

CARLOS A. ANDÚJAR ROJAS, Ph.D.

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EDUCATION:

08/89 - 10/93	University of Puerto Rico, Río Piedras Campus, Río Piedras, Puerto Rico
Ph.D.:	Philosophy
Major:	Industrial and Organizational Psychology
Degree:	February 1994
Dissertation:	Honorific Mention
Title:	Applications of Item Response, and Generalizability Theory to the Lodahl y Kejner's Job Involvement Scale.
07/85 - 05/89	University of Puerto Rico, Río Piedras Campus, Río Piedras, Puerto Rico
B.A.	Cum Laude
Degree:	Arts and Sciences (Psychology)
Date:	July, 1989

WORK EXPERIENCE:

ACADEMIC AND ADMINISTRATIVE TENURE EXPERIENCE:

Chancellor

07/19-Present University of Puerto Rico, Arecibo campus, Arecibo, Puerto Rico

In charge of the academic and administrative affairs of the institution. Supervision of the deans and their staff. Must allocate resources due to budgeting issues. Search for external resources. Work along with the private and public sector to improve curricula. In charge of implementing the institution strategic and operational plan aligned with the University of Puerto Rico Strategic Plan. Represent the institution in all the internal and external activities. Preside the Academic Senate, the Administrative Board, the Strategic Planning Committee, among others. Develop strategies to raise funds for the institution.

Interim Chancellor

07/17-06/19 University of Puerto Rico, Arecibo campus, Arecibo, Puerto Rico

In charge of the academic and administrative affairs of the institution. Supervision of the deans and their staff. Must allocate resources due to budgeting issues. Search for external resources. Work along with the private and public sector to improve curricula. In charge of implementing the institution strategic and operational plan aligned with the University of Puerto Rico Strategic Plan. Represent the institution in all the internal and external activities. Preside the Academic Senate, the Administrative Board, the Strategic Planning Committee, among others. Develop strategies to raise funds for the institution.

Interim Department Director

Summer 2017 University of Puerto Rico, Arecibo campus, Arecibo, Puerto Rico

In charge of the supervising faculty, academic counseling of students and handling administrative paperwork. Attend meetings. In charge of the pre-register process. Teaching courses in the Social Sciences Department.

Adjunct Faculty

08/14-08/18 Interamerican University of Puerto Rico, Metropolitan Campus,
San Juan, Puerto Rico.

In charge of supervising graduate student's dissertation projects.

Online Course Developer

08/14-05/15 Bayamón Central University, Graduate School, Bayamón, Puerto
Rico.

In charge of developing online course for the Industrial and Organizational Psychology at graduate level using the Moodle Online Platform. Develop the following courses: History and Systems in Psychology, Psychological Research Methods, and Statistics for Human Behavior.

Interim Chancellor

09/09-11/09 University of Puerto Rico, Arecibo campus, Arecibo, Puerto Rico

In charge of the academic and administrative affairs of the institution. Supervision of the deans and their staff. Must allocate resources due to budgeting issues. Search for external resources. Work along with the private and public sector to improve curricula. In charge of implementing the institution strategic and operational plan aligned with the University of Puerto Rico Strategic Plan. Represent the institution in all the internal and external activities. Preside the Academic Senate, the Administrative Board, the Strategic Planning Committee, among others. Develop strategies to raise funds for the institution.

Full Professor (Full Time)

07/98-Present University of Puerto Rico, Arecibo Campus, Arecibo, Puerto Rico

Teaching at the baccalaureate level, participate in committees, research, publish and attending professional activities related to the profession, supervise interns.

Courses Offered at Baccalaureate Level:

- ✓ Introduction to Industrial and Organizational Psychology
- ✓ Introduction to Industrial and Organizational Psychology (Hybrid, and Online course)
- ✓ Introduction to Statistical Reasoning
- ✓ Human Psychological Development
- ✓ Fundamentals of Test Construction
- ✓ Computer Use for Social Sciences
- ✓ Introductory Psychology
- ✓ Industrial and Organizational Psychology Internships (I and II)
- ✓ Psychology, Ethics and Moral Judgments

- ✓ Social Psychology
- ✓ Personality Theories and its Applications to Organizations
- ✓ Data Gathering Techniques for Decision Making
- ✓ Group Dynamics
- ✓ Groups Theories for Organizations
- ✓ Emotional Intelligence Seminar
- ✓ Research Methods in Psychology
- ✓ Positive Psychology Seminar
- ✓ Group Psychological Approaches at the Workplace
- ✓ Organizational Development
- ✓ Fundamentals of Neuroleadership
- ✓ Seminar on Organizational Neuroscience
- ✓ Fundamentals of Neuroscience

Adjunct Faculty

07/06-Present Bayamón Central University, College of Behavioral Sciences
Graduate School.

In charge of teaching graduate courses in:

- Professional Ethics
- Introduction to Industrial and Organizational Psychology
- Organizational Behavior and Development
- Introduction to Social and Transcultural Psychology
- Introduction to Neuroscience
- Consumer Psychology
- Training and Development
- Consultation: Theory and Practice
- Test construction
- Psychological and Industrial Evaluation Techniques
- Statistics for Psychology
- Practicum supervisor
- Research supervisor
- Comprehensive exams reviewer
- Entrepreneurial Planning
- History and Systems in Psychology (Online)
- Statistics for Human Behavior (Online)
- Research Methods in Psychology (Online)
- Statistics for the Human Sciences (Online)

Online Course Developer

01/12-12/12 Carlos Albizu University, Miami Campus

In charge of developing the Performance Management and Employee Development Online Course for the master's degree on Industrial and Organizational Psychology Online Program.

Adjunct Faculty

08/11-12/11 Carlos Albizu University, San Juan, Puerto Rico

In charge of teaching the Organizational Behavior course (Master level).

Adjunct Faculty

08/10-12/10 Carlos Albizu University, San Juan, Puerto Rico

In charge of teaching the Organizational Behavior course online (Master level).

Adjunct Faculty

08/07-08/09 Turabo University

In charge of evaluation of dissertations in the Business Doctoral Program

Adjunct Faculty

08/02-12/02 Carlos Albizu University, San Juan, Puerto Rico

In charge of teaching the Total Quality Management course (Doctoral level).

Adjunct Faculty

01/02-05/02 Carlos Albizu University, San Juan, Puerto Rico

In charge of teaching the Organizational Development course (Doctoral level).

Assistant Professor

08/96 – 07/98 University of Puerto Rico, Río Piedras Campus, Río Piedras,
Puerto Rico

Teach undergraduate and graduate courses. Supervise research practicum, thesis and dissertations. Participate in committees, conduct research projects, publish and present research projects in professional forums.

Courses Offered:

- Social Industrial Psychology (graduate level)
- Statistics for Social Sciences (graduate level)
- Industrial Psychological Assessment for the Industry (graduate level)
- Research Methodology (graduate level)
- Thesis Seminar
- Dissertation Seminar
- Theory of Test Construction (baccalaureate level)
- Industrial Psychology (baccalaureate level)
- Theory of Test Construction (baccalaureate level)
- Performance Appraisal Seminar (baccalaureate level)

08/92 - 08/96 Caribbean Center for Advanced Studies, San Juan, Puerto Rico

Adjunct Faculty

Teach the Advance Seminar in Industrial Organizational Psychology. Supervise industrial and Organizational Practicum (Master level)

Assistant Professor and Researcher

Teach undergraduate and graduate courses. Supervise the field operations other

Occupational Research. Supervise research practicum, thesis and dissertations.

Courses Offered Graduate Level:

- Psychological Assessment Techniques for the Industry
- Consumer Psychology
- Introduction to Computers for the Social Sciences
- Theory and Test Construction
- Organizational Behavior
- Advance Seminar in Industrial Organizational Psychology
- Organizational Development
- Dissertation Seminar (Doctoral level)

WORK EXPERIENCE IN EDUCATIONAL COMMITTEES

2020-Present	Faculty Resource Network (FRN) Liaison Officer of the University of Puerto Rico at Arecibo. In charge of the promotion and develop of activities between The University of Puerto Rico at Arecibo and New York University Faculty Resource Network to engage the faculty for them to participate in the FRN year-round activities.
2019-Present	Developer of the Minor Concentration on Organizational Neuroscience. Bachelor's in social science with Concentration on Industrial and Organizational Psychology.
2019-Present	Member in the development of the Minor Concentration on Positive Psychology. Bachelor's in social science with Concentration on Industrial and Organizational Psychology.
2017-Present	Member of the Board of the Interuniversity Athletic League.
2017-Present	Member of the University Board Students Affairs Committee of the University of Puerto Rico.
2016-Present	Member of the team in charge of developing a master's degree Program in the Psychology of Leadership and Social Affairs at the University of Puerto Rico, Arecibo Campus.
11/18-Present	Member of the Ad-hoc Committee for the Revision of the Institutional Policy on the LGBTQ Affairs and the Redesign of Inclusive Restrooms (UPR University Board).
10/18-Present	Committee for Students Affairs (UPR University Board).
10/18-Present	Chair of the Committee for Evaluation of Vocational Programs in the University of Puerto Rico (Special Committee Appointed by the UPR President).
09/17-Present	Committee for Academic Efficiency and Fiscal Adjustment (UPR University Board).
07/17-Present	Member of the Board of the Interuniversity Athletic League.
08/15-Present	Chair of the committee in charge of developing the proposal for the development of a master's degree Program in Psychology of Leadership and Social Affairs. University of Puerto Rico in

Arecibo (Social Science Department).

08/14-08/15	General Education Committee. University of Puerto Rico in Arecibo (Institutional Level)
08/14- 08/15	Institutional Research Board (IRB) Coordinator. University of Puerto Rico in Arecibo (Institutional Level).
08/07-07/10	Institutional Research Board (IRB) Coordinator. University of Puerto Rico in Arecibo (Institutional Level).
12/06-07/10	Institutional Planning, Budgeting and Assessment Subcommittee. University of Puerto Rico in Arecibo (Institutional Level).
08/05-07/10	Institutional Student Retention Committee. University of Puerto Rico in Arecibo (Institutional Level).
08/05-07/07	Distance Education Institutional Committee University of Puerto Rico in Arecibo (Institutional Level).
08/03-07/10	Standard 10 Institutional Committee. University of Puerto Rico in Arecibo (Institutional Level).
08/02-07/05	Cultural Activities Committee University of Puerto Rico in Arecibo (Social Sciences Department).
10/02-07/03	Personnel Committee Department of the University of Puerto Rico in Arecibo (Social Sciences Department).
2011-2018	Counselor Professor of the Student Industrial and Organizational Psychology Association. University of Puerto Rico at Arecibo, Arecibo, Puerto Rico.
10//01-07/03	Department Budget Management Committee University of Puerto Rico in Arecibo (Social Sciences Department).
09/01	Scientific Committee of the 48erd. Annual Convention of the Puerto Rico Psychological Association held at the Condado Plaza Hotel, San Juan, Puerto Rico.
04/99-07/03	Assessment Committee University of Puerto Rico in Arecibo (Institutional Level)
04/98-Present	Committee of the Social Sciences Department University of Puerto Rico in Arecibo
1998- 2000	Member of the team that developed the bachelor program in social sciences with a mayor in industrial and organizational psychology. University of Puerto Rico in Arecibo, Arecibo, Puerto Rico.
08/96- 06/98	Library Committee University of Puerto Rico in Río Piedras (Institutional Level).

08/96- 06/98	Industrial Organizational Psychology Committee. Psychology Department, Social Sciences Faculty. University of Puerto Rico in Río Piedras. (Psychology Department).
08/95-08/96	Curriculum Committee Coordinator Caribbean Center for Advanced Studies San Juan, Puerto Rico (Institucional Level).
08/95-08/96	Ethics Committee for Research Affairs Caribbean Center for Advanced Studies San Juan, Puerto Rico (Institucional Level).
08/93-08/95	Faculty Development Committee. Caribbean Center for Advanced Studies San Juan, Puerto Rico (Institucional Level).
08/94-08/95	Library Committee Caribbean Center for Advanced Studies San Juan, Puerto Rico (Institucional Level).

