise) in the clinical interview, as well as to plan an adequate design of the healthcare professional-patient relationship in the healthcare setting.

D0016 - Methodology of Scientific Research

The subject provides an overview of the methodology of scientific research, with the objective of developing research projects, providing tools, techniques and methods to facilitate the search for information in health sciences and the approach and resolution of problems.

MT - Master's Thesis

The Final Project is an individual training activity that must be completed as a student in order to complete the studies of his/her program. Its objective is to elaborate a work that integrates the knowledge and skills acquired throughout the master's studies on an aspect relevant to the field of the master's degree. The project will be recorded in a written report and will have a fundamentally applied and practical orientation. However, in addition to the practical nature, the work should also include a detailed review of the state of the art, concepts and theoretical foundations related to the selected topic. In addition, to the extent possible, practical work will be based on the experience gained in the program internships.

5.D. BACHELOR OF SCIENCE IN NUTRITION AND DIETETICS

CDS001 - Human Biology I: Anatomy

The subject analyzes the anatomical structures of the human body, the different organs and systems, and the imaging techniques used for disease diagnosis, as well as the structure, configuration, position, and relationships among the various parts and components of the human body.

IYA012 - Chemistry

It explores the different biological and biochemical processes necessary for the proper functioning of metabolism at the molecular level. The fundamental principles of chemistry are also studied, including elements, compounds, their analysis, and the various types of chemical reactions.

CDS062- Cellular and Molecular Biology

The subject examines the structure, regulation, function, and interaction of cells with their environment. It covers the different types of cells and their distinguishing characteristics, as well as the mechanisms that enable living organisms to self-perpetuate.

SP027 - Writing, Reading, and Comprehension of Written Works

Guides students in the preparation of written texts that meet academic standards and writing conventions, with attention to reading comprehension. The basic fundamentals of scientific writing, elaboration and organization of academic texts and topics related to the reading process will be presented. The stages for the construction of scientific texts require an ordering of ideas that begin with the proper reading and interpretation of documents, so reading strategies and interpretation of the contents transmitted through the texts are presented.

LG001 - Learning Strategies and ICT Competencies

Provides a solid introduction to fundamental concepts for the use of technology, including bibliographic search skills and the effective use of office software tools to enhance learning processes. Offers guidelines and practical advice for the efficient use of technological tools in education, as well as guidance for developing communication skills for public presentations. Additionally, it addresses ethical aspects of internet use and explores collaborative projects in virtual environments, highlighting the use of G-Suite for effective teamwork in digital settings.

CDS005 - Human Biology II: Physiology

Provides an in-depth study of human physiology, focusing primarily on vital body functions and describing the main organs and systems that encompass them.

IYA055 - Organic Chemistry

Examines the structure, stereochemistry, and reactivity of organic compounds, emphasizing the biological importance of organic molecules and the role of organic chemistry in everyday life.

IYA009 - Mathematics

Covers the study of fundamental mathematical topics such as real functions, analytic geometry, linear algebra, and function limits, as well as differential and integral calculus and their applications across various fields of knowledge.

CDS012 - Microbiology and Parasitology

Offers a comprehensive overview of food microbiology, presenting the main foodborne diseases, infections, and intoxications, and enabling the identification of pathogenic microorganisms and parasites that may affect food quality and consumer health. It also explains prevention methodologies and control systems used in the food industry.

MM015 - Tools and Techniques for Effective Communication on the Internet

Provides an integrated exploration of digital communication, addressing two main areas: written communication and digital audiovisual communication. In the first part, students are introduced to the fundamentals of effective writing in digital contexts, learning criteria and characteristics for online writing, as well as techniques and tools to optimize online communication. In the second part, students explore the foundations of audiovisual communication and media, along with the essential elements of audiovisual storytelling. With a focus on the digital era, the subject examines key principles for creating online audiovisual content, including new audiovisual genres in the digital space. Students gain both theoretical and practical skills to successfully navigate an ever-evolving digital environment.

SN403 - Nutrition and Dietetics

Explores the principles of healthy eating and appropriate food portioning. Introduces students to the Nutritional Care Process, covering the stages of assessment, diagnosis, intervention, and monitoring. Students learn the fundamental aspects of dietetic and nutritional intervention, as well as the development of meal plans that promote wellness and disease prevention.

CDS061 - Human Biology III: Physiology

Provides an in-depth description and analysis of the functioning of the senses, the renal system, the reproductive system, and the body's glands and hormones. It also examines how the body behaves during physical exercise and explores other physiological phenomena such as thermogenesis and energy balance.

CSJ024 - Statistics I

Introduces students to real-life situations involving chance or cases in which a preconceived theory exists about the characteristics of a population under study. Thus, the subject's objectives involve the practical application of statistics, from descriptive statistics, probabilities, confidence intervals, statistical sampling, to contingency tables and hypothesis testing.

CDS008 - Biochemistry

Examines the chemical, physical, and structural properties of the main food components (water, proteins, carbohydrates, lipids, etc.) as a foundation for better understanding the physiological processes of the human body related to food and nutrition.

CSJ018 - History and Anthropology of Food

Explores the evolution of human nutrition throughout history, the cultural influences on eating habits, and the psychological aspects that shape human behavior around food.

SN405 - Assessment of Nutritional Status and Body Composition

Provides a detailed study of techniques and tools used to assess a patient's nutritional status, including dietary surveys to determine intake, clinical observation to identify symptoms, laboratory analyses to obtain biochemical data, and anthropometric measurements to determine body composition. These assessments allow for establishing the patient's baseline condition.

CDS025 - Human Biology IV: Pathophysiology and Pharmacology

Studies the structure and functioning of the human body through an understanding of diseases of the nervous, respiratory, cardiovascular, and digestive systems, as well as the pharmacological interventions used to treat these conditions.

CDS010 - Nutrition and Metabolism

Examines the biochemical and physiological processes involved in the utilization and regulation of nutrients. Includes the study of metabolism and its regulation, metabolic integration with inter- and intracellular signaling, and the metabolic pathways of carbohydrates, lipids, and amino acids. It also covers conditionally essential nitrogen compounds, vitamin and mineral metabolism, and the homeostatic regulation of water and electrolyte balance, providing a comprehensive understanding of nutrition and its role in maintaining bodily equilibrium.

LG002 - Food Science I

Provides an in-depth study of the many aspects of food related to diet, nutrition, and health, including origin, physical, chemical, and biological properties, hygienic and sanitary conditions, and legal requirements for commercialization.

