Uniempresarial
FUNDACIÓN UNIVERSITARIA EMPRESARIAL
DE LA CÁMARA DE COMERCIO DE BOGOTÁ

Filial

Uniempresarial
FUNDACIÓN UNIVERSITARIA EMPRESARIAL
DE LA CÁMARA DE COMERCIO DE BOGOTÁ

Cámara de Comercio de Bogotá

ACCREDITATION COUNCIL FOR BUSINESS SCHOOLS AND PROGRAMS ACBSP

INFORME SEPTIEMBRE DE 2017

Status: Completed | **Due Date:** 2/15/2017

QA Report

Assigned To

Luis Fernando Martinez Sarmiento

Institution Response

O4. Business Administration

With this quality report, the institution requests to ACBSP, recognition of Finance and International Trade program, because it has t+
he requirements of the standards and criteria.

Additionally, this degree is on the same level currently accredited by ACBSP (Business Administration), and the institution reports the information concerning: student enrollment, program objectives, instructional resources, faculty qualifications, facilities and equipment, requirements admissions, graduation statistics, professional core components (CPC) and the outcomes assessment process.

O5. Finance and International trade

International Businesses
Environmental Administration
Tourism Administration
Public Accounting
Marketing and logistics
Services Administration
Specialization in Senior Management
Specialization in Marketing
Specialization in Finance

O6. The institution has only a single academic center and administrative headquarters, which form the university campus; therefore, it is the only place where students may earn academic credits.

O7. Person completing report Name: Luis Fernando Martínez Sarmiento
Phone: (571) 508 2244 Ext 457
E-mail address: decano@uniempresarial.edu.co
ACBSP Champion name: Dr. Luis Fernando Martínez Sarmiento
ACBSP Co-Champion name: Ms. Ivonne Castañeda Perdomo

Sources

There are no sources.

FACTOR 2. ADMINISTRATIVES CHANGES IN BUSINESS UNIT

According to the policies of Uniempresarial, the teaching statute is the guideline that establishes the relationship between the University Foundation of the Chamber of Commerce of Bogotá - Uniempresarial and the teaching staff that works within the institution; establishes the principles, rights, duties, obligations and administrative aspects as economic remuneration and other important estates at legal level and in force for the teaching population.

Within the talent plan, succession plans are similarly understood as a way of leveraging the institution in situations where teachers or administrators are unable to perform their functions for various reasons, due to domestic calamities, special situations, holidays, and / or replacements, it is here that Uniempresarial encourages the participation and support of those personnel who have the specific competencies of a position different from their own and can give an effective response if necessary.

In addition to the above, Uniempresarial promotes professional development through the career line, seeking to generate a continuity and promotion line for those teachers and administrators who, due to their personal and professional merits, have excelled in their good performance, and in turn they wish to continue their training in order to better project within the Institution. In the event of any disclosure this will be made by the various media existing in Uniempresarial evaluating some necessary requirements to meet in order to give a positive response.

In this way, Uniempresarial has created new positions within the business school, which allow respond to the requirements of different interest groups. In addition, it has executed an adequate career plan that has generated different people within the organization to get promoted; the changes in the administrative staff, can be seen in the attached table.

ADMINISTRATIVE CHANGES IN BUSINESS UNIT

Name	Position 2015	Position 2017
Alvaro Carrizosa de la Torre	Rector	Continues
Leonor Yaneth Goe Rojas Hernández	Vice Chancellor	Continues
Luis Fernando Martínez Sarmiento	Dean	Get promoted to Manager Quality Assurance
Mariluz Cepeda	Academic Coordinator	Get promoted to Administration Programs Director
Diana Rubiano Ríos	Business practice Head	Get promoted to Project Manager
Claudia Milena López	Project Manager	Quits
Luz Esperanza Ángel	Full time teacher of Business Administration	Get Promoted to Director Finanzas y Comercio Exterior y Contaduría Pública

Ivonne Castañeda	Register, Control and Quality Head / member of the accreditation staff	Quits
Alfonso Arango	Financial manager	Continues
Marcela Gómez	Research Manager/ member of the accreditation staff	Continues
Carolina Bojacá	Administrative and Talent Manager	Continues
Claudia Castillo	Marketing and Admissions Manager	Continues
Diana Marcela Rodríguez	Postgraduate and Continuous Education Dean	Quits
Ginna Paola Moreno	Postgraduate and Continuous Education Coordinator/member of the accreditation staff	Quits
Diego Gustavo Neira	Full time teacher of International Business	International Business Program Director
Tatiana Polanía Cerinza	_	Full time teacher of Finanzas y Comercio Exterior
Julio Castillo	Docente Hora Cátedra	Engineering Programs Director
Katherine Zuluaga	_	Full time teacher of Business Administration
Hermelinda Rico	_	Halftime teacher of Tourist Administration
Juan Carlos Rodríguez	_	Full time teacher of Marketing
León Alexander Vargas	Graduated Head	Get promoted to Posgraduate Director
Jimmy Rincón Ortíz	Register & Control Leader	Get promoted to Register & Control Coordinator
Laura Carolina Avendaño	Academic Process Leader	Get promoted to Quality Standards Coordinator
John Jairo Valderrama	_	Graduated Head
Katherine Sanjuán	_	Entrepreneurship Director
Carlos Hastamorir	_	Internationalization Director
Manuel Méndez Pinzón	Full time teacher of Marketing	Get promoted to Investigator
Adela Vélez Rolón	Full time teacher of Investigation	Get promoted to Investigator
Andrés David Gutiérrez	Full time teacher of Entrepreneurship	Quits
Diana Lucía Echeverry	_	Full time teacher of Investigation
Jose Daniel González	_	Business relationship Manager

Ángela María Parrado	_	Full time teacher of Economy
Andrea Páez Gómez	_	Full time teacher of International Business
Juan Carlos Catumba	_	Full time teacher of Entrepreneurship

2 - Standard 2 Strategic Planning

This is an example of tables that you might use below in your institutional response. (Este es un ejemplo de tablas que puede utilizar a continuación en su respuesta institucional.)

Identify any major changes to the key strategic goals/objectives during this QA reporting period: (Identificar cualquier cambio importante en las metas / objetivos estratégicos claves durante este período de informe de calidad):

Key Strategic Goals/Objectives	Any Major Changes
Map of macro processes version update	Three types of processes were established: The strategic ones that are guides and guidelines for operational processes and support. The operating ones create value and have an impact on the final customer, they are the service made processes. And the support ones that give support to the key processes.
Internationalization Thematic Committee Creation	This committee is intended to implement strategies that favor the increase of bilingualism, mobility, visibility and carrying out of projects.
Portfolio Thematic Committee Creation	It is responsible for assessing the relevance of all programs in terms of content and methodology. It aims to stimulate research and entrepreneurship.
Talent Thematic Committee Creation	The main objective is to enhance the quality of teachers, strengthen the integrity of the students, and generate recognition and support for the Institution graduates.
Financial Resources Thematic Committee Creation	Donations (altruism, campaign of relationships9, funding, special projects.
Disclosure and Positioning Thematic Committee Creation	It is responsible for the institution diagnosis generation within the national and international context to design and implement strategies that will allow a better understanding of the institution in the sector, and to position itself as a business university.

2. Report the top 3-5 short/long term strategic goals/objectives, summarize the key measures used and progress toward achieving each objective during the current QA reporting period.

<table>
<tr><th>Strategic Objectives</th><th>Key Measures</th><th>Progress Toward Achievement</th></tr>
<tr>
<td>To ensure the resources of working capital, infra and info structure and donations in order to optimize the running and developmen t of projects.</td>
<td>
<table>
<tr><th colspan="3">Financial Macro Pespective Goals</th></tr>
<tr><th></th><th>2015</th><th>2016</th></tr>
<tr><td>Operational income fulfillment</td><td>12075</td><td>12130</td></tr>
<tr><td>EBITDA Margin</td><td>9.0%</td><td>5,6%</td></tr>
<tr><td>Net Margin</td><td>1.0%</td><td>1,0%</td></tr>
<tr><td>Investment</td><td>1159</td><td>1130</td></tr>
</table>
</td>
<td>
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<tr><th colspan="3">Financial Macro Perspective Indicators Fulfillment</th></tr>
<tr><th></th><th>2015</th><th>2016</th></tr>
<tr><td>Operational income fulfillment</td><td>91%</td><td>99%</td></tr>
<tr><td>EBITDA Margin</td><td>71%</td><td>107%</td></tr>
<tr><td>Net Margin</td><td>87%</td><td>300%</td></tr>
<tr><td>Investment</td><td>146%</td><td>91%</td></tr>
</table>
For the year 2017 the institution received support from Cámara de Comercio in order to boost the Thematic Committees.

Likewise, improvement was made at specific points in the infrastructure of the institution such as the adequacy of the teachers' lounge, bathrooms, reception and classroom ventilation impacts the different interest groups
</td>
</tr>
<tr>
<td>To strengthen the leadership of the institution from the perspective of governance.</td>
<td>% of student retention.

% of satisfaction.</td>
<td>For the year 2017, a reengineering of the institution organizational structure was made, through which the Program Director position was created in order to increase the percentage of student retention, support the attraction of new students, enhance the profitability of the program and ensure the adoption of official registration and accreditation of the program.</td>
</tr>
</table>

Attract, retain and strengthen the best talent	% of administrative staff promotions. % of professional development training for the administrative staff.	

3. If there have been any significant changes to your strategic planning process (for example, new stakeholders, new process steps, etc.) during the QA reporting period, please report them in a table similar to this.

Strategic Planning Process Changes Summary
According to the results obtained in 2016 and the needs found for 2017 changes in organizational structure, infra and info structure were identified. • Incorporation of program managers in the institutional organization chart • Increase in the number of doctors • Adjust to the social-humanistic line of the programs • Strengthening of the internationalization process • Developments within the academic system DUNOVA • Document Management Software • New pedagogical tools per program

Status: Completed | **Due Date:** 2/15/2015

QA Report

Assigned To

Institution Response

Provide one to two examples of evidence of any improvements/updates in the strategic plan for current year or long-term action plans.

1. Identify any major changes to the key strategic goals/objectives during this QA reporting period:

Key Strategic Goals/Objectives	Any Major Changes
Map of macro processes version update	Three types of processes were established: The strategic ones that are guides and guidelines for operational processes and support. The operating ones create value and have an impact on the final customer, they are the service made processes. And the support ones that give support to the key processes.
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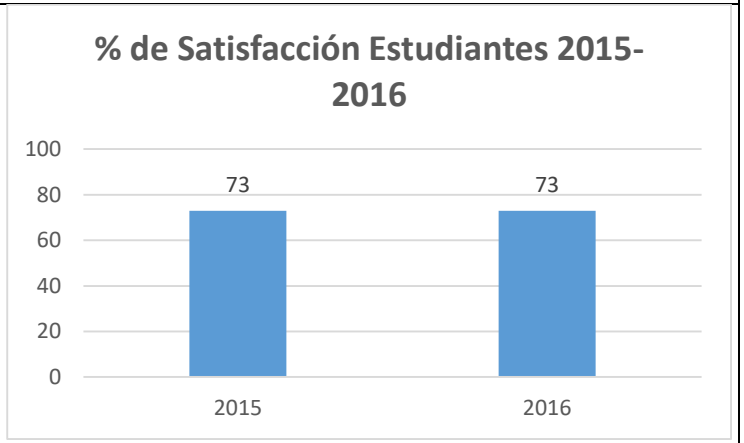
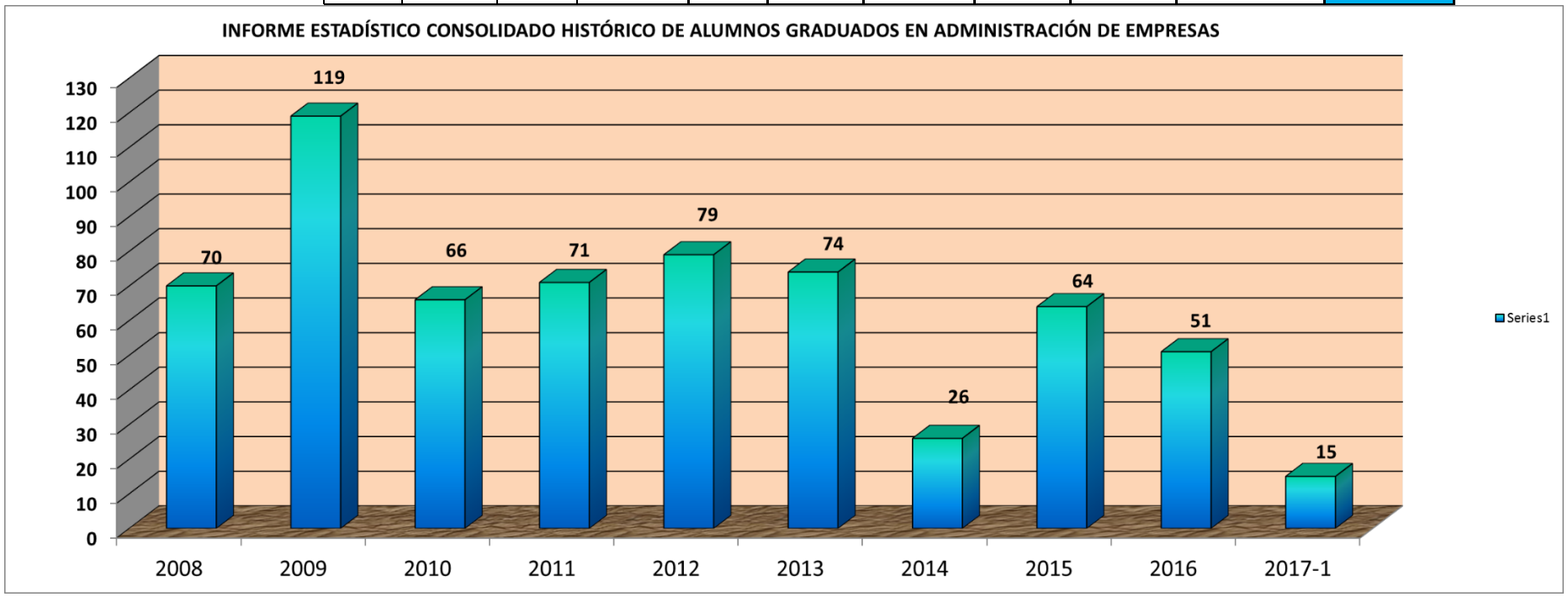
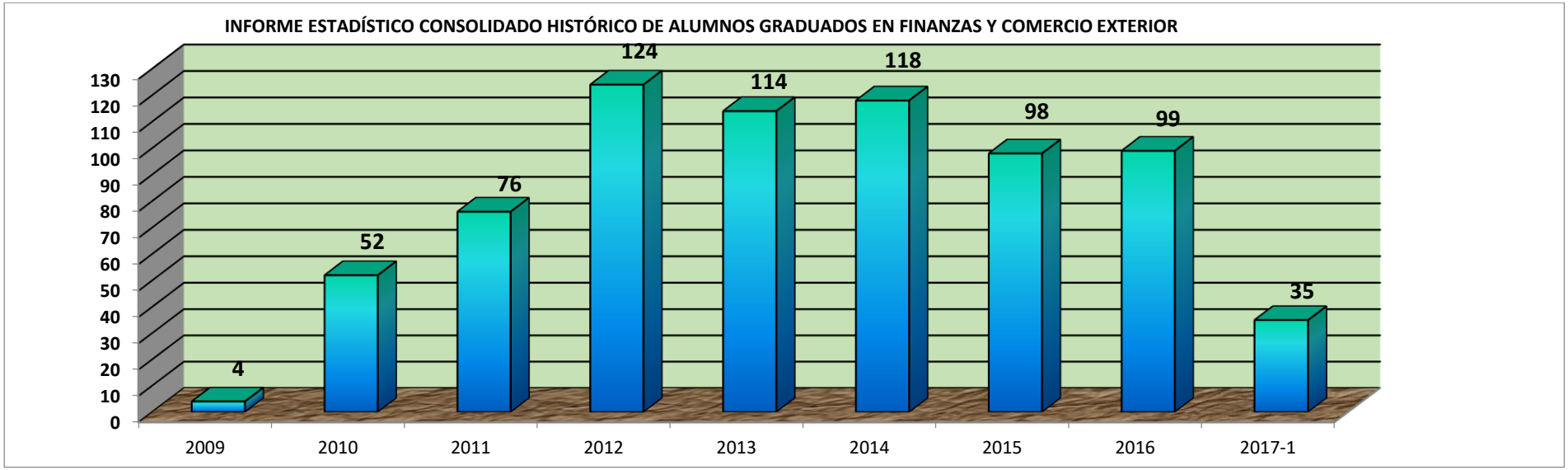
Standard 3 – Student- and Stakeholder-Focused Results - Criterion 3.8

		Analysis of Results			
Measure of performance **measurable goal** **What is your goal?**	**What is your measuring instrument or process?** **(Indicate the cycle)**	**Current results** **What are the current results?**	**Analysis of Results** **What did you learn form results?**	**Measures taken or improvements made** **What did you do to improve or what is your next step?**	**Insert graphs or tables of results with trends (Preferably 3 to 5 points measurement)**
Student Satisfaction will be equal to or greater than 80%	Student Satisfaction Survey semester up to 2015 and annual from 2016	Although the goal of 80% was not achieved, it was maintained during 2016 and 2017 in 73%	Actions need to be taken to increase student satisfaction	The Institution has made changes in its organization, putting at the head of the programs Directors that can carry out more specific follow-up to each program	

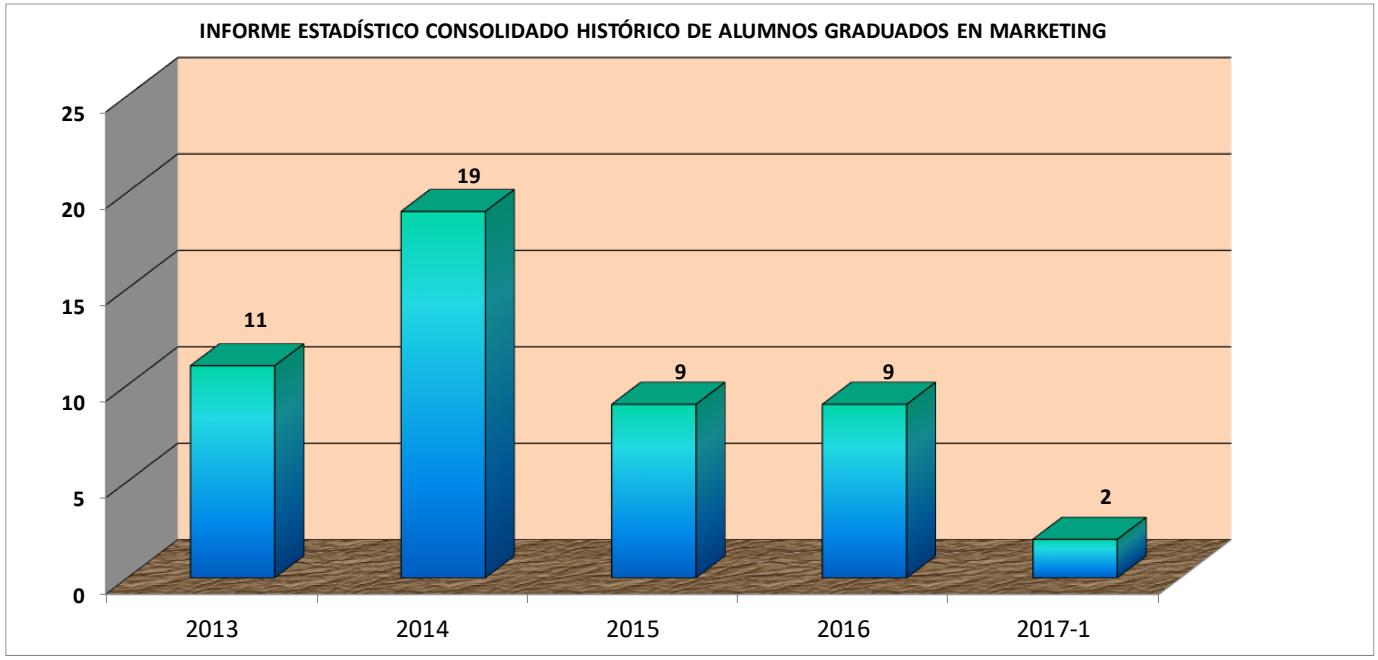
CICLO	PROGRAMA Y TITULO OBTENIDO	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017-1	TOTAL POR PROGRAMA	TOTAL POR CICLO
PREGRADO	ADMINISTRADOR DE EMPRESAS	70	119	66	71	79	74	26	64	51	15	635	635
	TOTAL POR AÑO :	70	119	66	71	79	74	26	64	51	15	635	