COMPUTER SOFTWARE LITERACY:

Operating Systems:

- Windows 11.0
- Monterrey OS

Software applications:

- Microsoft Office 365
- Statistical Package for the Social 27.0 for Windows and Mac
- PSPS Statistical Software
- Winsteps 5.0
- Mozilla Firefox
- Safari
- Techsmith Camtasia Studio 2021
- Snagit 2022
- Moodle
- Edu 2.0
- Blackboard
- Trello
- Monday
- Gmail
- Outlook
- Mobile Applications
- Microsoft Teams
- Microsoft Planner

CONSULTING EXPERIENCE:

08/20-12/21	Puerto Rico Justice System. Psychometric Consultant in charge of the validation of the Judge's Performance Appraisal System. First Consultation project of the Division of Continuing Education and Professional Studies from the University of Puerto Rico at Arcibo.
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08/15-07/17 **Episcopal Health Systems of Puerto Rico, Ponce, Puerto Rico.**

In charge of developing and organizational development intervention for the improving of leadership and teamwork.

07/15-07/17 **Huertas College, Caguas, Puerto Rico**

Consultant in psychometrics in the development, validation and Standardization of Huertas College Assessment Test.

04/15-07/17 **Optima Health Inc. Dorado, Puerto Rico.**

Consultant on the process of organizational cultural change. In charge of coaching the leading personnel.

03/15-07/16 **Janssen Biological Plant, Manatí, Puerto Rico**

Consultant on the process of organizational cultural change. In charge of coaching the leading personnel.

11/13-05/15 **Company of Commerce and Exportation of Puerto Rico. San Juan, Puerto Rico.**

Consulting for the developing of 4 pre-vocational programs based on: International Commerce, Local Commerce, Franchise Development, and Electronic Business Development.

7/12-8/13 **Council for Children with Development Deficiencies. Fundación Alegría. San Juan, Puerto Rico.**

External Program Evaluator for the Inclusive Summer Camp held at the Sacred Heart University, Santurce Puerto Rico.

07/15 **Janssen, Gurabo Plant, Gurabo, Puerto Rico.**

In charge of coaching managers in performance issues and people management.

9/12-12/14 **Janssen, Pharmaceutical Plant, Manatí Puerto Rico y Gurabo**

Consultant in organizational diagnosis and coaching for the Chromatography Department for "Senior", supervisors and operators. Also, training supervisors and "seniors" in conflict management and negotiation techniques.

8/12-10/14 **Interamerican University of Puerto Rico at Fajardo**

In charge of consulting the management and to facilitate an organizational development process to the administrative departments of the institution.

2/13-05/15 **Innovaciones Psicoeducativas (ISIED)**

Trainer in teacher's development from the Neuroscience Teaching Program (NEMI). Consultant in new business development local and international. Developed of business proposal for the Department of Education for 2 million dollars.

1/12-1/13 **Innovaciones Psicoeducativas (ISIED)**

Training and Marketing Director (Part time basis). In charge of developing the training program, and the company's marketing strategy. Work analysis and standard operating procedures, and policy development. Business proposals design.

1/12-12/12 **Office of the Commissioner of Municipalities Affairs of the Puerto Rico's Government**

In charge of developing the agency Three Year Plan with the purpose of aligning the agency initiatives and warranty the adequate allocation of funds to youth crime prevention in Puerto Rico.

10/11-10/8/12 **College Board of Puerto Rico**

Member of the evaluation committee of the PIENSE Scholastic Test. In charge of evaluating the content, grammar and psychometrics indicators of the questions.

11/10-11/11 **Barquín International**

Consultant in organizational development and education. New Projects development and proposal writing for the Puerto Rico Department of Education grants program. Two proposals of one million each were approved.

01/10-05/10 **Innovaciones Psicoeducativas**

Consultant and trainer in developing research actions projects in the classroom. Consulting in item development and test construction for 6 schools from Carolina's District 1 of the Puerto Rico Department of Education.

01/08-01/09 **GF Solutions Inc.**

Consultant in test development and trainer. In charge of developing intervention strategies and administration.

01/07-07/08 **Education and Professional Studies Division of the University of Puerto Rico in Arecibo.**

Training facilitator and program evaluator of the Managerial Talent Development Program for Abbott Laboratories. In charge of developing assessment instruments to evaluate the knowledge acquired during the program. Also, a trainer facilitator for the teachers and employees of the Manati's Head Start Program. Developed business proposals for the Managerial Talent Program for 200 thousand dollars.

01/07-04/07 **Banco Santander of Puerto Rico**

Consultant and developer of the Institution's Managerial Assessment Program.

08/05-08/07 **Turabo University**

Consultant for the Doctoral Comprehensive Examination Committee.

05/06-08/07 **Norte and Central Consortium**

Consultant in strategic planning, training and occupational counselor.

02/05-02/07 **Technical College**

Counselor, and trainer in emotional intelligence

07/05 **Municipality of Arecibo**

Administration of Industrial Psychological Evaluations to municipal police candidates. Offered a supervisor skills workshop.

04/04-04/05 **Office of the Comptroller of Puerto Rico**

Organizational diagnosis for the effective management of human relations, and team building.

05/03-05/04 **Orbix**

In charge of facilitating and organizational change process, development of managers and supervisor skills. Development of an organizational development strategy.

01/96-05/02 **Young Institution's Administration of the Government of Puerto Rico**

In charge of conducting a predictive validity study to the organization's young Classification system.

01/99-11/02 **GlaxoSmithKline**

Performed industrial psychological assessment for executives, training in presentation skills, managerial coaching, team building and the development of a recognition system.

01/00-05/02 **Searle-Pharmacia**

Training and coaching in presentation skills for middle managers

01/00-05/02 **Pfizer, Sales and Marketing**

Training and coaching in presentation skills for middle managers. Team building for managers.

08/99-10/99 **Pfizer Inc. Manufacturing**

Training in job analysis development and the structure interview process.

01/99-05/99 **Office of Young Affairs, Government of Puerto Rico.**

In charge of developing a crime trends analysis.

01/97- 12/98 **Young Institution's Administration of the Government of Puerto Rico**

In charge of conducting a construct validity study to the organization's young Classification system.

01/97- 10/98 **U.S. Department of Immigration and Naturalization Services, Puerto Rico District**

Organizational Survey and Develop of Supervisory Skills Training.

12/96- 5/97 **University of Puerto Rico, President's Office**

In charge of the assessment of the university's total quality management program.

11/96- 4/97 **Estee Lauder of Puerto Rico**

Management consulting, total quality management program training and team building.

01/95 **Warner Lambert Inc., Puerto Rico Operations**

Consulting, and training in test development to assess training impact.

02/95 **Head Start, Mayagüez, Puerto Rico**

Developing of a construct validity study for a Children's Assessment Test.

08/94-12/94 **Universal Career Counseling Centers, San Juan, Puerto Rico**

Test validation of a vocational assessment test battery.

08/91 - 08/92 **Eli Lilly Industries, Carolina, Puerto Rico**

Internal consulting in quality services, design and facilitate technical training, training needs assessment, Standard Operation Procedures development, team building, recruitment and selection.

08/90 - 08/93 **American Institute of Banking, Hato Rey, Puerto Rico**

Design and implementation of quality service, communication, team building, and attitudes change training.

08/91 - 12/91 **Banco Santander of Puerto Rico, Hato Rey, Puerto Rico**

Consulting and development of a "Mystery Shopper's Survey ".

08/89 - 08/91 **Small Business Administration, Río Piedras, Puerto Rico**

In charge of training evaluation and report development.

PUBLICATIONS:

Andújar Rojas, C.; Rodríguez González, I.; Alvarado Vega, M.; Martínez Rivera A. & González Casanovas, F. (2018-2019). Development and Validation of the Resonant Leadership Scale in a Sample of Employees from the North Region of Puerto Rico. *Forum*, (26), 23-50.

Andújar Rojas, C.; Rodríguez González, I.; Cruz Cruz, V.; Carruego Rivera, N. & Román Rodríguez K. (2017-2018). Development and Validation of the Emotional Styles Scale in a Sample of Employees from the North Region of Puerto Rico. *Forum*, (25), 1-42.

Rodríguez González, I. Andújar Rojas, C. (2017). Spatial Dependency and Natural Resources Based-Enterprises: SAR approach. Article submitted to the *International Journal of Computational Economics and Econometrics*. March 10, 2017.

Centeno, M. (2016). Emotions Management is Determinant in the Quest for Success: An Interview with Dr. Carlos Andújar Rojas. Retrieved from www.dialogopr.com.

- Nieves, M., Andújar Rojas, C.A., Santiago, B., Otero, Delgado K. (2013). Validation and standardization of the learned optimism scale using the Classic Test Theory in a sample of employees from the north part of Puerto Rico. *Revista Interamericana de Psicología Ocupacional*. 32 (1), 74-84.
- Andújar Rojas, C.A. (2012). Development and Validation of a learned optimism scale using the Rasch model in a sample of employees from the north region of Puerto Rico. *Revista Interamericana de Psicología Ocupacional*. 31 (1), 33-45.
- Andújar Rojas, C.A. (2009). Work Satisfaction and quality of Life. <http://www.empresaviva.net/leyyorden/>
- Andújar Rojas, C.A. (2009). Layoff Survivors. *El Nuevo Día*, May 29, 2009.
- Andújar Rojas, C.A. (2009). Development, validation and normalization of a Dual Mobbing Scale. Submitted to *Revista Interamericana de Psicología Ocupacional*. Medellín, Colombia.
- Andújar Rojas, C.A. (2008). Psychology and Technology. *El Nuevo Día*, November 13, 2008.
- Andújar Rojas, C.A. (2007). *Leadership and Emotional Intelligence*. Publish by Akron Books.
- Andújar Rojas, C.A.; Rentas, G. & Laracuenta, L. (2007). Development, validation and normalization of the short version of the Emotional Intelligence Inventory. *Revista Interamericana de Psicología Ocupacional*. 28 (1), 85-91.
- Andújar Rojas, C.A. (2007). Living in the prosumer era. November 8, 2007. *El Nuevo Día*.
- Andújar Rojas, C.A. (2007). Human Capital as a Competitive Advantage. May 24, 2007. *El Nuevo Día*.
- Andújar Rojas, C.A. (2006). Restructuring the Government Reestructuration. November 23, 2006. *El Nuevo Día*.
- Andújar Rojas, C.A. (2006). Positive Attitudes in the WorkPlace. *Vive Aguadilla*, (3), 43-44.
- Andújar Rojas, C.A. (2005). Strategies to Strength the Human Capital of your Organization. *Vive Aguadilla*, (2), 46-47.
- Andújar Rojas, C.A. (2005). The New Public Administration in Puerto Rico: Old Management Styles Against New Paradigms. *Vive Aguadilla*, (2), 55-56.
- Andújar Rojas, C.A. (2004). Development and Validation of the Emotional Intelligence Inventory in a Sample of University Students. *Revista Interamericana de Psicología Ocupacional*, 23, (1), 38-55.
- Pérez Butler, P. A., Martínez Lugo, M.E., Andújar Rojas, C.A. (2003). Determination of the Psychometrical Properties of the Continuous Improvement Behavior Scale in a Sample of a Health Care Employees. *Revista Interamericana de Psicología Ocupacional*, 22, (1), 12-26.
- Rodríguez-Sánchez, M.H., Martínez-Lugo, M.E., Andújar-Rojas, C.A. (2004). Nursing Accidents at the Workplace and their Relationship with the Security and Occupational Health Status. *Puerto Rico Health Sciences Journal*, 22 (4), 391-400.
- Andújar Rojas, C.A. (2003). Don Luis A. Ferré Aguayo: A Real Lesson of Leadership. *El Nuevo Día*, Sunday, November 30, 2003.

