

Alfonso Barreto, Ph.D.

Interdisciplinary Professor and Researcher

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Interests

- American / Latin American Politics and Social Constructions
- Leadership Studies and Organizational Development
- Education and Counseling Policy

Education

2016 Ph.D. - Political Science, GPA: 4.00

University of Zulia

Dissertation: Leadership and political consciousness: a phenomenological study of the participatory and protagonist democratic experience

- Publication Award (University of Zulia, 2016)
- Doctoral Dissertation Award in Latin American Politics, Finalist (Harvard University, 2017)

2009 M.S. - Industrial-Organizational Psychology, GPA: 4.00

University of Zulia

Thesis: Transformational leadership for business management based on knowledge management and innovation.

- Publication Award (University of Zulia, 2009)

2007 B.S. - Industrial Engineering, GPA: 3.26

Dr. Rafael Belloso Chacín University

Thesis: Training based on generic and technical competencies profiles for telecom companies' operations management in Maracaibo city

Post-Doctoral Studies

2020 State, Government, and Democracy

Latin American Council of Social Sciences (CLACSO) & Institute for International Studies at the Complutense University of Madrid

- The State's role in the 21st Century
- Geopolitics in the 21st Century
- Democratic quality in the globalization era, social networks, and the new emerging political subjects

College Teaching Experience

Since

08/2021

Adjunct Faculty

Miami Dade College, Department of Social Sciences

PSY2012 Introduction to Psychology

CLP1006 Psychology of Personal Effectiveness

POS2041 American Federal Government

CPO2100 Comparative European Government

- Since 12/2020 Associate Online Faculty**
The University of Arizona Global Campus, College of Arts and Sciences
 POL201 American National Government
- From 01/2018 to 12/2020 Associate Online Faculty**
Ashford University, College of Arts and Sciences
 POL201 American National Government
- Fall 2011 Visiting Professor**
Universidad Nacional Experimental de las Fuerzas Armadas (UNEFA), Graduate College
 Master courses: Management Training
 Quality Management and Standardization
- From 10/2007 to 06/2009 Graduate Teaching Assistant**
The University of Zulia, College of Humanities and Education
 Master courses: Group Counseling
 Organizational Development
 Management of Business Units
 Career Assessment and Counseling
 Effective Negotiation
 Multicultural Counseling.

Business Organizations and Higher Education Administration Experience

- From 03/2018 to 07/2018 Human Resources Compensation Analyst**
Syracuse University
- Standardization of Human Resources job code structures
 - Job description and benchmarking assessments
 - Preparation of comprehensive reports and interpretation of data
 - Supporting special compensation requirements as needed by HR Vice Presidency
- From 08/2010 to 07/2016 Human Resources Development Analyst**
National Oil Company of Venezuela - PDVSA
- Organizational leadership and strategy assessment
 - Human Resources policies analysis and consultation
 - Evaluation of career development, training needs, and recruitment needs
 - Coordination of training programs
- From 05/2008 to 08/2010 Key Performance Indicators Analyst**
National Oil Company of Venezuela - PDVSA
- Assessment of management processes and organizational development
 - Evaluation of quality processes and manuals evaluation according to ISO 9000 Standards
 - Key performance indicators analyses and reporting (primary leader in West region)
- From 10/2007 to 06/2009 Graduate Department Assistant**
The University of Zulia, College of Humanities and Education
- Educational advising support to new master students at the Counseling Master Program (including MA students' admissions committees)
 - Assisting the Workplace Counseling and Education Counseling master programs update

From 02/2007 Intern

to 04/2007 **National Oil Company of Venezuela - PDVSA**

- Analyzing the Business Intelligence system implementation (Knowledge Management)
- Evaluation of job descriptions and workflows
- Reviewing organizational compliances according to ISO 15.489 Standards

Research Projects/Experience

Since 2021 **Visiting Scholar**

Barry University

Post-doctoral Project: Human Energy Leadership: The pedagogical model

- Collecting and analyzing data for professional characterization purposes in Higher Education Administration
- Preparation of analytical data reports
- Supporting the creation of curriculums, training modules, and skills assessment indicators for leadership in Higher Education Administration