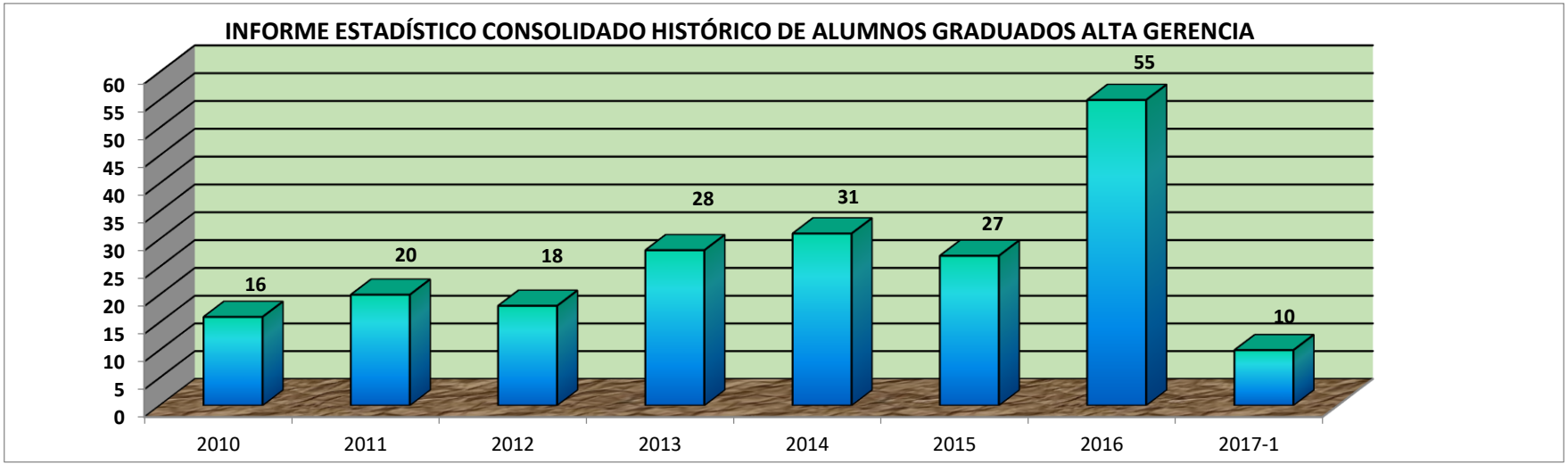
CICLO	PROGRAMA Y TITULO OBTENIDO	2009	2010	2011	2012	2013	2014	2015	2016	2017-1	TOTAL POR PROGRAMA	TOTAL POR CICLO
PREGRADO	PROFESIONAL EN FINANZAS Y COMERCIO EXTERIOR	4	52	76	124	114	118	98	99	35	720	720
	TOTAL POR AÑO :	4	52	76	124	114	118	98	99	35	720	



CICLO	PROGRAMA Y TITULO OBTENIDO	2013	2014	2015	2016	2017-1	TOTAL POR PROGRAMA	TOTAL POR CICLO
PREGRADO	MARKETING Y LOGÍSTICA	11	19	9	9	2	50	50
	TOTAL POR AÑO :	11	19	9	9	2	50	



CICLO	PROGRAMA Y TITULO OBTENIDO	2010	2011	2012	2013	2014	2015	2016	2017-1	TOTAL POR PROGRAMA	TOTAL POR CICLO
POSTGRADO	ESPECIALISTA EN ALTA GERENCIA	16	20	18	28	31	27	55	10	205	205
	TOTAL POR AÑO :	16	20	18	28	31	27	55	10	205	



Uniempresarial
FUNDACIÓN UNIVERSITARIA EMPRESARIAL DE LA CÁMARA DE COMERCIO DE BOGOTÁ
"VIGILADA MINEDUCACIÓN"

NIVELES DE DESERCIÓN

FUNDACIÓN UNIVERSITARIA EMPRESARIAL DE LA CÁMARA DE COMERCIO DE BOGOTÁ UNIEMPRESARIAL

Programa: Administración De Empresas.											
TASA DE DESERCIÓN ACUMULADA Y POR PERIODO											
Año	Periodo	Inscritos	Admitidos	Matriculados		Graduados	Matriculados Antiguos	Total Retirados	Tasa de Deserción (%)	Tasa de Retención (%)	(%) Que Culminan La Carrera
				Total	Primer Semestre						
2016	II	38	38	167	29	35	138	13	7,78%	92,22%	18,8%
	I	55	55	186	45	16	141	13	6,99%	93,01%	9,4%
2015	II	21	21	170	19	36	151	18	10,59%	89,41%	17,6%
	I	56	55	205	44	28	161	5	2,44%	97,56%	14,4%
2014	II	44	44	194	35	19	159	16	8,25%	91,75%	9,8%
	I	61	61	194	44	7	150	23	11,86%	88,14%	3,9%
2013	II	39	39	180	29	41	151	19	10,56%	89,44%	19,4%
	I	67	66	211	50	33	161	25	11,85%	88,15%	15,1%
2012	II	38	38	219	22	38	197	19	8,68%	91,32%	17,6%
	I	74	70	216	46	41	170	7	3,24%	96,76%	18,8%
2011	II	56	53	218	34	47	184	32	14,68%	85,32%	17,9%
	I	49	46	263	40	24	223	14	5,32%	94,68%	9,2%
2010	II	43	43	261	24	28	237	6	2,30%	97,70%	10,3%
	I	71	66	271	56	38	215	40	14,76%	85,24%	13,0%
2009	II	56	56	293	48	71	245	38	12,97%	87,03%	20,1%
	I	101	98	354	84	48	270	31	8,76%	91,24%	13,7%
2008	II	129	119	349	42	65	307	26	7,45%	92,55%	16,3%
	I	108	90	398	82	5	316	74	18,59%	81,41%	13,7%
TOTALES		1106	1058	4349	773	620	3576	419			
PROMEDIO		61	59	242	43	34	199	23	9,28%	90,63%	80,21

Reporte a Fecha:	Miércoles 14 Diciembre de 2016

FUNDACIÓN UNIVERSITARIA EMPRESARIAL DE LA CÁMARA DE COMERCIO DE BOGOTÁ UNIEMPRESARIAL

Programa: Finanzas y Comercio Exterior.											
TASA DE DESERCIÓN ACUMULADA Y POR PERIODO											
Año	Periodo	Inscritos	Admitidos	Matriculados		Graduados	Matriculados Antiguos	Total Retirados	Tasa de Deserción (%)	Tasa de Retención (%)	(%) Que Culminan La Carrera
				Total	Primer Semestre						
2016	II	66	66	306	39	74	267	41	13,40%	86,60%	19,4%
	I	114	110	382	75	25	307	26	6,81%	93,19%	7,0%
2015	II	70	69	358	49	73	309	58	16,20%	83,80%	16,6%
	I	132	132	440	88	25	352	73	16,59%	83,41%	5,6%
2014	II	87	87	450	67	83	383	15	3,33%	96,67%	17,3%
	I	113	113	481	82	35	399	19	3,95%	96,05%	7,7%
2013	II	78	78	453	68	75	385	9	1,99%	98,01%	16,0%
	I	150	148	469	117	39	352	44	9,38%	90,62%	9,0%
2012	II	72	72	435	65	85	370	47	10,80%	89,20%	16,9%
	I	132	131	502	107	39	395	8	1,59%	98,41%	8,8%
2011	II	87	85	442	67	60	375	81	18,33%	81,67%	11,6%
	I	135	135	516	121	16	395	76	14,73%	85,27%	3,3%
2010	II	83	77	487	47	51	440	16	3,29%	96,71%	10,1%
	I	140	139	507	130	1	377	45	8,88%	91,12%	0,2%
2009	II	108	106	423	103	4	320	56	13,24%	86,76%	1,1%
	I	108	99	380	101	0	279	71	19,00%	81,00%	0,0%
TOTALES		1675	1647	7031	1326	685	5705	685			
PROMEDIO		105	103	439	83	43	357	43	10,09%	89,91%	51,66

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Programa: Marketing & Logística.											
TASA DE DESERCIÓN ACUMULADA Y POR PERIODO											
Año	Periodo	Inscritos	Admitidos	Matriculados		Graduados	Matriculados Antiguos	Total Retirados	Tasa de Deserción (%)	Tasa de Retención (%)	(%) Que Culminan La Carrera
				Total	Primer Semestre						
2016	II	13	13	45	13	9	32	13	28,89%	71,11%	16,7%
	I	19	8	54	0	0	54	16	29,63%	70,37%	0,0%
2015	II	20	20	70	16	8	54	21	30,00%	70,00%	9,6%
	I	26	26	83	15	1	68	12	14,46%	85,54%	1,2%
2014	II	26	26	81	22	19	59	3	3,70%	96,30%	23,5%
	I	30	30	81	23	0	58	12	14,81%	85,19%	0,0%
2013	II	26	26	70	16	11	54	3	4,29%	95,71%	16,2%
	I	19	19	68	17	0	51	1	1,47%	98,53%	0,0%
2012	II	16	16	52	15	0	37	8	15,38%	84,62%	0,0%
	I	14	14	45	11	0	34	4	8,89%	91,11%	0,0%
2011	II	17	17	38	15	0	23	21	55,26%	44,74%	0,0%
	I	26	26	44	26	0	18	3	6,82%	93,18%	0,0%
2010	II	16	16	21	15	0	6	16	0%	0%	0,0%
	I	25	25	22	22	0	0	0	0%	0%	0,0%
2009	II	0	0	0	0	0	0	0	0%	0%	0,0%
	I	0	0	0	0	0	0	0	0%	0%	0,0%
TOTALES		293	282	774	226	48	548	133			
PROMEDIO		21	20	55	16	7	42	10	17,80%	82,20%	21,24

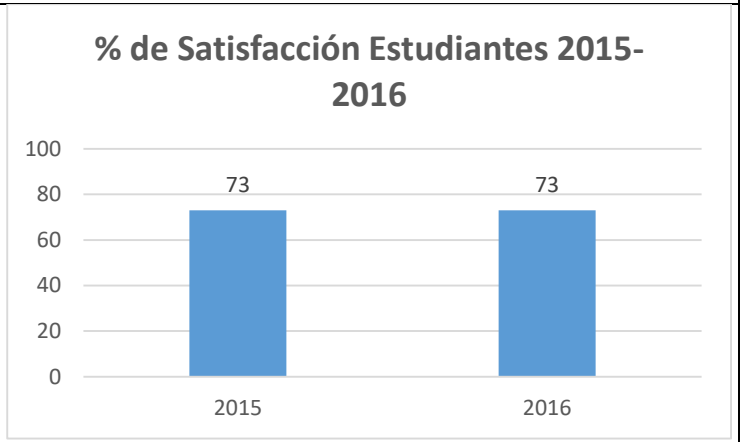
FUNDACIÓN UNIVERSITARIA EMPRESARIAL DE LA CÁMARA DE COMERCIO DE BOGOTÁ UNIEMPRESARIAL

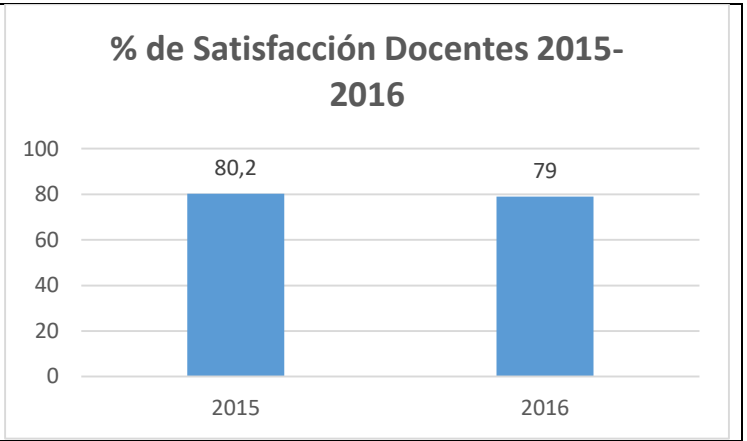
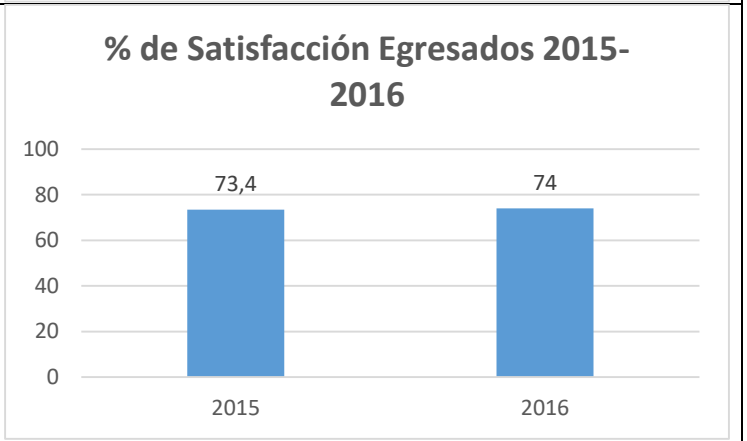
Programa: Especialización Alta Gerencia

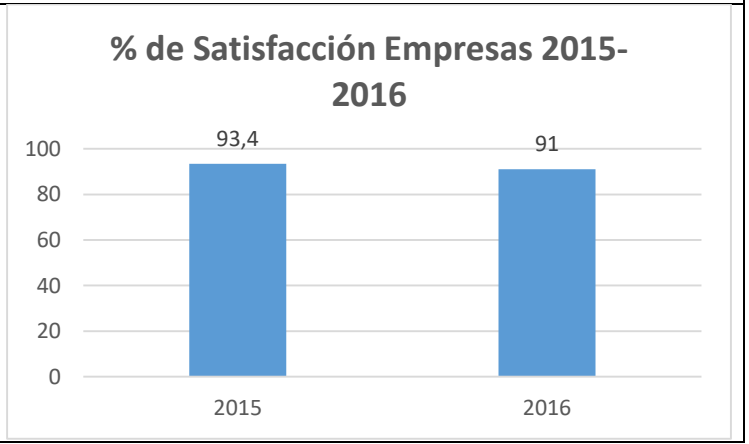
TASA DE DESERCIÓN ACUMULADA Y POR PERIODO

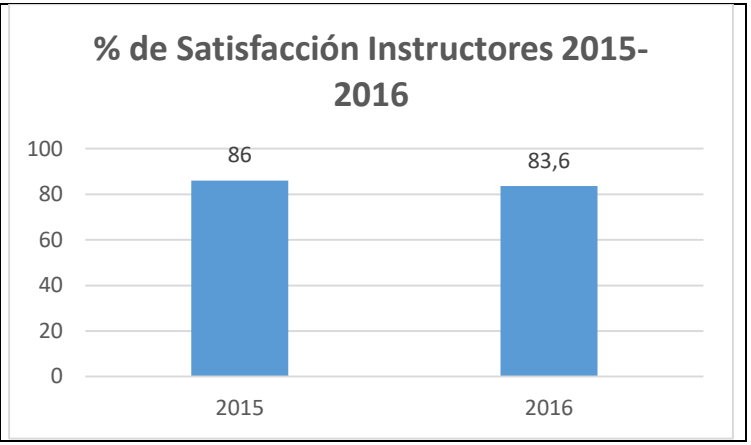
Año	Periodo	Inscritos	Admitidos	Matriculados		Graduados	Matriculados Antiguos	Total Retirados	Tasa de Deserción (%)	Tasa de Retención (%)	(%) Que Culminan La Carrera
				Total	Primer Semestre						
2017	II	0	0	67	0	0	67	7	10,45%	89,55%	0,0%
	I	35	35	74	33	10	41	30	40,54%	59,46%	12,3%
2016	II	62	62	81	44	33	20	3	3,70%	96,30%	58,9%
	I	0	0	56	0	22	56	2	3,57%	96,43%	27,5%
2015	II	30	30	80	30	7	50	5	6,25%	93,75%	11,3%
	I	32	32	62	23	20	39	18	29,03%	70,97%	26,0%
2014	II	21	21	77	19	0	58	17	22,08%	77,92%	0,0%
	I	24	24	75	20	31	51	3	4,00%	96,00%	36,5%
2013	II	14	14	85	12	28	35	3	3,53%	96,47%	42,4%
	I	57	57	66	31	0	35	0	0,00%	100,00%	0,0%
2012	II	35	35	35	35	18	0	5	14,29%	85,71%	78,3%
	I	29	29	23	19	0	4	21	91,30%	8,70%	0,0%
2011	II	14	14	25	14	20	11	3	12,00%	88,00%	58,8%
	I	0	0	34	0	0	28	3	8,82%	91,18%	0,0%
2010	II	24	21	31	13	16	18	0	0,00%	100,00%	47,1%
	I	23	23	34	12	0	22	0	0,00%	100,00%	0,0%
2009	II	22	22	22	22	0	0	0	0,00%	1,00%	0,0%
TOTALES		422	419	927	327	205	535	120			
PROMEDIO		25	25	55	19	12	31	7	14,68%	79,50%	62,69

Standard 3 – Student- and Stakeholder-Focused Results - Criterion 3.8

		Analysis of Results			
Measure of performance **measurable goal** **What is your goal?**	**What is your measuring instrument or process?** **(Indicate the cycle)**	**Current results** **What are the current results?**	**Analysis of Results** **What did you learn form results?**	**Measures taken or improvements made** **What did you do to improve or what is your next step?**	**Insert graphs or tables of results with trends (Preferably 3 to 5 points measurement)**
Student Satisfaction will be equal to or greater than 80%	Student Satisfaction Survey semester up to 2015 and annual from 2016	Although the goal of 80% was not achieved, it was maintained during 2016 and 2017 in 73%	Actions need to be taken to increase student satisfaction	The Institution has made changes in its organization, putting at the head of the programs Directors that can carry out more specific follow-up to each program	

Teacher Satisfaction will equal or exceed 80%	Teacher Satisfaction Survey semester up to 2015 and annual from 2016	By 2015, 80.2% of docents' satisfaction was reached and by 2016 it decreased to 79%	Actions need to be taken to increase teacher satisfaction	The Institution has made changes in its organization, putting at the head of the programs Directors that can carry out more specific follow-up to each program	
Satisfaction of graduates will equal or exceed 80%	Survey of satisfaction of graduates semester up to 2015 and annual from 2016	The satisfaction of Graduates in 2015 was 73.4% and by 2016, 74%	The needs of the graduates in their professional stage must be identified to contribute and develop effective strategies that contribute to personal and professional development oriented to the fulfillment of their needs and expectations.	It has generated an instrument of profiling and detection of the needs of the graduates from which the following strategies emerge: 1. Development of an Employment Path to help graduates with difficulties in this area 2. Development of ongoing training activities, professional	

				updating, teacher training, entrepreneurship, languages, postgraduate training, welfare, among others, targeted and segmented according to profiling and needs detection.	
Enterprises Satisfaction will equal or exceed 80%	Semi-annual enterprise Satisfaction Survey until 2015 and annual from 2016	During 2015 and 2016, the proposed goal was exceeded	Although the goal was met, actions should be taken to maintain the satisfaction of companies		

Instructor Satisfaction will be equal to or greater than 80%	Semester survey of instructors satisfaction up to 2015 and annual from 2016	During 2015 and 2016, the proposed goal was exceeded	Although the goal was met, actions should be taken to maintain the satisfaction of instructors	Reviewing the contents of the FDI, so that they are relevant with the Business sector and with the follow-up and accompaniment of the Advisor and Business Teacher	

Standard 4. Program Outcomes

As factors of success of the programs of Business Administration and Finance and Foreign Trade and that have marked a significant experience, we have:

- The dual methodology that ensures a theoretical and practical training with business experience in our students and which has become the adaptation of the program with dual methodology for Latin America, in reference to other national and international institutions.
- The shortest study time (in terms of number of semesters and schedule) with the same hourly intensity as the traditional university, since there are only fifteen days of vacations per year, which means that students in each semester are trained during 24 weeks (12 weeks in classroom, 12 weeks in company).
- The proximity to the business sector, as well as in its management, evaluation and co-training bodies. The proximity to the Chamber of Commerce of Bogotá ensures direct contact with companies, which is why the institution has a network of 316 companies and the recognition of the business sector in terms of professionals training.
- The group of subsidiaries that support the Institution
- The organizational model allows agility in the decision-making process
- The acceptance of the graduates of the program in the labor market
- The recognition of national and international accreditations and the ISO 9001 - 2008 quality certification of the program.
- Good results in State Tests with lower deviations, ensuring that although we do not receive the best students, professionals graduate from the program classified among the best.
- Acceptance of the program and of the students in exchanges, scholarships and student mobility in general.
- The relevance of the teachers and the training of the instructors of companies that ensure the quality and relevance of the program

Business Administration

The professional in Business Administration knows the theoretical foundations and the practical application of the administration and is competent to develop successful processes of negotiation with the client, to program and control the production, the operation or the logistics and to handle the accounting, financial and human management in companies from different economic sectors.

The cognitive, communicative and socio-affective professional and work competences are developed alternately in the classroom and internship scenarios with the accompaniment of academic staff, tutors, team teachers and instructors trained by the system for individual work and the team work.

The distinctive competences of the University Foundation are: Entrepreneurship, Innovation and Relationship, elements that become the hallmark of Uniempresarial students, a seal that is included in the Institution's value proposition, which give students an important baggage to be able to project themselves inside companies or as entrepreneurs.

The curriculum presents an update in the name of some subjects, in addition it was organized by each of the academic components and a socio-humanistic component was incorporated, that will be transversal to all the programs of Uniempresarial, which focuses on the development of Soft Skills, necessary for the work performance inside the companies.

For Uniempresarial, it is key to graduate professionals with the capacity to analyze, to support and to interpret in the light of the acquired knowledge, the relevant phenomena of the society and business world.

In this respect, the training goals that are sought to reach in the graduates from the pedagogical model are:

- Training of integral professionals, who have leadership, innovation and ethical decision-making capacity.
- Development of professional skills of the highest quality.
- Permanent promotion of learning by doing.
- Social sensitivity for real solutions to the different problems faced by companies and their context.

The specific purposes of the Business Administration Program of Uniempresarial are the following:

- To work for a comprehensive training of an interdisciplinary nature that allows the business Administrator to analyze the scopes and to propose solutions to the business problem.
- To guide the theoretical-practical training to a global thinking with local action.
- To create a permanent awareness of the development of new ideas, practices and scopes of the Administration for the improvement of the quality of life and sustainability.
- To contribute to the processes of modernization and development of the productive structure of the region, in order to successfully overcome the challenges of internationalization and the globalization of markets.

Finance and Foreign Trade

The graduate of the Finance and Foreign Trade program is qualified to work in the real sector and in the financial sector whether public or private, exercising in the following fields:

- In the organization and management of companies,
- In project's creation, innovation and formulation,
- In the design and implementation of companies with an international market projection,
- In the generation of sources of employment, constituting its own company,
- In the organization of own companies to compete in the export market,
- Counseling and consulting in various areas of business organizations.