- Andújar Rojas, C.A. (2003). Universities: Strategic Partners in the Development of Human Capital. *El Nuevo Día*, Sunday, November 2, 2003.
- Andújar Rojas, C.A. (2003). Industrial and Organizational Psychology and its Impact in Government. San Juan: *El Nuevo Día*, Sunday, September 21, 2003.
- Andújar Rojas, C.A. (2003). Quality of Life in Modern Organizations. San Juan: *El Nuevo Día*, Sunday, September 14, 2003.
- Maexo-Flores, R., Martínez-Lugo, M.E., Andújar-Rojas, C.A., Rosario-Hernández, E. (2001). Violence at Work and its Relationship with Demographics and Organizational Variables in a Sample of Puertorican Employees. *Revista Interamericana de Psicología Ocupacional*, 20 (2), 1-13.
- Andújar Rojas, C.A. (2001). Critical Aspects in Human Resources Selection Programs. San Juan, Puerto Rico: *El Nuevo Día*, Sunday, August 19, 2001
- Andújar Rojas, C.A. (2001). Strategic Pondering: Tool for Getting Effective Results in Organizations. San Juan, Puerto Rico: *El Nuevo Día*, Sunday, April 8, 2001.
- Andújar Rojas, C.A. & DeJesús, Clavell, R. (2000). Development and Validation of the Continuous Improvement Behaviors Scale, (ECMC). *Revista Interamericana de Psicología Ocupacional*, 19 (1), 24-37.
- Rodríguez-Ramos, I., García, A.L. y Andújar, C. (2000). Stress Factors Related to the Puerto Rico Health Care Reform in Health Professionals. *Revista Ciencias de la Conducta*, 15. (1), 85-106.
- Andújar Rojas, C.A. (1999). Validation Study of the Organizational Climate Survey in a sample of Telecommunications Employees in Puerto Rico. *Revista Interamericana de Psicología Ocupacional*.
- Rodríguez, Torres, I.S., Martínez, Lugo, M.E., Andújar, Rojas, C.A. (1999). Meta-Analytical study of Job Involvement and it's relation with Age. *Revista Interamericana de Psicología Ocupacional*.
- Andújar Rojas, C.A. (1998). Analysis of the Palo Alto, and Monin Elkäim Models and its Implication in Organizational Development. *Revista Puertorriqueña de Psicología*, 11, 65-98.
- Andújar, C.A., Martínez-Lugo, M.E. (1997). Development and Validations of a Work Centrality Scale. *Revista Interamericana de Psicología Ocupacional*, 16, (2), 167-181.
- Pérez-Santiago, J.A., Martínez-Lugo, M.E., Andújar-Rojas, C.A. (1997). Comparison of Life Central Interests and Life Satisfaction in a Sample of Employee with HIV/AIDS Diagnosis and without HIV/AIDS Diagnosis. *Revista Interamericana de Psicología Ocupacional*, 16, (2), 135-151.
- Millán-Viera, J.L., Martínez-Lugo, M.E., Andújar-Rojas, C.A. (1997). Work Function, Gender, Education, and Perception of Work-Related Environment Variables. *Revista Interamericana de Psicología Ocupacional*, 16, (2), 153-165.
- Andújar, C. A. & Martínez-Lugo M.E. (1996). Scientific Analysis of the Lodahl & Kejner Job Involvement Scale Using Item Response, and Generalizability Theories. *Revista Latinoamericana de Psicología*, 28, (1), 109-134.
- Solla-Ortíz, J., Andújar-Rojas, C.A. (1996). The Merge Process and its Effect in Employees

Stress Levels. *Revista Ciencias de la Conducta*, 2, (1), 1-26. San Juan, Puerto Rico: Centro Caribeño de Estudios Postgraduados.

Andújar, C.A. (1996) Modern Techniques in Personnel Selection in Puerto Rico. *Revista Ciencias de la Conducta*, 2, (1), 69-82. San Juan, Puerto Rico: Centro Caribeño de Estudios Postgraduados.

Rosario-Hernández, E., Andújar Rojas, C. y Sánchez Figueroa, J. (1996). Development and Validation of the Employees Attitude about Employees with HIV Diagnosis Scale. *Revista Ciencias de la Conducta*, 11, (1), 27-46. San Juan, Puerto Rico: Centro Caribeño de Estudios Postgraduados.

Rosario, M.F., Martínez-Lugo, M.E., Andújar-Rojas, C. (1995). Dual Commitment in a Sample of Unionized Employees in Puerto Rico. *Revista Interamericana de Psicología Ocupacional*, 14, 2. 115-128.

Zapata, A., Andújar, C., Figueroa, J.F. (1995). Job Involvement and it's Relation with Group Cohesiveness, Supervisor Support, Autonomy, Control and Physical Environment in a Sample of Employees with Disabilities. *Revista Interamericana de Psicología Ocupacional*, 14, 2. 129-142.

Andújar, C.A. (1994). Qualitative and Quantitative Techniques for Measuring Stress. *Revista Latinoamericana de Psicología Clínica*, 12, 23-45.

Andújar, C.A. (1994). Development of a Work Stress Scale User's *Manual*. Centro Caribeño de Estudios Postgraduados. San Juan, Puerto Rico.

Andújar, C.A., Quintero, N., Álvarez, V. (1993). Organizational Work Stress Scale. Work Stress Project. Centro Caribeño de Estudios Postgraduados. San Juan, Puerto Rico.

Quintero, N., Andújar, C.A., Alvarez, V., (1993). Work Stress Coping Skills Scale. Centro Caribeño de Estudios Postgraduados. San Juan, Puerto Rico.

Andújar, C.A. (1991). Revision of the book "Healthy Work: Stress, Productivity, and the Reconstruction of Working Life. *Ciencias de la Conducta*, 6, 2. 155-157.

PROFESSIONAL SEMINARS AND CONFERENCES OFFERED:

Andújar Rojas, C.A. (2020). Facilitator for a group discussion on the Roundtable #1: Higher Education in the Time of COVID. Faculty Resource Network at New York University Virtual National Symposium 2020: Curriculum Innovation for transformative Learning. November 19-20, 2020.

Andújar Rojas, C.A. (2018). Introduction to AGILE Project Management. Workshop to Episcopal Church Clergy on November 10, 2018.

Andújar Rojas, C.A. (2018). Introduction to AGILE Project Management. Workshop to University of Puerto Rico in Arecibo employees. September 7, 2018.

Andújar Rojas, C.A. (2018). Introduction to AGILE Project Management. Workshop to University of Puerto Rico in Arecibo Department Directors. August 24, 2018.

Andújar Rojas, C.A. (2018). Applications of Neuroscience in Industrial and Organizational Psychology. Conference offered at the Annual Symposium of the Industrial and Organizational Psychology Student Association, and Neuroboricuas Association. May 3, 2018. University of Puerto Rico at Arecibo.

- Andújar Rojas, C.A. (2018). Applications of Neuroscience in Industrial and Organizational Psychology. *XIV Caribbean Psychology Congress. Universidad Tecnológica de Santiago, Santiago de los Caballeros, Dominican Republic. April 8, 2017.*
- Andújar Rojas, C.A. (2017). Applications of Neuroscience in Industrial and Organizational Psychology. *XIV Caribbean Psychology Congress. Universidad Autónoma de Santo Domingo. April 9, 2017.*
- Andújar Rojas, C.A. (2016). Emotions Management is Determinant in the Quest for Success. Conference offered to the employees of the University of Puerto Rico, Arecibo Campus. *October 12, 2016. University of Puerto Rico, Arecibo Campus.*
- Andújar Rojas, C.A. (2016). The Academic as a Researcher: How to Promote an Academic-Research Culture. Conference offered at the First Symposia of Social Sciences Students Research. *Central University of Bayamón. October 29, 2016.*
- Méndez, P., Márquez, N., Andújar, C., Alvarado, M. & Sánchez, M. (2016). A Comparative Study of the Leadership, Emotional Styles, Emotional Intelligence, and Learned Optimism Profiles on Two Samples of Professional Women from Dominican Republic and Puerto Rico. *XIII Caribbean Psychology Congress. Universidad Autónoma de Santo Domingo, April 11, 2016.*
- Andújar Rojas, C.A. (2016). Organizational Change: Using Resonant Leadership, Teamwork and Project Management for Cultural Change. *XIII Caribbean Psychology Congress. Universidad Autónoma de Santo Domingo, April 11, 2016.*
- Andújar Rojas, C.A & Rosa Rivera (2016). Analysis of the Results of the PPAA y PPEA, Looking for Results: Interpreting Results for Teachers Planning. *Isidro Sánchez High School, Luquillo, Puerto Rico March 23, 2016.*
- Andújar Rojas, C.A. (2016). Using PSPP for Academic Assessment. *Workshop offered to the University of Puerto Rico at Arecibo Faculty. University of Puerto Rico at Arecibo. March, 2016.*
- Andújar Rojas, C.A. Transforming ourselves for a better service Workshop. *Offered to the Executive Board of the Episcopal Health System. Ponce, Puerto Rico. December 11, 2015.*
- Andújar Rojas, C.A. Transforming ourselves for a better service Management retrieve. *Offered to the Management Team of the Episcopal Health System. Ponce, Puerto Rico. September 11 and 12, 2015.*
- Andújar Rojas, C.A. Transforming ourselves for a better service Workshop. *Offered to the Board of the Episcopal Health System. Ponce, Puerto Rico. December 11, 2015.*
- Andújar Rojas, C.A. Changing our emotional Styles for a Better Service. *Workshop offered to the employees and faculty of the University of Puerto Rico at Arecibo. Arecibo campus. October 7, 2015.*
- Andújar Rojas, C.A. Developing an Optimistic Plan. *Workshop offered to the Administrative Systems Program of the University of Puerto Rico at Arecibo. Arecibo campus. October 8, 2015.*
- Andújar Rojas, C.A. Effective Meetings. *Workshop as part of the Business Services Business Talent Academy of Johnson & Johnson. June 8, 2015.*
- Andújar Rojas, C.A. Effective Meetings. *Workshop to supervisors and managers of Janssen Pharmaceutical at Manatí. Manatí, Puerto Rico. June 28, 2015.*