SN271 - Public Health Applied to Nutrition

This subject addresses public health from its different determinants, as well as the fundamental concepts of nutritional epidemiology. It also studies both the design of community nutrition programs, taking into account ethical aspects, and the planning of public policies through the use of timely outreach and education strategies.

SN406 - Applied Dietetics I

Examines the physiological changes that occur during pregnancy, lactation, childhood, and adolescence, beginning with nutrition during pregnancy and continuing through each stage of the life cycle up to adolescence. At each stage, students will identify biological (anatomical and physiological), psychological, and social factors, along with the corresponding energy and nutritional needs.

SN328 - Food Hygiene and Safety

Addresses the essential principles of food hygiene and safety, exploring topics such as food safety and foodborne diseases, the identification and prevention of biotic and abiotic contamination, and the fundamentals of food toxicology. It also delves into risk analysis associated with food hazards and introduces general hygiene tools used in the food industry. The subject concludes with a detailed study of Hazard Analysis and Critical Control Points (HACCP) to ensure the effective implementation of self-control systems within the food production chain.

CDS065 - Human Biology V: Pathophysiology and Pharmacology

Studies the structure and function of the human body through the understanding of infectious, oncological, musculoskeletal, endocrine, and genitourinary disorders, as well as the pharmacological interventions used to treat these conditions and the interactions between drugs and nutrients.

LG003 - Food Science II

Studies the technologies involved in the processing, transformation, and preservation of different food groups, as well as the factors that determine their shelf life.

SN327 - Epidemiology and Community Nutrition

Examines the concepts of epidemiology and community nutrition and their direct role in diet and disease prevention. The subject also presents frequency and association measures as methods for obtaining data and drawing conclusions in this field, while addressing random and systematic errors and exploring the various types of epidemiological studies.

SN407 - Applied Dietetics II

Analyzes the physiological changes that occur during adulthood and aging, identifying the biological (anatomical and physiological), psychological, and social aspects, as well as the energy and nutritional needs characteristic of these two life stages. Additionally, it covers nutritional concepts aimed at achieving and maintaining good physical condition, as well as bone and oral health.

CDS091 - Food Service Systems I

Provides a comprehensive overview of the various aspects involved in the planning and management of large-scale food service facilities. The subject begins with an exploration of the different types of food service operations and food production systems. It then addresses key elements in organizing food service operations, designing facility floor plans, and specifying the equipment required to ensure efficient service delivery.

SN404 - Culinary Techniques and Gastronomy

Covers the processes and culinary techniques that allow students to understand and evaluate the changes food undergoes during handling and cooking. This enables students to develop the skills needed to use and recommend culinary resources tailored to the nutritional needs of both healthy and ill individuals. The subject also takes a global approach, incorporating topics ranging from food service equipment to the culinary traditions of different cultures.

CSJ014 - Interpersonal Communication Techniques

Covers fundamental topics in communication, exploring both verbal and nonverbal communication as well as techniques for improving interpersonal communication. It delves into cognitive and affective aspects that influence interaction, along with group communication processes. Essential skills such as assertive communication, leadership, cooperation, and conflict management are also covered. In addition, students are provided with tools for oral communication, including public speaking, in-person presentation techniques, and effective audience interaction.

IDI001 - English I

Focuses on developing communicative competence, including sociocultural, pragmatic, discursive, and linguistic components. It explores social conventions and norms, cultural knowledge and behaviors, as well as relevant cultural references. Students also analyze sociolinguistic functions and competencies, discourse organization, text structures, and contexts of use. In addition, linguistic aspects, such as lexis, semantics, morphosyntax and spelling, are discussed in depth in order to strengthen the participants' communicative competence. The expected competency level corresponds to the first stage of language training.

SN347 - Food Allergies and Intolerances: Prevention, Diagnosis and Management

Provides a detailed examination of hypersensitivity reactions to food, explaining the similarities and differences between food allergies and intolerances in terms of their pathophysiological mechanisms and symptomatology. The subject aims to facilitate accurate diagnostic methods in each case and to guide appropriate dietetic and nutritional interventions.

CSJ025 - Psychology of Motivation

Offers a comprehensive introduction to the psychology of motivation, exploring scientific foundations as well as classical and contemporary theories. It examines the neural bases of motivation, including brain structures and neurotransmitters, and addresses detrimental factors such as drugs and stress. Basic and social motivations are analyzed, along with practical applications in Clinical and Health Psychology, Marketing, and Sports, providing a complete understanding of this fascinating field of psychology.

SN306 - Nutrition and Sports

Presents the most up-to-date, evidence-based knowledge in sports nutrition through an in-depth introduction to physiology, metabolism, and nutrition within the context of physical activity. It also examines various sports disciplines, describing performance determinants and the specific energy and nutritional requirements associated with each.

SN338 - Food Safety and Nutrition

Examines the theoretical foundations of Food Security and Nutrition, beginning with the historical evolution of the concept and related terms up to the present day. The subject studies the current state of Food and Nutritional Security worldwide and its determining factors, such as agricultural production systems, the food system, and sustainability. Finally, it reviews food security policies, including their formulation, monitoring, and evaluation.

SN400 - Clinical Dietetics I

Designed to deepen understanding of medical nutrition therapy and dietary assessment, with a focus on familiarizing students with standardized medical terminology. It also explores interactions between genes and diet, bioactive substances, integrated care, drug-nutrient interactions, and enteral and parenteral nutrition support methods. The subject concludes with an examination of the principles of medical nutrition therapy for overweight, obesity, and eating disorders.

SN399 - Food Service Systems II

Provides an in-depth study of the management of food service facilities, emphasizing key elements of food purchasing and preparation (clients, suppliers, cost analysis, receiving management, inventory, distribution, etc.), as well as efficient quality management, regulatory compliance, and administrative operations (strategic planning, human resources, financial management, and more). Additionally, the subject covers the fundamentals, techniques, and practices involved in the design, preparation, analysis, and service of standardized institutional menu recipes.

SN199 - Methodology of Scientific Research

The subject provides an overview of the methodology of scientific research, with the objective of developing research projects, providing tools, techniques and methods to facilitate the search for information in health sciences and the approach and resolution of problems.

BT009 - General Bioethics

Deepens the understanding of bioethics, from its philosophical foundations to its practical application in specific situations, thereby fostering critical reflection on ethical issues in the fields of biomedicine and life sciences research.

