

BTED FACULTY MEMBERS 2021-2022

UAGM Cupey Campus



UNIVERSIDAD
ANA G. MÉNDEZ
UAGM

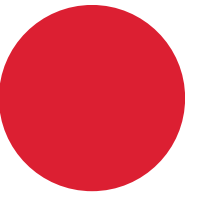
PROF. ANA A. CANDAL VICENTE



She began working as a professor at Universidad Ana G. Méndez in 1978. She worked 12 years at the Puerto Rico Junior College and 32 years at Universidad Metropolitana now known as Universidad Ana G. Méndez. She earned her MA degree in Business Education from New York University. She holds the rank of Associate Professor. She is a member of the Faculty of the School of Business, Tourism and Entrepreneurship of the Cupey Campus.



PROF. NIVIA R. EMERIC CATARINEAU



She holds a master's degree in Information Systems from Syracuse University, and completed credits for a PhD in Information Systems from the School of Business and Economics at Universidad San Pablo-CEU. She passed 18 credits toward a master's degree from the Graduate School of the University of Puerto Rico and a bachelor's degree in Accounting from the University of Puerto Rico.

Her professional career has been oriented in the academic field. This includes 36 years as a professor in the area of Information Systems, 30 of these as a full-time professor at Universidad Ana G. Méndez, formerly the Universidad Metropolitana. Currently, she holds the rank of Associate Professor in the Business, Tourism, and Entrepreneurship Division of the Universidad Ana G. Méndez Undergraduate Program.



DR. PATRICIA MERCADO RIVERA

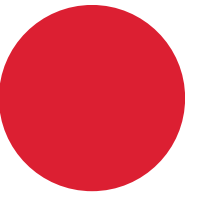


Dr. Patricia Mercado Rivera is an assistant professor in the Division of Business, Tourism and Enterprernurship at UAGM Cupey Campus since 2019. She has been an academic leader with over 14 years of experience, her recents positions was as an Associate Vice Chancellor for Academic Affairs and later as Dean of Institutional Effectiveness. Dr. Mercado finished a Bachelor of Business Administration (magna cum laude) with a concentration in Finance at the University of Puerto Rico, Carolina Campus. She also completed a Master of Business Administration in Management at the Polytechnic University of Puerto Rico.

Her professional experiences have been full of growth, effort and learning. At the same time, they have filled her with a passion for teaching, research and especially for the issue of inequality in educational opportunities.

She completed her doctoral studies in Education at the Universidad Ana G. Méndez, Gurabo Campus. Her research (doctoral dissertation) was entitled "Poverty in students of higher education institutions in Puerto Rico." It is a qualitative analysis that addresses the academic and life experiences of students who are first generation in higher education institutions in Puerto Rico and who come from backgrounds of poverty.

DR. CHRISTELLA NAVEDO GALÍNDEZ



Dr. Christella Navedo is a native of San Juan, Puerto Rico. She completed her doctoral studies at the University of Puerto Rico, Río Piedras Campus in Industrial-Organizational Psychology. Since 2005 she is certified by the Project Management Institute as a Project Manager. In 2019 she was certified as a Scrum Master at the International Scrum Master Institute®.

She currently serves as Assistant Professor at Universidad Ana. G. Méndez. She is a Mentor of the Student Association of Project Management of UAGM. Volunteer for the Project Management Institute® and the Puerto Rico Chapter of the Project Management Institute® Among his most recent achievements is the approval of Law 103 of November 8, 2022, to offer Project Management courses to employees of the public sector in Puerto Rico.

Dr. Navedo has experience in consulting projects in the areas of Project Management, Training, Development and Administration of Proposals, Human Resources, Organizational Development, Sales and Customer Service among others. During her professional career she was awarded the Business Excellence Award for Distinguished Young People (5th Edition) of the Association of Businessmen.



DR. JUAN C. DONIS ROSARIO



Dr. Juan C. Donis Rosario acquired a BS in Business Administration with a major degree in Finance and a minor degree in Accounting from the University of Puerto Rico, Mayagüez Campus. In addition, he completed an MBA. in Accounting from the Interamerican University of Puerto Rico, San Germán Campus. During 2011 he obtained his Doctor of Philosophy (PhD) in Organizational Management with a specialty in Human Resources Management from Capella University, located in Minneapolis, Minnesota. Dr. Donis' research areas of interest are Government Ethics, Job Satisfaction, effect of Puerto Rico's contributions on individuals, among others.