- Andújar Rojas, C.A. Coaching and Feedback. *Workshop to supervisors and managers of Janssen Pharmaceutical at Manatí. Manatí, Puerto Rico. May 28, 2015.*
- Andújar Rojas C.A. How we can Know Each other Better. *Plenary for the Faculty Residential Program for the Faculty of the Rafael Martínez Nadal Second Unit School. Four Seasons Hotel, Caguas Puerto Rico. May 18, 2015.*
- Andújar Rojas C.A. Design and Planning of Behavior Modification Plans for Students and in the Classroom. *Workshop for the Faculty Residential Program for the Faculty of the Rafael Martínez Nadal Second Unit School. Four Seasons Hotel, Caguas Puerto Rico. May 17, 2015.*
- Andújar Rojas C.A. How to Develop a Culture of Respect in the School Setting. *Opening conference at the Faculty Residential Program for the Faculty of the Rafael Martínez Nadal Second Unit School. Four Seasons Hotel, Caguas Puerto Rico. May 15, 2015.*
- Andújar Rojas, C.A. Diversity and Inclusion. *Workshop as part of the Business Services Business Talent Academy of Johnson & Johnson. May 18, 2015.*
- Andújar Rojas, C.A. Diversity and Inclusion. *Workshop to supervisors and managers of Janssen Pharmaceutical at Manatí. Manatí, Puerto Rico. May 7, 2015.*
- Andújar Rojas, C.A. Interpersonal Relations in the School Setting. *Workshop offered to the Faculty of the Rafael Martínez Nadal Second Unit School. Guaynabo Puerto Rico. April 20, 2015.*
- Andújar Rojas, C.A. Diversity and Inclusion. *Workshop as part of the Business Services Business Talent Academy of Johnson & Johnson. April 27, 2015.*
- Andújar Rojas, C.A. Positive Psychology: Research Challenges and Applications to Organizations. *Positive Psychology Conference. December 6, 2014. Pontifical Catholic University of Puerto Rico. Ponce, Puerto Rico.*
- Andújar Rojas, C.A. Developing the Emotional Quotient in our Students. *Conference offered to the faculty of National College, Bayamón, Puerto Rico. March, 14, 2014.*
- Andújar Rojas, C.A. A Short Course on Leadership, Coaching, Teamwork and How to Conduct Effective Meetings. *Workshop offered to supervisors, managers, and directors of Janssen Pharmaceutical, Gurabo. March 7, 2014.*
- Andújar Rojas, C.A. A Short Course on Leadership, Coaching, Teamwork and How to Conduct Effective Meetings. *Workshop offered to supervisors, managers, and directors of Janssen Pharmaceutical, Gurabo. January 17, 2014.*
- Andújar Rojas, C.A. A Short Course on Leadership, Coaching, Teamwork and How to Conduct Effective Meetings. *Workshop offered to supervisors, managers, and directors of Janssen Pharmaceutical, Gurabo. December 6, 2013.*
- Andújar Rojas, C.A. Coaching. *Workshop as part of the Johnson & Johnson Talent Academy. Janssen Pharmaceutical, Gurabo. November 8, 2013.*
- Andújar Rojas, C.A. Coaching. *Workshop as part of the Johnson & Johnson Talent Academy. Janssen Pharmaceutical, Gurabo. October 8, 2013.*
- Andújar Rojas, C.A. Integration and Communication. *Organizational intervention with employees from first and second shift at the Manatí, Janssen Manufacturing Plant. October 23, 2013.*

- Andújar Rojas, C.A. Optimism for Success at Work. *Conference offered to employees and students of the University of Puerto Rico, Arecibo campus. October 18, 2013.*
- Andújar Rojas, C.A. Motivating our Daughters at Playing Sports. *Conference offered to parents of the Xtreme Volleyball League. Toa Baja. October 16, 2013.*
- Andújar Rojas, C.A. Integration and Communication. *Organizational intervention with employees from first and second shift at the Manatí, Janssen Manufacturing Plant. October 16, 2013.*
- Andújar Rojas, C.A. How to Manage Difficult Students. *Conference offered to the Faculty of the University of Puerto Rico, Arecibo campus. Arecibo, Puerto Rico. October 15, 2013.*
- Andújar Rojas, C.A. Inclusion. *Workshop to supervisors, managers, and seniors. Janssen Pharmaceutical, Gurabo Operations. September 27, 2013.*
- Andújar Rojas, C.A. Diversity and Inclusion. *Workshop to supervisors, managers and "Seniors". Janssen Pharmaceutical, Gurabo Operations. September 6, 2013.*
- Andújar Rojas, C.A. Emotional Intelligence and Technology. *Workshop offered to Counselors from the Department of Education. August 24, September 7, 14 and 28, 2013.*
- Andújar Rojas, C.A. Diversity and Inclusion. *Workshop to supervisors, managers and "Seniors". Janssen Pharmaceutical, Gurabo Operations. August 9, 2013.*
- Andújar Rojas, C.A. Diversity and Inclusion. *Workshop to supervisors, managers and "Seniors". Janssen Pharmaceutical, Gurabo Operations. August 16 2013.*
- Andújar Rojas, C.A. Conflict Management. *Workshop offered to associates of the Solid Products Manufacturing Plant. Janssen, Manatí Plan. June 3, 2013.*
- Andújar Rojas, C.A. Conflict Management. *Workshop offered to associates of the Solid Products Manufacturing Plant. Janssen, Manatí Plan. May 31, 2013.*
- Andújar Rojas, C.A. Self-motivation. *Workshop offered to employees of the University of Puerto Rico, Arecibo campus. May 22, 2013.*
- Andújar Rojas, C.A. Coaching and feedback. *Workshop as part of the Talent Academy. Janssen Pharmaceutical, Gurabo Operations. May 16, 2013.*
- Morales, E., Rosario, E., Andújar Rojas, C.A., Sánchez J., Báez, A. Symposium named: Essential Considerations Based on Practices and Dynamics in the Organizational Climate and its Impact on Mental Health, Rights, and Quality of Life of the Workers. *Second Congress of Industrial and Organizational Psychology. Ponce Hilton. March, 23, 2013.*
- Andújar Rojas, C.A. Standardization and Norms Development of the Learned Optimism Scale. *Second Congress of Industrial and Organizational Psychology. Ponce Hilton. March, 22, 2013.*
- Nieves, M., Andújar Rojas, C.A. Validation of the Learned Optimism Scale *Second Congress of Industrial and Organizational Psychology. Ponce Hilton. March 22, 2013.*
- Andújar Rojas, C.A. Diversity and Inclusion. *Workshop to supervisors, managers and "Seniors" from Janssen at Gurabo. March 14, 2013.*
- Andújar Rojas, C.A. Standardized Tests III and Cooperative Learning. *Workshop facilitated to teachers from the Second Unit School Angelita Delgado. March1, 2013, Lares Puerto Rico.*

Andújar Rojas, C.A. Diversity and Individual Differences. *Workshop to supervisors, managers and "Seniors" from Janssen at Gurabo. February 27, 2013.*

Andújar Rojas, C.A. Diversity and Individual Differences. *Workshop to supervisors, managers and "Seniors" from Janssen at Gurabo. February 20, 2013.*

Andújar Rojas, C.A. Conflict Management and Negotiation. *Workshop to supervisors, managers and "Seniors" from the Biotechnology Plant of Ortho, Manatí. February 4, 2013.*

Andújar Rojas, C.A. The Development of Optimism for Success in Life. *Office Systems Program of the University of Puerto Rico at Arecibo. November 14, 2013.*

Andújar Rojas, C.A. Emotional Intelligence and the Search for Peace. *February 20, 2013. University of Puerto Rico at Carolina.*

Andújar Rojas, C.A. Small Business Plan Development Company of Commerce and Export. *Desarrollo para el Pueblo Program. Program that starred in July 2011 until December, 2012.*

Andújar Rojas, C.A. Optimism and Academic Performance. *Workshop facilitated to the students of the Quality-of-Life Program of the University of Puerto Rico at Arecibo. May 3, 2011. Auditorium B, University of Puerto Rico at Arecibo. Arecibo, Puerto Rico.*

Andújar Rojas, C.A. Teamwork: Motivating Teams. "Leadership Talent Academy". *Business Services, and the Division of Continuing Education and Professional Studies of the University of Puerto Rico at Arecibo. May 2, 2011. Guaynabo, Puerto Rico.*

Andújar Rojas, C.A. Leadership: Effective Organizational Communication. "Leadership Talent Academy". *Business Services, and the Division of Continuing Education and Professional Studies of the University of Puerto Rico at Arecibo. May 2, 2011. Guaynabo, Puerto Rico.*

Andújar Rojas, C.A. Emotional Intelligence. *Workshop offered to the office personnel of the Planning Board of the Commonwealth of Puerto Rico. April 25, 2011. Minillas Government Center, San Juan, Puerto Rico.*

Andújar Rojas, C.A. Leadership: Delegation in the Organization. "Leadership Talent Academy". *Business Services, and the Division of Continuing Education and Professional Studies of the University of Puerto Rico at Arecibo. April 18, 2011. Guaynabo, Puerto Rico.*

Andújar Rojas, C.A. Leadership: Supervisor as a Leader and Types of Leadership. "Leadership Talent Academy". *Business Services, and the Division of Continuing Education and Professional Studies of the University of Puerto Rico at Arecibo. April 18, 2011. Guaynabo, Puerto Rico.*

Andújar Rojas, C.A. Diversity and Individual Differences. "Leadership Talent Academy". *Business Services, and the Division of Continuing Education and Professional Studies of the University of Puerto Rico at Arecibo. April 11, 2011. Guaynabo, Puerto Rico.*

Andújar Rojas, C.A. Administration and Management. *Leadership Talent Academy". Business Services, and the Division of Continuing Education and Professional Studies of the University of Puerto Rico at Arecibo. April 4, 2011. Guaynabo, Puerto Rico.*

Andújar Rojas, C. Optimism and Quality of Life. *Conference offered to the personnel of the Department of Registration of the University of Puerto Rico at Arecibo. March 4, 2011. Universidad of Puerto Rico at Arecibo.*

Andújar Rojas, C.A. Conflict and Stress Management in Organizations. *Conference offered to the University of Puerto Rico at Arecibo employees. Held at the Nursing Auditorium of the University of Puerto Rico at Arecibo. February 25, 2011.*

Martínez Segarra, E.L., Andújar Rojas, C.A., Méndez, P. Correlational Study between the Self Functions Personality Inventory, the Emotional Intelligence Competencies, and Learned Optimism. *Research paper presented in the First Congress of Industrial and Organizational Psychology. March 17-19, 2011. Ponce Hilton Convention Center.*

Rosario Hernández E., Andújar Rojas, C., Rovira Millán, L.V. Psychometric Properties of the Five Personality Factors Inventory Using the Rasch Model. *Research paper presented in the First Congress of Industrial and Organizational Psychology. March 17-19, 2011. Ponce Hilton*

Andújar Rojas, C. Optimism and Quality of Life. Conference offered to the personnel of the Department of Registration of the University of Puerto Rico at Arecibo. *March 4, 2011. Universidad of Puerto Rico at Arecibo.*

Andújar Rojas, C.A. Conflict and Stress Management in Organizations. Conference offered to the University of Puerto Rico at Arecibo employees. *Held at the Nursing Auditorium of the University of Puerto Rico at Arecibo. February 25, 2011.*

Andújar Rojas, C.A. Optimism and Academic Achievement. Conference offered to the B.A. students of the Metropolitan University, Bayamón Campus. *Metropolitan University of Bayamón. Bayamón, Puerto Rico. February 28, 2011.*

Andújar Rojas, C.A. Supervision and Leadership Skills. Training for supervisors of the Family Affairs Department of Puerto Rico. Held on the Embassy Suites at Dorado, Puerto Rico on October 24, 2010.

Andújar Rojas, C.A. Supervision and Leadership Skills. Training for supervisors of the Family Affairs Department of Puerto Rico. Held on the Sheraton Hotel at Old San Juan, Puerto Rico on October 18, 2010.

Andújar Rojas, C.A. Supervising Emotions Successfully. Workshop Offered to The supervisory personnel of the University of Puerto Rico at Arecibo as part of a requisite of training hours of the Puerto Rico Government Controller. University of Puerto Rico at Arecibo October 8, 2010.

Andújar Rojas, C.A. Moderator of the panel titled Experiences of psychologists, and social workers with three focus groups of juveniles from public, and private schools and Juveniles of the Administration of Juvenile Institutions. First Summit of Juvenile Justice. Juvenile Justice Council of Puerto Rico, Office of the Municipal Commissioner of Puerto Rico. Luis A Ferré Building of the Puerto Rico Senate. September 28, 2010.

Andújar Rojas, C.A. In charge of the recounting the activities of the First Summit of Juvenile Justice. Juvenile Justice Council of Puerto Rico, Office of the Municipal Commissioner of Puerto Rico. Luis A Ferré Building of the Puerto Rico Senate. September 28, 2010.

