

# Faculty

*School of Pharmacy  
Medical Sciences Campus  
University of Puerto Rico*



## Contact Information

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## Rank/Discipline

Assistant Professor  
Department of Pharmacy  
Practice

## Education & Specialty Certification

PhD, Social Sciences and Health Behavior, Oklahoma University, 1982. MPHE, University of Puerto Rico, 1973. Certificate in National Human Resources, 1990.

## María Elena Espinosa, PhD, MPHE, PHR

### Research Areas and Active Projects

Managerial and teaching experience in areas which include: Human Resource Management, Training and Organizational Development, Strategic Planning, Total Quality, Systems Improvement Programs, Change Management, Customer Service, Employee Relations, Project Team Facilitation, Team Building, Communication, Decision Making and Problem Solving Skills, Health Behavior/Wellness Programs, and Patient Education.

2015 – Present Member of School accreditation subcommittee to evaluate ACPE standards 1, 2 and 3.

2014 – Present - Member of School Admissions committee.

2015 – 2015 - Ad hoc team member of departmental sub committee to review Faculty Evaluation Instrument.

2014 – Present - Co-Advisor in student's research project "Evaluación de la oferta y demanda de farmacéuticos en Puerto Rico" (Supply and Demand of Pharmacists in Puerto Rico).

2013-2013 – Designed and Co facilitated focus group held with students from the graduating class of 2013.

2013 -2014 - Team member of Pharmacy School Centennial celebration committee.

2011 – 2014 - Course coordinator for: FARM 7306 - Psychosocial Basis, Culture and Management Theory Practice IV.

2011 – 2014 - Course coordinator for: FARM 7307 - Psychosocial Basis, Culture and Management Theory-Practice Seminar V.

2010 – Present - Ad hoc member of COPE (Strategic Planning Committee).

2009 – 2010 - Member of School accreditation subcommittee to evaluate ACPE standards 1, 2 and 3.

2009 – 2009 - Designed and conducted Pharmacy School employees perception survey of the school.

2008 – 2009 - Facilitator of School Organizational culture Transformation Ad hoc team.

2008 – 2008 - Design and presented to Dean and Working Team a design for Succession Planning in School of Pharmacy.

2007 – Present - Dean and Working Team's Advisor in Organizational Development and Human Resource Management.

2006 - 1<sup>st</sup> - Comparative Study of Human Resource Practices in Puerto Rico. Research Team Member, University of Puerto Rico and Society of Human Resources Management. Researchers: Galarza, L., **Espinosa, M.E.**, Vidal, E., Boyle, S., and Rodríguez, V.

1997-2005 - HR Program Consultant in England, Mexico, Brazil, Argentina, Costa Rica, Chile, Australia and Hong Kong for Zeneca and AstraZeneca Pharmaceuticals, Inc.

1999 - Project Management Trainer for Zeneca Pharmaceuticals, Brazil.

1997 - 1999 – Co-facilitator Business Leadership Program for Zeneca Pharmaceuticals. Programs were offered in England, Brazil, Argentina, and Mexico.

1997 –1998 - Co-facilitator for Zomig Product Launch International Project Team. IPR Pharmaceuticals, Inc., in Puerto Rico (A part of Zeneca, PLC).

1996 – 1997 - International Co-facilitator for IPR Pharmaceuticals, Inc. and Zeneca International PLC in special project "Zestril/Lisinopril" Supply by IPR Pharmaceuticals, Inc. to selected Non-US Markets".

1994 - Team participant in the development of an International Project Management Model implemented internationally throughout Zeneca's Group (England).

## **Presentations**

**Espinosa, M. E.**, (August 2009), Visión del Equipo en la Administración de la Farmacia. Annual Convention of Colegio de Farmacéuticos de Puerto Rico.

**Espinosa, M. E.**, (2009), Herramientas para la Supervisión Efectiva. Faculty of the School of Pharmacy, University of Puerto Rico, Medical Sciences campus.

**Espinosa, M. E.**, (April 2009), Visión del Equipo en la Administración de la Farmacia and Destrezas para el Manejo de Cambio. Walgreen's Pharmacy Managers, Puerto Rico.

**Espinosa, M. E.**, (April 2009), Al Otro Lado del Arcoiris. Non Exempt and Administrative personnel, University of Puerto Rico, Medical Sciences Campus.

**Espinosa, M. E.**, (2008), Leadership, Teambuilding and Focus Group Interventions. Bristol Myers Squibb Pharmaceuticals, Humacao, Puerto Rico.

**Espinosa, M. E.**, (2008), Human Resources Professionals for the 21<sup>st</sup> Century. Wyeth Pharmaceuticals HR staff.

**Espinosa, M. E.**, (2008), Grupos Focales. Wal-Mart, Puerto Rico.

Galarza, L., **Espinosa, M.E.**, Vidal, E., Boyle, S., and Rodríguez, V., (2006), 1<sup>st</sup> Comparative Study of Human Resource Practices in Puerto Rico. Research Team Member, University of Puerto Rico and Society of Human Resources Management.

**Espinosa, M. E.**, (January 2006), Return on Investment of IPR Pharmaceuticals, Inc. Wellness Program. Pharmaceutical Industry Association Meeting.

**Espinosa, M. E.**, (2005), Return on Investment of IPR Pharmaceuticals, Inc. Wellness Program. SHRM Annual Convention 2005.

**Espinosa, M. E.**, (2004), Change Management Initiative in Pharmaceutical Operations in IPR Pharmaceuticals, Inc. SHRM Annual Convention 2004.

**Espinosa, M. E.**, (1998), Servicio al Cliente. Farmacias de la Comunidad Feliciano, Yabucoa, Puerto Rico.

**Espinosa, M. E.**, (1998), Team Work. Pharmacy Department, Veterans Hospital, Puerto Rico.

**Espinosa, M. E.**, (1997), Servicio al Cliente. Colegio de Farmacéuticos de Puerto Rico.

**Espinosa, M. E.**, (1984), Attitude of Hispanic and Anglo Parents toward Children with Epilepsy” National Coalition of Hispanic Mental Health and Human Services Organizations Conference, Los Angeles, California.

**Espinosa, M. E.**, (1983), Attitude of Hispanic and Anglo Parents toward Children with Epilepsy”. Epilepsy International Symposium, Washington, D.C.