2016–2017 **Research Associate**

International Society for Policy Research and Evaluation in School-Based Counseling

Project: International School-Based Counselor Activities Study

- Collecting and analyzing data for demographic characterization purposes
- Comparative public policy analysis regarding counseling services and education

2007–2008 **Research Assistant & Research Team Coordinator**

Venezuelan Federation of Counseling Associations; National Board for Certified Counselors (USA)

Project: Design and Creation of the National Counseling Certification System (Venezuela)

- Recollection and analysis of data according to NBCC standards for counseling services
- Preparation of data reports
- Supporting the creation of curriculums, training modules, and skills assessment indicators
- Translation (English/Spanish) of official and classified documents for negotiation purposes

2007–2008 **Research Assistant & Research team coordinator**

Humanistic and Technological Council of the University of Zulia; National Board for Certified Counselors (USA)

Project: A National Study of the Professional Counseling Tasks

- Collecting and analyzing descriptive quantitative data according to a non-parametric research design
- Identification of professional counselors' tasks

2006–2007 **Research Assistant & Research Team Coordinator**

Humanistic and Technological Council of the University of Zulia

Project: Socio-anthropology of counseling and guidance: epistemology and methodology.

- Collecting and analyzing quantitative and qualitative data to develop counselors' research skills for intercultural improvement, social inclusion interventions, and socio-community participation in Venezuela

Training and Facilitation Experience

- 2015-2017** **In-Company Facilitator**
Oil Company of Venezuela - PDVSA
Subjects: Geopolitics and International Relations; Public Policy and Natural Resources Management; Critical Thinking, Ethics, and Leadership (online teaching was often delivered)
- 2014** **Co-Facilitator**
1st International Conference of the Latin American Professional Counseling Network
Workshop: "Supervision and continuous professional development. Critical training by personal, pedagogical, and intervention competencies"
- 2013** **Co-Facilitator**
Cuban Society of Psychology & University of Zulia
Workshop: "Innovations in Mentoring Counseling Practitioners"
- 2013** **Co-Facilitator**
University of La Habana & University of Zulia
Workshop: "Models of Psychological Supervision as Epistemological Parameter: The Reflective Pattern of Supervision"
- 2011** **In-company Assistant Trainer**
Oil Company of Venezuela - PDVSA
Workshop: "Organizational and cultural values"
- 2006-2011** **Teaching Assistant**
University of Zulia & Foundation for the Science and Technology Development
Delivering Community Leadership training sessions for underserved communities in Venezuela

Books and Book Chapters

- Barreto, A.** (2018). *Aplicaciones de la fenomenología en ciencia política. Un estudio sobre el liderazgo y la conciencia política en democracia* [Applications of phenomenology in political science. A study of leadership and political consciousness in democracy]. ISBN: 978-1729076217
- Vera, G.; **Barreto, A.** (2017). Historical influences on the development of policy affecting school-based guidance in Latin America. Book's Chapter in *International Handbook for Policy Research in School-Based Counseling*. P. 457 - 472
- Vera, G.; Jiménez, D.; **Barreto, A.** (2017). Contemporary public policy on school-based guidance and counseling in Venezuela, Costa Rica, and Other Latin American countries. Book's Chapter in *International Handbook for Policy Research in School-Based Counseling*. P. 473 - 483

Refereed Articles

- Barreto, A.** (2020). José Ingenieros' contributions to the contemporary practice of counseling. Preliminary reflections about a humanistic and social philosophical vision from Latin America. *Humanistic Approach Journal*. P. 2 - 19
- Barreto, A.;** Vera G. (2020). Phenomenological leadership in participatory democracy. Retrieved from <https://www.socialpublishersfoundation.org>