Andújar Rojas, C.A. In charge of recounting the activities of three focus groups of juveniles from public, and private schools and Juveniles of the Administration of Juvenile Institutions. Department of Recreation and Sports. San Juan, Puerto Rico. September 13, 2010.

Andújar Rojas, C.A. *Development of the Learned Optimism Scale Using the Rasch Model.* 8th. Caribbean Psychology Congress: New Challenges on Psychology. Fundación para el Desarrollo de la Psicología en el Caribe. Universidad Autónoma de Santo Domingo. Santo Domingo, Dominican Republic. March 20 and 21, 2010.

Andújar Rojas, C.A. *Industrial and Organizational Psychology as a Tool for Social Transformation.* First Symposia of Student's Psychological Associations. University of Puerto Rico at Cayey. March 26, 2010.

Andújar Rojas, C.A. *Managing Emotions in the Modern Office*. Department of Office Systems. University of Puerto Rico at Arecibo. March 2, 2010.

Andújar Rojas, C.A. *Leadership for Success*. Workshop with the Upward Bound Program Students of the de la Pontificia Universidad Católica de Puerto Rico. May 15, 2010.

Andújar Rojas, C.A. *How to Prepare to Take the Puertorrican Achievement Test*. Training to students of María Justina Corredor Elementary School. April 10, 2010.

Andújar Rojas, C.A. *Action Research in the Classroom*. Workshop for teachers of the Middle School Angel Millán. February 15, 2010.

Andújar Rojas, C.A. *Action Research in the Classroom*. Workshop for teachers of the Middle School Facundo Bueso. February 15, 2010.

Andújar Rojas, C.A. *Action Research in the Classroom*. Workshop for teachers of the Elementary School Juana Méndez. February 12, 2010.

Andújar Rojas, C.A. *Diversity and Individual Differences: Managerial Theories*. Workshop offered as part of the Leadership Talent Program of the Continuing Education Program of the Partnership Between Johnson and Johnson and the University of Puerto Rico in Arecibo. September, 2009.

Andújar Rojas, C.A. *Utilizing Winsteps*. Workshop offered to a group of psychologists from Test Innovations. September 25, 2009.

Andújar Rojas, C.A. *Emotional Intelligent*. Workshop offered to professors of University of Puerto Rico in Arecibo. January 27, 2009.

Andújar Rojas, C.A. *Diversity and Individual Differences: Managerial Theories*. Workshop offered as part of the Leadership Talent Program of the Continuing Education Program of the Partnership Between Johnson and Johnson and the University of Puerto Rico in Arecibo. February 2, 2009.

Andújar Rojas, C.A. *Coaching and "Feedback"*. Workshop offered as part of the Leadership Talent Program of the Continuing Education Program of the Partnership Between Johnson and Johnson and the University of Puerto Rico in Arecibo. March 2, 2009.

Andújar Rojas, C.A. *Teamwork*. Workshop offered to the faculty of the Middle School Martín García Giusti. March 13, 2009.

Andújar Rojas, C.A. *Effective Meetings*. Workshop offered as part of the Leadership Talent Program of the Continuing Education Program of the Partnership Between Johnson and Johnson and the University of Puerto Rico in Arecibo. March 16, 2009.

Andújar Rojas, C.A. *Emotional Intelligence and Class Management*. Workshop offered to private and public teachers. University of Puerto Rico in Arecibo. March 31, 2009.

Andújar Rojas, C.A. *How to be Successful in Life*. Workshop offered to students of the Middle School Martín García Giusti. April 8, 2009.

Andújar Rojas, C.A. *Stress and Time Management*. Workshop offered to students of the Middle School Martín García Giusti. April 10, 2009.

Andújar Rojas, C.A. *How to Get Prepare to Take the Puerto Rican Achievement Test*. Training to students of María Justina Corredor Elementary School. April 15, 2009.

Andújar Rojas, C.A. *Developing the Student's Emotional Intelligence. Training to the faculty of María Justina Corredor Elementary School. November 21 de, 2008.*

Andújar Rojas, C.A. *Moderating the initiation of the University of Cayey Student Psychological Association. October 30, 2008.*

Andújar Rojas, C.A. *The Development of the Emotional Intelligence Research in Puerto Rico: Applications and Research. First Emotional Intelligence Congress. Central University of Bayamón. August 15, 2008.*

Andújar Rojas, C.A. *Mobbing: A Theory of Conspiracy. First Labor Relations Conference. Labor Relations Graduate School. University of Puerto Rico in Rio Piedras. August 29, 2008.*

Andújar Rojas, C.A. *Change Management. Workshop offered to Department Directors of the University of Puerto Rico in Arecibo. September 8, 2008.*

Andújar Rojas, C.A. *Interpersonal Relations. Workshop offered to fifth grade students of the Maria J. Corredor Elementary School. September 26, 2008.*

Andújar Rojas, C.A. *Developing your Emotional Intelligence for Success. Workshop offered to Students of the Quebradillas Consortium. September 29, 2008.*

Andújar Rojas, C.A. *Respect and Support. Conference offered to bachelor's degree program students of the Metropolitan University of Bayamón. October 1, 2008.*

Andújar Rojas, C.A. *Leadership and Emotional Intelligence. 7th. School Counselors Encounter. University of Puerto Rico in Utuado. January 25, 2008.*

Andújar Rojas, C.A. *Leadership and Emotional Intelligence. Office's Systems Department. University of Puerto Rico in Arecibo. March 25, 2008.*

Andújar Rojas, C.A. *The Art as a Social Expression. 2nd. Social Science Research Conference. Social Sciences Department. University of Puerto Rico in Arecibo. February 7, 2008.*

Andújar Rojas, C.A. *Optimism in Times of Crisis. University of Puerto Rico in Arecibo. Honor Students Program. October 26, 2007.*

Andújar Rojas, C.A. *Conflict Management. Center for the Faculty Professional Development. University of Puerto Rico in Arecibo. December 3, 2007.*

Andújar Rojas, C.A. *How to read the book The Leader and Emotional intelligence. Conference for the JC Automation Associates held at the La Guardarralla Restaurant, Guayanilla, P.R. November 6, 2007.*

Andújar Rojas, C.A. *Conflict Management at the Workplace. Workshop offered to the employees of the Manatí Head Start Program. October 26, 2007.*

Andújar Rojas, C.A. *Test Construction. Workshop offered to the faculty of the Casiano Cepeda Middle School. September 28, 2007.*

Andújar Rojas, C.A. *Developing your Emotional Intelligence. Workshop offered to North Central Consortium, Utuado Office. May 18, 2007.*

Andújar Rojas, C.A. *Teamwork. Workshop offered to the faculty of the Casino Cepeda Middle School, Río Grande, Puerto Rico. May 15, 2007.*

Andújar Rojas, C.A. *Work Motivation. Workshop offered to a group of Burger King Supervisors.*

University of Puerto Rico in Arecibo. April 26, 2007.

Andújar Rojas, C.A. *Emotional Intelligence: The Key to Work Success. Workshop offered to Wyeth Laboratories associates. April 6, 2007.*

Andújar Rojas, C.A. *How to Handle Difficult Students. Workshop offered to the English, Spanish and Mathematics professors. University of Puerto Rico. December 1, 2006.*

Andújar Rojas, C.A. *Research and Applied Aspects of Organizational Psychology. A continuing education workshop held at the Puerto Rico Psychological Association. October 25, 2007.*

Andújar Rojas, C.A. *Developing your Emotional Intelligence. Workshop offered to North Central Consortium, Adjuntas Office. November 10, de 2006.*

Andújar Rojas, C.A. *Performance Evaluation Workshop. Offered to the North Central Consortium. November 13, 2006.*

Andújar Rojas, C.A. *Analysis of Literature Characters using the Daniel Goleman Emotional Intelligence Framework. Conference offered at the 3rd. Spanish Congress dedicated to Luis Rafael Sánchez. November, 16, 2006. University of Arecibo, Arecibo Campus.*

Andújar Rojas, C.A. *Emotional Intelligence for Success at Work. Workshop offered to the Arecibo's Head Start Personnel. November 17, 2006.*

Andújar Rojas, C.A. *How to Deal with Difficult People at Work. Workshop offered to the members of the International Association of Administration Professionals of the University of Puerto Rico in Arecibo. October 5, 2006.*

Andújar Rojas, CA. *Keynote Speaker of the First Conference on Research on Social Sciences and the Community. University of Puerto Rico in Arecibo. October 26, 2006.*

Andújar Rojas, C.A. *Challenges in the Future of Industrial and Organizational Psychology. Industrial and Organizational Student Psychological Association. October 19, 2006.*

Andújar Rojas, C.A. *Optimism in Times of Crisis. Conference offered to the faculty of the Antonio Vélez Alvarado Elementary School. October 13, 2006.*

Andújar Rojas, C.A. *The Construction Objectives Tests to Improve Academic Achievement. Training offered to the faculty of Casino Cepeda High School. October 6, 2006.*

Andújar Rojas, C.A. *Developing all Your Potential to be Successful on Public Service. Institute for Cultural Affairs of Puerto Rico. August 23, 2006.*

Andújar Rojas, C.A. *Emotional Intelligence. Workshop offered to the Office System Program Students of the University of Puerto Rico in Arecibo. September 25, 2005.*

Andújar Rojas, C.A. *How to Deal with Difficult People at Work. The Office System Program Students of the University of Puerto Rico in Arecibo. September 12, 2005.*

Andújar Rojas, C.A. *Executive's Development Program. Workshop offered to City Hall of Arecibo Management. August 26, and September 2, 2005.*

Andújar Rojas, C.A. *Strengthening Your Capabilities for a Better Public Service. Workshop offered to the associates of the North Central Consortium. April 1, 2005.*

Andújar Rojas, C.A. *From Violence to Mobbing: There is one Step. Conference offered to the Social Responsibility Course at the University of Puerto Rico in Arecibo. April 6, 2005.*

- Andújar Rojas, C.A. *Developing all Your Potential to be Successful on Public Service. Workshop offered to the associates of the North Central Consortium. April 8, 2005.*
- Andújar Rojas, C.A. *Developing all Your Potential to be Successful on Public Service. Workshop offered to the associates of the North Central Consortium. April 15, 2005.*
- Andújar Rojas, C.A. *Managing Aggression at Driving. Conference Offered at the University of Puerto Rico in Arecibo. October 25, 2005.*
- Andújar Rojas, C.A. *Stress Management at the Office. Workshop offered to Office Systems Program at the University of Puerto Rico in Arecibo. October 25 2005.*
- Andújar Rojas, C.A. *Emotional Intelligence. Conference offered to the students of the Communications Department at the University of Puerto Rico in Arecibo. October 4, 2004.*
- Andújar Rojas, C.A. *Stress Management at the Office. Workshop offered to Office Systems Program at the University of Puerto Rico in Arecibo. October 23, 2005.*
- Andújar Rojas, C.A. *Emotional Intelligence: It's Effect at the Workplace. Conference of the Health and Behavior in the Workplace. Second Conference of Public Health. University of Puerto Rico, Medical Sciences Campus. September 2, 2004.*
- Andújar Rojas, C.A. *Development and Validation of the Five Factors Personality Inventory. Puerto Rico Psychological Association. November 11, 2000.*
- Andújar Rojas, C.A. *How to Improve your Communication Skills. Educational Service Program. University of Puerto Rico in Arecibo. October 23, 2002.*
- Andújar Rojas, C.A. *Effective Conflict and Stress Management for Business. Conference offered to the students of the Office System Department. University of Puerto Rico in Arecibo. October 14, 1999.*
- Andújar Rojas, C.A. *Teamwork. Conference offered to the students of the Office System Association. University of Puerto Rico in Arecibo. April 26, 2001.*
- Andújar Rojas, C.A. *Stress Management. Conference offered to the members of the fraternity PhiDelta Kappa, University of Puerto Rico Arecibo's Chapter. October 1, 2001.*
- Andújar Rojas, C.A. *Managing change in life. Conference offered to the members of the fraternity PhiDelta Kappa, University of Puerto Rico Arecibo's Chapter. May 22, 2002.*
- Andújar Rojas, C.A. *Emotional Intelligence as a Tool for Personal and Professional Success. 1st. Symposia "Explore Your Capacity to Analyze Yourself. Honor Study Program. University of Puerto Rico in Arecibo. April 10, 2002.*
- Andújar Rojas, C.A. *Teamwork. Conference offered to the students of the Office System Association. University of Puerto Rico in Arecibo. February 2, 2002.*
- Andújar Rojas, C.A. *Application of Psychological tests, and the Experience in Developing, and Interpretation of Them. Conference Offered to the group Psic 6225: Psychological Assessment Techniques for Personnel Selection. Graduate Program from the University of Puerto Rico in Río Piedras. February 12, 2002.*
- Andújar Rojas, C.A. *Motivation. Conference offered to the students of the Office System Department. University of Puerto Rico in Arecibo. May 9, 2001.*

