

# Ángel Cabrera

September 2022

Ángel Cabrera is the 12<sup>th</sup> president of the Georgia Institute of Technology, one of America's leading research universities, a member of the Association of American Universities.

During his first three years as president, Georgia Tech significantly expanded its scale and impact while navigating a global pandemic. Research expenditures grew by 34%, first-year undergraduate applications by 37% and overall undergraduate enrollment by 11%. Coupled with rapid growth of its innovative online graduate programs, overall enrollment grew by 30% while making progress in the number of women and underrepresented groups. Georgia Tech also grew the number of startups and helped attract leading technology companies (including Microsoft, Google and Cisco) to its growing innovation district. In 2022, construction began for Science Square, a new innovation development focused on life sciences.

In the 2022-23 Chronicle of Higher Education Almanac, Georgia Tech was listed as the only research university without a medical school with over \$1 billion in research expenditures, the second fastest growing doctoral public university over the past decade, the third highest selectivity and one of the best 6-year graduation rates (#7 overall and #8 for low-income/Pell students).

Between 2012 and 2019, Cabrera was president of George Mason University, the largest public university in Virginia. Under his leadership, the university saw its research funding double, its Carnegie Classification reach R1 (top tier), and its enrollment account for more than half of all growth in the state. It established a campus in South Korea, the Schar School of Policy & Government, the Potomac Science Center, and the Point of View Center for Conflict Analysis. A \$500 million campaign was successfully completed with a total of \$690 million in gifts and the university's financial position earned a credit rating upgrade. Prior to George Mason, Cabrera led Thunderbird School of Global Management (now part of Arizona State University) and IE Business School in Madrid.

Cabrera serves on the boards of the National Geographic Society and the Bankinter Foundation for Innovation, and has served on the Federal Reserve Bank of Richmond (where he chaired the National IT Committee), the Georgia Tech Advisory Board (which he chaired in 2011), the Council for the International Exchange of Scholars (Fulbright program), the National Science Foundation's Education and HR directorate, Tecnológico de Monterrey's academic board, and three public company boards (eFunds, PetSmart and Inovio Pharmaceuticals).

Cabrera chaired the Commission on International Initiatives of the Association of Public and Land Grant Universities and Virginia's Council of University Presidents. He was lead author of the UN Principles of Responsible Management Education, endorsed today by hundreds of business schools around the world, and is the co-founder of the University Global Coalition in support of the UN Sustainable Development Goals.

Cabrera earned his Ph.D. and M.S. in psychology at Georgia Tech—which he attended as a Fulbright Scholar—and his B.S. and M.S. in telecommunications engineering (computer and electrical eng.) at Universidad Politécnica de Madrid. Cabrera's academic publications have been cited thousands of times.

Cabrera has been recognized as WEF's Young Global Leader, Aspen Institute's Henry Crown Fellow, Business Week's Star of Europe, World Affairs Council's Educator of the Year, Carnegie Corporation of New York's Great Immigrant as an inaugural member of the National Academy for International Education. He has received honorary degrees from Universidad Politécnica of Madrid, and Miami Dade College.

He is married to management scholar and fellow Georgia Tech alumna Elizabeth and is the father of Alex (a Georgia Tech alum and PhD student at Carnegie Mellon University) and Emilia (a Harvard alum working in the tech industry). He is the first Spanish-born president of an American university.

# Ángel Cabrera

*President  
Georgia Institute of Technology*

*email: angel.cabrera@gatech.edu*

## Education

- 1995 Georgia Institute of Technology, Atlanta, Georgia  
PhD, Psychology (certificate in Cognitive Science)
- 1993 MS, Psychology  
Fulbright Scholar
- 9/85 - 9/90 Universidad Politécnica de Madrid, Spain  
Ingeniero de Telecomunicación (equivalent to BS & MS in Computer and Electrical Engineering)

### *Additional training and executive development:*

- 2012 Northwestern University – Kellogg School of Management  
Board of Directors program
- 2008 Harvard University – John F. Kennedy School of Government  
Global Leadership and Public Policy Program
- 2008-2010 Aspen Institute  
Henry Crown Fellowship
- 1994 Carnegie Mellon University  
Cognitive Modeling Summer School
- 1989 Göthe-Institut, Germany  
German language and culture Summer School (DAAD Scholarship)