- Barreto, A.** (2020). Rediscovering the Latin American nationalist idealism of José Ingenieros: a synthesis of his intellectual work and life: *Inter-American Journal of Philosophy*. P. 1 – 25
- Barreto, A.** (2019). Symbolic representations of socialism: its ideological contrariety in the Latin American nationalism construction: *Revista Iberoamérica*. P. 30 – 56
- Barreto, A.** (2016). Innovative workplace counseling for career development within Venezuelan context: *Alternativas Cubanas en Psicología Review*. P. 92 – 98
- Barreto, A.** (2014). Political science for the management science and praxis: *Memories of the 7th International Conference on Management in Latin America*. P. 102 – 118
- Vera, G.; Jiménez, D.; **Barreto, A.** (2014). Counseling: professional practices and state policies. Contemporary trends and challenges in Venezuela: *Memories of the 1st International Conference of the Latin American Professional Counseling Network*. P. 147 – 162
- Barreto, A.** (2014). Workplace counseling in the Latin America of the 21st century. Chapter Venezuela: *Memories of the 1st International Conference of the Latin American Professional Counseling Network*. P. 427 – 437
- Barreto, A.** (2012). Counseling for leaders' training and leadership development: a commentary: *The Professional Counseling Journal*. P. 226 – 234
- Barreto, A.** (2012). Argentina-Brazil-Venezuela: leaders of the contemporary Latin American and Caribbean integration: *Aldea Mundo*. P. 19 – 29
- Barreto, A.** (2012). Methodology and research design of a leadership grounded theory: *Revista Copérnico*. P. 30 – 37

Manuscripts in Progress

- School counseling in Latin America: Public policy contemporary challenges (Forthcoming Article)
- Leadership: Applications and training models of a human energy interaction (Book)
- American Government. How to Teach it Critically (Book)

Conference Papers

- Vera, G.; **Barreto, A.**; Vera, B. (2022). *Re-Thinking School Counselling Education in Challenging Times*. *Counseling Educators' Reflections*. Virtual. 2nd Second International Virtual Conference, Bulgarian Comparative Education Society (BCES)
- Vera, G.; **Barreto, A.**; Fung, M.; Macias, F. (2022). *School counseling in Latin America: Public policy contemporary challenges*. Virtual. 2nd Second International Virtual Conference, Bulgarian Comparative Education Society (BCES)
- Barreto, A.**; Vera, B. (2021). *Human Energy Leadership. A leadership theory emerged from Counseling to enhance resilience and social justice in times of COVID-19*. Virtual. 3rd CSI Florida Statewide Networking Conference
- Vera, G.; **Barreto, A.** (2020). *Equity in Access to quality school-based counseling services*. *Venezuelan Counselors'*