- Andújar Rojas, C.A. *Emotional Intelligence. Conference offered to the professors of the Polytechnic University of Puerto Rico. October 4, 2002.*
- Andújar Rojas, C.A. *Sexual Harassment. Conference offered to the Office System Department. University of Puerto Rico in Arecibo. October 11, 2000.*
- Andújar Rojas, C.A. *Stress Management. Conference offered to the Office System Department course SOFI 4036 University of Puerto Rico in Arecibo. October 9, 2002.*
- Andújar Rojas, C.A. *Development of the Industrial and Organizational Psychology in Puerto Rico. Conference offered to the Student Psychological Association of the Central University of Bayamón. September 4, 2003.*
- Andújar Rojas, C.A. *Emotional Intelligence. Conference offered to the Freshman Students of the University of Puerto Rico in Arecibo. June 15, 2004.*
- Andújar Rojas, C.A. *Emotional Intelligence. Conference offered to the Freshmen Students of the University of Puerto Rico in Arecibo. June 22, 2004.*
- Andújar Rojas, C.A. *Workplace Violence. Conference offered during a Psychology Cycle of Conferences of Occupational and Health Psychology. University of Puerto Rico in Rio Piedras. March 23, 2004.*
- Andújar Rojas, C.A. *Emotional Intelligence. Conference offered to the professors of the Polytechnic University of Puerto Rico. August 16, 2002.*
- Andújar Rojas, C.A. *Toward the Development of a Personal and Professional Productive Life. Conference offered to the Office System Department at the University of Puerto Rico in Arecibo. March 28, 2003.*
- Andújar Rojas, C.A. *Strategic Deliberation. Conference offered in the 20th. Convention of the Quality and Health Association. May 31 to September 1, 2001.*
- Andújar Rojas, C.A. *The Emotional Intelligence Project. Poster presented in Plaza las Américas. University of Puerto Rico. March 29 to April 4, 2004.*
- Andújar Rojas, C.A. *Administration, Correction and Interpretation of the Emotional Intelligence Inventory. Workshop offered to the counselors of the Polytechnic University of Puerto Rico. January 14, 2005.*
- Andújar Rojas, C.A. *Administration, Correction and Interpretation of the Emotional Intelligence Inventory. Workshop offered to the counselors of the Polytechnic University of Puerto Rico. March 18, 2005.*
- Andújar Rojas, C.A. *Emotional Intelligence Project. Presentation during the First Symposia of Research and Creation. University of Puerto Rico in Arecibo. May 15, 2002.*
- Andújar Rojas, C.A. *Correlation Between Emotional Intelligence and the Big Five. 50th. Annual Convention of the Puerto Rico Psychological Association. November 7, 2003.*
- Andújar Rojas, C.A. (September 18, 2003). *Quality of Work Life. Round table sponsored by the Society of Human Resources Management: Puerto Rico Chapter. San Juan: The Forum at City View Plaza.*
- Andújar Rojas, C.A. (September 4, 2003). *Emotional Intelligence for the Academic Achievement. Conference held at the Central University of Bayamón, Bayamón Puerto Rico.*

- Andújar Rojas, C.A. (August 14, 2003). *How to be a Good Leader*. Conference held at the Universal Technology College of Puerto Rico Inc. Aguadilla, Puerto Rico.
- Andújar Rojas, C.A. (March 27, 2003). *Toward a Better and More Productive Professional Career*. *Office Systems Department, Universidad of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar Rojas, C. (December 4, 2002), *Managing Tensions in Organizations*. Office Systems Department, Universidad of Puerto Rico in Arecibo. Arecibo, Puerto Rico.
- Andújar Rojas, C. (October 23, 2002), *Interpersonal Communication for Success*. *Educational Services Program, Universidad of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar Rojas, C. (October 11, 2002), *Sexual Harassment*. *Office Systems Department, Universidad of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar Rojas, C. (October 11, 2002), *Emotional intelligence Workshop for Engineering Professors*. *Polytechnic University of Puerto Rico. Hato Rey, Puerto Rico*.
- Andújar Rojas, C. (August 11, 2002), *Emotional intelligence Workshop for Engineering Professors*. *Polytechnic University of Puerto Rico. Hato Rey, Puerto Rico*.
- Andújar, Rojas, C.A. (May 22, 2002). *Managing Change in Life*. *Phi Delta Kappa Association, Arecibo Chapter. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar, Rojas, C.A. (April 10, 2002). *Emotional Intelligence for Personal and Professional Success*. *First Symposia of the Honor Program. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar, Rojas, C.A. (February 13, 2002). *Experience in the Administration, Correction and Interpretation of Psychological Tests*. *Conference offered to the graduate students of the course Psic 6225: Psychological Assessment Techniques for Personnel Selection. Department of Psychology, University of Puerto Rico in Río Piedras. Río Piedras, Puerto Rico*
- Andújar, Rojas, C.A. (February 13, 2002). *Team Building*. *Conference offered to the undergraduate course SOFI 3355: Office Administrative Procedures. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar, Rojas, C.A. (October 1, 2001). *Managing Work Related Stress*. *Phi Delta Kappa Association, Arecibo Chapter. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar Rojas, C. (August 12, 2001), *Generations and How Organizations Deal with Them*. *Panel sponsored by El Nuevo Día. San Juan, Puerto Rico*.
- Andújar, Rojas, C.A. (May 31, 2001). *Strategic Pondering*. *Conference held at the 20ed. Annual Conference of the Health Quality Association of Puerto Rico. Hotel Condado Plaza. San Juan, Puerto Rico*.
- Andújar Rojas, C.A. (May 9, 2001), *Motivation*. *Office Systems Department, Universidad of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar Rojas, C.A. (April 26, 2001). *Teamwork*. *Office Systems Department, Universidad of Puerto Rico in Arecibo. Arecibo, Puerto Rico*.
- Andújar Rojas, C., DeJesús Clavell, R. (November 11, 2000). *Development and Validation of the Five Factors Inventory*. *Annual Convention of the Puerto Rico Psychological Association*.

Hotel Mayagüez Hilton. Mayagüez, Puerto Rico.

Andújar Rojas, C.A. (March 10, 2000). Application of Statistical Methods in Scientific Research. Workshop to professors and students of the Biology Department. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico.

Andújar Rojas, C.A. (February 11, 2000). *Using Excel for Statistical Analysis*. Workshop to professors and students of the Biology Department. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico.

Andújar Rojas, C.A. (October 14, 1999). Conflict and Stress Management in Modern Organizations. *Office Systems Department, Universidad of Puerto Rico in Arecibo*. Arecibo, Puerto Rico.

Andújar Rojas, C. (August 1998). Test Construction. *Workshop for Medical Representatives of GlaxoWellcome. GlaxoWellcome. San Juan: Puerto Rico. De Jesús y Andújar PSC.*

Andújar Rojas, C. (April 20 – 21, 1998). Workplace Violence: Identification and Prevention. *2nd International Symposia of Work Quality, Occupational Health and Risk Factors*. Santafé de Bogotá, Colombia.

Andújar Rojas, C. (April 20 – 21, 1998). Critical Analysis of Work Stress Research in Puerto Rico. *2nd International Symposia of Work Quality and Occupational Health and Risk Factors*. Santafé de Bogotá, Colombia.

Andújar Rojas, C. (April 20 – 21, 1998). How Quality of Life and Occupational Health Related Each Other? Round table held at the *2nd International Symposia of Work Quality, Occupational Health and Risk Factors*. Santafé de Bogotá, Colombia.

Aldarondo, G. y Andújar Rojas, C. (February 1998). Workplace Violence and Recent Developments. Association of Labor Relation's Practitioner's. Rest. St. Moritz, Hotel Regency. Condado, Puerto Rico.

Andújar Rojas, C., (September 1997). The Key to Success. Educations Services Program of the University of Puerto Rico in Cayey. Cayey, Puerto Rico.

Andújar Rojas, C., (July 1997). Work Motivation: The Key to Management Success. Ericsson of Puerto Rico, Embassy Suites Hotel. San Juan, Puerto Rico.

Andújar Rojas, C., (April 1997). Occupational Stress. *International Congress of Occupational Medicine. Fondo del Seguro del Estado of Puerto Rico. April 18-20, 1997, Ponce Hilton. Ponce, Puerto Rico.*

Andújar Rojas, C., (March 1997). Development of a Work Centrality Scale. COR Program, Universidad of Puerto Rico in Río Piedras. Río Piedras Puerto Rico.

Andújar Rojas, C., (February 1997). The Focused in Dimensions Interview, and it's Implication in Personnel Selection. *Continue Education workshop held at the Caribbean Center for Advanced Studies*. San Juan, Puerto Rico.

Andújar Rojas, C., (February 1997). Stress Management. Interamerican University of Puerto Rico at Fajardo. Fajardo, Puerto Rico.

Andújar Rojas, C., (December 1996). Training Skills for Psychologists. *Conference sponsored by the Industrial and Organizational Psychology Students Association. Caribbean Center for Advances Studies*. San Juan, Puerto Rico.