His professional work experience includes being an Auditor in the Office of Internal Audit of the Municipality of Aguadilla in which he performed operational audits to determine the degree of effectiveness, economy and efficiency of the operations of the Municipality of Aguadilla using the current Municipal Laws of Puerto Rico. In addition, he served as executive director of the municipal companies of the Municipality of Aguadilla where he created the Second Fund of Municipal Companies and Government Companies in Puerto Rico. Dr. Donis served as Assistant Vice President for Analysis and Budget at Universidad Metropolitana in Cupey, Puerto Rico where he developed and implemented new or revised budget policies with university offices. He is currently an Assistant Professor of the Division of Business, Tourism and Entrepreneurship of Universidad Ana G. Méndez, Cupey Campus. He is responsible for teaching and evaluating students of graduate and undergraduate courses in the area of accounting.



DR. MOISES LAGUNA NIEVES



Dr. Moises Laguna Nieves obtained a master's degree in HR Management from the University of Phoenix and a bachelor's degree from Universidad de Puerto Rico in Labor Relations and Cooperativism from the University of Puerto Rico. Likewise, he has a Doctor degree in Business Administration from the Pontificia Universidad Católica of Puerto Rico. In his professional development he has had a focus on small and medium-sized businesses, with special attention to non-profit organizations and cooperatives.

He currently works as an assistant professor of entrepreneurship, management, human resources and business simulations courses at Universidad Ana G. Méndez. He is a doctoral candidate in Philosophy in Theology at the Interamerican University of Puerto Rico where he had offers courses in ethics, social responsibility, and Christian faith. He also works as a consultant. He has incurred issues of entrepreneurship, innovation, and organizational development, and is interested in research on HR, cooperatives, entrepreneurship, non-profit, and organizational culture.

DR. ALFREDO LEBRÓN KURI

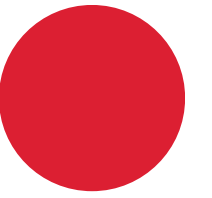


Dr. Alfredo Lebrón Kuri holds a Ph.D. in Organizational and Management Development with a specialty in Human Resources from the Interamerican University of Puerto Rico, a master's degree in marketing from Universidad Metropolitana, and a bachelor's degree in business administration with a major in Marketing from the University of Puerto Rico. His professional career path includes 15 years of experience in Higher Education in faculty, leadership, academic direction positions, and managerial positions. He also has experience in the banking industry which includes the development and coordination of projects at the organizational level and management of commercial banking relationships.

During the past years he has distinguished himself in entrepreneurship, developing research, and conducting conferences and community projects focused on this topic. He has also been recognized for his contributions to the development of entrepreneurial leaders in the student organizations in which he has served as a mentor. He has been a collaborator of ENACTUS since 2011. He is currently an Assistant Professor of the Division of Business, Tourism, and Entrepreneurship of Universidad Ana G Méndez and participates in several academic initiatives and business and community development.



DR. MARY LYNNE RIVERA RIVERA



Dr. Mary Lynne Rivera obtained a bachelor's degree, Magna Laude, with a double major in Accounting and Finance from the University of Puerto Rico, Río Piedras Campus. She also holds an M.B.A. in Finance and a Juris Doctor both from the University of Puerto Rico. In May 2020 she completed her doctorate in business (DBA) with a specialty in Management from the Universidad Ana G. Méndez, Gurabo Campus. Her lines of research are innovation, innovation in individuals, employee behavior in remote work, and fraud, among others.

As part of her professional experience, she worked as an auditor at KPMG, one of the four largest accounting firms in the world ("Big Four"), and in corporate taxes at local accounting firms. Dr. Rivera was a full-by-term professor for the Business Administration Department at the University of Puerto Rico, Cayey Campus for almost 12 years. Subsequently, she became a Senior Consultant in federal and state law compliance for COMPAS Consulting Group, where she also served as Project Manager for special projects. Currently, she is an Assistant Professor at the Business, Tourism, and Entrepreneurship Division of the Universidad Ana G. Méndez, Cupey Campus. She teaches courses in the area of finance, business law, and entrepreneurship at the graduate and undergraduate levels.

She is a pet lover, loves the beach, and enjoys nature in general.