They are identified by:

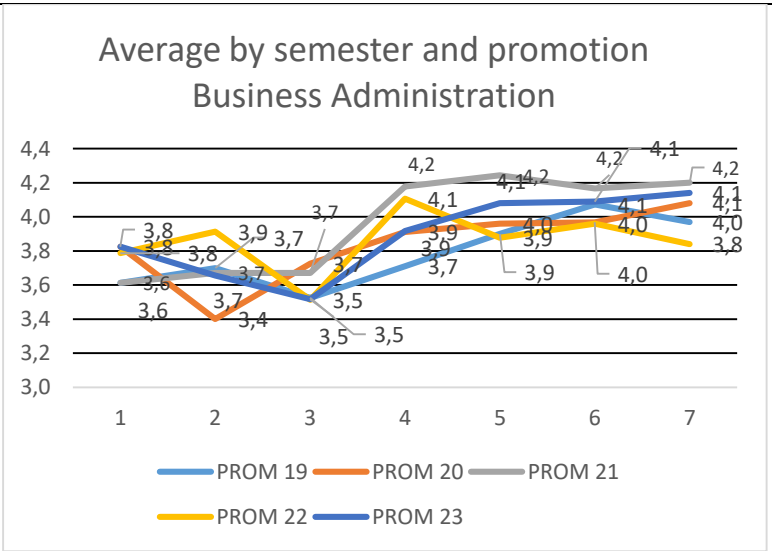
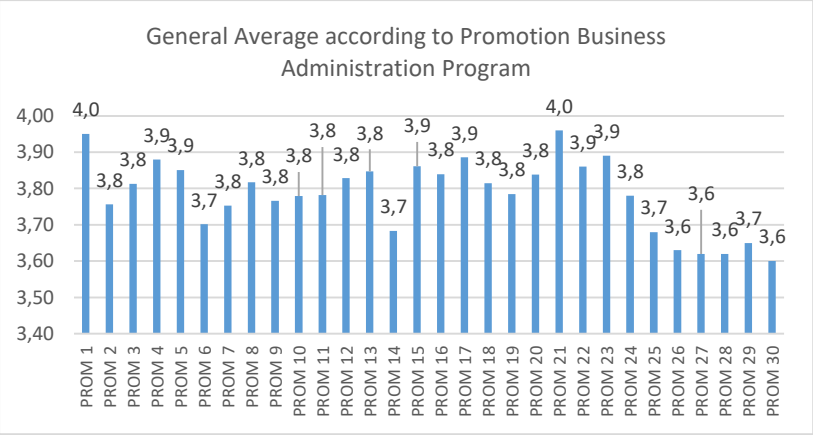
- Leadership skills, self-confidence and confidence in their abilities, strengthening of interpersonal relationships
- Knowledge of national and international financial policies and instruments,
- Ability to face problems of the financial market and business management,

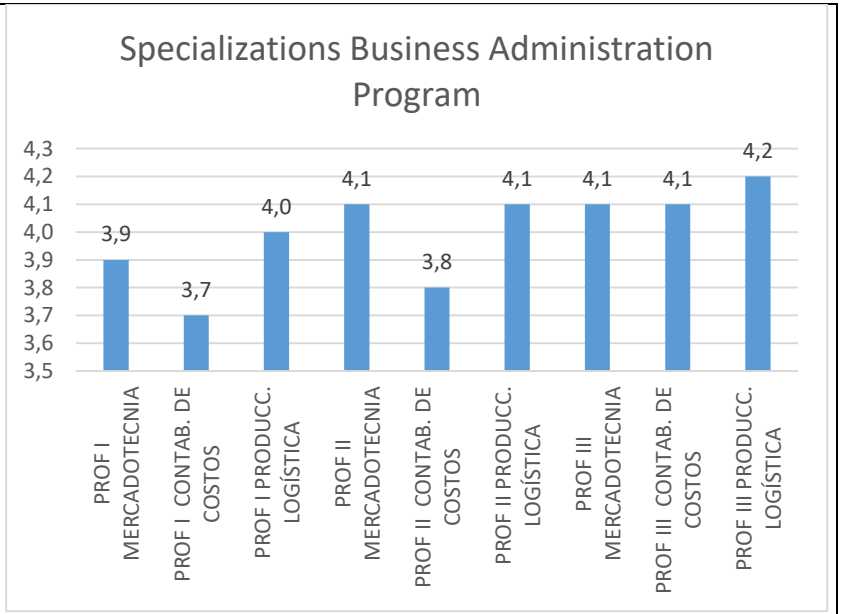
- Ability to take on business risks,
- Ability to create and implement management information systems,
- Aptitude and vocation for the promotion and improvement of free enterprise,
- Ability to plan, direct, organize and control the effectiveness of business management,
- Talent for negotiation and conflicts resolution, recognizing and assuming the differences, contrasting opinions achieving mutual enrichment,
- Ability to investigate as a basis for social transformation.

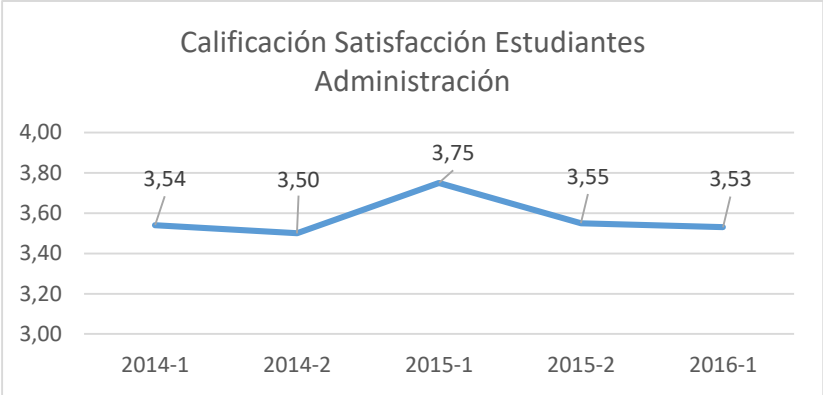
1. Student Learning Outcomes Business Administration

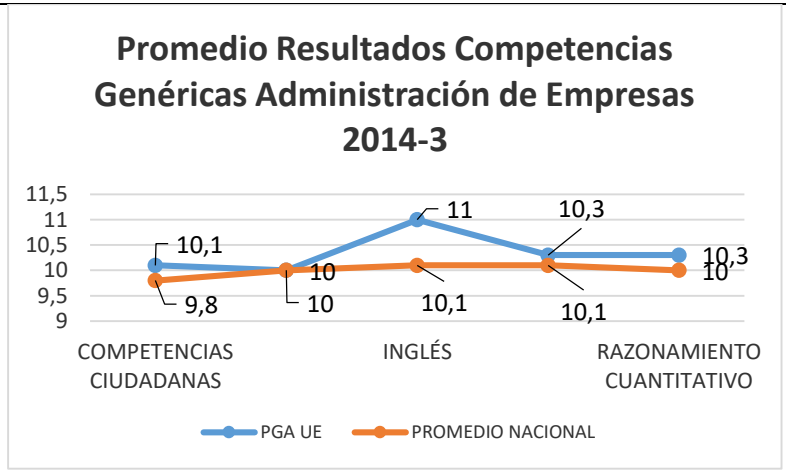
		Result Analysis			
Performance or Performance Measure **measurable goal** **What's your objective?**	**What is your measuring instrument or process?** **Do not use degree titles.** **(Indicate type of instrument)** **Direct training** **internal** **comparative**	**Current results** **What are the current results?**	**Performance or Performance Measure** **measurable goal** **What's your objective?**	**What is your measuring instrument or process?** **Do not use degree titles.** **(Indicate type of instrument)** **Direct training** **internal** **comparative**	**Insert graphs** **(3-5 puntos de medición preferiblemente)**
This input allows to make an internal measurement of results according to academic average and of external form according to test result Saber-Pro	It is used an internal analysis of results according to academic average and results according to national indicators of the ICFES	The trend is positive, academic averages improve as students progress in the last academic semesters of their training program. The results by competences in the saber-pro tests are above the national average according to results.	The results allow identifying the improvement in learning processes, knowledge and skills, as well as the importance of business practice in a dual model, this improvement is identified progressively as the student progresses in his training process, finally results in the saber-pro tests confirm the formative process under a dual model.	To continue with the Improvement Processes, make a timely accompaniment that facilitates the students to reflect in the results of institutional average the academic achievement and in the results of the tests Saber-pro the final result of the academic processes and of	

SEMESTER	PROM 19	PROM 20	PROM 21	PROM 22	PROM 23
1	3,6	3,8	3,6	3,8	3,8
2	3,7	3,4	3,7	3,9	3,7
3	3,5	3,7	3,7	3,5	3,5
4	3,7	3,9	4,2	4,1	3,9
5	3,9	4,0	4,2	3,9	4,1
6	4,1	4,0	4,2	4,0	4,1
7	4,0	4,1	4,2	3,8	4,1

				realized business practices.	 


Specializations Business Administration Program
4,3
4,2
4,1
4,0
3,9
3,8
3,7
3,6
3,5
3,9
3,7
4,0
4,1
3,8
4,1
4,1
4,1
4,2
PROF I MERCADOTECNIA
PROF I CONTAB. DE COSTOS
PROF I PRODUCC. LOGÍSTICA
PROF II MERCADOTECNIA
PROF II CONTAB. DE COSTOS
PROF II PRODUCC. LOGÍSTICA
PROF III MERCADOTECNIA
PROF III CONTAB. DE COSTOS
PROF III PRODUCC. LOGÍSTICA

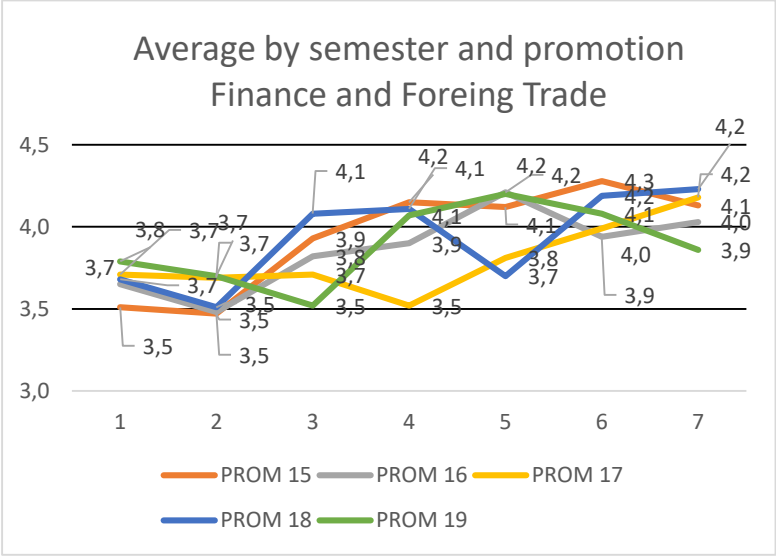

Calificación Satisfacción Estudiantes Administración
4,00
3,80
3,60
3,40
3,20
3,00
3,54
3,50
3,75
3,55
3,53
2014-1
2014-2
2015-1
2015-2
2016-1

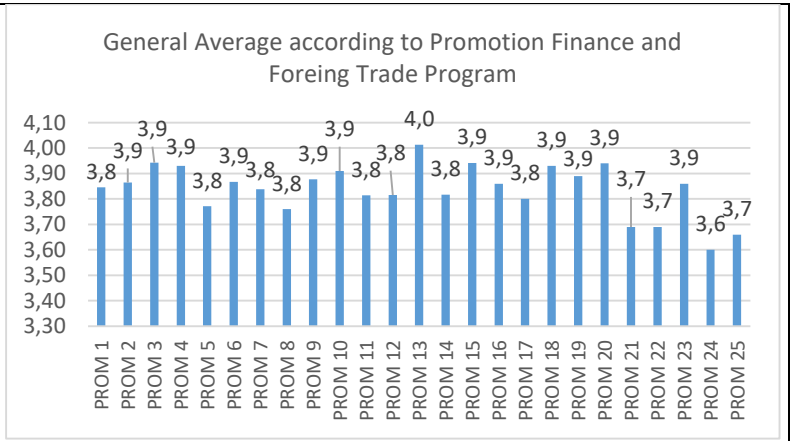

Promedio Resultados Competencias Genéricas Administración de Empresas 2014-3
11,5
11
10,5
10
9,5
9
10,1
9,8
10
10
11
10,1
10,3
10,1
10,3
10
COMPETENCIAS CIUDADANAS
INGLÉS
RAZONAMIENTO CUANTITATIVO
PGA UE
PROMEDIO NACIONAL

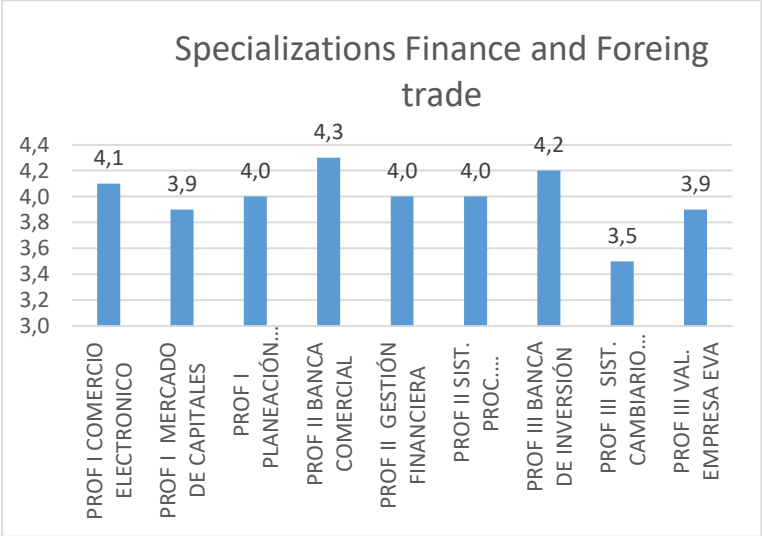
1. **Student Learning Outcomes Finance and Foreign Trade**

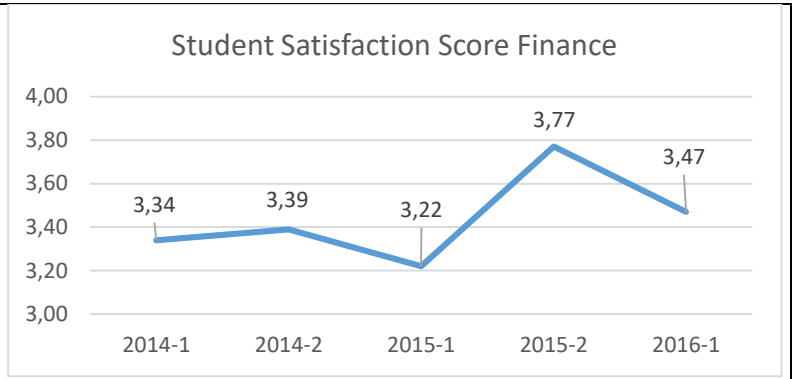
		Result Analysis			
Performance or Performance Measure **measurable goal** **What's your objective?**	**What is your measuring instrument or process?** **Do not use degree titles.** **(Indicate type of instrument)** **Direct training** **internal** **comparative**	**Current results** **What are the current results?**	**Result Analysis** **What did you learn from the results?**	**Measures taken or improvement made** **What did you do for improvement or what is your next step?**	**Insert graphs** **(3-5 puntos de medición preferiblemente)**
This input allows to make an internal measurement of results according to academic average and of external form according to test result Saber-Pro	It is used an internal analysis of results according to academic average and results according to national indicators of the ICFES	The trend is positive, academic averages improve as students progress in the last academic semesters of their training program. The results by competences in the saber-pro tests are above the national average according to results.	The results allow identifying the improvement in learning processes, knowledge and skills, as well as the importance of business practice in a dual model, this improvement is identified progressively as the student progresses in their training process, finally results in the saber-pro tests confirm the formative process under a dual model.	To continue with the Improvement Processes, make a timely accompaniment that facilitates the students to reflect in the results of institutional average the academic achievement and in the results of the tests Saber-pro the final result of the academic processes and of	

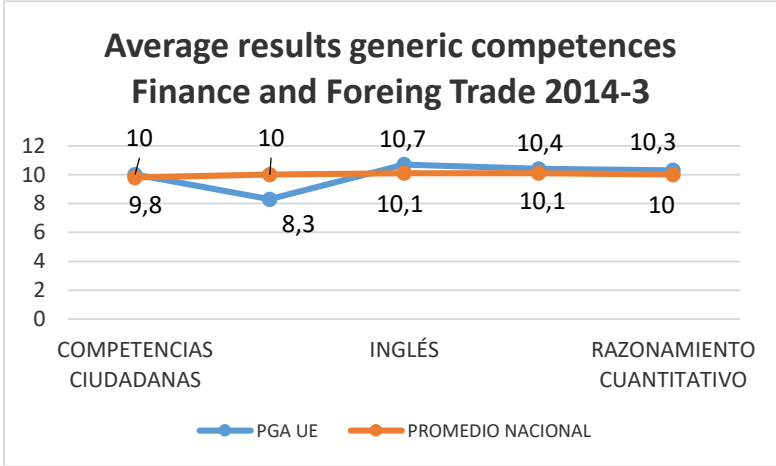
SEMESTER	PROM 15	PROM 16	PROM 17	PROM 18	PROM 19
1	3,5	3,7	3,7	3,7	3,8
2	3,5	3,5	3,7	3,5	3,7
3	3,9	3,8	3,7	4,1	3,5
4	4,2	3,9	3,5	4,1	4,1
5	4,1	4,2	3,8	3,7	4,2
6	4,3	3,9	4,0	4,2	4,1
7	4,1	4,0	4,2	4,2	3,9

				realized business practices.	


General Average according to Promotion Finance and Foreing Trade Program
4,10
4,00
3,90
3,80
3,70
3,60
3,50
3,40
3,30
3,8 3,9 3,9 3,9 3,8 3,9 3,9 3,8 3,8 3,9 3,9 3,8 3,8 4,0 3,8 3,9 3,9 3,8 3,9 3,9 3,9 3,7 3,7 3,9 3,6 3,7
PROM 1 PROM 2 PROM 3 PROM 4 PROM 5 PROM 6 PROM 7 PROM 8 PROM 9 PROM 10 PROM 11 PROM 12 PROM 13 PROM 14 PROM 15 PROM 16 PROM 17 PROM 18 PROM 19 PROM 20 PROM 21 PROM 22 PROM 23 PROM 24 PROM 25


Specializations Finance and Foreing trade
4,4
4,2
4,0
3,8
3,6
3,4
3,2
3,0
4,1 3,9 4,0 4,3 4,0 4,0 4,2 3,5 3,9
PROF I COMERCIO ELECTRONICO
PROF I MERCADO DE CAPITALES
PROF I PLANEACIÓN...
PROF II BANCA COMERCIAL
PROF II GESTIÓN FINANCIERA
PROF II SIST. PROC....
PROF III BANCA DE INVERSIÓN
PROF III SIST. CAMBIARIO...
PROF III VAL. EMPRESA EVA


Student Satisfaction Score Finance
4,00
3,80
3,60
3,40
3,20
3,00
3,34
3,39
3,22
3,77
3,47
2014-1
2014-2
2015-1
2015-2
2016-1


Average results generic competences
Finance and Foreing Trade 2014-3
12
10
8
6
4
2
0
10
10
10,7
10,4
10,3
9,8
8,3
10,1
10,1
10
COMPETENCIAS CIUDADANAS
INGLÉS
RAZONAMIENTO CUANTITATIVO
PGA UE
PROMEDIO NACIONAL

ACBSP REPORT BUSINESS ADMINISTRATION

Standard #5

Complete the following chart. Provide three or four examples, inform what you consider is the most relevant data. It is not necessary to provide results for each process.

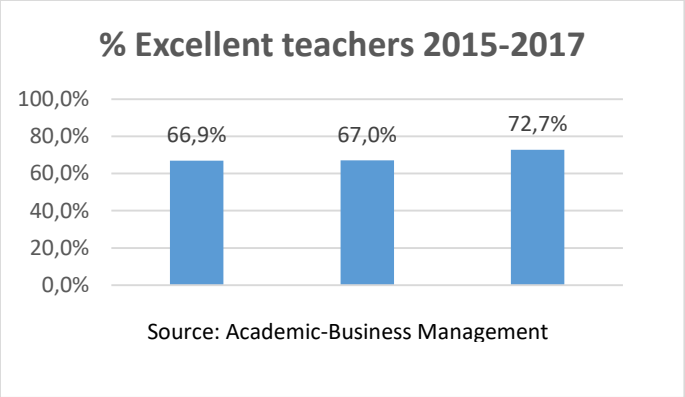
Chart 5.1 Focus results teachers and administrative staff

Focus results teachers and administrative staff	Focus results teachers and administrative staff is focused on examining how well the organization creates and maintains a positive, productive work environment focused on learning for the faculty of business and administrative staff Key indicators may include: professional development, academic or research activities, community service, administrative tasks, interaction with industry and businesses, number of advisers, number of committees, number of theses directed, satisfaction or dissatisfaction of teaching and administrative staff, positive, productive and learning - centered on the environment, safety, absenteeism, rotation, or complaints.

	Analysis of Results				
Measure of performance measurable goal **What is your goal?**	**What is your measuring instruments or process** **(Indicate the cycle duration)**	**Current results** **What are the current results?**	**Analysis of Results** **What did you learn from the results?**	**Measures taken or improvement made** **What did you do to improve or what is your next step?**	**Insert graphs or charts of results with tendencies** **(3-5 points of measuring preferably)**
At least 75% of active teachers must have the Teacher Training Seminar (Seminario de	Annual indicator for DHLA	By 2016, 68% of active teachers had a FDD training certificate.	Although the number of teachers trained by FDD increased by 1%, which by 2016 corresponds to 84 of the 124	For the year 2017 will be the training in a more flexible day for teachers who have not been able to attend.	