- Barreto, A.** (2020). *Philosophical contributions of José Ingenieros to Counseling*. San Isidro, Argentina (Online): International Conference of Humanistic Counseling 2020
- Barreto, A.** (2018). *Latin American identity of Latino Millennials and their political opportunities: a critical perspective*. Austin, TX: XXXVIII Annual ILASSA Student Conference
- Barreto, A.** (2014). *Political science for the management science and praxis*. Maracaibo, Venezuela: 7th International Conference of Management in Latin America
- Vera, G.; Jiménez, D.; **Barreto, A.** (2014). *Counseling: professional practices and state policies. Contemporary trends and challenges in Venezuela*. San José, Costa Rica: 1st International Conference of the Latin American Professional Counseling Network
- Barreto, A.** (2014). *Workplace counseling in the Latin America of the 21st century. Chapter Venezuela*. San José, Costa Rica: 1st International Conference of the Professional Counseling Latin America Network
- Vera, G.; **Barreto, A.** (2014). *A counseling supervision pedagogically oriented model. Experiences at the undergraduate counseling program*. Garden City, NY: 10th International Interdisciplinary Conference on Clinical Supervision
- Barreto, A.** (2013). *Innovative workplace counseling and career development*. Havana, Cuba: Hominis International Conference
- Barreto, A.;** Vera, G. (2013). *The certification of competencies in Counseling. A Venezuelan professional system*. Havana, Cuba: Hominis International Conference
- Barreto, A.** (2013). *Leadership: human energy management. Theoretical perspective from counseling*. Havana, Cuba: Hominis International Conference
- Vera, G.; **Barreto, A.** (2013). *On counseling & counseling supervision in Venezuela: current perspectives & developments*. Garden City, NY: 9th International Interdisciplinary Conference on Clinical Supervision
- Barreto, A.** (2011). *Counseling as the main source of training and practice for the 21st Century leaders: a theoretical approach to research results*. Maracaibo, Venezuela: 7th Counseling Congress of the Americas and 8th Interdisciplinary Counseling Venezuelan Conference
- Barreto, A.;** Vera, G. (2009). *Leadership for the managing of human energy. A conceptualization from the qualitative tradition of grounded theory*. Maracaibo, Venezuela: 7th Internal Research Conference at the University of Zulia
- Vera, G.; **Barreto, A.** (2008). *A national system for counseling skills certification*. San Juan de Los Morros, Venezuela: 3rd Interdisciplinary Counseling Conference of Central Plains
- Jiménez, D.; **Barreto, A.;** Peña, L. (2007). *A national study on professional tasks of counselors*. Maracaibo, Venezuela: National Conference of Humanistic and Educational Research
- Vera, G.; Jiménez, D.; Andrade, G.; **Barreto, A.;** Peña, L. (2007). *Characterization of the socio-anthropology of counseling*. San Isidro, Argentina: 3rd Counseling Congress of the Americas

Jiménez, D.; Jiménez, N.; **Barreto, A.**; Peña, L. (2006). *A national study on professional tasks of counseling*. Valencia, Venezuela: 3rd Interdisciplinary Counseling Venezuelan Conference

Guest Speaker

Vera, G.; **Barreto, A.**; Fung, M.; Seselovski, C. (2021). *Counseling in the education transformational processes*. Virtual: 2nd International Conference of Humanistic Counseling 2021, Argentina

Barreto, A. (2020). Leadership research across Counseling specialties. Virtual: International Conference of Humanistic Counseling 2020

Vera, G.; **Barreto, A.** (2014). *Social justice and inclusion foundations for the training and supervision*. Amherst, MA; University of Massachusetts: Ronald H. Frederickson Center for School Counseling Outcome Research

Barreto, A. (2012). *Workplace counseling for the leadership on the 21st century. Theoretical conceptualization of an official policy to organizational development*. San Isidro, Argentina: 8th Americas Counseling Conference

Barreto, A. (2012). *Methodological and epistemological synthesis: Leadership for human energy management*. Puerto Ordáz, Venezuela: Doctoral Program in Human Sciences, Qualitative Research Design course. Universidad Nacional Experimental de Guayana

Barreto, A. (2011). *Transformational Leadership for business management based on knowledge and innovation*. Puerto Ordáz, Venezuela: Doctoral Program in Human Sciences, Qualitative Research Design course. Universidad Nacional Experimental de Guayana

Barreto, A. (2010). *The leader of the organizational human energy. An innovative manager, educator, and motivator*. Barquisimeto, Venezuela: 1st National Conference on Organizational Management and Leadership

Barreto, A. (2009). *Transformational Leadership for business management based on knowledge and innovation*. Puerto Ordáz, Venezuela: Doctoral Program in Human Sciences, Qualitative Research Design course. Universidad Nacional Experimental de Guayana

Barreto, A. (2008). *Emancipatory leadership and career counseling for knowledge management and innovation*. Research proposal. Buenos Aires, Argentina: International Conference on Educational and Vocational Guidance

Vera, G.; **Barreto, A.** (2008). *Competencies in socio-anthropology of counseling*. Managua, Nicaragua: 4th Americas Counseling Conference

Barreto, A.; Peña, L. (2008). *Empathy: foundations and implications in the professional practice of counseling*. Maracaibo, Venezuela: Conference on Empathy and Its Professional Implications