DR. JUAN OTERO SERRANO



Dr. Juan Otero Serrano has a Ph.D. in Finance from the University of Puerto Rico, Río Piedras campus. Dr. Otero earned a master's degree in marketing from the Central University of Bayamón. He also has a bachelor's degree in chemistry from the Inter-American University Metro Campus and another bachelor's degree in biology from the University of Puerto Rico, Río Piedras Campus. Within his academic experience, he served as a professor at Universidad Ana G. Méndez, Cupey Campus until May 2022 where he taught finance graduate-level courses. Dr. Otero Serrano had the opportunity to teach undergraduate courses at other campuses of the University and designed courses in finance and entrepreneurship for the Cupey Campus. He was the Dean of the Universidad Metropolitana School of Business (now UAGM BTED Cupey Campus) until December 2015. As the Dean his main responsibilities were academic planning, enhancement of programs, curriculum, teaching, scholarship and service, professional and regional accreditation, recruitment of faculty, faculty development and evaluation, student recruitment, advising, budget development, and allocation of resources. He also served as the Vice-Chancellor for the Cupey Campus, where he was responsible for the planning, quality, and delivery of education provided to undergraduate and graduate students.

DR. CELIMAR VELÁZQUEZ RUIZ



Dr. Velázquez obtained a Bachelor's Degree in Industrial Management and a Master's Degree in Business Administration from the University of Puerto Rico Mayagüez Campus. In 2014, she obtained a doctoral degree in Management. She conducted her research on the subject of small and medium private enterprises in Puerto Rico. She has served as a manager and has provided advice to private companies and professionals in various industries. She currently works as a professor at Universidad Ana G. Méndez, where she has belonged on several occasions to the Academic Board and the Council. At the University it offers baccalaureate courses in the areas of Quantitative Methods I and II, Statistics I and II, Human Resources, as well as Operations Management. In the master's area she has offered Human Resources courses.



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DR. MÓNICA OCASIO VELÁZQUEZ

Mónica Ocasio Velázquez holds a PhD in Business Administration with a concentration in Information Systems Management. She is currently Assistant Professor of the Business, Tourism and Entrepreneurship Division. Her line of research is the trust of users in Cloud Computing security. Dr. Ocasio is a member of the Association for Information Systems (AIS).

Her doctoral dissertation "Trust in the Cloud: A cognitive – behavioral framework of technology adoption for cloud computing in organizations" was one of the 25 most downloaded dissertations and doctoral theses by ProQuest in 2016. In addition, she was recognized by the Center for Doctoral Studies and Research of Universidad Ana G. Méndez - Gurabo Campus as an outstanding doctoral alumna in 2015 for her active participation in intellectual contributions.

Dr. Ocasio has worked in the field of technology as a System Administrator, some of the functions were to identify, analyze and solve problems in the system, as well as manage the operating system, including updates, configuration, and troubleshooting.

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DR. FREDDIE AYUSO ROSA



Dr. Freddie Ayuso Rosa can manage large projects and direct the finance and accounting of several private companies and government agencies. As manager of the Y2K project in 1998, he oversaw five corporations under the Triple S umbrella and achieved exceptional results. He helps to improve Triple S's international claims handling performance from 4 to 10 points (on a scale of 0 to 10). Dr. Ayuso successfully supported the financial and administrative tasks of the \$2.5 billion capital budget for Prasa in 2012.

In addition, the state and federal governments recognized Dr. Ayuso for outstanding results in financial leadership and management, including taking a public agency from an \$11 million operating deficit to a budget surplus in just 18 months after implementing the Corrective Action Plan (CAP) proposed by the Environmental Protection Agency (EPA) in 2015. Dr. Ayuso has also helped a private manufacturing company improve earnings from \$18 million to \$27 million in less than two years in 2021. Finally, Dr. Freddie Ayuso has been a passionate professor at Universidad Ana G. Méndez for 13 years, guiding students and coaching those who prosecute the CPA certification.

Born in San Juan, PR, Ayuso studied a B.S. in Information Systems from the University of Puerto Rico and possesses an MBA Summa Cum Laude in Accounting from UAGM, and a DBA in Corporate Finance Management 3.5 GPA of 4.0 from North Central University, CA.

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DR. GADIEL RAMÍREZ ROGRÍGUEZ



Professor Gadiel Ramírez possesses a useful set of education, training, and professional experiences that allow him to navigate a wide spectrum of areas within the business field. A Ph. D in Finance, a master's in business administration (MBA), and a bachelor's in mathematics and computer Science (BS), coupled with coursework in Engineering, Actuarial Science, and Mediation (Conflict Resolution) provide him with the important trait of versatility. He can approach every situation from multiple angles and find a common ground solution (conciliatory) which is paramount in modern days business field.