% TEACHERS TRAINED FDD	
2015	67%
2016	68%

Source: Academic-Business Management

Formación de Docentes FDD)			active teachers by the date, it is necessary to continue with the activities to achieve the goal		
At least 80% of teachers must be excellent (teacher evaluation equal to or greater than 4.0)	Semester teacher evaluation – Annual indicator for DHLA	By May 2017, the indicator with the complete information of the teacher evaluation of the second semester of 2016 was consolidated, obtaining 72.7% of excellent teachers on the total number of active teachers of the period	Within the Teachers Training Seminar, a space was included for updating teaching and didactic methodologies	Keep including training spaces for the updating of methodologies and teaching didactics. As well as assertiveness in communication.	

<table>
<tr>
<td>At least 30% Administrative staff have training</td>
<td>Biannual report of administrative staff who receive support for training and academic activities of professional development.</td>
<td>For the year 2016 56% of the employees were trained, and by 2016 38%. However, it is necessary to emphasize that the administrative population for the year 2015 was 79 and for 2016 was of 91.</td>
<td>For administrative staff who receive some type of support for their professional development, a high level of performance evaluation is required as a collaborator of UNIEMPRESARIAL, which increases the quality with which they provide their services,</td>
<td>A policy was designed to support training, and an informative circular was developed to extend this support to family members.</td>
<td>
<table>
<tr><th colspan="3">No. of Administrative staff with training support and professional development.</th></tr>
<tr><th></th><th>2015</th><th>2016</th></tr>
<tr><td>TOTAL TRAINING</td><td>19</td><td>13</td></tr>
<tr><td>TOTAL SCHOLARSHIPS</td><td>25</td><td>22</td></tr>
<tr><td>TOTAL SCHOLARSHIPS AND TRAINING</td><td>44</td><td>35</td></tr>
<tr><td>% TRAINING</td><td>56%</td><td>38%</td></tr>
</table>
Source: Administrative and human talent Management
</td>
</tr>
<tr>
<td>To improve working conditions and provide stability to collaborators who demonstrate excellent performance and merit.</td>
<td>Biannual report of the incoming administrative staff directly linked to UNIEMPRESARIAL, who previously provided some type of service under contractual modalities or fixed-term agreements.</td>
<td>By 2015, 11% of the administrative staff were directly linked, and by 2016 8%. However, it is necessary to emphasize that the administrative population for the year 2015 was 79 and for 2016 of 91.</td>
<td>The decision to directly link people who have provided services for a defined period of time to the Institution can reduce the training time and preserve the continuity of the activities of directly linked employees. In</td>
<td>According to the evaluation of the performance of the services provided during the partial link with UNIEMPRESARIAL of a person, the decision is made based on the needs of the Institution to link or not to the person as collaborator. better</td>
<td>
<table>
<tr><th colspan="3">% New Direct Link of Administrative staff and/or Full Time Teachers</th></tr>
<tr><th></th><th>2015</th><th>2016</th></tr>
<tr><td>TOTAL</td><td>9</td><td>7</td></tr>
<tr><td>% DIRECT LINK</td><td>11%</td><td>8%</td></tr>
</table>
Source: Administrative and human talent Management
</td>
</tr>
</table>

<table>
<tr><td></td><td></td><td></td><td>addition, the knowledge of the organization can be more favorably managed.</td><td>manage the knowledge of the organization.</td><td></td></tr>
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<td>Biannual % of institutional promotions.</td>
<td>By the year 2015, 16% of UNIEMPRESARIAL administrative staff was promoted, and by 2016 this number stood at 7%.</td>
<td>The importance of the performance evaluation and its periodic follow up allows to base the decisions of the High Direction on promotions within the organization.</td>
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ACBSP REPORT FINANCE AND FOREIGN TRADE
Standard #5

Complete the following chart. Provide three or four examples, inform what you consider is the most relevant data. It is not necessary to provide results for each process.

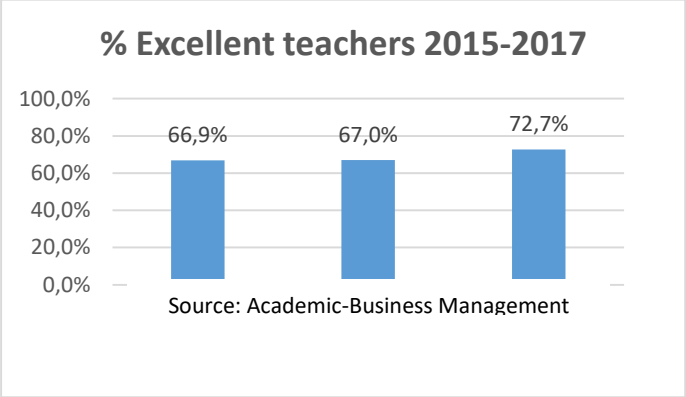
Chart 5.1 Focus results teachers and administrative staff

Focus results teachers and administrative staff	Focus results teachers and administrative staff is focused on examining how well the organization creates and maintains a positive, productive work environment focused on learning for the faculty of business and administrative staff Key indicators may include: professional development, academic or research activities, community service, administrative tasks, interaction with industry and businesses, number of advisers, number of committees, number of theses directed, satisfaction or dissatisfaction of teaching and administrative staff, positive, productive and learning - centered on the environment, safety, absenteeism, rotation, or complaints.

	Analysis of Results				
Measure of performance measurable goal **What is your goal?**	**What is your measuring instruments or process** **(Indicate the cycle duration)**	**Current results** **What are the current results?**	**Analysis of Results** **What did you learn from the results?**	**Measures taken or improvement made** **What did you do to improve or what is your next step?**	**Insert graphs or charts of results with tendencies** **(3-5 points of measuring preferably)**
At least 75% of active teachers must have the Teacher Training Seminar (Seminario de Formación de Docentes FDD)	Annual indicator for DHLA	By 2016, 68% of active teachers had a FDD training certificate.	Although the number of teachers trained by FDD increased by 1%, which by 2016 corresponds to 84 of the 124 active teachers by the date, it is necessary	For the year 2017 will be the training in a more flexible day for teachers who have not been able to attend.	

% TEACHERS TRAINED FDD	
2015	67%
2016	68%

Source: Academic-Business Management

			to continue with the activities to achieve the goal		
At least 80% of teachers must be excellent (teacher evaluation equal to or greater than 4.0)	Semester teacher evaluation –Annual indicator for DHLA	By May 2017, the indicator with the complete information of the teacher evaluation of the second semester of 2016 was consolidated, obtaining 72.7% of excellent teachers on the total number of active teachers of the period	Within the Teachers Training Seminar, a space was included for updating teaching and didactic methodologies	Keep including training spaces for the updating of methodologies and teaching didactics. As well as assertiveness in communication.	
At least 30% Administrative staff have training	Biannual report of administrative staff who receive support for training and academic activities of professional development.	For the year 2016 56% of the employees were trained, and by 2016 38%. However, it is necessary to emphasize that the administrative population for the year 2015 was 79 and for 2016 was of 91.	For administrative staff who receive some type of support for their professional development, a high level of performance evaluation is required as a collaborator of UNIEMPRESARIAL, which increases	A policy was designed to support training, and an informative circular was developed to extend this support to family members.	**No. of Administrative staff with training support and professional development.** **2015** / **2016** **TOTAL TRAINING** 19 / 13 **TOTAL SCHOLARSHIPS** 25 / 22 **TOTAL SCHOLARSHIPS AND TRAINING** 44 / 35 **% TRAINING** 56% / 38% Source: Administrative and human talent Management

<table>
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<tr><th colspan="3">% New Direct Link of Administrative staff and/or Full Time Teachers</th></tr>
<tr><td></td><td>2015</td><td>2016</td></tr>
<tr><td>TOTAL</td><td>9</td><td>7</td></tr>
<tr><td>% DIRECT LINK</td><td>11%</td><td>8%</td></tr>
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- **PROGRAM BUSINESS ADMINISTRATION - QUALIFICATIONS**

FACULTY MEMBER	Highest Degree Earned	Professional Certification	SCHOLARLY ACTIVITIES				PROFESSIONAL ACTIVITIES			
			Papers Presented	Published Articles Manuscript and Books	Unpublished Articles Manuscript and Books	Consulting	Professional Related Service	Professional Conferences and Workshops	Professional Meeting	Professional Membership
ACERO HENAO JACK HARBITH	Specialization	0	D=2	0	D=2	5	0	3	0	1
ALGARRA FAGUA DIANA STELLA	Master	1	0	0	0	5	0	0	0	1
AMORES BUITRAGO CESAR MAURICIO	Specialization	Consultor Empresarial	0	0	0	30	0	15	0	0
ARCILA REAL OLGA LUCIA	Master	0	0	0	0	20	1	0	0	0

AREVALO DURAN AIDA YAMILE	Master	0	0	0	0	2	0	1	0	1
ARGUELLO VASQUEZ ANDRES MAURICIO	Specialization	Instructor Fabricacion Digital	0	0	0	0	0	0	0	0
ARISTIZABAL SANTA OLVIN ROLANDO	Master	0	0	0	0	0	1	0	0	0
BALLEN GARAVITO EFREN	Master	0	D=1	0	D=1	15	2	0	1	0
BARRETO HERNANDEZ WILLAN FARID	MBA	Operaciones Internacionales	0	0	0	15	0	5	0	0
BARRETO RIAÑO HERNANDO (cursando maestria)	Undergraduate	1	0	0	0	30	0	10	0	0
BAUTISTA VALENCIA PAOLA HELENA	Master	0	D=2	D=2	0	3	0	7	1	1
CALDERON BOHORQUEZ PABLO EMILIO	Master	0	0	0	0	100	0	10	0	0
CARDONA VARGAS JENNY ANDREA	Specialization	0	0	0	0	2	0	0	2	0
CASTAÑEDA ESTRADA MARIA ISABEL DEL PERPETUO SOCORRO	Master	0	D=4	D=2	D=2	0	0	0	0	0
CASTELLANOS BUITRAGO ANGEL OSWALDO	Master	Gestion de Proyectos	D=1	D=1	0	40	2	15	5	2
DE LA OSSA CIODARO MANUEL FERNANDO	Master	0	0	0	0	20	1	5	1	0
DELGADO MEDINA JONATHAN FERNANDO	Specialization	Derecho Civil y Penal	0	0	0	10	0	15	0	1
DIAZ HENAO WILLIAM	Master	0	0	0	0	0	0	0	0	0
FERREIRA RODRIGUEZ JOSE IVAN EDUARDO	Specialization	Auditor SGC	D=2	0	D=2	4	1	1	0	0
FLOREZ HUERTAS NELSON ENRIQUE	MBA	Normas Sena Manejo Ambiente Virtual	D=2	0	D=2	100	0	5	0	0
GAITAN DE RONDEROS MARIA TERESA	Master	0	D=2	D=2	0	20	0	0	0	0
GARCIA RAMIREZ NOHORA INES	Specialization	0	0	0	0	0	3	0	0	0
GARZON CABALLERO JUAN PABLO	Master	SIXSIGMA	0	0	0	10	0	5	0	0
GOMEZ RODRIGUEZ DUSTIN TAHISIN	Master	0	0	0	0	0	0	0	0	0
GONZALEZ RUBIO GAITAN MAURICIO	Specialization	Auditor SGC	0	0	0	10	0	3	0	0

GONZALEZ SILVA JULIO CESAR	Master	0	0	0	0	0	0	0	0	0
GUERRERO ROBAYO ANDREA TATYHANA	Master	0	0	0	0	0	0	0	0	0
GUEVARA NIÑO CESAR AUGUSTO	Specialization	Auditor SGC	0	0	0	50	0	100	0	0
HERNANDEZ OLAYA LEONARDO	Master	0	0	0	0	2	2	1	0	0
IPUS CORREA JOSE MANUEL	Specialization	1	0	0	0	10	0	1	0	0
ISAAC ROQUE DANIEL	Master	0	D=3	D=3	0	2	0	10	0	0
JIMENEZ RODRIGUEZ ERNESTO JOSE	Specialization	0	0	0	0	2	0	0	0	0
LEON VILLANUEVA ALEXANDER	Master	0	D=1	D=1	0	12	0	2	0	0
LOPEZ MORENO CLAUDIA MILENA	PhD	Gestion de Proyectos	D=1	0	D=1	0	0	0	0	0
MANCILLA BAUTISTA LILIANA	Master	0	D=5	D=5	0	0	0	8	1	1
MARTINEZ CLEVES MARCELA IVONNE	Master	0	D=2	D=2	0	0	0	2	0	1
MARTINEZ DE LA PEÑA GLORIA ISABEL	Master	0	0	D=2	0	0	0	40	4	1
MATEUS MARTIN STELLA	PhD	Colciencias	D=4	D=3	D=1	10	2	10	1	1
MOJICA SAAVEDRA LEONOR	Master	0	0	0	0	0	0	0	0	0
MONROY PEDRAZA HELBER MAURICIO	MBA	0	D=2	D=2	0	5	0	3	0	1
MONROY PEDRAZA JUAN PABLO	Undergraduate	Auditor SGC	D=3	D=3	0	3	0	0	0	0
MORALES PIÑEROS GERMAN DAVID	Master	0	0	0	0	0	0	0	0	0
MOSQUERA FERNANDEZ FRANCISCO JAVIER	Master	0	D=1	D=1	0	20	10	10	4	0
MUÑOZ ARIAS EDWAR ALEXANDER	Master	0	0	0	0	0	0	0	1	0
NEIRA ARIZA JAVIER DARIO	Specialization	0	0	0	0	0	0	0	0	0
ORTEGA RUIZ CESAR AUGUSTO	Master	Aulas Virtuales	0	D=2	0	100	1	5	1	1
ORTIZ OSCAR JAVIER	Master	Auditor Interno integral de gestion integral 9000 14000 18001	D=1	D=1	0	3	0	0	0	2

OTALORA AMAYA LUZ MARINA	Specialization	Evaluacion de Proyectos	0	0	0	20	0	4	2	0
OVIEDO ADAMES JOHN AUGUSTO	Master	1	D=1	0	D=1	2	0	2	0	0
PAEZ MALO ERIKA	Master	0	0	0	0	0	0	0	0	0
PALACIOS MOSQUERA YURANI	Master	0	D=2	D=1	D=1	5	0	0	0	0
PELUFFO MATALLANA GLORIA LILIANA DEL SOCORRO	Specialization	Auditor Interno 18001 9000 sistemas integrados	0	0	0	0	0	10	0	1
PENAGOS NEUTA CESAR AUGUSTO	Master	0	0	0	0	0	0	0	0	0
PENAGOS RUIZ RONALD	Master		0	0	0	0	0	0	0	0
PEREZ BEJARANO CARLOS ARTURO	Specialization	ADUANA Y PUERTOS	D=1	0	D=1	15	4	1	4	3
PEREZ BEJARANO OSCAR	Specialization	NIIF	0	0	0	10	0	1	0	0
PIEDRAHITA FORERO GUSTAVO ANDRES	Master	0	0	0	0	0	0	0	0	0
PINZON DELGADO NELSON ORLANDO	Specialization	2	0	0	0	0	5	10	2	0
PIÑEROS PEREZ IGNACIO ANTONIO	Master	0	0	0	0	0	0	0	0	0
QUINTERO VELEZ JUAN CARLOS	Master	Auditor Interno	D=2	D=3	D=2	50	0	6	0	1
RAMIREZ JARAMILLO PEDRO ALBERTO	MBA	Conciliacion de Derecho	0	0	0	100	2	15	2	1
RICO AVELLANEDA DAVID ARMANDO	Specialization	Nucleos Empresariales	0	0	0	100	1	4	1	0
RIVERA LEGUIZAMON RICARDO	Master	2	D=1	0	D=1	20	1	4	0	0
ROA BUSTAMANTE JUAN PABLO	Master	Software valoracion de riesgos	D=4	D=4	0	5	0	2	0	0
RODRIGUEZ CAÑAS GONZALO ANDRES	Master	0	D=3	D=3	0	10	0	4	1	0
RODRIGUEZ GARCIA RICARDO ALBERTO	Master	0	D=3	D=3	0	20	0	15	0	1
RODRIGUEZ MONTAÑA NELSON EDUARDO	Master	0	D=1	D=1	0	3	0	0	0	0
ROJAS VELASQUEZ WILLIAM EDUARDO	Master	1	D=20	D=12	8	0	5	5	1	2

SANCHEZ TOVAR NOLAN	Specialization	0	0	0	0	5	0	0	2	0
SUAREZ RIVERO DEIVIS	Master	0	0	0	0	0	0	0	0	0
TORRES ARIZA JAIME MAURICIO	Specialization	ISO 9001 - 28000 -2801	0	0	0	12	0	0	0	2
TORRES DIAZ SANDRA PATRICIA	Master	Certificación ICAEW en NIIF para Pymes	1	0	0	0	1	0	1	0
TORRES SANMIGUEL WILLIAM PETER	Master	0	0	0	0	3	1	0	0	0
TRUJILLO DE CASTRO RODRIGO ALFONSO	PhD	CMA	D=1	D=1		50	0	10	0	1
VARGAS HERNANDEZ RICARDO AUGUSTO	Master	Consultoria e innovacion	0	0	0	100	0	5	0	0
VEGA RINALDY PEDRO ALEJANDRO	Undergraduate	Diplomado Gestion Calidad	D=1	D=1	0	0	0	0	0	0
VELASQUEZ GALLO ANA DORIS	Specialization	0	0	0	0	0	0	0	0	0
ZULUAGA CADENA VIOLETA ROSA	Master	0	0	0	0	0	0	0	0	0

FACULTY MEMBER	MAJOR TEACHING FIELD	COURSES TAUGHT	BACHELOR`S DEGREE	TRAINING SPECIALIZATION	MASTER DEGREE	DOCTORAL DEGREE	TEACHING EXPERIENCE	BUSINESS EXPERIENCE	ACBSP QUALIFICATION
ACERO HENAO JACK HARBITH	LEGAL ENVIRONMENT OF BUSINESS	INTERNATIONAL RIGHT	Lawyer	Specialist in Constitutional Law	N/A	N/A	9	4	Minimun Qualifications
		INTERNATIONAL RIGHT							
		LABOR LAW							
		INTERNATIONAL RIGHT							
		INTRODUCTION TO LAW AND PRIVATE LAW							

ALGARRA FAGUA DIANA STELLA	ACCOUNTING	BUDGETS BUDGETS	Certified Public Accountant	N / A	MSc in Industrial Engineering	N/A	8	9	Professionally Qualified
ARGUELLO VASQUEZ ANDRES MAURICIO	INVESTIGATION	INTRODUCTION TO RESEARCH	Industrial design	Specialization in university teaching	N/A	N/A	5	6	Minimun Qualifications
BALLEN GARAVITO EFREN	ACCOUNTING	INTERNATIONAL CLOSURE INTERNATIONAL CLOSURE	Certified Public Accountant	N / A	Master in Teaching	N/A	19	10	Professionally Qualified
BARRETO HERNANDEZ WILLAN FARID	INTERNATIONAL TRADE	COMMERCIAL POLICY AND INTERNATIONAL AGREEMENTS INTERNATIONAL PHYSICAL DISTRIBUTION (DFI)	Professional in International Trade	Specialization in International Trade Management	N/A	N/A	9	12	Minimun Qualifications
BAUTISTA VALENCIA PAOLA HELENA	ECONOMICS	MONEY CURRENCY AND EXTERNAL ECONOMY PRINCIPLES OF ECONOMY	Economist	N / A	Master of Science in Economics	N/A	9	8	Professionally Qualified
CALDERON BOHORQUEZ PABLO EMILIO	BUSINESS FINANCE	CORPORATE FINANCE DERIVATIVES BAG AND PORTFOLIO	Industrial Engineer	N / A	Master of Financial Derivatives	N/A	14	18	Professionally Qualified

		PROSPECTIVE AND CONTROLLING STRATEGIC PLANNING							
		PROSPECTIVE AND CONTROLLING STRATEGIC PLANNING							
		DERIVATIVES							
CARDONA VARGAS JENNY ANDREA	INTERNATIONAL TRADE	TARIFF	Economist in Foreign Trade	Specialist in Pedagogy and University Teaching	N/A	N/A	5	11	Minimun Qualifications
		INTERNATIONAL PHYSICAL DISTRIBUTION							
CASTAÑEDA ESTRADA MARIA ISABEL DEL PERPETUO SOCORRO	BUSINESS FINANCE	FORMULATION AND EVALUATION OF PROJECTS	Business administrator	Specialist in Financial Administration - Specialist in Teaching and University Research	Master in Finance and Financial Markets	N/A	22	19	Professionally Qualified
CASTELLANOS BUITRAGO ANGEL OSWALDO	BUSINESS FINANCE	FORMULATION AND EVALUATION OF PROJECTS	Food Engineer	Specialist in Agricultural Policy and Projects Management	Master in administration	N/A	6	11	Professionally Qualified
DE LA OSSA CIODARO MANUEL FERNANDO	BUSINESS FINANCE	COMPUTATIONAL APPLICATIONS IN FINANCE	Professional in Finance and International Relations	Finance Specialist with an emphasis on International Finance	N/A	N/A	9	0	Minimun Qualifications
		FINANCIAL MATHEMATICS							
		DEEP FINANCE							
		P2 VALUATION OF EVA COMPANIES							