IDI002 - English II

Focuses on the development of communicative competence, addressing sociocultural, pragmatic, discursive, and linguistic components. It explores social conventions and norms, cultural knowledge and behaviors, as well as relevant cultural references. Students also analyze sociolinguistic functions and competencies, discourse organization, text structures, and contexts of use. In addition, linguistic aspects, such as lexis, semantics, morphosyntax and spelling, are discussed in depth in order to strengthen the participants' communicative competence. The expected competency level corresponds to the first stage of language training.

CDS040 - Ergogenic Aids

Examines the main existing ergogenic aids, their mechanisms of action, biological effects, and the appropriateness of their use when necessary to recover and/or enhance performance. The subject emphasizes the distinction between legitimate aids and doping, while also addressing related aspects of nutrition and hydration.

CDS081 - Hygiene in the Food Industry

Covers key elements related to general hygiene plans or basic prerequisite programs, which are essential and mandatory for food industries worldwide. It also addresses the fundamental concepts required to understand audit processes in the food industry, as well as the necessary qualifications and conditions auditors must meet.

SN333 - Breastfeeding and Complementary Infant Feeding

Examines the dietary evolution that occurs in infants from birth through their introduction to family eating habits. Additionally, it explores the effects of breastfeeding on both the mother and the infant, including maternal and infant energy requirements for proper physiological functioning, factors influencing successful breastfeeding, the appropriateness of artificial feeding when necessary, and the introduction of complementary foods.

RH020 - Online Marketing for Healthcare Services

Covers techniques for developing a digital marketing plan in the health sector, ranging from the historical evolution of the marketing concept to brand creation, website development, and social media management. It also discusses key elements such as persuasiveness, search engine optimization, and the use of email marketing as an essential part of the digital strategy for healthcare organizations and professionals.

SN401 - Clinical Dietetics II

Focuses on major topics such as the pathophysiology, diagnosis, prevention, and medical nutrition therapy of the following conditions: adverse food reactions, upper and lower gastrointestinal

disorders, hepatobiliary and pancreatic diseases, diabetes mellitus and non-diabetic hypoglycemia, thyroid and adrenal disorders, and anemia.

SN398 - International and Puerto Rican Food Law and Deontology

Addresses key topics relevant to dietitian-nutritionists in Puerto Rico, including professional ethics and bioethics. It emphasizes ethical responsibility and professional conduct, exploring both international and local food legislation. Students examine the specific practice of dietitian-nutritionists in Puerto Rico, connecting ethical theory with the practical application of food law in local and global contexts.

CSJ130 - Nutrition Education

Introduces the basic concepts of health promotion, education, and nutritional coaching. The subject also describes the competencies of a health educator and details the process and methodology for planning and designing nutrition education strategies.

CSJ020 - Contemporary Society

Examines various aspects of society and history while identifying the relationship between politics and contemporary social structures. Students develop a global overview of countries and regions—from North to South and West to East—to understand current international relations and conflicts through key concepts and theories related to social research and analysis.

IYA046 - Food Design and Innovation

Studies the relationship between design and innovation within the food sector, addressing food ingredients used in product development, functional foods and their management, research and innovation (R&D&I) in the food industry, current market trends, new technologies, food formulation and design, and the role of digital marketing as a consumer sales tool.

CDS050 - Promotion and Prescription of Physical Activity for Health

Provides students with the knowledge necessary to design and implement physical activity programs aimed at improving health and quality of life. It explores the foundations, mechanisms, and effects of physical activity on health, as well as the general and specific principles for creating effective exercise programs.

SN374 - Sensory Analysis of Foods

Covers fundamental concepts of sensory analysis, including its applications, the importance of sensory perception, the various types of tests used, the selection and training of panelists, requirements for testing facilities, statistical methods for interpreting results, and current regulations. The subject also studies specific sensory profiles, such as those of wine, olive oil, coffee, and cheese.

CSJ134 - Conflict Resolution and Mediation

Provides a comprehensive exploration of conflict, from its causes and responses to its complexity and defining characteristics. The subject covers major theories, the connection between communication and conflict, and the emotions involved. It examines the dynamics and structure of conflict, typologies

across contexts, and resolution processes—highlighting negotiation and mediation. Participants learn mediation principles, processes, and techniques, gaining insight into the mediator’s role and the transformative potential of conflict resolution. The subject also addresses mediation as a profession, its challenges, and the crucial role of mediators in society.

SN290 - Psychological Counseling in Dietetic-Nutritional Consultation

Explores the psychological factors related to eating behaviors that may lead to eating disorders such as anorexia, bulimia, and obesity. It also introduces psychological counseling techniques applicable across life stages to enhance resilience, self-esteem, and emotional regulation.

SN402 - Clinical Dietetics III

Examines the pathophysiology, diagnosis, prevention, and medical nutrition therapy of the following conditions: pulmonary and renal diseases, cancer, HIV/AIDS, metabolic stress (sepsis, trauma, burns, and surgery), rheumatic and musculoskeletal disorders, neurological conditions, and psychiatric disorders.

SNPF3 - Final Project

The Final Project is designed to enable students to transfer and apply the knowledge, skills, and competencies acquired throughout the bachelor’s degree program to professional practice by providing creative solutions to real-world challenges.

Students will complete one of the following types of projects:

- Scientific Research Project: Development of a research study based on data measurement and analysis using the scientific method.
- Professional Project: Design and/or implementation of a professional proposal addressing specific needs or opportunities identified within a real professional context.
- Systematic Literature Review: Comprehensive review of the scientific literature on a relevant topic, conducted through a systematic methodology to synthesize current research, identify trends and gaps, and draw informed conclusions.

SNGND_SP_PR - Integration Seminar and Fundamentals in the Nutrition and Dietetics Profession

In compliance with Law No. 82 of May 31, 1972, as amended — Law to Regulate the Practice of the Profession of Nutrition and Dietetics in Puerto Rico — the subject *SNGND_SP_PR - Integration Seminar and Fundamentals in the Nutrition and Dietetics Profession* is offered exclusively to students residing in Puerto Rico.

One of the requirements to become a Nutritionist-Dietitian in Puerto Rico is to pass the *Registered Dietitian Nutritionist (RDN) Exam* administered by the *Commission on Dietetic Registration*, which measures the professional knowledge, attitudes, and skills necessary to practice as a Nutritionist-Dietitian.

This subject serves as an introductory preparation for the *Registered Dietitian Nutritionist (RDN) Exam*, as its content aligns with the domains and topics assessed in the *Registered Dietitian Nutritionist (RDN) Exam*.