- Andújar Rojas, C. (November 1996). Attitudes Scale Construction Using Classic and Modern Test Theories. Annual Convention of the Puerto Rico Psychological Association. University of Puerto Rico in Mayagüez. Mayagüez Puerto Rico.
- Andújar Rojas, C., (November 1996). Application of the *Burke-Litwin's Organizational Diagnosis Model to a Small Business in the Metropolitan Area of San Juan*. Annual Convention of the Puerto Rico Psychological Association. University of Puerto Rico in Mayagüez, Mayagüez Puerto Rico.
- Andújar Rojas, C. (October 1996). The Focused in Dimensions Interview, and its Application to Personnel Selection. *Workshop held in CINCEL, LTDA. Medellín, Colombia*.
- Andújar Rojas, C. (October 1996). Industrial and Organizational Psychology: Challenges and Functions. *Conference sponsored by the Industrial and Organizational Psychology Students Association. Caribbean Center for Advances Studies. San Juan, Puerto Rico*.
- Andújar Rojas, C. (October 1996). Organizational Development. *Conference sponsored by the Industrial and Organizational Psychology Students Association. Caribbean Center for Advances Studies. San Juan, Puerto Rico*.
- Andújar Rojas, C. (October 1996). The Power of Performance Appraisal in Human Resources Administration. *Human Resources Professional's Week at the University of Puerto Rico in Río Piedras. Río Piedras, Puerto Rico*.
- Andújar Rojas, C. (April 1996). Warranties in Outsourcing Personnel Selection Processes. *Round Table in the 2nd. Symposia on Personnel Selection and Performance Appraisal. Medellín, Colombia*.
- Andújar Rojas, C. (April 1996). New Developments in Personnel Selection in *Puerto Rico*. 2nd. *Symposia on Personnel Selection and Performance Appraisal. Medellín, Colombia*.
- Andújar Rojas, C. (April 1996). New Psychometrics Methods in Test Construction and Validation. 2nd. *Symposia on Personnel Selection and Performance Appraisal. Medellín, Colombia*.
- Andújar Rojas, C. (April 1996). Round Table: *Issues in the personnel selection fees*. 2nd. *Symposia on Personnel Selection and Performance Appraisal. Medellín, Colombia*.
- Andújar Rojas, C., (January 1996). Organizational Diagnosis Models and its implication in Organizational Consulting. *Annual Convention of the Puerto Rico Psychological Association. Tropimar. San Juan, Puerto Rico*.
- Andújar Rojas, C., Vidal, E. (January 1996). Classic and Modern Systems Theories and its Implications in Organizational Development. *Annual Convention of the Puerto Rico Psychological Association. Tropimar. San Juan, Puerto Rico*.
- Andújar Rojas, C., (November 1995). The Industrial and Organizational Psychologist: Functions and Challenges. *Conference held at the Caribbean Center for Advanced Studies. San Juan, Puerto Rico*.
- Andújar Rojas, C., (September 1995). *Development, Validation, and Standardization of the Job Environmental Stress Scale. Poster presented at the Work Stress and Health'95: Creating Healthier Workplaces. Washington D.C. United States of America*.
- Lebrón-Algarín, F., Andújar Rojas, C., López, E. (July 1995). Development and Validation of an Attitudes toward HIV/AIDS in Teenagers. *Conference offered at the XXV Interamerican Psychological Society, San Juan, Puerto Rico*.

Andújar Rojas, C., Martínez-Lugo M.E. (July 1995). Developing of the Work Centrality Scale. *Conference offered at the XXV Interamerican Psychological Society, San Juan, Puerto Rico.*

Andújar Rojas, C., (July 1995). Development of the Work Stress Scale. *Conference offered at the XXV Interamerican Psychological Society, San Juan, Puerto Rico.*

Andújar Rojas, C., (November 1994). *The Occupational Stress Project in Puerto Rico.* Presentation held at the 5th. Venezuela Motivational Symposia, Mérida, Venezuela.

Andújar Rojas, C., Martínez-Lugo M.E., Justel-Cabrera, J.M. (March 1994). Scientific analysis of the Lodahl and Kejner's Job Involvement scale using Item Response and Generalizability Theories. *Conference presented at the Fourth Congress of Innovations on Community Psychiatry. University of York, United Kingdom.*

Andújar Rojas, C. (March 1994). Nonlinear systemic approach applied to organizational development. Conference. Presented at the Fourth Congress of Innovations on Community Psychiatry. University of York, United Kingdom.

Andújar Rojas, C. (1994). Stress Measurement Techniques. *Conference held at the Caribbean Center for Advanced Studies, San Juan, Puerto Rico.*

Andújar Rojas, C. (1994). *Técnicas para el Manejo Efectivo del Estrés.* Interamerican University of Puerto Rico, Río Piedras, Puerto Rico.

Andújar Rojas, C. (1994). Work Interview: *Effective Technique for Personnel Selection.* First Federal Savings Bank, Santurce, Puerto Rico.

Andújar Rojas, C. (1993). Stress in Organizations. Conference held at the Caribbean Center for Advanced Studies, San Juan, Puerto Rico.

Andújar Rojas, C. (1991). Team Building. *Workshop held at Eli Lilly Industries, Carolina, Puerto Rico.*

Andújar Rojas, C. (1991). The Use of the Focused in Dimensions Interview for Personnel Selection. *Workshop held at Eli Lilly Industries, Carolina, Puerto Rico.*

Andújar Rojas, C. (1991). How to Perform a Training Needs Assessment. *Workshop held at Eli Lilly Industries, Carolina, Puerto Rico.*

Andújar Rojas, C. (1991). Train the Trainer. *Workshop held at Eli Lilly Industries, Carolina, Puerto Rico.*

Andújar Rojas, C. (1990). Quality Service. Training held at the American Institute of Banking, Hato Rey, Puerto Rico.

Andújar Rojas, C. (1990). Communication: Effective Techniques for Interpersonal Problem Solving. *Training held at the American Institute of Banking. Banking, Hato Rey, Puerto Rico.*

Andújar Rojas, C. (1990). *Attitudes and How to Deal with Them.* Training held at the American Institute of Banking. Banking, Hato Rey, Puerto Rico.

SEMINARS AND CONFERENCES ATTENDED:

Resonant Leadership: How you impact me, and how I impact you. Symposia held by the Industrial and Organizational Psychology Student's Association. November 19, 2021.

How to Create Moments of Impact in Video with Alexander Salas. *TechSmith Academy (Virtual).*

December 26, 2021.

MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 14-15, 2021.

Opening Day 1 Session with Dr. Michelle Asha Cooper. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 14, 2021.*

New Horizons for Institutional Effectiveness: Streamlined and Sustainable Assessment of Assessment. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 14, 2021.*

Before, During, and After the Pandemic: Leveraging Quality Matters in Support of MSCHE Accreditation. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 14, 2021.*

Designing the Self-Study as a Professional Development Opportunity: Benefits, Strategies, & Lessons. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 14, 2021.*

Day 1 Closing Plenary with Dr. Adrianna Kezar. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 14, 2021.*

A Model for College-Wide Assessment Reporting. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 15, 2021.*

A Multi-Pronged System Approach to Enhancing Diversity, Equity, and Inclusion at SUNY. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 15, 2021.*

Periodic Review of MSCHE Mission & Standards. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 15, 2021.*

Day 2 Closing Plenary Session with Dr. Terry Hartle. *MSCHE 2021 Annual Conference: New Horizons for Higher Education (Virtual). December 15, 2021.*

Faculty Resource Network. *Faculty Resource Network Leadership Initiative.* In process.

Distance Education Program of the University of Puerto Rico. *TEAMS 2021: How to Design a Technology Assisted Course.* University of Puerto Rico at Arecibo. 09/15/2021.

American Psychological Association 2021 Annual Convention Virtual. *Broaching the Subjects of Race, Ethnicity, and Culture with Clients: Repairing Ruptures.* 11/11/2021.

American Psychological Association 2021 Annual Convention Virtual. *Antiracism---Strategies for Equitable Practice in Psychotherapy and Supervision.* 11/11/2021.

American Psychological Association 2021 Annual Convention Virtual. *Digital Mental Health Interventions for Youths and Families During and Beyond the COVID-19 Era.* 11/11/2021.

American Psychological Association 2021 Annual Convention Virtual. *Towards Just and Equitable Societies--Women's Rights and the United Nations - Sustainable Goals.* 11/11/2021.

American Psychological Association 2021 Annual Convention Virtual. *Walk-a-Mile Navigating the Justice System: Experiences of Marginalized Youth and Families.* 11/11/2021.

American Psychological Association 2021 Annual Convention Virtual. *#BlackWomenHeal: Social*

Media as a Source for Coping, Community, and Justice Among Black Women. 10/30/2021.

American Psychological Association 2021 Annual Convention Virtual. *Main Stage: The Ethics Committee Presents - Hot Topics in Ethics II.* 10/30/2021.

American Psychological Association 2021 Annual Convention Virtual. *Preventing Physical Punishment of Children in Light of APA's Policy Against Physical Discipline.* 10/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *APA 2021 Presidential Program: Strengthening Approaches for Optimal Health Among BIPOC Populations.* 10/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *A Time of Connection: Community Resilience and Healing in Indian Country.* 10/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *Applying Hardiness Resilience, Emotional Intelligence, Well-Being, and Coaching in the Military.* 09/14/2021.

American Psychological Association 2021 Annual Convention Virtual. *Black Activism and Mental Health: The BLAC Model for Community Healing and Resilience.* 09/06/2021.

American Psychological Association 2021 Annual Convention Virtual. *Teaching Ethics at All Levels in All Classes: It Can be Done.* 09/06/2021.

American Psychological Association 2021 Annual Convention Virtual. *Advancing Relational Perspectives on Work: Social Justice, Practice, Research, and Advocacy.* 09/06/2021.

American Psychological Association 2021 Annual Convention Virtual. *Women in Leadership: Amplifying the Voices of Women of Color and Surviving a Pandemic.* 09/05/2021.

American Psychological Association 2021 Annual Convention Virtual. *It Takes a Village: A Whole Campus Model for Positively Transforming College Mental Health.* 08/29/2021.

American Psychological Association 2021 Annual Convention Virtual. *Social Justice, Human Rights, and Psychology: Foundations and Tools to Build Cultures of Peace.* 08/29/2021.

American Psychological Association 2021 Annual Convention Virtual. *Mindfulness Oriented Recovery Enhancement (MORE) Improves Opioid and Pain-Related Outcomes.* 08/29/2021.

American Psychological Association 2021 Annual Convention Virtual. *Answering the Need for Assessment in the Face of a Health and Societal Pandemic.* 08/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *Enhancing Organizational Influence and Impact With Strategic Focus and Cultural Agility.* 08/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *Telepsychology in Psychology-Law Practice---Experiences, Recommendations, and What's to Come.* 08/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *Giving Psychology Away: COVID-19 Edition.* 08/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *Deconstructing and Reconstructing Psychology: How Do We Understand Structural Racism?* 08/28/2021.

American Psychological Association 2021 Annual Convention Virtual. *Teaching Assessment in*

the COVID-19 Era: Lessons Learned and a Look to the Future. 08/12/2021.

American Psychological Association 2021 Annual Convention Virtual. 12-14 August 2021.

Educate Virtual Learning Centers Inc. *Prevention and Control of Infection Diseases Caused by the New Coronavirus (COVID-19).* 06/12/2021.

Puerto Rico Psychological Association. *Ethical, Legal, and Professional Issues in Psychology.* 06/12/2021.

Faculty Resource Network at New York University Virtual National Symposium 2020: Curriculum Innovation for transformative Learning. November 19-20, 2020.

Workshop: *Customer Service.* University of Puerto Rico Personnel. October 5, 2018.

Online Coaching Certification Program. www.udemy.com

Online Certificate of Mastery: *Agile: Manifesto Principles 1-6.* www.Learsmart.com

Online Certificate of Mastery: *Agile: Prioritization and Risk Management in Agile Project Management.* www.Learsmart.com

Online Certificate of Mastery: *Agile: Traditional vs. Agile Project Management.* www.Learsmart.com

Online Certificate of Mastery: *PM: Project management Professional (PMP) Exam Updates.* www.Learsmart.com

XIV Caribbean Psychology Congress. Universidad Autónoma de Santo Domingo, April 8, 2018.

Advances in interest vocational counseling. XIV Caribbean Psychology Congress. Universidad Autónoma de Santo Domingo, April 8, 2018.

Workshop in How to Develop Learning Communities. University of Puerto Rico at Arecibo. March 17, 2017.

Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.

The 2014 Standards: Lessons Learned from the Collaborative Implementation Project. Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.

Accountability in a Changing Environment. Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.

Renewing the Accreditation Model: Implementation Updates on the Cycle and Processes. Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.

Higher Education and the Trump Administration. Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.

Standard IV: Support of the Student Experience-Linking Mission, Goals, and Educational Outcomes. Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.

A Transformational Journey: One Institution's Experience Using the New Accreditation Standards.

Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.

Collecting Meaningful Assessment Data Across the Standards. *Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.*

Collecting Data to Build Faculty Support for Improving General Education. *Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.*

Reframing the Distance Education Review. *Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.*

Follow-up Reports: What, Why, and How? *Middle States Commission on Higher Education 2017. 6-8 of December 2017. Philadelphia Marriott Downtown. Philadelphia.*

Faculty Resource Network seminar titled: Learning in the Digital Age: Theory and Practice. *New York University. From June 12 to June 16, 2017.*

XIV Caribbean Psychology Congress. Universidad Autónoma de Santo Domingo, April 9, 2017. Dominican Republic.