FERREIRA RODRIGUEZ JOSE IVAN EDUARDO	ACCOUNTING	BUDGETS	Public accounting	Specialization in Tax Management.	N/A	N/A	1	14	Minimun Qualifications
GAITAN DE RONDEROS MARIA TERESA	LEGAL ENVIRONMENT OF BUSINESS	INTRODUCTION TO LAW AND PRIVATE LAW	Lawer	Specialist in Commercial Law - Specialist in Company Law - Specialist in Teaching and research	Master's in Teaching and Research	N/A	22	23	Professionally Qualified
GARCIA RAMIREZ NOHORA INES	INTERNATIONAL TRADE	VALUE IN CUSTOMS CUSTOMS LEGISLATION TARIFF	Professional in International Trade	Specialization in Pedagogy and University Teaching - Specialization in Integral Logistics Management	N/A	N/A	16	16	Minimun Qualifications
GARZON CABALLERO JUAN PABLO	INTERNATIONAL TRADE	INTERNATIONAL PHYSICAL DISTRIBUTION	Chemical engineering	N / A	Master in Business Administration and Management and Distribution - Master in Industrial Engineering and Operations Management	N/A	7	13	Professionally Qualified
GOMEZ RODRIGUEZ DUSTIN TAHISIN	ECONOMICS	RESEARCH SEMINAR ECONOMIC INTEGRATION	Economist	Specialization in Educational Psychology	Master's in Study and Development Management	N/A	11	8	Professionally Qualified

GONZALEZ RUBIO GAITAN MAURICIO	HUMANITIES	HUMANITIES CREATIVITY AND INNOVATION GENERAL INFORMATICS	Electronic Engineer	Strategic Telecommunication Management	N / A	N/A	12	2	Minimun Qualifications
GUERRERO ROBAYO ANDREA TATYHANA	INTERNATIONAL TRADE	THEORIES OF INTERNATIONAL TRADE	Business Administration	Specialization in International Trade Management - Specialization in Pedagogy and University Teaching	Master in International Business and Relationships	N/A	6	11	Professionally Qualified
GUEVARA NIÑO CESAR AUGUSTO	ECONOMICS	PRINCIPLES OF ECONOMY	Financial economics	Specialization in Stock Exchange and Capital Markets - Specialization in Finance Management	N / A	N/A	5	15	Minimun Qualifications
IPUS CORREA JOSE MANUEL	MARKETING	P1 - ELECTRONIC COMMERCE	Business Administration	Specialization in Marketing Management	N / A	N/A	4	20	Minimun Qualifications
ISAAC ROQUE DANIEL	ACCOUNTING	ACCOUNTING AND COSTS TRADE AND TAX LAW	Bachelor of Accounting and Finance	N / A	Master in Accounting	N/A	9	0	Professionally Qualified
JIMENEZ RODRIGUEZ ERNESTO JOSE	MATHEMATICS	PROBABILITIES AND SAMPLING APPLIED MATHEMATICS PROBABILITIES AND SAMPLING	Bachelor of Science in Education with major studies in Mathematics and Chemistry	Specialist in Computing for Teaching	N / A	N/A	23	0	Minimun Qualifications
LEON VILLANUEVA ALEXANDER	BUSINESS FINANCE	FINANCIAL INFORMATION SYSTEMS DERIVED AND COMMODITES	Economist	Specialist in Finance and Capital Markets	MSc in Financial Management	N/A	7	18	Professionally Qualified

		ECONOMETRY APPLIED TO FINANCIAL MODELS							
		BAG AND PORTFOLIO							
		FINANCIAL INFORMATION SYSTEMS VARIABLE FIXED INCOME AND CURRENCIES							
		ECONOMY							
		MACROECONOMIC VARIABLES FINANCIAL INFORMATION SYSTEMS							
		DEEPENING CAPITAL MARKET							
		INTERNATIONAL FINANCES							
		INTERMEDIATE REVIEW OF FINANCE							
		RISK MANAGEMENT							
		BAG AND PORTFOLIO							
LOPEZ MORENO CLAUDIA MILENA	HUMANITIES	UNIEMPRESARIAL CATHEDRAL	Social communication and Journalism	Specialist in digital journalism Culture and International	Master in Pedagogy	Doctorate in Education	4	10	Academically Qualified
		UNIEMPRESARIAL CATHEDRAL							
		HUMANITIES SKILLS FOR PROFESSIONAL DEVELOPMENT							

MANCILLA BAUTISTA LILIANA	INTERNATIONAL TRADE	CUSTOMS LEGISLATION	International Economic Relations	N / A	Master's Degree in Analysis of Economic and International Political Problems	N/A	7	4	Professionally Qualified
MARTINEZ CLEVES MARCELA IVONNE	INTERNATIONAL TRADE	GLOBAL TRADE ORGANIZATIONS COMMERCIAL POLICY AND INTERNATIONAL AGREEMENTS	Finance and international relations	N / A	Master in analysis of political issues Economic and International Contemporary.	N/A	11	8	Professionally Qualified
MARTINEZ DE LA PEÑA GLORIA ISABEL	ADMINISTRATION	MANAGEMENT	Social Communicator - Journalist	Specialist in Public Administration and Financial Management	Master of Business Administration M.B.A.	N/A	11	16	Professionally Qualified
MOJICA SAAVEDRA LEONOR	ACCOUNTING	ACCOUNTING AND COSTS ACCOUNTING AND COSTS	Public accountant	N / A	N / A	N/A	11	12	Minimun Qualifications
MONROY PEDRAZA HELBER MAURICIO	BUSINESS FINANCE	CAPITAL MARKET RISK MANAGEMENT BAGS AND PORTFOLIO BAGS AND PORTFOLIO SHORT AND LONG-TERM FINANCE	Business administrator	Specialist in Corporate Finance.	Master of Business Administration MBA with an emphasis on finance	N/A	7	6	Professionally Qualified

		BAG AND PORTFOLIO							
		PROF 1 CAPITAL MARKET							
		P1 INTERNATIONAL CHANGING SYSTEMS							
		P1 INTERNATIONAL CHANGING SYSTEMS							
MONROY PEDRAZA JUAN PABLO	INFORMATION SYSTEMS	FINANCIAL ANALYSIS	Systems engineer	N / A	N / A	N/A	5	9	Minimun Qualifications
		GENERAL INFORMATICS							
		P3 INVESTMENT BANK							
		GENERAL INFORMATICS							
		GENERAL INFORMATICS							
		P3 BANKING COMERCILA BANKING							
		P3 BANKING COMERCILA BANKING							
MOSQUERA FERNANDEZ FRANCISCO JAVIER	HUMANITIES	HUMANITIES ENTREPRENEURSHIP RELATIONSHIPS AND INNOVATION	Business administrator	Specialist in educational management	Master in Strategic Marketing Management	N/A	19	11	Professionally Qualified
		HUMANITIES SKILLS FOR ORGANIZATIONAL DEVELOPMENT							

		NEGOTIATION TECHNIQUES							
		NEGOTIATION TECHNIQUES							
MUÑOZ ARIAS EDWAR ALEXANDER	MARKETING	MARKET RESEARCH	Business administrator	Specialization in Marketing Management	N / A	N/A	14	4	Minimun Qualifications
		MARKET RESEARCH							
		MARKET RESEARCH							
		MARKET RESEARCH							
NEIRA ARIZA JAVIER DARIO	BUSINESS FINANCE	PRINCIPLES OF FINANCE	Business Administration	Specialization in Finance and Capital Markets	N / A	N/A	4	17	Minimun Qualifications
		PRINCIPLES OF FINANCE							
ORTIZ OSCAR JAVIER	HUMANITIES	NEGOTIATION TECHNIQUES	Public administrator	N / A	Master in administration	N/A	7	12	Professionally Qualified
OTALORA AMAYA LUZ MARINA	ECONOMICS	PRINCIPLES OF ECONOMY	Economist	Specialist in Innovation and university pedagogy - Specialization in Commercial Law	N / A	N/A	22	0	Minimun Qualifications
		MONEY CURRENCY AND EXTERNAL ECONOMY							
		MONEY CURRENCY AND EXTERNAL ECONOMY							
		MACROECONOMY							

OVIEDO ADAMES JOHN AUGUSTO	INFORMATION SYSTEMS	APPLIED COMPUTERS	Bachelor of Electronic Education	Technological Specialization in Project Preparation and Formulation	Master's in Mathematics Pedagogy	N/A	13	0	Professionally Qualified
PALACIOS MOSQUERA YURANI	HUMANITIES	HUMANITIES ETHICS AND SOCIAL AND ENVIRONMENTAL RESPONSIBILITY	Licensed in biology	N / A	Master's Degree in Conservation and Exploitation of Natural Resources	N/A	5	1	Professionally Qualified
PELUFFO MATALLANA GLORIA LILIANA DEL SOCORRO	INTERNATIONAL TRADE	EXPORTS	Economist in Foreign Trade	Specialist in International Business and Economic Integration	N / A	N/A	4	24	Minimun Qualifications
		CUSTOMS LEGISLATION							
		CUSTOMS LEGISLATION							
		CUSTOMS LEGISLATION							
		PROF I SYSTEMATIZATION IN CUSTOMS PROCESSES							
PENAGOS NEUTA CESAR AUGUSTO	BUSINESS FINANCE	FINANCIAL PLANNING	Certified Public Accountant	Finance Specialist with emphasis in International Finance	MBA - Master in Management and Business Administration	N/A	7	22	Professionally Qualified
		FINANCIAL MANAGEMENT							
PEREZ BEJARANO CARLOS ARTURO	INTERNATIONAL TRADE	IMPORTS	Professional in International Trade	Specialist in International Business Management	N / A	N/A	9	17	Minimun Qualifications
PEREZ BEJARANO OSCAR	INTERNATIONAL TRADE	IMPORTS	Industrial engineer	Specialization in Private Finance	N / A	N/A	13	20	Minimun Qualifications

PIEDRAHITA FORERO GUSTAVO ANDRES	LEGAL ENVIRONMENT OF BUSINESS	INTRODUCTION TO LAW AND PRIVATE LAW INTRODUCTION TO LAW AND PRIVATE LAW	Lawyer	Specialization in Environmental Law - Specialist in Commercial and Financial Law	N / A	N/A	3	11	Minimun Qualifications
PINZON DELGADO NELSON ORLANDO	MATHEMATICS	ALGEBRA AND LINEAR PROGRAMMING STATISTICS	Bachelor's Degree in Mathematics	Specialist in Statistics	N / A	N/A	17	0	Minimun Qualifications
RICO AVELLANEDA DAVID ARMANDO	ECONOMICS	ECONOMIC INTEGRATION	Professional in Finance and Foreign Trade	Specialist in International Management	N / A	N/A	10	15	Minimun Qualifications
RIVERA LEGUIZAMON RICARDO	ADMINISTRATION	PROSPECTIVE AND CONTROLLING STRATEGIC PLANNING RELATIONSHIP AND INNOVATION ENTREPRENEURSHIP RELATIONSHIP AND INNOVATION ENTREPRENEURSHIP	Professional in Business Administration	N / A	Master in Organizational Psychology	N/A	14	4	Professionally Qualified
ROA BUSTAMANTE JUAN PABLO	BUSINESS FINANCE	MACROECONOMIC VARIABLES FINANCIAL INFORMATION SYSTEMS MACROECONOMY MACROECONOMIC VARIABLES FINANCIAL INFORMATION SYSTEMS FINANCIAL INFORMATION SYSTEMS DERIVED AND COMMODITES	Economist	Specialization in Statistics	Master in Economics	N/A	8	6	Professionally Qualified
RODRIGUEZ CAÑAS GONZALO ANDRES	BUSINESS FINANCE	P3 BANKING COMMERCIAL BANKING	Certified Public Accountant	Specialist in Internal Control and Management	MSc in Financial Management	N/A	9	13	Professionally Qualified

				Indicators - IT Project Management					
RODRIGUEZ GARCIA RICARDO ALBERTO	BUSINESS FINANCE	FINANCIAL ANALYSIS	Business administrator	Specialist in University Teaching	M.B.A Magister in Business Administration	N/A	18	18	Professionally Qualified
		INTERNATIONAL FINANCES							
		P2 FINANCIAL MANAGEMENT							
ROJAS VELASQUEZ WILLIAM EDUARDO	HUMANITIES	GLOBAL TRADE ORGANIZATIONS	Philosophy	N / A	MSc in Philosophy	N/A	8	8	Professionally Qualified
		CATHEDRAL OF PEACE							
		CATHEDRAL OF PEACE							
		INSTITUCIONES Y NEGOCIOS INTERNACIONALES							
		INSTITUCIONES Y NEGOCIOS INTERNACIONALES							
		GLOBAL TRADE ORGANIZATIONS							
SUAREZ RIVERO DEIVIS	INVESTIGATION	INVESTIGATION METHODOLOGY	Agronomic Engineering	N / A	Master in Plant Biology Plant Physiology Mention	N/A	16	0	Professionally Qualified
		RESEARCH SEMINAR							
TORRES ARIZA JAIME MAURICIO	INTERNATIONAL TRADE	ORIGIN OF GOODS	Business administrator	Specialist in Logistics and Supply Chain Management	N / A	N/A	10	19	Minimun Qualifications
TORRES SANMIGUEL WILLIAM PETER	BUSINESS FINANCE	CORPORATE FINANCE	Veterinary Medicine	Specialist in Financial Management	Master in Finance	N/A	16	5	Professionally Qualified
		FINANCIAL MATHEMATICS							

		CORPORATE FINANCE							
		CORPORATE FINANCE							
		DEEP FINANCE							
VARGAS HERNANDEZ RICARDO AUGUSTO	HUMANITIES	HUMANITIES CREATIVITY AND INNOVATION	Professional in Finance and Foreign Trade	N / A	N / A	N/A	8	3	Minimun Qualifications
VEGA RINALDY PEDRO ALEJANDRO	MATHEMATICS	APPLIED MATHEMATICS	Bachelor of Science in Mathematics with Emphasis in Computing	N / A	Master's in Education with Emphasis in University Teaching.	N/A	6	0	Professionally Qualified
VELASQUEZ GALLO ANA DORIS	BUSINESS FINANCE	ECONOMETRY APPLIED TO FINANCIAL MODELS	Statistics	Marketing Specialization	N / A	N/A	12	6	Minimun Qualifications
		RESEARCH SEMINAR							
ZULUAGA CADENA VIOLETA ROSA	BUSINESS FINANCE	PRINCIPLES OF FINANCE	Business administrator	Specialization in Finance - Capital Market Specialist	Master in administration	N/A	5	16	Professionally Qualified
		COMPUTATIONAL APPLICATIONS IN FINANCE							
		BAG AND PORTFOLIO							
		PROF 1 FINANCIAL PLANNING							

Factor 6
INSTRUCTIONAL RESOURCES

The university resources are shared by the different programs, so all students of the institution can access all of them without any limitation.

1. Library

The objective of the Library is to support all the processes of teaching, research, business and social projection, and other activities of UNIEMPRESARIAL through quality services specifically aimed at the academic community and the promotion of the effective use of sources of information. The library is open collection, which means that the user can directly access the collections, allowing him/her to know the material of his/her interest in a free and spontaneous way, and become familiar with the organization of the library.

The library has material in different formats (printed, magnetic, audiovisual and on-line) which is registered in a specialized Integrated Library Management System (KOHA Version 3.18). The register is carried out according to international and universal standards already pre-determined by default for this work, such as the Anglo-American Cataloguing Rules 2nd Ed, the Dewey Decimal Classification System edition 20, and MARC 21 format for bibliographic records. The administrative activities that are developed in the library are:

- ***Development of collections***: acquisition, exchange and discard according to the evaluation of the collection.
- ***Documentary analysis of information***: consists of three intellectual tasks: the cataloguing, classification and indexing or analysis of the material.
- ***System update:*** entrance of the titles and/or copies to the database and their physical preparation to place them in the corresponding collection.
- ***Information services***: implementation and development of information services specially aimed at the academic community.

There is a library Commission, in which decisions in regards to the continuous improvement of the collections and services are made. The development of the collections is aimed at strengthening and updating the bibliographic heritage, based on the correspondence of the material with the basic lists submitted by teachers through the deanship, to purchase direct requests from all the academic community, which are evaluated by the means of collection development policies.

Chart 1. Structure of the collections

Colección	Total titles and copies 2015
General collection	(3256 títulos) (Ejemplares 4.822)
Reserve collection	(260 títulos) (Ejemplares 278)
Reference collection	(88 títulos) (Ejemplares 166)

Newspaper collection	(52) Títulos (Ejemplares 689)
Audiovisual collection	(167 títulos) (Ejemplares 302)
Collection of works of degree	(257 Títulos Impresos)

Source. Dirección de Investigaciones y Estudios Empresariales (DIIE)

2. Collections

General collection: It is called this way because they are comprised of extensive publications of various specialties, materials or courses that Uniempresarial students perform and require as a complement of classes.

They are consulted in the room and can also be borrowed by periods of seven (7) days with a 3-times renewal option from the user's library account.

Reserve collection: It refers to all the bibliographic material that has been selected from the general collection, because it is required by a large group of users for being a single copy, a sold out edition, or when a teacher requests to include in this collection to be available.

They can only be borrowed for photocopying purposes or for 3-hour class periods.

Reference collection: Formed by quick reference works for specific requirements of information. In this collection there are encyclopedias, dictionaries, handbooks and the legislation.

It can only be borrowed for photocopying purposes or for 3-hour class periods

Newspaper collection:
Periodicals and national and international newspapers in the different areas of academic or cultural interest.

Online journals.

3826 periodical titles with full access from 1991 through the multidisciplinary database EBSCO.

Subscriptions to national newspapers:

- Portafolio
- El Tiempo
- La Republica

Collection of Audiovisuals
It is composed by documents in different media from print, such as the DVD, CD ROMS and videos.

Collection of Works of Degree:
Works of Degree developed by Uniempresarial students to qualify for the title of professional, specialist.
Material cannot be externally borrowed.

Electronic Collection:
Documents of the different areas of knowledge in electronic format that can be consulted through remote and/or local access by members of the Uniempresarial community.

Multidisciplinary databases

EBSCO

Business Source Premier: Business Source Premier is the most used business research database in the industry, full text with more than 2,300 publications, which include the full text of more than 1.100 arbitrated titles. It also provides full texts that go back to 1886 and citations with possibility of search dating back to 1998.

Fuente académica. Fuente académica offers more than 450 academic journals of Latin America, Portugal and Spain, which cover all the main thematic areas, especially in the areas of agriculture, biological sciences, economics, history, law, literature, philosophy, psychology, public administration, religion and sociology. The database is updated on a weekly basis.

Greenfile: Offers information from reliable investigations of all aspects of human impact on the environment. With a collection of titles of academic sources, governmental organizations and of general interest on global warming, ecological construction, pollution, sustainable agriculture, renewable energy, recycling, and more. This database provides index and abstracts of more than 384,000 records, in addition to open access full text for more than 4,700 records.

Library, science and information technology abstracts: Library, information sciences and technology abstracts (list) contains the bibliographic index of more than 560 central, nearly 50 priority publications and almost 125 selective publications, in addition to books, minutes and research reports. The topics covered include librarianship, classification, the creation of catalogs, bibliometrics, the recovery of online information, information management and more. The coverage of the database goes back to the middle of the decade of 1960.

Newspaper Source: Source offers complete texts from home page to home page of 40 national (USA) and international newspapers. In addition, the full-text database includes selections of 389 regional newspapers (USA), includes full-text transcripts of radio and television news.

Psychology and behavioral Sciences collection: Psychology and behavioral Sciences collection is an integrative database that contains information on issues related to emotional and behavioral characteristics, psychiatry and psychology, mental processes, anthropology, methods of observation and experimental methods. It is the biggest database of full texts of psychology in the world, and includes the data of about 400 publications.

ERIC: ERIC, the Information Center of Resources for Education, offers access to the literature of education and resources. The database provides access to information of the journals included in the current index of Journals in Education and Resources in the Education Index. The database contains more than 1.3 million albums and links to more than 323,000 full text documents from 1966.

Regional Business News: This database provides comprehensive coverage in full text of business publications at the regional level. Regional Business News includes more than 80 regional business publications covering all metropolitan and rural areas of the United States. Click here to view a complete list of titles. Click here for more information.

FILMS ON DEMAND

This resource gives you unlimited access to video collections of the world's leading producers in academic and research content with unlimited access to over 20,000 long-form videos in high definition and 300,000 video clips.

Specialized Databases

BENCHMARK
Useful database for the area of marketing and business, as it includes financial information and contact details of companies from all over the national territory.

It provides information for all sectors and sub-sectors. For each sector or sub-sector it provides the balance sheet, the P&L and cash flow, as well as a list of companies that belong to that sector. Searches can be run by sector, by economic activity or by the name of the company directly. It offers contact data and indicators for each company. A unique resource of Business Intelligence: on-line credit analysis allows you to minimize the risk at the same time that their powerful marketing tools make it easy to find prospects ideals and improve decision-making. Today, hundreds of companies and institutions in Colombia provide their sales executives, marketing and finance with BPR Benchmark.

BLOOMBERG

Bloomberg provides financial data in real-time and historical stock quotes, market indices, fixed-income securities, currencies, commodities and future markets, both national and international. It also provides forecasts of analysts, company profiles, financial statements, news. It provides tools for portfolio management and communications.

CENGAGE LEARNING
Online resource that allows academics and students to have access to the most relevant business information and to better understand the intelligence of the international business.

Hospitality Tourism & Leisure Collection

It is an invaluable resource for both students and travelers. This database covers all the historical and current aspects -- of the hotel and tourism industry, including the cultural aspects of leisure activities, the economic impact of tourism, and much more.
It includes full text-travel guides and detailed information of touristic attractions, geographic data, luxury hotels and restaurants around the world.

Gale Virtual Reference Library
It is a multidisciplinary database consists of encyclopedias and reference material. It contains a catalog with solutions focused on different academic levels, various topics and renowned authors.