To ensure that bachelor's students from Puerto Rico integrate the concepts, principles, and procedures that support the professional practice of Nutritionist-Dietitians in the country, this subject is conducted in person at the facilities of the Universidad Internacional Iberoamericana (UNIB, International Iberoamerican University) and is taught by Registered Nutritionist-Dietitians specialized in each of the thematic domains.

PP_SNGND3 - Professional Practice

The subject on Professional Practice consists of a series of activities that students must complete individually within organizations external to the university, such as companies, institutions, or public and private entities, both nationally and internationally. These internships take place in one of the professional fields of nutrition, allowing students to engage directly with real-world professional contexts.

The professional practice experience involves the completion of tasks in an authentic, in-person work environment under the supervision of a mentor or supervisor from the collaborating center (or internship site), who must be a qualified professional in the corresponding field.

The objective is to develop the student's basic professional skills and competencies, fostering comprehensive training through the integration of theoretical, technical, and practical knowledge acquired throughout the program.

5.E. BACHELOR OF ARTS WITH A CONCENTRATION IN PSYCHOLOGY

LG001 - Learning Strategies and ICT Competencies

This subject provides a solid introduction to fundamental concepts for the effective use of technology, including bibliographic search skills and the application of office software tools to enhance learning processes. Offers guidelines and practical advice for the efficient use of technological tools in education, as well as guidance for developing communication skills for public presentations. Additionally, it addresses ethical aspects of internet use and explores collaborative projects in virtual environments, highlighting the use of G-Suite for effective teamwork in digital settings.

CSJ025 - Psychology of Motivation

This subject provides a comprehensive introduction to the psychology of motivation, exploring its scientific foundations as well as classical and contemporary theories. It examines the neural bases of motivation, including brain structures and neurotransmitters, while also addressing detrimental factors such as drug use and stress. Furthermore, the subject analyzes basic and social motivations and discusses practical applications in the fields of clinical and health psychology, marketing, and sports, offering a complete understanding of this fascinating area of psychology.

CSJ023 - History of Psychology

This subject introduces the history of psychology, examining its foundations and evolution over time, from its philosophical roots to its establishment as a scientific discipline in the nineteenth century. Topics include British empiricism, the emergence of experimental psychology with Wundt, and the major twentieth-century schools of thought: Gestalt psychology, psychoanalysis, behaviorism, humanism, and cognitive psychology. The subject provides a thorough understanding of the diverse influences and intellectual movements that have shaped the development of psychology throughout history.

CSJ026 - Psychology of Learning

This subject introduces the psychology of learning, examining learning as a complex process and exploring the related psychological mechanisms. It analyzes the conditions and forms of learning, addressing key theories such as classical and operant conditioning, with practical applications in treating phobias and in educational and therapeutic contexts. The subject also explores observational and social learning, self-regulation, and therapeutic techniques based on Bandura's principles. In addition, it discusses the perspectives of Piaget and Vygotsky, cognitive theories, humanistic approaches, Gestalt psychology, and constructivism. The role of emotions in learning—particularly motivation and anxiety—is also examined in depth.

SP027 - Writing, Reading, and Comprehension of Written Works

This subject is focused on guiding students in the elaboration of texts appropriate to academic parameters and writing standards, taking into account reading comprehension. The basic fundamentals of scientific writing, elaboration and organization of academic texts and topics related to the reading process will be presented. The stages for the construction of scientific texts require an ordering of ideas that begin with the proper reading and interpretation of documents, so reading strategies and interpretation of the contents transmitted through the texts are presented.

CDS013 - Fundamentals of Psychobiology

This subject offers an in-depth exploration of psychobiology and the neurosciences, examining the mind-body relationship and the evolution of knowledge in biopsychology. It covers the main branches of biopsychology and the biological explanations of behavior, as well as research methodologies in the field. Key topics include the relationship between genes and behavior, the fundamentals of genetics, and the interaction between genes and environment, genotype and phenotype. Students study the human brain, the biopsychosocial determinants of behavior, the phylogeny of the nervous system, the ontogeny of its development, and neural plasticity—providing a comprehensive understanding of the dynamic interplay between biology and psychology.

CSJ014 - Interpersonal Communication

This subject addresses key topics in communication, exploring both verbal and nonverbal communication and offering techniques to enhance interpersonal communication skills. It delves into the cognitive and emotional factors that influence interaction, as well as processes involved in group communication. Essential skills such as assertive communication, leadership, cooperation, and conflict management are developed. The subject also provides practical tools for oral communication, including public speaking, in-person techniques, and effective audience engagement.

CSJ028 - Social Psychology

This subject examines the historical background and evolution of social psychology, emphasizing the methods used in psychosocial research. It explores the discipline's role within the broader field of the social sciences, along with its major debates and theoretical complexities. The subject focuses on social interaction and influence, covering topics such as social perception, attribution, conformity, obedience, and leadership. Students analyze attitudes—their characteristics, functions, and processes of change—as well as the nature of stereotypes and prejudice. Additionally, the subject investigates social change, the role of active minorities, and the formation of social identities and representations in contexts of conflict and transformation.

DD041 - Teams and Decision Making

This subject focuses on the dynamics of teamwork, exploring key tools to improve group performance. Participants will learn about decision-making in teams and effective techniques for fostering collaboration. With a practical approach, the subject addresses strategies to strengthen team cohesion and effectiveness, providing students with essential skills to lead and participate successfully in collaborative environments.

CSJ027 - Psychology of Emotions

This subject offers a detailed introduction to the components and functions of emotions, examining their detection, expression, and cultural dimensions. It reviews both historical and contemporary theories, as well as classification models in the psychology of emotion. The subject explores the relationship between emotions and health, delving into psychoneuroimmunology (PNI) and the impact of stress. It also analyzes the interaction between emotion and cognitive processes such as memory, attention, and decision-making. The subject concludes with a focus on the neural bases of emotion and psychological intervention strategies, emphasizing the importance of emotional intelligence and emotional regulation.

CSJ057 - Psychology of Personality and Individual Differences

This subject provides a comprehensive introduction to the study of personality psychology, exploring its origins, major approaches, and theoretical frameworks. It traces the historical development of the field, examining its defining characteristics, prominent models, and scientific perspectives on personality studies. Students will explore personality assessment methods and theories, as well as the study of individual differences. The subject also addresses consistency and change in personality, behavioral self-regulation, and the relationship between psychosocial processes and health. In addition, it examines the link between personality and mental health, including personality disorders and their connection to psychopathology.