First Social Sciences Research Symposia. *Held at the Central University of Bayamón. October 29, 2016.*

XIII Caribbean Psychological Congress. Held at the Universidad Autónoma de Santo Domingo. April 9 to April 10. Dominican Republic.

Faculty Resource Network seminar titled: Evolution, Health and Disease. *Sacred Heart University. From January 11 to January 15, 2016.*

Faculty Resource Network seminar titled: The Philosopher at the Marketplace: Moral and Social Issues. *New York University. From June 8 to June 12, 2015.*

Third Congress of Industrial and Organizational Psychology. *Ponce Hilton Convention Center. October 2-3, 2015*

Online Certification Program. *Held at the University of Puerto Rico, Arecibo campus. Held at the Central University of Bayamon. From January to May 2015*

Positive Psychology Conference. *Pontifical Catholic University of Puerto Rico. Ponce, Puerto Rico. December 5 and 6, 2014.*

61th. Annual Convention of the Puerto Rico Psychological Association. *San Juan, Puerto Rico. November 14-15, 2014.*

Moodle Online Certification Program. *Held at the Central University of Bayamón. From January to May 2014*

5th. Technology and Innovation Caribbean Conference. *Small Business Development Program. Interamerican University of Puerto Rico. Held on the Marriott Courtyard Hotel. Isla Verde, Carolina. February 15, 2013.*

Second Congress of Industrial and Organizational Psychology. *Ponce Hilton Convention Center. March 21-23, 2011.*

First Congress of Industrial and Organizational Psychology. *Ponce Hilton Convention Center. March 17-19, 2011.*

Participation in the 8th. Psychological Caribbean Congress: New Challenges to the Psychology Profession. *Foundation to the Development of Psychology on the Caribbean. Universidad Autónoma de Santo Domingo. Santo Domingo, Dominican Republic. March 20-21, 2010.*

Illuminate Workshop, and it's Applications to Online Education. *University of Puerto Rico in Arecibo. April 24, 2009.*

Stress Management Workshop. *University Office System Department the University of Puerto Rico in Arecibo. November 18, 2008.*

55th. Annual Convention of the Puerto Rico Psychological Association. *San Juan, Puerto Rico. November 14-15, 2008.*

First Emotional Intelligence Congress. *Central University of Bayamón. 15, 2008.*

Blog Professors 2008 Congress. *University of Puerto Rico in Mayaguez. Institute for Online Learning. February 8, 2008.*

Psychological Assessment Congress. *Central University of Bayamón. August 15, 2008.*

First Institutional Review Board Meeting: Looking for Ways to Collaborate. *University of Puerto Rico in Rio Piedras. February 28, 2008.*

6th. Dominican-Puertorrican Congress. *Foundation for the Development of Psychology on the Caribbean. Dominican Republican. October 6-7, 2007.*

54th. Annual Convention of the Puerto Rico Psychological Association. 2007. *Guayanilla, Puerto Rico. October 27-28.*

Introduction to the Moodle Platform I and II. *University of Puerto Rico in Arecibo. Cooperative Project, Title V. September 12 and 19, 2006.*

53rd. Annual Convention of the Puerto Rico Psychological Association. *San Juan, Puerto Rico. October 27-28, 2006.*

Stress Management. *Office System Program. University of Puerto Rico in Arecibo. University of Puerto Rico in Arecibo. November 9, 2006.*

3rd. Congress of Education and Technology: Integration of Technology to the Educational Procesess in Latin America. *Interamerican University of Puerto Rico, Barranquitas Campus. Wyndham Condado Plaza Hotel and Casino. September 8, 2005.*

52nd. Annual Convention of the Puerto Rico Psychological Association. *Held on November 4-5, 2004. San Juan, Puerto Rico.*

Work Dysfunctions: Antecedents, Consequences, and Interventions Strategies. Continuing education workshop in the 52nd. Annual Convention of the Puerto Rico Psychological Association. *Interamerican University of Puerto Rico, Metropolitan Campus. November 3, 2004.*

51st Annual Convention of the Puerto Rico Psychological Association. *Ponce Hilton, Ponce, Puerto Rico. November 7-8, 2004.*

50th Annual Convention of the Puerto Rico Psychological Association., 2003. *Normandi Hotel.*

San Juan, Puerto Rico, November 6-8.
Fourth Congress of Professional Development: Importance of virtual education and Virtual Laboratories. *Interamerican University of Puerto Rico in Fajardo. Fajardo, Puerto Rico. 20-21 February, 2002.*

Development of objective tests and assessment. Conference offered by Dr. Fernando Herrera. *Phi Delta Kappa Association. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico. February 19, 2003.*

Second Congress of Writing, individual, and Society, Spain, the Americas and Puerto Rico. *University of Puerto Rico in Arecibo. Arecibo, Puerto Rico. November 21-23, 2003.*

Orientation and Analysis of the Attacks on September 11, 2001. September 25, 2001. *University of Puerto Rico in Arecibo. Arecibo, Puerto Rico.*

Workshop in Epidemiology and Clinical Management of AIDS, Hepatitis and Tuberculosis. By Drs. Sara Malavé and José Rodríguez, Continue Education Workshop. *Caribbean Center for Advanced Studies. San Juan. Puerto Rico, 2001.*

Computer use in Psychology, (2000) *Dr. Mario Nuñez. Continue Education Workshop. Puerto Rico Psychological Association. Mayaguez, Puerto Rico.*

Teamwork (2000). Dra. Luz M. Vélez, *Continue Education Workshop. Puerto Rico Psychological Association. San Juan, Puerto Rico.*

Orientation for New Employees. Personnel Development Program. *University of Puerto Rico in Arecibo. Arecibo, Puerto Rico. August 10 to 14, 1998.*

Measurement Methods. R. Darrell Bock, Eiji Muraki, Michelle Zimowsky. *University of Chicago, Gleacher Center Business Graduate School. Chicago, Illinois. April 2 to 4, 1997.*

Psychology through the Life Cycle. Annual Convention of the Puerto Rico Psychological Association. *University of Puerto Rico in Mayaguez. Mayaguez, Puerto Rico. November 16-17, 1996.*

Chaos Theory Seminar. Katherine Hayles. *University of Puerto Rico in Río Piedras, Río Piedras, Puerto Rico. February 7, 1996.*

Redesigning Workplaces: The Stressors of New Methods and How to Avoid Them. Dra. Janet Cahill, Dr. Robert Karasek, Charles Richardson, and Dorothy Wigmore. *Held at the Work Stress and Health'95: Creating Healthier Workplaces. Washington D.C. United States, 1995*

Reengineering. Dr. Manuel Morales. *Quality for Business Success. San Juan, Puerto Rico, 1994.*

Using Microcomputers to Analyze and Display Psychological Data. Dr. Mark Shermis, Dr. Carl Berger, Dr. Paul Stemmer, and Dr. G.E. Anderson, Jr. *Annual Convention of the American Psychological Association, Toronto, C.A. 1993.*

Multivariate Statistics: Review and Discussion of Basic Skills. Dr. Bruce Thompson. *Annual Convention of the American Psychological Association, Toronto, C.A. 1993.*

Introduction to Item Response Theory. Dr. Gabriel Cirino-Gerena. *Caribbean Center for Advanced Studies, San Juan, P.R. 1993.*

Measuring Stress in the Workplace. Dr. Ilene Gast, and Dr. Amiel Sharon. *Annual Convention APA/NIOSH, Washington, D.C., 1992.*

Fundamentals of Job Stress. Dr. Daniel Murphy, Dr. Steven Sauter, and Dr. Joseph Hurrell.
Annual Convention APA/NIOSH, Washington, D.C., 1992.

MEMBERSHIP OF PROFESSIONAL ASSOCIATIONS:

- American Psychological Association (APA) (1992-2015)
- Puerto Rico Psychological Association (1994-Present)
- University of Puerto Rico in Arecibo Professor's Association (2011-2016)
- Division 14 of Industrial and Organizational Psychology of the APA (1992-2015)

OTHER PROFESSIONAL AND COMMUNITY ACTIVITIES:

2013	Member of the Scientific Committee of the Second Industrial and Organizational Psychology Congress. Ponce Hilton, Ponce Puerto Rico. March 21-23, 2013.
2013	Member of the "Friday's Panel of "El Pique de Falú" Television Program. Carolina, Puerto Rico. TIVA TV.
2009	Moderator in the radio program Social Politics of NOTIUNO 630 a.m.
2003	Counselor of the Association of Industrial and Organizational Psychology Students. University of Puerto Rico in Arecibo. Arecibo, Puerto Rico.
1996	Guest editor to the volume 16, number 2 of la Revista Interamericana de Psicología Ocupacional Cincel LTDA.: Medellín, Colombia.
1996	Guest editor to the volume 11, number 1 of la Revista Ciencias de la Conducta: La psicología industrial organizacional en Puerto Rico. Caribbean Center for Advanced Studies San Juan, Puerto Rico.
1996/2005	Main Partner of DeJesús y Andújar Industrial and Organizational Psychologists, PSC. Organization dedicated to offer industrial organizational psychological services.
1996/1998	Consultant in psychometrics. ESCAPE, Program, San Juan, Puerto Rico.
1996/1998	Consultant in psychometrics for Nuestras VOCES ante el VIH/SIDA Project. University of Puerto Rico in Río Piedras. Río Piedras, Puerto Rico.
1995	Collaborator in the Sub-Commission of the Scientific Program, XXV Congress of the Interamerican Psychological, Society. San Juan, Puerto Rico.
1994	State License to practice psychology in Puerto Rico (License # 1460).
1994/Present	Member of the editor board of the Revista Interamericana de

Psicología Ocupacional, Medellín, Colombia.

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| 1994/2003 | Member of the editor board of the Revista de la Sociedad Interamericana de Psicología. |
| 1992/Present | Member of the editor board of the Ciencias de la Conducta Caribbean Center for Advanced Studies, San Juan, P.R. |

PROFESSIONAL ACHIEVEMENTS:

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|-------------------|---|
| March 17, 2011 | Recognition for a Distinguished Career in Politics and Public Service: First Congress of Industrial and Organizational Psychology. March 17-19, 2011. Ponce Hilton Convention Center. |
| November 17, 2009 | Evaluated for the Puerto Rico Secretary of Education Position |
| November 4, 2007 | Elect President of the Puerto Rico Psychological Association. |
| May 9, 2006 | Keynote Speaker. Students Achievements Night. University of Puerto Rico in Arecibo. |
| December 5, 2002 | Recognition award of the First Initiation of the Industrial Organizational Psychology Students Association. University of Puerto Rico in Arecibo, Arecibo, Puerto Rico. |
| February 16, 2001 | Recognition award of the President's Office of the University of Puerto Rico the Advancement in Arts, Sciences and Humanities in the University of Puerto Rico. |
| February 13, 1998 | Adjunct Faculty of the Year. Caribbean Center for Advanced Studies, San Juan, Puerto Rico |
| October 26, 1996 | Dedication of the first initiation of the Industrial and Organizational Psychology Students Association. Caribbean Center for Advanced Studies. San Juan, Puerto Rico. |
| May 23, 1996 | TRIO Winner of Puerto Rico. Red Caribeña de Programas TRIO. San Juan, Puerto Rico. |
| May 11, 1996 | TRIO Winner North Region of Puerto Rico. Red Caribeña de Programas TRIO. University of Puerto Rico in Arecibo. Arecibo Puerto Rico. |
| 1995 | Nomination for the Psychologist of the year award. Puerto Rico Psychological Association. San Juan, Puerto Rico. |