Dr. Ramírez research interests and experience cover the areas of asset pricing (fixed debt, liquidity, etc.), market structure (market power, profit margin/markup, etc.), and financial leverage. He currently dictates courses in the areas of managerial economics, finance, and statistics for the BTED at Universidad Ana G. Méndez-Cupey campus.

DR. MARY LYNNE RIVERA RIVERA



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BTED ADMINISTRATIVE PERSONNEL

UAGM Cupey Campus

DEPARTMENT DIRECTOR

DR. TERESITA IBARRA PÉREZ



Dr. Teresita Ibarra Pérez holds a Ph.D. in Business and Management Development from the Interamerican University of Puerto Rico (UIPR), with a specialty in international business, a professional certificate in Economic Sciences from the UIPR, a Master of Business Administration with a concentration in Marketing from the Universidad del Turabo and a Bachelor of Arts in Public Communication from the University of Puerto Rico, Río Piedra's enclosure. Currently, Dr. Ibarra is serving as Department Director of the Business, Tourism and Entrepreneurship Division at the Universidad Ana G. Méndez, Cupey Campus, and has extensive experience in the area of administration, business education, marketing, and public relations in for-profit and non-profit organizations. She worked as Director of Cultural Activities and assistant to the Dean of Students of the Universidad del Turabo, as a Professional Relations Officer she held several positions in the Universidad Ana G. Méndez, including the direction of the Public Relations office of the System in 1987. She directed the international marketing division of Prodisc, Inc., the first compact disc factory in Puerto Rico. As an entrepreneur, she was a partner of the Vogárs Advertising Agency, the marketing and communications company Alers, Ibarra y Rodríguez Communicators. In other entrepreneurial projects, she co-founded Bien en Casa, Inc., the first patient transportation company in Puerto Rico registered with the Public Service Commission.



UNIVERSIDAD
ANA G. MÉNDEZ
UAGM

UNDERGRADUATE PROGRAM DIRECTOR

PROF. JOSÉ L. CABRERA RIVERA



Prof. José L. Cabrera Rivera, for the year 2007, began his work as Integrated Services Officer of the Programa AHORA at Universidad Metropolitana, Bayamón Campus. In 2012, he became the Coordinator of Integrated Services for the Regular Program, gaining extensive experience in the Student Area. On the administrative side, he held the position of Assistant Director of the Federal Title III HSI STEM Project at Universidad del Este Carolina Campus. In the almost 4 years that he managed the federal project, he had the opportunity to take various workshops and seminars outside of PR on teaching strategies, especially POGIL at John Hopkins University. In 2020, he returns to UAGM, Cupey Campus to hold the position of Associate Director of Enrollment. In March 2022, he is appointed Director of the Undergraduate Program of the Division of Business, Tourism and Entrepreneurship.

He has a Bachelor's Degree in Management and a Master's Degree in Human Resources from the Universidad Ana G. Méndez, Cupey Campus. Additionally, he completed an Organizational Executive Coach (CEO) Certification from Life Career & Corporate Coaching, INC. certified by the UPR, Utuado Campus. Currently, he is studying his DBA in Management at the UAGM, Online Campus.

Member of: SHRM - Society for Human Resource Management, PR Chapter, AIR – Association for Institutional Research, PVC Higher Education Services, IFC – International Coach Federation

PROGRAM COORDINATOR

PROF. JAVIER J. PÉREZ PÉREZ



Prof. Javier J. Pérez Pérez began his tenure at the then Universidad Metropolitana in 2005. He currently serves as Academic Program Coordinator of the Business Division at Universidad Ana G. Méndez, Cupey Campus since 2020. In his 18 years of experience at Universidad Ana G. Méndez he has held various positions in which his role as Coordinator of Academic Affairs of the School of Health Sciences and Coordinator of Continuing Education at the University Center of Aguadilla, where he wrote various proposals to raise external funds such as the proposal of Down Syndrome, which he digested for 1 year. In addition, he worked on the development of several short courses of Continuing Education for the western region of the country. He also held the position of Promotion and Recruitment Officer in which he developed marketing strategies for the achievement of enrollment of the University Center of Aguadilla.

Professor Pérez holds a Master's Degree in Human Resources from the Universidad Metropolitana, Aguadilla Campus and a Bachelor's Degree from the University of Puerto Rico in Human Resources Management.

He began his teaching role as a Lecturer for the year 2009. Since that date he has remained active teaching courses in the Centers of Aguadilla and Bayamón as well as in the main Campus in Cupey.

During his almost two decades of tenure, Professor Pérez has made varied contributions in the academic, student and administrative areas for the benefit of the students and in support of the Mission.