CSJ024 - Statistics

It examines the neural bases of motivation, including brain structures and neurotransmitters, while also addressing detrimental factors such as drug use and stress. The subject then explores multivariate statistics and probability, addressing concepts such as events, combinatorial analysis, and discrete and continuous distributions, with an emphasis on the normal distribution. It delves into confidence interval estimation, sampling theory, probabilistic and non-probabilistic sampling methodologies, sampling errors, and statistical resampling. In addition, the course covers key

concepts in cross-tabulation and hypothesis testing, along with an understanding of associated errors. This subject provides a solid foundation in statistics for data analysis and informed decision-making.

CDS015 - Developmental Psychology I: Childhood and Adolescence

This subject offers a comprehensive exploration of psychological development from infancy through adolescence. Key concepts include prenatal development, physical growth, and emotional, cognitive, and social development at each stage, from the first year of life through the teenage years. The subject highlights developmental theories, the influence of family and school, identity formation during adolescence, and essential psychological milestones. Topics include pubertal development, biological changes, intellectual and motivational-affective growth, systems of influence, and the importance of identity, providing an integrated understanding of psychological development across early life stages.

CSJ058 - Research Methodology in Psychology I

This course provides a solid understanding of the scientific method and its applications in psychology. It addresses key concepts such as science and paradigm. It also addresses the rationale for research, and basic principles including validity, reliability, and ethics. The research process is presented step by step—from topic selection to the dissemination of results—covering areas such as theoretical frameworks, research design, sampling, and quantitative data collection techniques.

CDS031 - Cognitive Processes: Perception, Attention, and Memory

This subject introduces contemporary cognitive psychology, emphasizing fundamental concepts such as mental representations, processes, and structures. It examines major paradigms including Information Processing and Connectionism, as well as research methods used in cognitive science. Students explore perception from an information-processing perspective, including color perception, spatial perception, pattern recognition, and attention. Memory is addressed as a central cognitive process, with discussions on multidimensional models, mental representations, and phenomena such as forgetting and amnesia. The subject concludes by exploring the interaction between cognition, emotion, and memory.

CDS014 - Psychophysiology

This subject provides a comprehensive overview of psychophysiology, exploring everything from the structural levels of organization in the human body to the historical evolution of the field. Key topics include homeostasis, the endocrine system, sleep regulation, reproductive behavior, sexual response, the psychophysiology of emotion, motor control, learning, and memory. The subject also introduces advanced psychophysiological research techniques such as biofeedback and transcranial magnetic stimulation. This integrated approach offers a deep understanding of the physiological processes underlying human behavior and their scientific study.

IDI001 - English I

This subject focuses on developing communicative competence, addressing sociocultural, pragmatic, discursive, and linguistic dimensions. It explores social conventions and norms, cultural knowledge and behaviors, as well as relevant cultural references. Students also analyze sociolinguistic functions

and competencies, discourse organization, text structures, and contexts of use. In addition, linguistic aspects, such as lexis, semantics, morphosyntax and spelling, are discussed in depth in order to strengthen the participants' communicative competence. The expected competency level corresponds to the first stage of language training.

CDS030 - Developmental Psychology II: Youth, Adulthood, and Old Age

This subject provides a comprehensive examination of psychological development across the lifespan, focusing on three key stages: youth, middle adulthood, and old age. It explores disciplinary perspectives on youth, transitions from adolescence to adulthood, and physical, cognitive, emotional, and family development during early adulthood. Students also examine the concepts of adulthood, maturity, and midlife, including physical and cognitive changes, as well as emotional, family, and occupational dynamics. Finally, the subject delves into late adulthood, addressing physiological changes, cognitive development, family relationships, and psychosocial aspects, while emphasizing the diversity of experiences in aging.

CDS034 - Cognitive Processes: Thought and Language

This subject explores the organization of human thought, tracing psychological conceptions from rationalism to empiricism. It examines the distinctions between believing, knowing, and understanding, and their relationship to the representation of knowledge. The subject delves into cognitive processes such as reasoning, decision-making, and problem-solving. It also analyzes the obstacles and aids to reasoning—including heuristics, biases, and prejudices. In addition, it examines language acquisition, exploring its biological foundations, major theoretical approaches, stages of linguistic development, and the interplay between thought and language in social contexts.

CDS032 - Psychometrics

This subject offers an in-depth study of the foundations, development, and practical applications of psychological testing and psychometrics. It traces the origins of test theory, the principles of measurement, and the evolution toward contemporary perspectives on psychological assessment. Students explore test administration procedures, test construction, and key psychometric properties such as reliability and validity. The subject also covers item planning and analysis, the use of statistical methods in evaluation, and the ethical considerations surrounding psychological testing. Applications include intelligence assessment, personality testing, and clinical evaluation.

CDS033 - Neuropsychology

This subject provides a comprehensive introduction to neuropsychology, focusing on brain organization and functioning, hemispheric lateralization, and the neuropsychology of cerebral asymmetries. It reviews key neuropsychological methods and techniques, ranging from anatomical approaches to neuroimaging and neurophysiological assessment. The subject examines neurological evaluation, brain etiology, and major cerebral disorders such as traumatic brain injury, epilepsy, and dementia. Students analyze neuropsychological syndromes and lobe-specific pathologies and are introduced to neuropsychological assessment and rehabilitation, with emphasis on attention, memory, language, and motor function disorders.

IDI002 - English II

This subject explores communicative competence from multiple perspectives, addressing sociocultural, pragmatic, discursive, and linguistic dimensions. It examines social conventions and norms, cultural knowledge and behaviors, and intercultural references, skills, and attitudes. Students analyze sociolinguistic functions and competencies, discourse organization, text types, and domains of use, as well as linguistic elements such as vocabulary, semantics, morphosyntax, orthography, and graphic features essential for effective communication. The expected level of competence upon completion corresponds to the second stage of language training.

CSJ098 - Group Psychology

This subject provides an in-depth exploration of group psychology, tracing the evolution of scientific thought on the subject across key periods of development. It examines major theories and approaches in the scientific study of groups, as well as pivotal epistemological moments within the field. Special attention is given to the contributions of scholars such as René Kaës and his concept of group psychic reality. Students analyze key topics including group conceptualizations, classifications, formation, development, structure, and processes. In addition, the subject explores methods, techniques, and tools for studying and working with groups, with applications in organizational, educational, clinical, and psychosocial contexts.