## Professional History

- 2012 - Georgia Institute of Technology  
President and Professor in the Scheller College of Business
- 2012 - 2019 George Mason University  
President and Professor in the School of Business
- 2004 – 2012 Thunderbird School of Global Management  
President and Professor
- 1998 – 2004 IE Business School  
Dean (2000 - 2004), Chair, Human Resource Dept. (1999-2000) and Professor
- 1997 – 1998 Universidad Carlos III de Madrid, Spain  
Visiting Professor, Computer Science

- 1996 - 1997 Catholic University of Ávila, Spain  
Founding Vice-President of Research
- 1995 - 1996 Accenture (Spain & Turkey)  
Manager, Change Management group
- 1992 - 1995 Georgia Institute of Technology  
Teaching assistant (research methods and statistics), research assistant (College of Computing - Graphics Visualization and Usability Center)
- 1990 - 1991 Universidad Politécnica de Madrid.  
Research assistant (digital signal processing group)

## Awards and Recognitions

- 2022 Atlanta Business Chronicle  
Most Admired CEOs
- 2022 Georgia Trend  
Most Influential Georgians
- 2021 National Academy for International Education  
Elected member of the inaugural class
- 2019 George Mason University  
Ángel Cabrera Global Center named by George Mason University
- 2019 Public Relations Society of America  
Patrick Jackson Award for higher education communication
- 2019 Atlanta Business Chronicle  
Atlanta Power 100
- 2018 Universidad Politécnica de Madrid  
Doctor Honoris Causa
- 2017 Carnegie Corporation of New York  
Great Immigrant (one of 38)
- 2016 World Affairs Council  
Educator of the Year
- 2016 CASE (Council for the Advancement and Support of Education)  
Diversity Leadership Award
- 2014 Miami Dade College  
Honorary Degree
- 2013 Washington Business Journal  
Minority Business Leader Award
- 2013 - 2017 Washington Business Journal  
Washington Power 100
- 2011 Podar Magazine  
75 Most Influential Hispanics
- 2010 Georgia Tech  
School of Psychology 2010 Distinguished Alumni Award
- 2008 Aspen Institute  
Henry Crown Fellow
- 2005 World Economic Forum  
Young Global Leader
- 2004 Business Week  
Star of Europe

2002            World Economic Forum  
                   Global Leader for Tomorrow

2002            IE Business School  
                   Professor of the Year

1991 - 1995    Fulbright Scholarship  
                   Spanish Ministry of Education and U.S. Dept. of State

1995            Carnegie-Mellon University  
                   Cognitive Modeling Summer School scholarship

1995            Georgia Tech  
                   Annual Award for the Best Cognitive Science Paper

1989            Göthe-Institut  
                   DAAD Scholarship, Schwäbisch-Hall, Germany

## **Boards and Public Service**

### Harvard University

Committee to Visit Harvard College since 2021

### National Geographic Society

Director since 2017

### Bankinter Foundation for Innovation, Madrid, Spain

Trustee since 2012

Future Trends Forum member since 2004

### Atlanta Committee for Progress

Member since 2019

### Metro Atlanta Chamber of Commerce

Director since 2019

### Springer Nature (Nature and Scientific American)

US Research Advisory Council member since 2021

### Universidad Politécnica de Madrid - Telecommunications Engineering School

Advisory board member since 2017

### Federal Reserve Bank of Richmond

Director 2017-2019

Chairman Nominating and Governance Committee (2018), Chairman National IT Committee (2019)

### Inovio (NASDAQ: INO)

Director 2012-2020

Chairman Nominating and Governance Committee

### Georgia Institute of Technology

Member Advisory Board (2005-2012, 2015-2019)

Chairman (2011-2012)

### Center for Innovative Technology (CIT) of Virginia

Director 2017-2019

### Association of Public and Land Grant Universities

Chairman Commission on International Initiatives (2016-2018)

### Virginia Council of University Presidents

Member 2012-2019

Chairman (2017-2018)

### National Science Foundation

Education and Human Resources Advisory Committee (2014-2017)

### Northern Virginia Technology Council

Director 2013-2019

Instituto Tecnológico de Monterrey (Tec de Monterrey)

Member of the Academic Advisory Board (2014-2018)

Council for the International Exchange of Scholars (Fulbright program)

Advisory Board member 2009-2019

Washington Airports Taskforce

Director 2015-2019

Atlantic 10 Conference

Director 2012-2019

Consortium of Universities of the Washington Metropolitan Area

Director 2012-2019

PetSmart (NASDAQ: PETM)