Organization of Training Events, Colloquiums, and Conferences

2022 School Counseling and Public Policies in Latin America. Historical Developments and Current Challenges. Guadalajara, Mexico. Sponsor Organizations: International Society for Policy Research and Evaluation in School-Based Counseling and the University of Guadalajara

- 2010 2nd. Community Meeting for Citizen Participation and Reflections. Maracaibo, Venezuela. Sponsor Organization: Foundation for the Development of Science and Technology
- 2009 1st. Community Meeting for Citizen Participation and Reflections. Maracaibo, Venezuela. Sponsor Organization: Foundation for the Development of Science and Technology
- 2008 Conference on Empathy: foundations and implications in the professional practice of Counseling (2008). Maracaibo, Venezuela. Sponsor Organization: University of Zulia

Attendance of Conferences, Panels, Colloquiums, and Special Events (a few)

- 2022 Counselors as Researchers from Their Educational Experience. Mexico City. Mexico; Mexican Association of Counseling Professionals (AMPO)
- 2022 CLACSO 9th Latin American and Caribbean Conference of Social Sciences. Mexico City. Mexico; Latin American Council of Social Sciences (CLACSO)
- 2020 Teaching and Learning Conference 2020. Virtual; Ashford University
- 2020 28th ADEIL Annual Conference. Virtual; Association for Distance Education and Independent Learning
- 2019 LASA 2019 Congress. Boston, MA; Latin American Studies Association
- 2018 Mexico and the United States: Beyond the headlines. Syracuse, NY; Syracuse University
- 2017 Dilemma in Northeast Asia: North Korea, China and the United States. Syracuse, NY; Syracuse University
- 2016 Becoming a global leader: learning strategies for success. San Diego, CA; University of San Diego
- 2016 From embracing to engaging: unspoken lessons from the multicultural classroom. San Diego, CA; University of San Diego
- 2014 Young professional's session: understanding the challenges, identifying opportunities, and developing young talent in leadership positions. Maracaibo, Venezuela; Society of Petroleum Engineers Latin American and Caribbean Conference
- 2013 XXIII Latin American petroleum show. Maracaibo, Venezuela; Oil Chamber of Venezuela

Continuing Education (alphabetic order)

- Computer Literacy and Learning Management Systems (56 hours)
- Counseling and Supervision (92 hours)
- Leadership, Management, and Work Team (142 hours)
- Research, Pedagogy, and Facilitation Techniques (96 hours)
- Socio-political, International Relations, and Political Economy (250 hours)

Affiliations

International Society for Policy Research and Evaluation in School-Based Counseling (ISPRES)

- Co-founder
- Leader for Central America
- ISPRES Journal's board member and manuscript reviewer

Association for the Study of Higher Education (ASHE)

- Member

Latin American Studies Association (LASA)

- Member

American Political Science Association (APSA)

- Former Member

Other Academic Honors and Acknowledgments

Diploma of Honor

University of Zulia

Doctoral Courses

- Latin American Politics
- International Politics
- Government and Comparative Politics
- Research Methodology in Political Science

Master Courses

- Multicultural Counseling: Perspectives and Applications
- Research Seminar I
- Research Seminar II
- Psycho-Counseling of Life Cycle
- Human Resources Recruitment, Selection, and Counseling
- Group Counseling: Models and Strategies
- Individual Counseling: Models and Strategies
- Administration of Operating Units
- Organizational Development
- Organizational Psychology
- Sociology of Work

Languages

- English
- Spanish (including different Latin American dialects)
- Portuguese; Italian (working knowledge)

Computer Literacy (final user level)

- Microsoft Windows
- Microsoft Office (Excel, PowerPoint, Word) and Outlook
- Learning Management Systems (Canvas, Blackboard)
- Web Conferencing Applications (Zoom, Webex, Teams).

Webpages

- LinkedIn
<https://www.linkedin.com/in/alfonso-barreto-3510a4169>
- YouTube (Channel creator and content editor)
Academic Herald - <https://www.youtube.com/channel/UCVURA1QFoHIPKfURaw88ZBQ>