Gale Business Insights: Global
Unique online resource that allows academics and students to have access to the most relevant business information and to better understand the intelligence of the international business. It includes case studies and statistical data of the Inter-American Development Bank. In addition, provides the possibility to compare economies, companies and industries at the global level.

LEGISCOMEX
It is a portal specialized in solutions for the international trade, which integrates information and the fundamental tools in export and import processes in a single site. It provides the appropriate resources according to the specific needs of each of the actors involved in this process, such as exporters/importers, customs agents, international shipping, customs and providers of services, among others.

LEYEX.INFO
It is the first legal database of academic and research type with specialized information on the legal and economic area of Colombia, it contains laws, decrees, resolutions, circulars, agreements, case law, international treaties, codes, news, university economic and legal journals, articles etc., developed especially for users in search of information in these areas, in an agile and friendly way through the internet. The main source for compilation is the Diario Oficial, the official newspaper where all the norms sanctioned by the National Government are published, and as a second source we use the official web sites of the different institutions of the national government for the compilation of rules, statutes, ordinances, resolutions, agreements, concepts, etc. that are not published in the Official Journal.

OCEANO ADMINISTRACION
It operates an extensive database with various types of resources. The sum of the different sources of information provides a complete overview of all the items of the company, both from a theoretical point of view as practical. Each article has been reviewed and indexed by the editorial team to ensure that the search find the most relevant information.

It is especially addressed to students of economics, business and business schools, as well as professionals in the field of enterprising. It is a tool to support learning, which also incorporates macro-economic and micro-economic data from various countries, with emphasis on Spanish-speaking countries.
SCOPUS

Scopus is the largest database of citations and abstracts of refereed literature, with smart tools to track, analyze, and visualize research works. Scopus offers the most complete vision of the results of the investigations at the global level in the areas of Science, Technology, Medicine, Social Sciences and Arts and Humanities. To the extent that the research works are becoming more global, interdisciplinary and collaborative.

3. Electronic Books

NEW LEGISLATION

Database of electronic and digital books on tax legislation, economic, customs, commercial law and environment in Colombia. You can have access to the concordances, doctrine and jurisprudence cited in the work. Regulations and hyperlinked doctrine. Each case has an "extract" that summarizes and highlights the composition of each article. The work is continuously updated online so that the information is reliable.

10 permanently updated modules distributed as follows:

- National Tax Module (11 titles)
- Bogota Municipal Tax Module (8)
- Accounting Module (11 titles)
- Labor and Social Security Module (4 titles)
- Government Module (6 titles)
- Economy Module (3 titles)
- Law Module (6 titles)
- Customs Module (4 titles)
- Environment Module (2 titles)
- Non-profit Entities Module (3 titles)

OECD-LIBRARY

It is the library of the Organization for Cooperation and Economic Development, known by its acronym in English OECD ilibrary. The Database has more than 10,100 full-text electronic titles, periodicals, articles, working and research papers and millions of numerical data in multiple languages including Spanish.

For more than 50 years, the OECD has been one of the largest and most reliable sources of statistical information, economic and social which is compiled in the new online library that allows access to its publications and statistical data banks covering a wide range of fields as national reports, economic indicators, trade, employment, migration, education, energy, health, environment etc.

This service is aimed mainly at academic institutions so that they provide access to students, researchers, and in general to all persons who work or study in the institution, via Internet. Access is controlled by the IP address range or by a password.

On the OECD-Library you will find: (June 2015)

• 10,100 eBook titles

• 43. 850 Chapters
• 104,400 tables and graphs
• 4,500 articles
• Multilingual summaries
• 4,630 4,380 working papers
• 5,000 billion data points through 42 databases.

In addition, it contains electronic books and monographs in the chosen language which allow users to query by increasing in this way the electronic supplementary material to support research, teaching and extension.

4. Inter-institutional agreements

4.1. Interlibrary borrowing

The Convention of Interlibrary Loans is currently subscribed with 30 institutions in Bogotá. Through the interlibrary borrowing services with the Luis Angel Arango Library, Uniempresarial extends its services in response to the demands of information of the student community through the use of the material requisition delivery agreement.

4.2. Services

Online

They allow users to make Internet queries, requests or updates of information within or outside of Uniempresarial in Http://www.uniempresarial.edu.co.

Suggestion Box: It enhances communication between the users and the Library, tending, suggestions, complaints or requests in pursuit of continuous improvement of services e-mail address - biblioteca1@uniempresarial.edu.co

Internet Access: open access to academic consultations and networking pages

Public Catalog: information search engine that retrieves bibliographic material located in the physical or electronic collections of the Library.

Review user account status: available for immediate verification of the user account status with the Library. -

Material reservation: Users have the possibility to reserve material when it is borrowed.

Renewal of borrowings: It extends the due dates of the bibliographic material provided to the user. The renewal is periodic but has a limit, once completed, the user must return the bibliographic material to the library. The materials subject to the renewal online are: open collection books and thesis with assignment of copyright. -

Recursos electrónicos: conjunto de bases de datos suscritas, libros electrónicos, y enlaces, cuya consulta puede hacerse dentro o fuera de Uniempresarial por acceso remoto las 24 horas del día los 7 días a la semana.

Electronic Resources: a set of subscribed databases, e-books, and links, which allows users to connect inside or outside Uniempresarial by remote access the 24 hours a day, 7 days a week

Internal services:

Orientations: Inductions are made to teachers and students so that they can understand the services and the regulations of the library

Training courses: are offered alternating training courses on topics related to the use of the bibliographic resources, for example: search strategies and use of specialized databases (with the exception of Bloomberg)

Reference: advisement in searching for, locating and retrieval of information within the Library's collections, through the catalog or on external sources to Uniempresarial.

Room consultation: Users can make use of all the bibliographic, hemerographic, audiovisual and electronic material, via direct access or by request, in the library facilities.

Computer borrowings
Equipment for electronic information consultation is provided for periods not exceeding 1 hour (renewable depending on availability).
Study Rooms: The library has 3 separate rooms equipped with the latest technology and computers with Internet access, which may be booked in advance. They can be used between one and three hours.

Bibliographic material borrowing: It facilitates bibliographic material available in their collections, in quality of external borrowing. The borrowings are welcome to the quantities and time periods, depending on the type of user and collection. -

Service of Lockers: Users who enter the library can leave their bags in the lockers, which are monitored by the security staff. The bags and other personal effects are kept only during the time that the user remains in the library.

External services:

Préstamo biblioteca Luis ángel Arango: Para préstamos de libros de la Biblioteca Luis Ángel Arango, se realiza la solicitud desde el catálogo público y los libros se deben reclamar y devolver directamente en la Biblioteca.

Luis Angel Arango Library borrowing: For borrowings of books from the Luis Angel Arango Library, the request is made from the public catalog, and books must be claimed and returned directly to the Library.

Letter of Introduction from users to other libraries: Format issued by the Library to members of the university community that require to see bibliographic material in another(s) Library(s). The application of this letter must be carried out at the Information point of the Library. This format is for a period of eight (8) days.

The requirement of this format they must apply to the point of Information of the Library, interlibrary loan request

Inter-library borrowing: It allows users to borrow bibliographic material located in other units of information with current agreement with the Library. A format with the data of the bibliographic material to borrow will be issued, which must be returned with a seal of repayment from the lender, upon finalization of the borrowing period.

5. Provision of equipment and software

Uniempresarial accounts for the following computer equipment and software licenses deployed in network:

Chart 2. General Room Structure

SALA 1												
Equipo		Software										
Grupo	Id	Sistema Operativo	Office Professional	Adobe Reader	Deep Freeze	Project	Visio	microsoft essential antivirus	Adobe flash	C++	Unity	Zoiper
SALA1	SALA1-1	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-2	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-3	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-4	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-5	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-6	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-7	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-8	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-9	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-10	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-11	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-12	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-13	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-14	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-15	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-16	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-17	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI
SALA1	SALA1-18	WINDOWS 7	2013	SI	SI	SI	SI	SI	SI	SI	SI	SI

Source. Dirección Administrativa y de Talento (DAT)

Chart 3. Library Room Structure

SALA BIBLIOTECA										
Equipo		Software								
Grupo	Id	Sistema Operativo	Office Professional	Adobe Reader	Deep Freeze	Project	Visio	microsoft essential antivirus	AUTODESK-MAYA	IBM SPSS Statistics.
SALA 2	SALA2-1	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-2	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-3	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-4	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-5	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-6	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-7	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-8	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-9	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-10	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-11	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-12	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-13	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-14	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-15	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-16	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-17	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-18	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-19	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-20	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-21	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-22	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-23	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-24	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-25	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-26	windows 7	2013	si	si	si	si	si	si	si
SALA 2	SALA2-27	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL1	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL2	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL3	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL4	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL5	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL6	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL7	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL8	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL10	windows 7	2013	si	si	si	si	si	si	si
CONSULTA	CONSUL11	windows 7	2013	si	si	si	si	si	si	si

Chart 4. Bloomberg Room Structure

SALA DE SISTEMAS BLOOMBERG									
Equipo		Software							
Grupo	Id	Sistema Operativo	Office Professional	Adobe Reader	Deep Freeze	Project	Visio	karspersky	Essential antivirus
SALA4	sala4-5	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-4	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-3	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-2	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-9	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-8	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-7	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-6	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-13	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-12	Windows 7	2013	si	si	Si	si	No	si
SALA4	e5-sala4	Windows 7	2013	si	si	Si	si	No	si
SALA4	sala4-10	Windows 7	2013	si	si	Si	si	No	si
WORKGROUP	bloombe-n71v916	Windows 7	2013	si	no	No	no	No	si

Source. Dirección Administrativa y de Talento (DAT)

Chart 5. Net Room Structure

SALA DE INFORMATICA .NET																			
Equipo		Software																	
Grupo	Id	Sistema Operat	Office Professional	Adobe Reader	Deep Freeze	ProJect	Visio	Karspersky	SQL 2008 R2	Microsoft Expression Blend	DotNetBar v 10,9,0,1	Visual Studio 2010	AUTODESK - MAYA	SAP	JDK	NET.BEANS	AUDACITY	UNITY	FMOD
LAB_NET	PROFENET	Windows 7	2013	si	si	si	si	No	NO	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET1	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET2	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET3	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET4	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET5	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET6	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET7	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET8	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET9	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET10	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET11	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET12	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET13	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	no
LAB_NET	NET14	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET15	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET16	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET17	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si
LAB_NET	NET18	Windows 7	2013	si	si	si	si	No	si	si	no	no	si	si	si	si	si	si	si

Source. Dirección Administrativa y de Talento (DAT)

Chart 6. Java Room Structure

SALA DE INFORMATICA JAVA																		
Equipo		Software																
Grupo	Id	Sistema Operativo	Office Professional	Adobe Reader	Deep Freeze	ProJect	Visio	Oracle 11g	Karspersky	C++ builder - borland	AUTODESK-MAYA	SAP	JDK	NET.BEANS	ADACITY	UNITY	FMOD
LAB_JAVA	Docente java	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	si
LAB_JAVA	java1	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java2	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java3	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java4	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java5	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java6	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java7	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java8	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java9	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java10	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java11	windows 7	2013	si	si	si	si	no	No	si	si	si	si	si	si	si	si
LAB_JAVA	java12	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	si
LAB_JAVA	java13	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	no
LAB_JAVA	java14	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	si
LAB_JAVA	java15	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	si
LAB_JAVA	java16	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	si
LAB_JAVA	java17	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	si
LAB_JAVA	java18	windows 7	2013	si	si	si	si	no	no	si	si	si	si	si	si	si	si

Source. Dirección Administrativa y de Talento (DAT)

Chart 7. Room 111 Structure

SALA DE INFORMATICA 111											
Equipo		Software									
Grupo	Id	Sistema Operativo	ce Professio	dobe Reade	Deep Freeze	Project	Visio	Oracle 11g	Karspersky	builder -bor	zoiper
LAB_JAVA	Docente CC	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC1	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC2	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC3	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC4	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC5	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC6	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC7	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC8	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC9	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC10	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC11	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC12	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC13	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC14	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC15	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC16	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC17	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC18	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC19	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC20	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC21	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC22	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC23	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC24	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC25	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC26	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC27	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC28	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC29	windows 7	2013	si	si	si	si	no	no	no	si
LAB_JAVA	CC30	windows 7	2013	si	si	si	si	no	no	no	si

Source. Dirección Administrativa y de Talento (DAT)

6. Process of training in the use of educational means

The process of training in the use of the different educational media begins with the admission of new students to the educational institution, That's the reason why spaces intended for the training of the different media within the student orientation are scheduled. In the same way, the different instances offer retraining processes at the time in which students are requesting information in this regard.

- ***Academic Processes:*** In this session, users are trained in the use of the Platform SisDAE, as well as the use of the different resources, such as the computer rooms and the procedure to be reserved by the students.

- ***Library and Databases*:** During this period of time, the different services offered by the library, such as the Query, the external borrowing, interlibrary borrowings, the material renewal reservation, the consultation of electronic resources, internet and study rooms.

- ***Dunova***: It is the grades service of the institution, during the training, students are instructed on how to access and use the services offered by this platform.

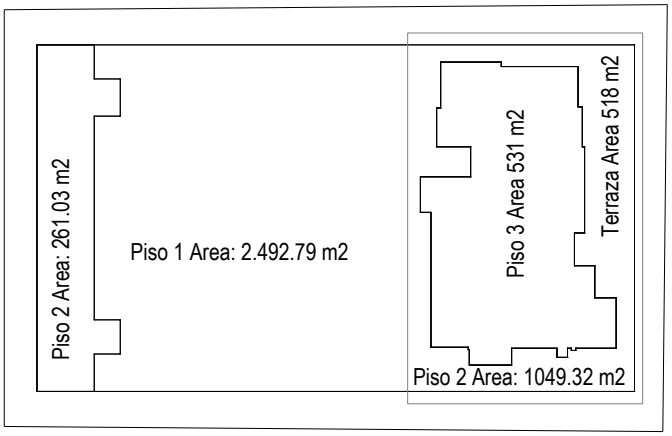
- ***Welfare***: In this space, students are informed about how to access the services offered both inside and outside the institution, such as the gym.

- ***Audiovisuals***: The guidelines listed here, allow students to access the wireless internet and the multimedia services offered by the institution.

7. Physical Infrastructure

Uniempresarial has a main headquarters, which is located in Carrera 33A No. 30 – 20, and has an area of 3,075.63 m2 approximately, where there is a built area of 4,852.14 m2 and its boundaries are: To the north 73 meters with sidewalk on the 30 street, by the east in extension of 47.10 meters, with sidewalk on Carrera 36, by the west with extension of 47.10 meters with sidewalk on Carrera 37. The zone where the institution is located is mixed; private and commercial entities operate, with high flow of people and vehicles, with important roads such as the SITP bus stations (Sistema Integrado de Transporte Público - Transmilenio) by the NQS Carrera 30 with the National University and Dorado bus stations, by the 26 street the Estación Universitaria bus station, in the same way there is public transport which covers the different routes to commute to the different neighborhoods of the city. On the other hand, the headquarters is surrounded by green areas and the institutional spaces can be seen in figure 9.1.

Figure 1. Institutional spaces plan



Source. Dirección Administrativa y de Talento

Uniempresarial is an institution of higher education, a non-profit organization, based in Bogotá, and with recognized legal capacity through Resolution number 598 of 2 April 2001, issued by the Ministry of National Education, with NIT No. 830.084.876-6.

7.1 Description by structural areas of the Main Headquarters.

The institution has different areas for the development of academic activities, among these it is worth highlighting the spaces that are not only for classrooms, but the support and human development ones such as the computer rooms, library and welfare, in the attached table, the physical infrastructure of the institution can be visualized.

Chart 8. Physical Structure Description

DESCRIPCIÓN ESTRUCTURA FÍSICA			
Quantity	**Description**	**Location**	**Observations**
1	Main Entrance	First floor South	It is located in Carrera 33 No. 30 - 21 entrance for students and staff. Glass door with supervisión of two security guards.

1	International Room	First floor South	It has an office and a conference room
1	Gym	First floor South	With capacity for 15 peeople
1	Music Room	First floor South	It has an average capacity of 12 people
1	Institutional Welfare	First floor South	It has two romos with capacity for 10 people each one and an office.
1	Copying Room	First floor South	It has 3 printers.
2	Bathroom Batteries	First floor South	Each battery is assigned for men and women, it has 3 cubicles each and their respective sinks.
1	Auxiliary Entrance	First floor North	It is located in Carrera 33a No. 30 - 20 for providers y visitors. Glass door with supervisión of 1 security guard.
1	Reception	First floor North	Information module and waiting room with capacity for 10 people
1	Library	First floor North	It has reception and borrowing of books, has 3 study rooms with capacity for 8 people each, consulting and internet room with capacity for 70 people, 7 stands of books with capacity for 4.693 copies for research, teaching and extension support.
1	Newspaper Archive	First floor North	Space with capacity for 15 people.
1	International Languages Center	First floor South	Space with 3 workstations.

1	Nursing and Occupational Health	First floor North	It has two spaces: reception of the patient and care, assessment and procedures.
1	Friend Line Office	First floor	Office of psychological care
1	Office of Security and Monitoring	First floor North	It has an office with capacity for 2 people
2	Warehouses	First floor North	It has two spaces available for storage of material.
1	Teatrin	First floor North	Space with capacity for 41 people.
1	Bloomberg Room	First floor North	with capacity for 26 people.
1	Data center	First floor North	It counts on two spaces for care and management of the system with capacity for 4 people.
1	Audiovisuals	First floor North	Office with capacity for 1 person.
7	Computer rooms	First floor North	Located in the left hallway with a capacity of approximately 30 people each.
1	Electric room	First floor North	Espacio asignado para la planta eléctrico.
1	Ups	First floor North	
4	Bathroom Batteries	First floor North	Each battery is assigned for men and women, it has 3 cubicles each.
22	Classrooms	First floor	Located in the left hallway we have 12 classrooms with an average capacity of 30 students each, and in the right hallway we have 10 with capacity for 25 people each.

1	Cafeteria	Second floor South	Cuenta con 3 cuartos, dos destinados a bodega de insumos uno para oficina, zona de preparación de alimentos, zona de cocina, un comedor con capacidad para 115 puestos. It has 3 rooms, two destined to the storage of supplies one for office, food preparation area, a kitchenette, a dining room with capacity for 115 seats
15	Classrooms	Second floor North	Distributed with an average capacity of 30 to 35 people each.
1	Gessel Camera	Second floor North	It counts on two physical spaces, equipped with physical and technological infrastructure for the development of teaching activities in marketing and communication.
2	Restroom Batteries	Second floor North	Each battery is assigned for men and women, it has 3 cubicles each.
1	Rack	Second floor North	
1	Electric room	Second floor North	
2	Stores	Second floor North	For the storage of the archive.
1	Rectory	Third floor	Offices
4	Directions	Third floor	Offices
2	Heads		Offices
1	Dean	Third floor	Offices
2	Academic Coordination and Graduate Studies	Second floor	Offices
5	Secretaries workstations		Open space
1	Cafeteria		With capacity for 3 people
1	Terrace		
2	Meeting rooms		One with capacity for 20 people and a small one with capacity for 9 people.

4	Restroom Batteries	Third floor	Each battery is assigned for men and women, it has 3 cubicles each and their respective sinks.

Source. Dirección Administrativa y de Talento

The institution has an emergency plan that consists of two emergency exits, one in the northern area and another in the south, an alarm system with panic buttons distributed in each one of the floors of the two areas, the Foundation is properly signposted as Resolution 1016 of 1989. Article 11 (Paragraph 17) that dictates "delimitation or demarcation of work areas, storage areas and circulation routes and signalization of exits, emergency exits, guards and dangerous areas and facilities in accordance with the legal provisions in force", all of this with prior verification, review and audit of the ARL SURA.

7.2 Continuous improvement of the infrastructure

Based on the growth process of the institution, combined with the development of the program, which seeks to strengthen the academic, business and research spaces; in 2014, the institution made an investment proposal for the acquisition of a new property, located in Transversal 34 Bis No. 29A - 44, intended for the administrative development of the institution and the program. This new administrative headquarters, has a built area of 302 m2, located three blocks away from the main headquarters. This new branch, counts among others on the following spaces:

- 57 workstations
- 2 Meeting Rooms
- 2 Archives
- 1 Administrative Cafeteria

7.3 Business Practice Spaces

The institution has more than 400 agreements with companies, for all the academic programs, which despite not being part of the institution, are spaces for the process of education of the students, as it allows the student to apply the concepts seen in the classroom and in this way, strengthen the independent work of the student, since the main function is the application of the concepts seen in the business environment. In Annex 9.1, you can appreciate the database of enterprises which are linked to the institution.

7.4 SisDAE Platform

In the development of the program, it is necessary not only the independent work in the business phase; but the need to provide students with a non-face-space for the resolution of doubts and accompaniment of the teachers during the classroom, research processes and works of degree phase. This is developed through the Moodle platform, in a LMS system, that the institution has called SisDAE and which is currently in version 2.4.11.

7.5 Use of the ground to function as an Institution of Higher Education

The institution has the authorization of the Curaduría Urbana number 5, to be able to develop academic activities, as reflected in the attached figure.

Figure 2. Use of the ground of the Institution

CURADORA URBANA 5
JUANA SANZ MONTAÑO

CCG: 11-5 08934
CIS: 11-5 00359
08 SEP 2011

CONCEPTO DE USO Nº 50-0-3035

Bogotá, Septiembre 08 de 2011

Señor:
JOSE ALEJANDRO CHEYNE
La Ciudad

DIRECCION ACTUAL: KR 33 A Nº 30 20	**DIRECCION ANTERIOR: KR 36 Nº 30-21**
MARCO NORMATIVO	Sector de demanda: **B**

En atención a su solicitud, esta Curaduría se permite informarle que el predio se ubica en la Unidad de Planeamiento Zonal UPZ 107 Quinta Paredes, reglamentada por el Decreto 036 del 08 de Marzo de 2011, en el Sector Normativo 11, Subsector de usos II, Subsector de edificabilidad A, en Tratamiento de Consolidación, Modalidad Urbanística, Area de Actividad Residencial, Zona Residencial con Zones Delimitadas de Comercio y servicios.