Director (2010 until company sold in 2015)

eFunds (NYSE: EFD)

Director (2007 until company sold in 2008)

United Nations

Senior Advisor to the Global Compact Office on Academic Affairs (2006-2014)

Chairman, Principles of Responsible Management Education 2007

Chairman, Rio+20 PRME Conference

World Economic Forum

Member World Redesign Initiative (2010); Chairman, Global Agenda Council for Entrepreneurship (2008-2009); Global Agenda Council for Talent and Diversity (2009-2010); Forum of Young Global Leaders (since 2005); Global Leader of Tomorrow (2002-2004)

Clinton Global Initiative

2010 Annual Meeting Topic leader: "Harnessing human potential"

Council on Foreign Relations

Member since 2009

ESSEC Business School, Paris

International Advisory Board 2005-2012

Iberoamerican Academy of Management

Board member and Vice Chairman 2003-2010

Greater Phoenix Leadership

Member 2004-2012

Greater Phoenix Economic Council

Board of Directors 2008-2012

Arizona Governor

P-20 Council for the Improvement of Education Member 2006-2008

IIE (Institute of International Education),

International Advisory Council 2001 to 2005

Fulbright Alumni Association of Spain

Board member and board secretary 1996 to 2000

AACSB

Director 2002-2004

EFMD (European Foundation for Management Development), Brussels

EQUIS Accreditation Awarding Board 2002-2005

## **Most Cited Academic Publications**

*Source: Google Scholar (6,117 citations as of 11/12/2021)*

Cabrera, Á. & Cabrera, E. F. (2002). Knowledge sharing dilemmas. Organization Studies, 23 (5), 687-710.

- Cabrera, Á., Collins, B. & Salgado, J. (2006). Determinants of Individual Engagement in Knowledge Sharing. International Journal of Human Resource Management, 17(2), 245-264.
- Cabrera, E.F. and Cabrera, A. (2005). Fostering knowledge sharing through people management practices. International Journal of Human Resource Management, 16(5), 720-735.
- Cabrera, Á., Cabrera, E.F. & Barajas, S. (2001). The key role of organizational culture in a multi-system view of technology-driven change. International Journal of Information Management, 21, 245-261.
- Bonache, J. & Cabrera, Á. (2002). Dirección Estratégica de Personas: Evidencias y Perspectivas para el siglo XXI. (Strategic People Management: Evidence and Perspectives for the XXIst Century, original in Spanish). Madrid, Spain: Prentice Hall-Financial Times.
- Cabrera, E. F, Ortega, J. & Cabrera, A. (2003). An exploration of the factors that influence employee participation in Europe. Journal of World Business, 38, 43-54.
- Arthur, S. J., Hisrich, R. D. & Cabrera, Á. (2012). The importance of education in the entrepreneurial process: A world view. Journal of Small Business and Enterprise Development, 19, 500-514.
- Cabrera, Á & Unruh, G. (2012). Being Global: How to Think, Act and Lead in a Transformed World. Cambridge, MA: Harvard Business School Press.
- Cabrera, Á. & Billman, D. (1996). Language-driven learning: Deciphering “Jabberwocky.” Journal of Experimental Psychology: Learning, Memory and Cognition, 22, 539-555.
- Cabrera, Á. & Bowen, D. (2005). Professionalizing global management for the twenty-first century. Journal of Management Development, 24(9), 791-806.
- Cabrera, Á. (1995). Informática educativa: La revolución constructorista. Informática y Automática, 28(1), 24-31.
- Unruh, G. & Cabrera, Á. (2013). Join the global elite. Harvard Business Review, 91 (5), 135-139.