CDS045 - Educational Psychology

This subject provides a comprehensive overview of educational psychology, covering its historical foundations, relationships with other psychoeducational disciplines, and research methodologies in the field. It explores constructivist conceptions of learning, various constructivist approaches, and the influence of behaviorism in education. Students examine the relationship between learning and development from genetic-cognitive and sociocultural perspectives. Key topics include the theory of meaningful learning and cognitive assimilation, highlighting their educational implications and their role in fostering meaningful, receptive teaching practices.

CDS046 - Psychopathology

This subject examines the history of psychopathology from antiquity to the modern era, while exploring the conceptual framework of normality and abnormality in human behavior. It analyzes the principal approaches and models of psychopathology, along with assessment methods used in the field. Students study classification and diagnostic systems, including the DSM and ICD, to understand their clinical applications. The subject covers a wide range of disorders—from neurodevelopmental conditions to substance-related problems—providing an integrated understanding of psychopathology and its key clinical domains.

IDI003 - English III

This subject focuses on the comprehensive development of communicative competence, exploring key aspects of effective communication. From social conventions and norms to linguistic proficiency, it addresses sociocultural knowledge and behaviors, cultural references, intercultural skills, pragmatic functions, discourse organization, and linguistic features such as vocabulary, semantics, morphosyntax, orthography, and graphic conventions. With a holistic approach, the subject aims to

strengthen communicative abilities across diverse contexts and proficiency levels. The expected level of competence upon completion corresponds to the third stage of language training.

CSJ100 - Organizational Psychology

This subject provides a comprehensive understanding of organizational psychology, from its disciplinary foundations to its professional applications. It explores major theoretical approaches to the study of organizations, including organizational structure, communication, climate, and culture. Students analyze topics such as job placement, socialization, motivation, and job satisfaction, as well as personal development and organizational effectiveness. Additional areas of focus include leadership, group dynamics, intergroup relations, decision-making processes, organizational conflict, and change management as a strategic decision. The subject also examines research within organizational settings and the diverse areas in which organizational psychology is applied.

CDS048 - Clinical Psychology

This subject offers a comprehensive introduction to clinical psychology, tracing its historical development and establishment as a professional specialty. It examines the historical perspectives on abnormal behavior, the distinction between adaptive and maladaptive behavior, the concept of normality, and the prevalence of mental disorders. Students explore major psychological issues and mental disorders, ranging from sexual abuse to substance dependence. The subject also reviews the clinical intervention process, including assessment, goal setting, and evidence-based therapeutic approaches. It emphasizes therapeutic attitudes, core competencies, and clinical skills, while addressing ethical and legal considerations relevant to the professional practice of clinical psychology.

CDS047 - Psychological Diagnosis

This subject offers a broad introduction to psychological assessment and diagnosis, covering the history of assessment, theoretical models, methodologies, and integrative processes. It explores different types of diagnosis, with a specific focus on child assessment. Students analyze research on the evaluation process and gain familiarity with key tools such as self-reports, interviews, observation, and projective techniques. The subject also addresses the preparation of psychological reports, evaluator skills, ethical considerations, and assessment across various domains, including intellectual ability, cognitive processes, behavior, personality, and affective-motivational functioning.

IDI004 - English IV

This subject approaches English language proficiency not only as a linguistic skill but also as a sociocultural competence that enhances effective communication. It delves into a range of content areas, from social conventions to morphosyntax and orthography. Students explore cultural knowledge, pragmatic competence, discourse organization, cultural references, and intercultural communication skills. With an integrative approach, the subject aims to develop advanced communicative abilities across diverse contexts and proficiency levels. The expected level of competence upon completion corresponds to the fourth stage of language training.

CSJ134 - Conflict Resolution and Mediation

This subject provides a comprehensive exploration of conflict, from its causes and responses to its complexity and defining characteristics. The subject covers major theories, the connection between communication and conflict, and the emotions involved. It examines the dynamics and structure of conflict, typologies across contexts, and resolution processes—highlighting negotiation and mediation. Participants learn mediation principles, processes, and techniques, gaining insight into the mediator's role and the transformative potential of conflict resolution. The subject also addresses mediation as a profession, its challenges, and the crucial role of mediators in society.

CDS058 - Psychological Intervention

This subject provides a comprehensive overview of psychological intervention, exploring areas of application, the roles and activities of clinical psychologists, and different levels of intervention. It outlines the phases of the intervention process, including case formulation and report writing. Students examine various activation control techniques, methods derived from classical and operant conditioning, and cognitive approaches. The subject also reviews the main theoretical schools of psychotherapy and current trends, emphasizing essential therapist skills and crisis intervention strategies, including psychological first aid.

CDS111 - Psychology of Health

This subject examines the health–illness continuum, exploring its stages and the different levels of prevention. It analyzes the concept and dimensions of health, as well as variables that influence health-related beliefs and behaviors. Students study motivational models, determinants of health behaviors, and cognitive biases related to well-being. The subject also discusses the promotion of healthy lifestyles and provides a historical overview of epidemiology, from Antiquity to the modern era. Additionally, it explores models of health and disease, the evolution of the concept of mental health, gender influences on the health–illness process, and related topics such as gender-based violence.

DD344 - Current Events on Psychopathology in Psychology: Fundamentals of Psychopharmacology

This subject offers an in-depth introduction to psychiatry, covering the history of the discipline, conceptual models of mental illness, epidemiology, culture, and stigma. It focuses on essential clinical skills, including diagnosis, psychometric evaluation, and the doctor–patient relationship. Students explore international classifications of mental disorders, principles of neuroscience, and the biological foundations of mental illness. The subject also addresses psychopharmacology, biological therapies, consultation–liaison psychiatry, and ethical and medico-legal issues in psychiatric practice. Participants gain foundational knowledge for understanding and addressing mental disorders from both clinical and ethical perspectives.

DD323 - Methods and Techniques of Intervention in Psychotherapy

This subject explores operant techniques and cognitive therapies, focusing on methods for developing and reducing maladaptive behaviors, as well as relaxation and stress management techniques. It delves into Rational Emotive Behavior Therapy (REBT) and Cognitive Therapy, emphasizing their theoretical foundations and practical procedures. Students also study social skills training, third-wave therapies such as Acceptance and Commitment Therapy (ACT), and other relevant therapeutic

approaches. By the end of the subject, participants will have gained practical knowledge of effective psychological interventions.