USO: EDUCACIÓN SUPERIOR (Universidad)	**PERMITIDO**	**SI: X**	**NO: ----------**

SUSTENTO

El uso de **EDUCACIÓN SUPERIOR (Universidad)**, se clasifica como Dotacional, Equipamiento Colectivo educativo de escala metropolitana, permitido únicamente en un proyecto completo por manzana.

Este uso se encuentra analizado conforme a la plancha 2 de 3 de la UPZ 107 Quinta Paredes, (ficha de planos y usos permitidos).

* Clasificación de usos consultar Decreto 190 de 2004.
* Ubicación normativa según geoportal mapas Bogotá.

NOTAS GENERALES

De conformidad con el artículo 51 del decreto 1469 de 2010, la expedición de este concepto no otorga derechos ni obligaciones a su peticionario y no modifica los derechos contenidos mediante licencias que estén vigentes o que hayan sido ejecutadas. Es de resaltar que según lo estipulado en el artículo 337, numeral 1 del Decreto 190 de 2004 ***"sólo se adquiere el derecho a desarrollar un uso permitido una vez cumplidas integralmente las obligaciones normativas generales y específicas y previa obtención de la correspondiente licencia".***

Este concepto se expide con base en la información suministrada por el solicitante, la cual recibimos bajo el principio Constitucional de la buena fé; cualquier inconsistencia dejará sin efecto el contenido del mismo.

DE CONFORMIDAD CON EN EL ARTICULO 25 DEL CODIGO CONTENCIOSO ADMINISTRATIVO, EL PRESENTE CONCEPTO NO ES DE OBLIGATORIO CUMPLIMIENTO Y NO COMPROMETE LA RESPONSABILIDAD DE LOS FIRMANTES.

Atentamente,

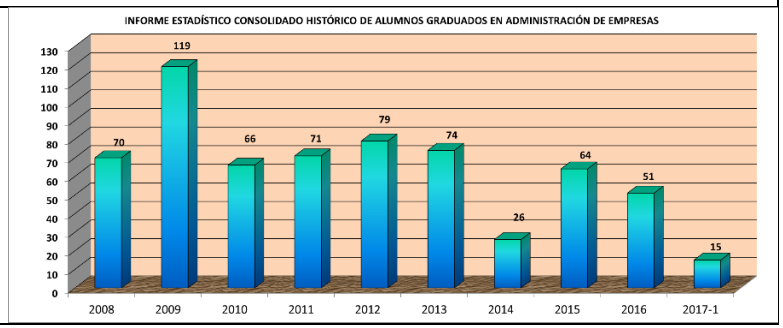
JUANA SANZ MONTAÑO
CURADORA URBANA Nº 5

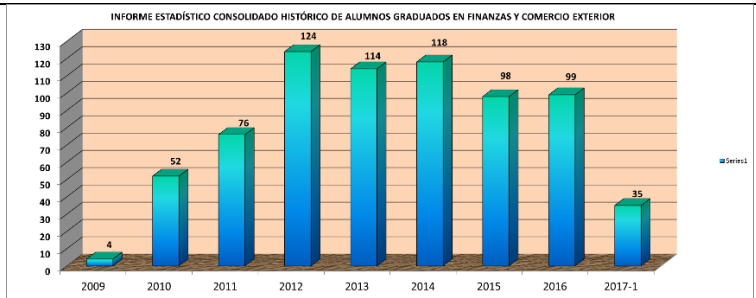
Source. Dirección Administrativa y de Talento

Standard 6

Standard 6 – Results of Organizational Effectiveness

Results of Organizational Effectiveness	Results of organizational effectiveness examines the achievement of organizational objectives. Each business unit must have a mechanism for systematic information for each business program, with graphic of enrollment patterns, student retention, academic success of students, and other features that reflect the performance of students Key indicators may include graduation rates, enrollment, improved security, equity, hiring increased use of web-based technologies, the use of facilities by community organizations, contributions to community or associations, retention rates by the program, and what you tell governing bodies and administrative units

		Analysis of Results			
Measure of performance **measurable goal** **What is your goal?**	**What is your measuring instrument or process?** **(Indicate the cycle)**	**Current results** **What are the current results?**	**Analysis of Results** **What did you learn form results?**	**Measures taken or improvements made** **What did you do to improve or what is your next step?**	**Insert graphs or tables of results with trends (Preferably 3 to 5 points measurement)**
Graduation Rate Ensure graduation time for students. 90% of students graduated in time	Average graduation time	90% of students graduate in the estimated time	The students present problems fulfilling the requisite of dominion of a second language.	The language center has established an accompanying program to achieve this goal. Tests carried out by external entities were validated.	



Dropout Rate

Ensure that dropout from the program does not exceed 10%

From the enrollment of each semester is compared with the enrollment of the following semester

A reduction in the dropout rate was achieved below 10%

There are three aspects why students are dropping out of the program. The first is related to financial costs; the second is based on academic performance and the third is presented in family problems.

The institution has put forward strategies in all three areas. Increased financial support has been achieved by companies. Second, a tutoring process for low-performing students began. Third, a Psychological Accompaniment System was implemented.

Programa: Administración De Empresas.

TASA DE DESERCIÓN ACUMULADA Y POR PERIODO

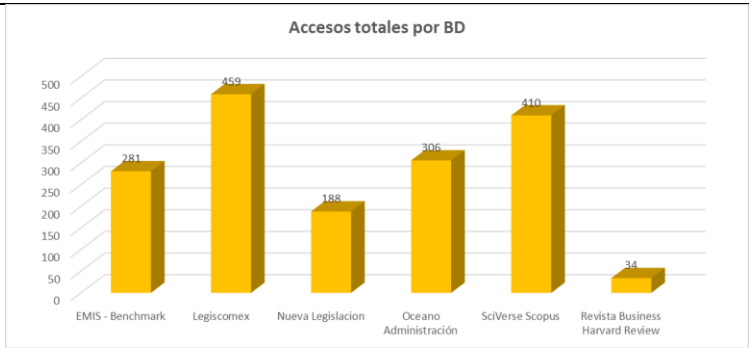
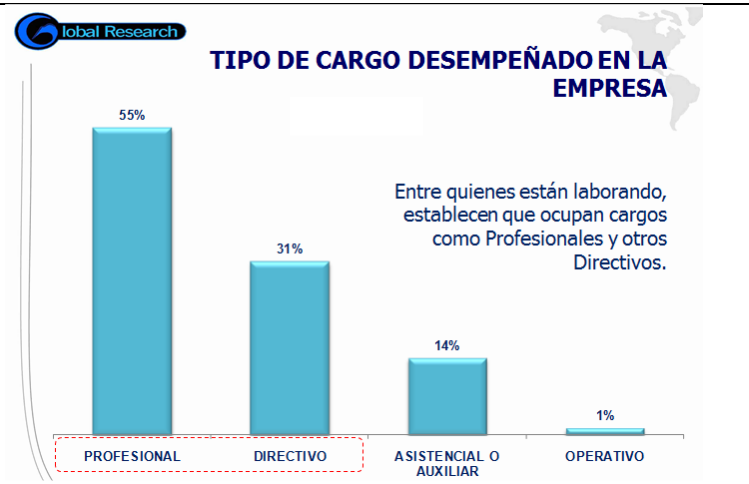
Año	Periodo	Inscritos	Admitidos	Matriculados		Graduados	Matriculados Antiguos	Total Retirados	Tasa de Deserción (%)	Tasa de Retención (%)	(%) Que Culminan La Carrera
				Total	Primer Semestre						
2016	II	38	38	167	29	35	138	13	7,78%	92,22%	18,8%
	I	55	55	186	45	16	141	13	6,99%	93,01%	9,4%
2015	II	21	21	170	19	36	151	18	10,59%	89,41%	17,6%
	I	56	55	205	44	28	161	5	2,44%	97,56%	14,4%
2014	II	44	44	194	35	19	159	16	8,25%	91,75%	9,8%
	I	61	61	194	44	7	150	23	11,86%	88,14%	3,9%
2013	II	39	39	180	29	41	151	19	10,56%	89,44%	19,4%
	I	67	66	211	50	33	161	25	11,85%	88,15%	15,1%
2012	II	38	38	219	22	38	197	19	8,68%	91,32%	17,6%
	I	74	70	216	46	41	170	7	3,24%	96,76%	18,8%
2011	II	56	53	218	34	47	184	32	14,68%	85,32%	17,9%
	I	49	46	263	40	24	223	14	5,32%	94,68%	9,2%
2010	II	43	43	261	24	28	237	6	2,30%	97,70%	10,3%
	I	71	66	271	56	38	215	40	14,76%	85,24%	13,0%
2009	II	56	56	293	48	71	245	38	12,97%	87,03%	20,1%
	I	101	98	354	84	48	270	31	8,76%	91,24%	13,7%
2008	II	129	119	349	42	65	307	26	7,45%	92,55%	16,3%
	I	108	90	398	82	5	316	74	18,59%	81,41%	13,7%
TOTALES		1106	1058	4349	773	620	3576	419			
PROMEDIO		61	59	242	43	34	199	23	9,28%	90,63%	80,21

Programa: Finanzas y Comercio Exterior.

TASA DE DESERCIÓN ACUMULADA Y POR PERIODO

Año	Periodo	Inscritos	Admitidos	Matriculados		Graduados	Matriculados Antiguos	Total Retirados	Tasa de Deserción (%)	Tasa de Retención (%)	(%) Que Culminan La Carrera
				Total	Primer Semestre						
2016	II	66	66	306	39	74	267	41	13,40%	86,60%	19,4%
	I	114	110	382	75	25	307	26	6,81%	93,19%	7,0%
2015	II	70	69	358	49	73	309	58	16,20%	83,80%	16,6%
	I	132	132	440	88	25	352	73	16,59%	83,41%	5,6%
2014	II	87	87	450	67	83	383	15	3,33%	96,67%	17,3%
	I	113	113	481	82	35	399	19	3,95%	96,05%	7,7%
2013	II	78	78	453	68	75	385	9	1,99%	98,01%	16,0%
	I	150	148	469	117	39	352	44	9,38%	90,62%	9,0%
2012	II	72	72	435	65	85	370	47	10,80%	89,20%	16,9%
	I	132	131	502	107	39	395	8	1,59%	98,41%	8,8%
2011	II	87	85	442	67	60	375	81	18,33%	81,67%	11,6%
	I	135	135	516	121	16	395	76	14,73%	85,27%	3,3%
2010	II	83	77	487	47	51	440	16	3,29%	96,71%	10,1%
	I	140	139	507	130	1	377	45	8,88%	91,12%	0,2%
2009	II	108	106	423	103	4	320	56	13,24%	86,76%	1,1%
	I	108	99	380	101	0	279	71	19,00%	81,00%	0,0%
TOTALES		1675	1647	7031	1326	685	5705	685			
PROMEDIO		105	103	439	83	43	357	43	10,09%	89,91%	51,66

Meet 99 of airtime	Percentage of airtime website / Total time hours per year		With growth trend over the last year.	The results are measured every three months within the BSC. All classroom have projectors an computers. We have 13 Tape recorders 38 Laptop 1 DVD 16 Speakers 20 Extensions 7 System labs	
In the quarter comply with 98% airtime regarding servers	Percentage of 13 servers airtime / Total time hours per year Porcentaje de tiempo al aire de los 13 servidores / Total tiempo horas al año	80%	With growth trend over the last year		
98% in compliance with the loan of audiovisual media	Percentage fulfilled delivery of audiovisual / media Total applications audiovisual media	80%	With growth trend over the past three years.		

Increase the use of databases in the library Purchase more books for the program Business Administration and Finance and International Trade	Report use of databases (See "Use Data Base Library" File) Report Purchases (See "Acquired Book BA" File)	See "Use Data Base Library" File 129 Books	Positive trend during the last three years With growth trend over the last year	See "Use Data Base Library" File	
To develop a study of the labor market for graduates indicating measuring the impact of graduates.	Conducting a market study annual	1	A market research is annually held	Minimum one (1) annual market study, allowing the characterization of program graduates and its impact.	

PROPOSALS FOR THE FORMATION OF THE MARKETING AND LOGISTICS PROGRAM

General objective

To train, within the study of economic and administrative sciences, marketing and logistics professionals, with solid knowledge of their disciplines, to develop the skills necessary to take on the challenges of market integration, logistical processes and global technological developments from encouraging the spirit of corporate leadership, at the national and international levels; from the perspective of research, humanistic, technological and ethical principles.

Specific objectives

- Train professionals with solid knowledge in the administrative, marketing and logistics areas, in line with the demand and the needs of companies at national and international level.
- Develop skills that allow the student to create strategies that allow the analysis and solution of problems within the managerial and operational environment of marketing and logistics.
- Train students on the principle of leadership, strengthen decision-making, in order to consolidate strategic plans in the fields of marketing and logistics, in terms of resource utilization, supply chain, global markets, production processes and management business.
- Holistic integration of scientific and technological training programs with humanistic training.
- Training in marketing and logistics, with clear investigative vocation.
- Strengthen in the student the knowledge of a contextual and practical order that encourages the development of management criteria applied to his professional project, within the ethical and moral principles of corporate social responsibility and shared value.
- Facilitate interdisciplinarity and multidisciplinarity in the program, through new technologies.
- To promote the study of the various regions of the world in order to determine the advantages and disadvantages of progressive economic and socio-cultural integration, all aimed at achieving the highest welfare of the regional, national and international community.
- Develop academic processes that allow the updating of the program in accordance with the current needs of the national business sector and its international projection.
- Consolidate peer relations with other institutions at the national and international levels that allow the continuous updating of program content in line with global disciplinary trends.

The training of these professionals is related to the following specific purposes:

1. Provide the most advanced and relevant technical tools of the marketing and logistics activity, through which the professional future will be able to characterize, analyze and propose solutions to the diversity of business problems, following the quality norms and the legislation to ensure the sustainability of the enterprise and the creation of value.
2. Through the development of the dual methodology, to achieve a proper appropriation of the topics treated in their classroom phase, generating a sense of belonging so that the application of knowledge is more productive, successful and efficient.
3. Generate a business mindset aimed at the optimal allocation of financial resources in the company.
4. Guarantee multidisciplinary training, balancing the construction of knowledge in theories of marketing, logistics, administration, quality management systems and trade with the human aspects of business, in such a way as to allow an integral coverage of the corporate reality with corporate social responsibility and shared value.
5. Lead your training to generate a global thinking with local action.
6. To create a permanent awareness of the development of new ideas, practices and achievements of the technology in order to improve the value of the company and the quality of life of its members.

Competences that are developed.

In UNIEMPRESARIAL, the profiles and competences of training of the professional program of Marketing and Logistics, are linked to the domain or genuine understanding of concepts and abilities of the professional field and to the capacity to apply that knowledge to new situations in the labor life.

The profile of specific competencies of the professional program of Marketing and Logistics is framed within the productive performance, in the processes characteristic of the company that guarantees a solution or efficient

handling of the problems related to the areas of marketing and the logistics generated by the exercise. In the same way, the program defines the formation of intrinsic competences that are generated in the processes of dual learning and that form part of the integral formation of the future professional, through the study of the curricular contents and its application in the phases of enterprise. The training work in these competences is the result of an applied research to the pedagogical model, developed by teachers and researchers of Uniempresarial; in this process are defined levels of competence within which the particular competencies of business universities are established, which differ substantially from those of the traditional educational system, the levels defined are:

• First level: Competences of the environment. They correspond to the competencies defined by the needs of the business environment. Most companies today have defined the necessary competencies of their human talent to help them develop their business competitiveness.

• Second Level: Institutional Competencies. They correspond to the competences defined in the strategic guidelines of the institutions of higher education through the Institutional Educational Projects or the Development Plans.

• Third Level: Program competencies. They correspond to the competences defined by the curricular commissions of the curricula. Elements of competence implicit in the Educational Projects of the Programs, P.E.P.

• Fourth Level: Specific competences. Correspond to the competencies that teachers in the classroom are developing with their students, are defined in the goals of training of the analytical programs of the subjects.

As a cross-cutting competency for all of its professionals, therefore, for the program that we are dealing with in this document, three transversal axes are defined: innovation, relationships and intrapreneurship, each of which frames basic and specific competences to constitute the professional of UNIEMPRESARIAL, without ignoring the other competences that the program must forge as shown in table 3.1

Table 3.1 Professional Skills

PROFESSIONAL COMPETENCES			
COMPETENCE	**CONCEPT**	**DESCRIPTORS**	**OBSTACLES**
INNOVATION	It is the ability to generate innovative proposals permanently in the company. It is an attitude in front of the challenges that arise.	Develop forward vision Assume calculated risks Carry out cost-benefit analysis Generate culture of innovation Develop innovation strategies Create and maintain cross-functional teams	Preference for standardization Comprehensive control of financial resources Risk aversion
ENTREPRENEURSHIP	Ability to undertake within the company, choosing an idea, getting the company to approve it, knowing how to find the necessary resources and how to make the project succeed.	Discover new opportunities where others do not see them Has a clear vision of business Make strategic decisions Generates action plans Identifies market trends and difficulties Obtain necessary resources	Occupation in routine Privilege for the operative Motivation to achieve
RELATIONSHIP	Given a common goal that subordinates personal interests, it creates and maintains relationships of trust, support, respect, interdependence and collaboration,	Given a common goal that subordinates personal interests, it creates and maintains relationships of trust, support, respect,	Solitary work Distrust by people

	integrating networks and involving groups that allow the fulfillment of pre-established goals.	interdependence and collaboration, integrating networks and involving groups that allow the fulfillment of pre-established goals.	Working in closed circles Low personal esteem
CREATIVITY	It is the ability to devise new and different solutions to solve problems or situations required by one's position, organization, customers or the segment of the economy where it operates	It presents solutions, products, novel and original ideas. Question mental paradigms Seeks solutions to the needs of its customers Acquires methods and thinking techniques.	Mental Paradigms Act in the thinking
ADAPTABILITY	High adaptability to changing contexts, media and people in a fast and adequate way both own and in the role of leader of a group, to achieve a better coexistence and understanding with others. Quickly and critically review your actions and that of your group by initiating changes when circumstances require	Responds quickly to organizational changes It modifies their behaviors to adapt to the situation Make changes to the strategy or projects before the new challenges It works in different and varied situations or with different people or groups. Understand and value different positions or points of view.	Likes for the status quo Aversion to change
INTEGRITY	It respects principles and values and behaves in a transparent way to live in harmony with itself and in society	Communicate intentions, ideas and feelings openly and directly The actions are congruent with what he says. Work according to your values He is honest in his relationships with his clients	Ethical Failures Change of values Thinking of yourself
RESOURCE MANAGEMENT	Ability to optimize and dispose of the set of inputs, people and capital that an organization needs to achieve its objectives and achieve the good performance of the company.	Performs cost-benefit analysis Select the appropriate people appropriately Estimate resource needs using the necessary tools and techniques Seek supplier relationships for the necessary resources	
NEGOTIATION	Ability to create an environment conducive to collaboration and achieve lasting commitments that strengthen relationships. Ability to lead or control a discussion using win	Ability to reach satisfactory agreements	Communication problems

	- win techniques by planning alternatives to negotiate the best deals.	Create an environment conducive to collaboration Uses tools and methodologies to design and prepare the strategy of each negotiation It focuses on problems not on people Work in team	Weakness of environmental or situational analyzes Individual work
ORIENTATION TO OBJECTIVES	It is the tendency to achieve results, setting challenging goals above standards, improving and maintaining high levels of performance, within the framework of the organization's strategies.	Set Challenging Goals Improves high performance levels Aligns your goals with those defined by the company Cares about the outcome of other areas of the company Establish objectives considering the potential benefits / profitability of the business. Modifies or develops organizational processes that contribute to improving efficiency.	Focus on day to day Aversion to change

Source. Construcción Dirección Académica Empresarial (DAE)

With the interrelation of these competences, Uniempresarial forms entrepreneurs, innovators and with a capacity of relation that allows to generate a positive impact in the organizations in the different areas in which it performs.

NOTES, CONDITIONS AND OFI

Opportunity for improvement:

OFI on Standard 3, Criterion 3.2: *Although Uniempresarial has elements of communication with key stakeholders, incorporating some data collection instruments for a quality management system, some formats are still driven manually. Uniempresarial may consider using electronic mechanisms to capture information in order to optimize the time of those responsible for these processes and to have greater possibilities for deeper data analysis over time.*

Answer:

The collection of information has been considered a fundamental process within the institution, which is why, since 2017, the Quality Assurance Management was created, which among other functions, has as its mission the centralization of information and statistics generated by each of the programs and of institutional interest. At present, this Management is analyzing documentary information systems that facilitates the collection and analysis of the data, therefore, already has SPSS software for this management. Additionally, in the table below, it is possible to observe the evolution of the electronic mechanisms of data collection.