## George Mason University accomplishments

The university joined the ranks of the top research universities in the nation while contributing more than half of the total net enrollment growth in Virginia and becoming a national example of access to excellence

- Mason led the Commonwealth of Virginia in enrollment growth, accounting for 64% of net public university enrollment growth between 2010 and 2018.
- Six-year graduation rates grew from 64% to 70%, earning Mason membership in the American Talent Initiative, a national league of schools with high graduation rates.
- Minority undergraduate students grew from 10,188 to 13,461 between 2015 and 2019. As of 2018, more than 50% of undergraduate students came from underrepresented minority groups. U.S. News & World Report ranked Mason's student body as the most diverse in Virginia.
- Community college transfers grew from 2,752 to 3,547 (+29%) far ahead of any other school in the state. The ADVANCE transfer program, launched in fall 2018 and cited by the Chronicle of Higher Education as a national model for transfer, offered 100 curricular pathways by fall 2019.
- International enrollment more than doubled from 1,764 to 3,543, as did study abroad participation. A new campus in Korea was established with support from the Korean government.
- Online courses grew from 175 in spring 2012 to 470 in spring 2019 (+169%) and a partnership with leading education company Wiley helped expand the portfolio of graduate online programs.
- Almost \$600 million invested in capital projects, including new dorms and dining facilities, an expanded library, and new or renovated buildings for science, conflict analysis and resolution, health sciences, environmental science, conservation and biohealth innovation. A major renovation of the core of the Fairfax Campus and a replacement for the largest academic building was initiated in 2018.
- Secured significant increases in state appropriations: from \$104 to \$150 million in operating support (+45%) and from \$16 million to \$31 million in state financial aid (+99%).
- Sponsored research expenditures grew from \$97 million to \$149 million (+54%). The Carnegie Classification of Institutions of Higher Education named Mason a "Very High" (R1) research university in 2015 and again in 2018. Mason thus became the youngest R1 university in the nation and one of four in Virginia. New multidisciplinary centers were launched in Biohealth Innovation and Sustainability and a U.S. Department of Homeland Security Center of Excellence was established following a national competition.
- In FY 2012, Mason's tuition was 85% of the average of the other state doctoral universities. In FY 2019, Mason's tuition was 72% of the average of the other state doctoral universities. Three-year student loan default rates dropped from 2.6% in 2008 to 2.3% in 2015 (the national public university average is 7.1%).
- The university's budget increased from \$876 million in FY 12 to \$1.25 billion in FY 20 (+43%). Credit rating was upgraded and, in 2017, U.S. News & World Report cited Mason as one of the top 25 colleges nationally in operating efficiency.
- Increased annual philanthropic contributions from \$42 million to \$121 million (+188%), allowing the foundation to increase its support of university operations from \$30 million per year to \$71 million (+137%). The endowment grew from \$62 million to \$150 million (+142%).
- Created and named the Schar School of Policy and Government and named the Antonin Scalia Law School.
- Joined the Atlantic 10 Conference in 2013-14, extending the Mason brand to such markets as Boston, New York City, Philadelphia, Pittsburgh and St. Louis and gaining a major increase in national television exposure. The number of student athletes receiving the provost-scholar distinction grew from 16 to 32.
- Launched 33 new degree programs or degree-designations: 13 Bachelors, 18 Masters, and 3 Doctorates

## **Thunderbird School of Global Management accomplishments**

The school underwent a major academic, operational and financial overhaul, reversing years of financial losses and enrollment declines and reclaiming its leadership position in global management education

- Diversified program portfolio and launched first online programs
- Restructured debt, streamlined operations and reduced costs, leading to record revenues and increase in net assets
- Successfully completed \$65 million fundraising campaign
- In partnership with Goldman Sachs, the State Department, the InterAmerican Development Bank and other organizations, launched Thunderbird For Good, a global women entrepreneurship education program focused on developing countries
- Adopted the Thunderbird Oath of Honor, the first professional code of ethics of its kind
- Cabrera served as Senior Advisor to the UN Global Compact and chaired international taskforce that authored the Principles of Responsible Management Education, endorsed today by over 700 institutions worldwide. Chaired the World Economic Forum Global Agenda Council for entrepreneurship, was named Young Global Leader, and was topic leader in the 2010 Clinton Global Initiative annual meeting

## **IE Business School accomplishments**

The school emerged as an internationally recognized institution, ranked among the top business schools in the world

- Recruited 25 new faculty members from leading international institutions
- Established a competitive research portfolio
- Launched school's first online graduate programs
- Doubled the number of international students
- Launched new PhD program and new journal in partnership with the Academy of Management
- Launched new Senior Management Program in partnership with the University of Chicago
- Became one of the world's first 10 schools to earn all three major business accreditations (EQUIS, AACSB, AMBA)
- Cabrera joined EQUIS accreditation board, became first Spanish business school leader to serve on the AACSB board, was named Global Leader for Tomorrow by the World Economic Forum and Star of Europe by Business Week