DD351 - Diagnosis and Intervention in Risk Behaviors and Addictions

This subject provides a comprehensive overview of addiction, from its definition and key components to the processes of dependency and diagnosis. It examines drug classifications, the effects of substance use on the brain, and related risk factors. Addictive disorders—with and without substances—are analyzed using ICD-10 classifications. Comorbidity and the relationship between mental disorders and substance abuse are studied in depth. Students learn to assess addictive disorders through various tools and techniques and explore theoretical models ranging from psychoanalytic to cognitive-behavioral approaches. The subject also covers strategies for treatment, intervention, and prevention in the development of addictive behaviors. It provides a complete understanding of the field of addictions.

CDS002 - Fundamentals of Physical Activity and Human Motricity

This subject covers the foundational concepts of physical activity, distinguishing between activity and exercise, and exploring physical conditioning and sports training. Topics include fitness, wellness, physical development, recreation, sport, and physical education, emphasizing their evolution and social functions. The subject examines motor development, basic and specialized motor skills, and sports technique and tactics. It also addresses key aspects of motor coordination, theoretical models of motor learning, movement control, feedback, and the teaching–learning process, including criteria for planning motor tasks.

DP032 - Sociology of Sport

This subject introduces the sociological foundations of physical activity and sport, exploring the development of sports sociology and major theoretical perspectives. It examines research methodologies in social studies of sport and investigates topics such as cultural factors, sports habits, leisure, gender, age, and sport as a social phenomenon. Contemporary issues such as globalization, violence, doping, the relationship between sport and media, sports associations, and the sociology of the body and gender are also discussed. The subject concludes with an analysis of the labor market in the field of physical activity and sport, focusing on theories of capital and employment, as well as management and leadership roles in the sector.

CSJ046 - Sports Behavior Analysis

This subject introduces the field of Sports Psychology, exploring its conceptual and historical framework as well as the professional role of the sports psychologist. It provides an in-depth examination of psychological assessment in sports, including the evaluation process, classification of instruments, and complementary strategies. Key topics include personality and sport, motivation and dropout, activation, stress, athletic performance, attention, concentration, self-confidence, team cohesion, sports leadership, coach communication skills, and psychological skills training. The subject also covers intervention techniques for anxiety control, attention and concentration improvement, goal setting, and relaxation methods.

CSJ171 - Sports Psychology

This comprehensive course examines the crucial role of both the coach and the psychologist in the psychological preparation of athletes and teams. It differentiates between sports psychology and coaching, emphasizing effective communication, psychological factors in training, motivation, anxiety, stress, attention, concentration, personality, self-confidence, group cohesion, and leadership. Students explore psychological strategies for intervention in sports, including goal setting, relaxation, visualization, thought control, biofeedback, and mental training. The subject also addresses psychological season planning, programs for mental skills development, and essential aspects of sports initiation. In addition, it examines the psychology of physical exercise, health, injuries, and eating disorders within the sports context.

CSJ076 - Business Organization

This subject provides a comprehensive overview of the business enterprise, from its foundations and classifications to key aspects of management. It explores macroeconomic perspectives, value creation, the history of business, and the concepts of ownership, management, and governance. Students study critical areas such as planning, organization, personnel management, control, economic and financial structure, costs, investment, the time value of money, project evaluation, and risk analysis. A strategic focus is given to marketing, human resource management, and talent retention, offering a well-rounded understanding of effective business administration.

TR046 - Strategic Management of Human Resources

This subject examines Human Resource Management from a strategic perspective, emphasizing the connection between organizational strategy and talent management. It highlights current trends, the importance of teamwork, and leadership within this framework. Students explore the use of technology for diagnosis and control, including practical applications of Beer's Map. Strategic human resource planning and workforce optimization are approached as integrative, systemic processes, providing a holistic understanding of effective talent management within organizations.

CSJ037 - Strategic Management and Management Competencies

This subject examines change management as a foundation of strategic leadership, exploring both personal and organizational change. It presents models for implementing change within organizations, analyzes resistance to change, and highlights the importance of participation in the strategic change process. Students study strategic management as a model for organizational transformation and explore its implementation in real-world contexts. The subject underscores the need for strategic thinking and introduces an internationally validated model of strategic planning. It also covers tools such as the SWOT matrix and offers an in-depth analysis of business strategies, leadership approaches, and the competencies required of effective leaders and managers.

CSJ063 - Corporate and Institutional Communication

This subject provides a comprehensive overview of corporate communication principles. From basic concepts of internal and external communication to the profile of the communication professional, students explore topics such as the corporate communication department, the role of the communication director (DIRCOM), communication processes, research, planning, campaigns, tools, evaluation, and specialized areas including digital communication, corporate social responsibility,

crisis communication, and corporate protocol. Additionally, the subject examines the evolution and current state of corporate communication in Latin America, highlighting key institutions and best practices in the region.

CSJ163 - Sociology of Education: Social and Educational Changes and Multiculturalism

This exploratory subject investigates the intersection between education and democracy, analyzing educational policies and the right to education. It examines the school as a social institution and its role in socialization, while addressing current changes and challenges in contemporary societies. Students explore the role of teachers, the evolution of the teaching profession, and its increasing feminization. The subject also tackles critical issues such as the integration of information and communication technologies in education, the relationship between family and socialization processes, social stratification, and educational inequalities. In addition, it delves into topics of gender, multiculturalism, racism, and models of social and educational integration.

PS016 - Interculturality and Education

This subject analyzes social change and migration processes within the context of globalization and related theoretical frameworks. It examines both the macroeconomic and non-economic aspects of migration, emphasizing their effects on the social economy. In the educational field, students explore the theoretical foundations of intercultural education, defining key concepts and analyzing educational models and challenges in multicultural societies. Particular attention is given to school organization and curriculum design as essential components for fostering intercultural competence in diverse learning environments.

FP104 - Organization and Management of Educational Institutions

This subject explores school organization from multiple perspectives, tracing the transformation of the classroom throughout the history of the modern school. It distinguishes key concepts such as organization, management, planning, and administration, and examines theoretical perspectives on the organization of educational institutions, including technical, cultural, and political approaches. The management of educational institutions is analyzed through current models and trends, providing a comprehensive understanding of how educational organizations evolve and adapt.

PS017 - Educational Consultation and Tutoring

This subject examines the conceptual foundations of educational guidance, exploring its core principles and diverse functions across specific areas of intervention. It reviews contexts of application, theoretical perspectives, and major models such as the counseling model, the consultation model, and program-based approaches. Tutoring is highlighted as a key guiding process, together with the design and implementation of the tutorial action plan. The integration of various models is explored, as well as the relationship between educational guidance and information and communication technologies (ICT). The subject concludes with an analysis of future trends and research in educational guidance and psycho-pedagogical intervention.

CSJ103 - Advertising Creation (TV, Radio, Print)

This subject delves into the fascinating world of advertising creativity, exploring its definition, conceptual framework, and scientific foundations. From the anatomy of a print advertisement to the step-by-step process—from the brief to the final campaign—it analyses the basic functions of advertising language and the strategic phase leading to the value proposition. Students engage in conceptualization, idea generation, creative techniques, and campaign defense and approval, culminating in the production phase and the adaptation of the message across different media platforms.

CSJ105 - Campaign Design and Planning

This subject on advertising campaign creation covers everything from essential principles to advanced strategic planning. It explores situation analysis, market segmentation, and consumer behavior. Key topics include corporate image, integrated communication strategies, and ethical and legal considerations in campaign management. With an emphasis on advertising effectiveness, the subject also addresses budget management, promotional strategies, integration of sales and advertising, e-commerce, performance control, and emerging trends in the advertising industry.

CSJ102 - Market Research

This subject covers the broad field of marketing and marketing management, emphasizing its role and value in contemporary business. It explores current trends and the future of marketing as a discipline. Students learn about the decision-making process in marketing, marketing information systems, commercial research, and marketing intelligence. The subject introduces methodologies for conducting both qualitative and quantitative market research and delves into statistical analysis techniques, experimental design, multivariate analysis, and the effective presentation of results through written and oral reports.

DD2865 - Marketing Management

This subject provides a comprehensive overview of marketing and its relationship with organization, policy, management, and commercial leadership. Key concepts, strategies, and tactics of marketing are explored, with a focus on adaptation to market changes. Core topics include commercial analysis, brand, product, and service management, advertising, distribution, and sales techniques. Additionally, the subject addresses contemporary topics such as e-commerce, customer relationship management (CRM), and international marketing strategies, offering a complete and practical understanding of the field of marketing and its diverse applications.

CSJ059 - Research Methodology in Psychology II

This subject provides an in-depth exploration of both quantitative and qualitative data analysis. It covers topics such as types of variables, descriptive and inferential statistics, normality tests, and content analysis. Students learn qualitative data collection techniques, including participant observation, interviews, and qualitative analysis, with an emphasis on the use of specialized software. The subject also addresses qualitative research designs, systematic reviews, and evidence-based practice. It offers a comprehensive understanding of quantitative and qualitative research, from data collection to the presentation of results.

CDS059 - Evaluation of Programs and Interventions in Different Contexts

This subject provides a deep understanding of program evaluation, addressing fundamental concepts such as types of value judgments and essential components. It explores the functions and types of evaluation, as well as the key actors involved in the process. Students examine alternative approaches and the social intervention cycle. The subject emphasizes the evaluation process from design to reporting, highlighting standards and quantitative data analysis, including descriptive, correlational, and comparative analyses, as well as non-parametric tests.

CSJ118 - Business Economics and Entrepreneurship

This subject offers an integral perspective on entrepreneurship and the process of business creation, examining the advantages and challenges of becoming an entrepreneur. It focuses on the development of a business plan as a fundamental tool and addresses key legal requirements in business formation. By the end of the subject, students will have the foundational knowledge and practical tools needed to successfully undertake and manage entrepreneurial ventures.

CDS060 - Coaching

This subject explores the theoretical foundations of coaching, tracing its origins and evolution into a modern discipline. It examines influences from other fields, the underlying philosophy, and the purpose of coaching as a model for personal and professional development. Various coaching models are analyzed, along with the essential competencies and skills of the coach, including linguistic and emotional dimensions. Students learn to apply key tools and resources such as questioning, reframing, silence, and Neuro-Linguistic Programming (NLP) techniques. The subject also details the coaching process, its phases, and ethical considerations, providing a comprehensive understanding of this methodology for human growth and performance enhancement.

DD350 - Intervention in Crises, Disasters, and Emergencies: Psychological First Aid

This subject offers a solid understanding of Psychological First Aid (PFA), emphasizing foundational concepts and essential practices. It addresses first- and second-stage interventions, the structure of crisis response for specific populations and contexts, and the behavioral dynamics of individuals and groups in crisis situations. Students examine professional approaches to crisis intervention, including suicide prevention and the communication of distressing news. Topics such as stress, acute stress disorder, and post-traumatic stress disorder (PTSD) are explored in depth. The subject equips students with essential tools for effectively addressing psychological emergencies in diverse settings.

PS005 - Positive Parenting: Promoting Healthy Psychological Development Through Parenting Practices

This subject delves into the theoretical foundations of positive parenting, exploring ecological and bidirectional interactive models. It examines legislative and policy frameworks related to parenting, highlighting key legislative initiatives. Grounded in scientific evidence, the course addresses psychological development from the prenatal stage through adolescence, emphasizing the role of positive parenting in socio-emotional and cognitive development. Family assessment and the evidence-based design of parenting services and programs are key components, supported by a curated guide to resources and evidence-based programs in positive parenting.

PP_PSGPSI - Professional Internships

The subject on Professional Practice consists of a series of activities that students must complete individually within organizations external to the university, such as companies, institutions, or public and private entities, both nationally and internationally. These internships take place in one of the professional fields of psychology, allowing students to engage directly with real-world professional contexts.

The professional practice experience involves the completion of tasks in an authentic, in-person work environment under the supervision of a mentor or supervisor from the collaborating center (or internship site), who must be an experienced professional in the corresponding field.

The objective is to develop the student's basic professional skills and competencies, fostering comprehensive training through the integration of theoretical, technical, and practical knowledge acquired throughout the program.

SEM_PSGPSI - Seminar

This seminar provides essential skills in academic research and effective writing. Participants learn to search for information efficiently online, identify their research styles, and apply practical strategies. The subject covers academic reading and comprehension techniques, the use of bibliographic management tools, and structured approaches to writing, including planning, drafting, and revising texts. Special attention is given to writing the Theoretical Framework, focusing on its elements, functions, and fundamental textual properties.

FP3 - Final Project

The Final Project allows students to apply the knowledge acquired throughout the program by completing one of three types of capstone work: a scientific research project, a professional project, or a systematic literature review. The project must address a specific question or problem relevant to the professional field associated with the program of study.