Electronic mechanism	Interest Groups	Progress in improving
Easy survey	Students, faculty, alumni, instructors and entrepreneurs.	This platform is the main tool for collecting information from the institution. In it, the satisfaction surveys of the different interest groups are applied. In addition, the change of the self-evaluation model, which seeks to know the level of appreciation of the different interest groups, on key factors of the institution such as teachers, infrastructure, educational means, etc. is projected. With this system, data collection is completely eliminated through physical formats.
Sisdae (academic and business information System)	Faculty and students	This platform has its 3 version, where you expand the resources and activities that can be used. In 2016, the platform was subdivided into two LMS systems, the first one called Virtual Classrooms, which facilitates the interrelation between students and teachers of each

		of the subjects and the second conserves the name of SisDae, which is constituted in a system of information of novelties, schedules, halls and calls among others.
Dunova	Faculty and students	This platform is the main tool for managing notes within the institution. By means of this, the teachers load the notes of the students and the latter can consult them via Internet at any time. On the other hand, this platform allows the teacher evaluation developed by the students facilitating the collection of this data.
Institutional Web Site	Students, faculty, alumni, instructors and employers.	Once again the institutional website has been updated, implementing bilateral communication systems. For example, counselors can be contacted via chat via this medium, in order to be able to answer students' concerns.

Note on Standard 4, Criterion 4.2: Uniempresarial has a few external outcomes assessment measures and some additional measures mentioned anecdotally. It may be that these evidences can be demonstrated; however, it is important that Uniempresarial administrators understand what constitutes external assessments and comparisons so that they can keep better track of these results in order to make program improvements.

Answer:

One of the most important measurements is the one made by the Colombian government, to all the students who aspire to obtain the degree of undergraduate. This is a requirement that must be met by students by stipulation of the Colombian government. This exam assesses the development of competences at the level of quantitative reasoning, critical reading, citizenship skills, writing and foreign language (English). In the attached tables, you can see the evolution in the results of the Business Administration and Finance and Foreign Trade programs.

BUSINESS ADMINISTRATION

	Num. Students	National Average	National Deviation	Uniempresarial Average	Uniempresarial deviation	Percentage above tha national Average
2011-2	13	10,00	1,00	10,72	0,97	7,19%
2012-1	48	10,00	1,00	10,58	1,01	5,77%
2012-3	22	10,00	1,00	10,47	0,71	4,70%
2013-1	65	10,00	1,00	10,42	0,72	4,19%
2013-3	9	10,06	1,01	10,74	1,19	6,75%
2014	51	10,00	1,08	10,33	1,03	3,31%
2015	54	10,08	1,04	10,58	1,09	5,01%
2016	50	146,88	28,88	156,64	27,21	6,64%

FINANCE AND FOREIGN TRADE

	Num. Students	National Average	National Deviation	Uniempresarial Average	Uniempresarial deviation	Percentage above tha national Average
2011-2	35	10,00	1,00	10,67	0,89	6,70%
2012-1	65	10,00	1,00	10,63	0,96	6,30%
2012-3	66	10,00	1,00	10,45	0,62	4,46%
2013-1	72	10,00	1,00	10,54	0,65	5,41%
2013-3	48	10,06	1,01	10,36	0,98	2,93%
2014	115	10,00	1,08	10,28	0,95	2,81%
2015	179	10,08	1,04	10,38	0,90	2,98%
2016	81	146,88	28,88	157,25	28,57	7,06%

On the other hand, the Ministry of Education has implemented a model of performance indicators called MIDE, which is a tool that provides information on higher education institutions in an understandable, accessible and continuous way, using the data of the systems of existing information. These systems are the platforms used by the Ministry of Education for the collection of information from higher education institutions.

- SACES. System of Quality Assurance of Higher Education. This system was created for Institutions of Higher Education (IES) to automatically perform the procedures associated with the Qualified Registry process and institutional type such as: Recognition of Legal Personhood
- SNIES. The National Information System for Higher Education (SNIES) is an information system that has been created to respond to the information needs of higher education in Colombia.
- This system compiles and organizes relevant information on higher education that allows planning, monitoring, evaluation, consultancy, inspection and surveillance of the sector.
- This system as a source of information, in relation to academic institutions and programs approved by the Ministry of National Education, consolidates and supplies data, statistics and indicators: Relevant: Because Information responds to the needs of the sector according to the target audience. Reliable: The information is provided by the responsible source and is consolidated and validated by the Ministry of National Education. Timely: The information is consolidated and disseminated within a set time.
- SPADIES. The SPADIES is a specialized information system for the analysis of the permanence in Colombian higher education from the follow-up to student desertion, which consolidates and classifies the information to facilitate the accompaniment to the conditions that discourage continuity in the educational system.
- This information system is part of the portfolio of products of the Ministry of National Education at the service of the community. The SPADIES module is structured into three consultation sections: Academic and socio-economic conditions of students, Dropout statistics and Implementation results to support strategies for student permanence assurance

The results of this indicator model are classified into three components:
Teaching. The teaching component measures the outcome of the educational institution in the student and takes into account factors such as: added value in the student, achievement and graduation rate.
Investigation. The research component measures the new knowledge produced by the institution and takes into account two factors: Intellectual Production and Human Capital dedicated to research processes.
Environment. This component measures the necessary inputs for the educational process, where there is a first component related to the constitution of the teaching plant, referring to the number of teachers per student and qualification level of the same and as the second component the development of internationalization processes students and teachers.

The following figure shows the results of UniBusiness; the dark color indicates the performance of the institution, the light color indicates the performance of the best institution in its classification and the target of a hypothetical institution that had obtained the best performance

in all indicators. The number in percentage indicates the performance of the institution with respect to the hypothetical institution, the number in fraction indicates the position occupied by the institution in its classification.

Finally, the institution leads a project in front of Region 9, (Latin America), focused on the assessment of the level of performance achieved by the students of the participating universities, in order to compare the degree of competence development in different countries. The competencies are focused on the structure indicated by ACBSP in the CPC. Universities from Colombia, Peru, Mexico and the Dominican Republic are currently participating.

Note on Standard 4, Criterion 4.3: There is no evidence of comparative information and data over time with other external programs and identified benchmarks for the purposes of improving overall performance.

Answer:

The institution is in the process of updating its self-evaluation model, oriented towards the fulfillment of the factors and characteristics indicated by the National Accreditation Council in its new version of requirements. Among the factors of this model of Self-evaluation is that of Academic Processes, which states that actions and improvement plans must be taken in different characteristics, which are:

- Integrality of the Curriculum
- Flexibility of the Curriculum
- Interdiciplinariedad.
- Teaching and Learning Strategies
- Student evaluation system.
- Student work.
- Evaluation and self-regulation of the program
- Extension or social projection
- Bibliographic Resources
- Computer and communication resources
- Teaching Support Resources.

Responding to this situation, the institution appointed a director for each of the institution's programs, which have established work teams that articulate the entire academic process, listening to the references of each of the interest groups. In this way, faculty councils and curricular committees are led by the Program Directors and moved from a general structure developed by the Dean to the implementation of a more program-focused system. Therefore,

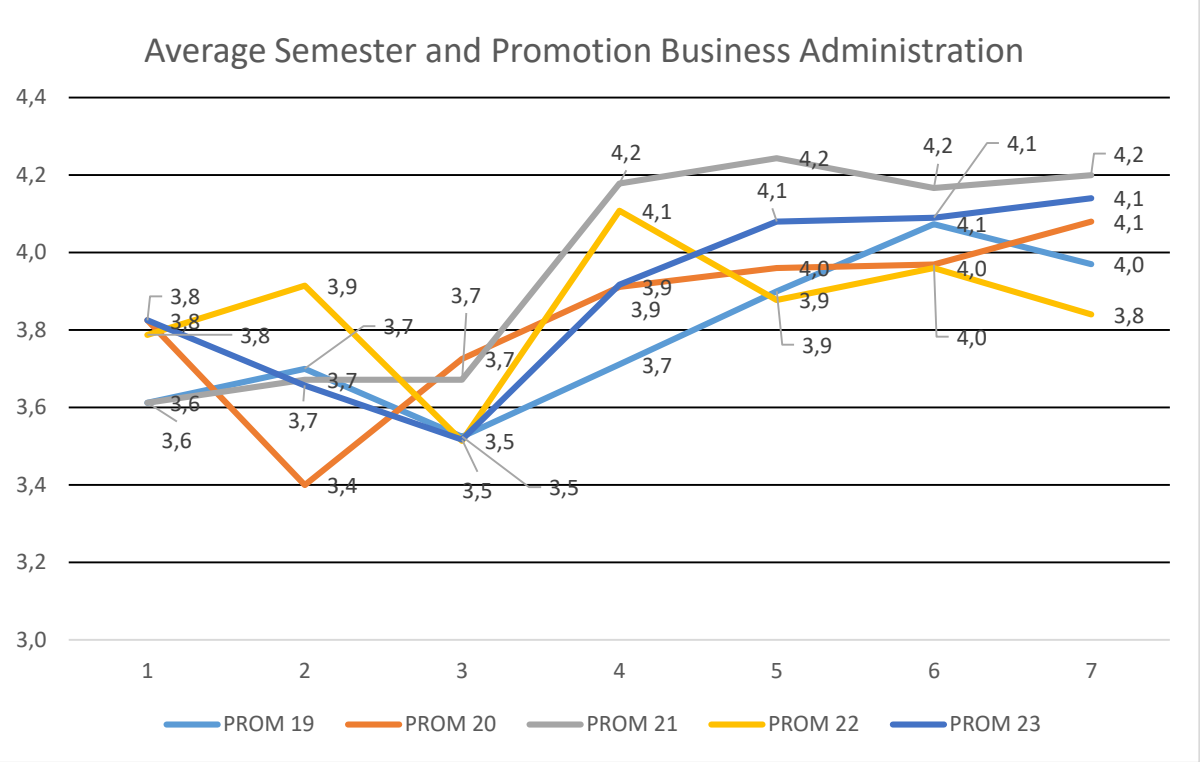
in order to update curricula and content of the subjects, they should collect the contributions of each of the interest groups and benchmarking with institutions of higher education that develop the programs at the national level and international. Likewise, the whole process of analysis and updating will be recorded in the minutes of faculty council and curricular committee.

Note on Standard 4, Criterion 4.4: Uniempresarial shall make use of the learning outcomes assessment results to improve its educational processes in the interest of continuously improving student learning outcomes. Specific improvements to programs must be made based on information obtained from its learning outcomes assessment results.

Answer:
One of the main concerns of the institution is to monitor the academic results of students in each cohort, in order to establish projects and strategies that increase the level of meaningful learning of students. Based on these results, the curricular and faculty committee establishes strategies that promote the development of students' competences. In the attached statistics, it can be seen how the implementation of these strategies has impacted in such a way that the academic average has been growing period by period.

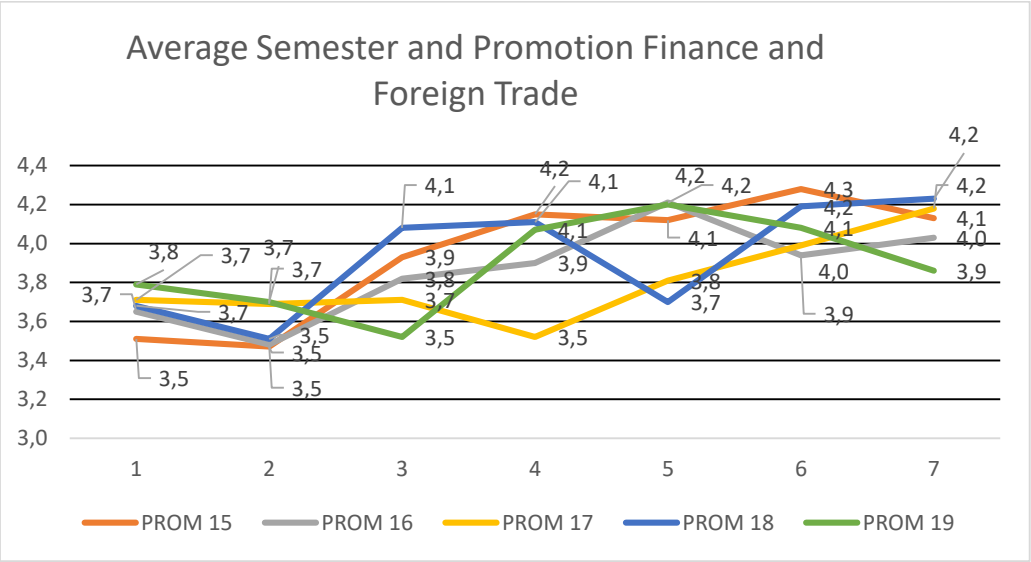
BUSINESS ADMINISTRATION

SEMESTER	PROM 19	PROM 20	PROM 21	PROM 22	PROM 23
1	3,6	3,8	3,6	3,8	3,8
2	3,7	3,4	3,7	3,9	3,7
3	3,5	3,7	3,7	3,5	3,5
4	3,7	3,9	4,2	4,1	3,9
5	3,9	4,0	4,2	3,9	4,1
6	4,1	4,0	4,2	4,0	4,1
7	4,0	4,1	4,2	3,8	4,1



FINANCE AND FOREIGN TRADE

SEMESTER	PROM 15	PROM 16	PROM 17	PROM 18	PROM 19
1	3,5	3,7	3,7	3,7	3,8
2	3,5	3,5	3,7	3,5	3,7
3	3,9	3,8	3,7	4,1	3,5
4	4,2	3,9	3,5	4,1	4,1
5	4,1	4,2	3,8	3,7	4,2
6	4,3	3,9	4,0	4,2	4,1
7	4,1	4,0	4,2	4,2	3,9



Within the strategies implemented by the institution can be highlighted.

- Creation of the position Program Director
- Hiring of accompanying teachers during business practice
- Implementation of the virtual classroom platform.
- Acquisition of specialized Databases
- Acquisition of simulators and business games.

Note on Standard 5, Criterion 5.3.2: Although Uniempresarial does not meet the criterion; it provides records of student learning outcomes that demonstrate that faculty composition supports the school's mission and program objectives. In addition, Uniempresarial has recently hired two academically-qualified faculty members beginning fall 2013 and that seven current faculty members are still working on their doctoral studies. The Commission looks forward to receiving progress on these activities in your future Quality Assurance Reports.

Answer:

As mentioned in the 2015 report, the institution has implemented a strategic plan for linking and training teachers at the doctoral level. The process began with the incorporation of four strategies; the first one was articulated from the curricular and faculty committees, which sought to identify the subjects that had the greatest need of being directed by a doctoral level teacher. Thus, for the case of Business Administration, it was established that these subjects corresponded to the core subjects of the program, which are taken in the first four semesters and to the depths of the last three. In the case of Finance and Foreign Trade, it was stipulated that the relevance was given in the two cross-cutting thematic axes; that is, in the subjects with financial component and those related to foreign trade.

The second strategy focused on an institutional teacher training plan, where to 2017, three collaborators already obtained the doctoral degree and were linked to the process three more teachers, which guarantees a permanent growth in the implementation of this strategy.

With regard to the third strategy, framework agreements for the exchange of teachers, specifically with doctoral training among the institutions of ACBSP region 9, have been

advanced, which not only guarantees qualified academics, but also encourages the international mobility of the teachers.

Finally, the fourth strategy indicates the linking of teachers with doctoral training; a strategy that has been implemented with professors of HRT and where it is planned to hire at least one full-time professor during the year 2017.

Condition on Standard 5, Criterion 5.8.1: While there is some evidence that a few of the faculty members are participating in scholarly activities, it is expected that each faculty member be continuously and actively engaged in scholarship and professional activities and that all four areas of scholarship (teaching, discovery, application, and integration) should be represented in the activities of the faculty as a whole. Uniempresarial should encourage faculty members to be involved in profesional activities that will enhance the depth and scope of their knowledge and that of their disciplines, as well as enhance the effectiveness of their teaching.

Answer:

As part of the strategy to encourage the research production of teachers, the research department presents a permanent call to sponsor participation in national and international papers, as well as the bonus to those collaborators who have publications in different indexed journals.

On the other hand, the institution has initiated a parameterization for the development of research processes; that part of the configuration of the Plan of Investigator. The Research Plan is an instrument that promotes the consolidation of the individual research activity through the planning, projection and concretion of continuous production of high quality and impact in science, technology and innovation. It is based on the definition of a strategy composed of a timetable, which establishes activities that lead to the achievement of CT + I products (Colciencias, 2015) as indicators of compliance, thereby consolidating the researcher.

The goal of the Researcher Plan is to ensure that Colciencias recognizes the researcher as such, and that the researcher contributes to the group to consolidate it. The Researcher Plan is evolving as the researcher is forming and should be evidence of its consolidation in obtaining recognition by Colciencias (Convocatoria de Investigadores, Colciencias). The goals of the Research Plan are established according to the profile of the position, which are included in the following table:

Categoría	Tipo	Consideradas para Plan de Investigador	Docente Administrativo	Docente Académico	Docente Empresarial	Docente Investigador
A	NC o DTI	Innovación en la gestión empresarial (grandes empresas)				
		Artículo Q3 Q4, Libros/capítulos				2
B	NC o DTI	Innovación en la gestión empresarial (pymes)	1 (tutor principal o de apoyo)	2 (tutor principal)	2 (tutor principal)	2 (tutor principal)
		Articulo D	1 (autor principal o coautor)	1 autor principal 1 coautor		
C	APS	Evento científico nacional	1	1	1	3
		Evento científico internacional		1		1
		Articulo divulgativo	1	1	1	2
		Semillero de investigación		1	Participacion en uno	1
		Ponencias semillero		3		3
		Artículos semillero		1		1
		Proyectos semilleristas		1		1
B	F	Tesis de maestría	1			1
		Tesis de pregrado	2	8		2
		Proyecto de investigación vigente	1	1	Participación en uno	1

In order to make efficient use of resources and establish the investment by program, it is established that each research project will have a cost center to which all the resources invested in it will be allocated. The papers contemplated in the Research Plan will be financed. The applications will compete for a stock exchange that will be studied and decided by the Research Committee. The support of presentations at the national level must generate at least one informative article and the support of presentation at international level one indexed at least in D.

Note on Standard 6, Criterion 6.2.1: Uniempresarial should have appropriate physical facilities and other learning resources, to support excellence in teaching. It is important that Uniempresarial find mechanisms to ensure optimal conditions for students to carry out their educational activities.

Answer:

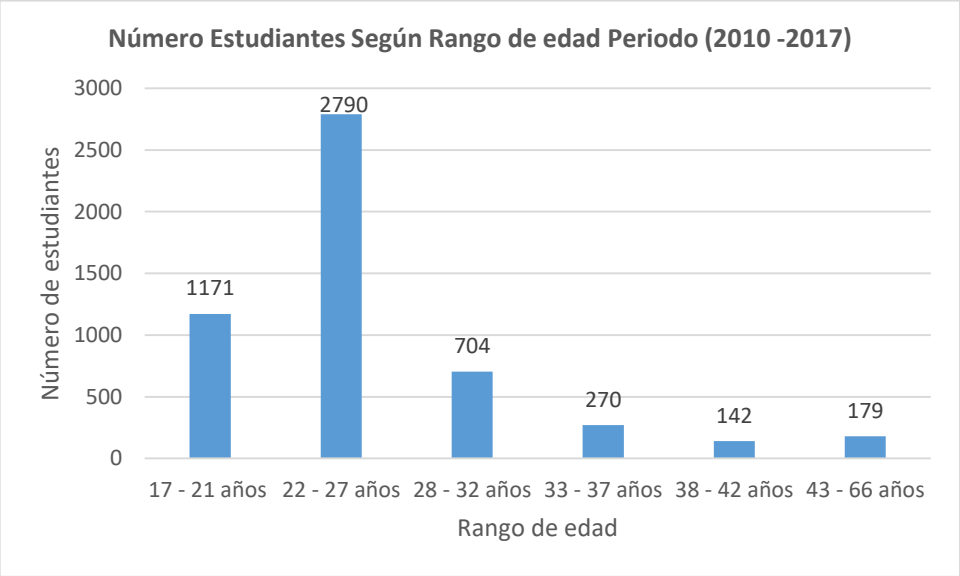
One of the pillars of Uniempresarial is to provide students with the physical spaces and tools necessary for the development of the teaching-learning process, which is why the institution has made a series of investments both in physical plant and educational means necessary to provide an adequate teaching service. The investments made in the last two years are:

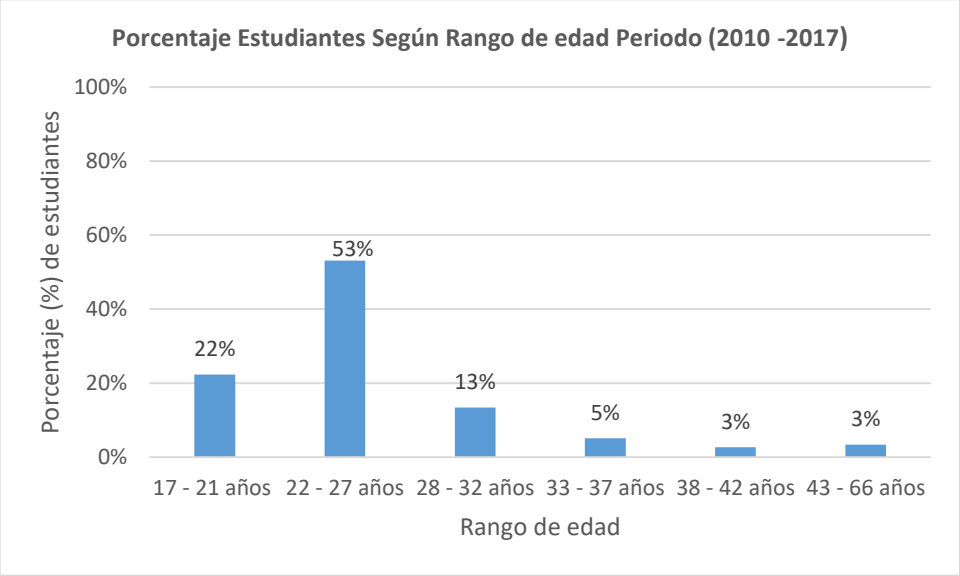
- Purchase of the third headquarters of UniBusiness. With the acquisition of a new property, the institution ensures more space that facilitates the correct delivery of the service to the student. At present, Uniempresarial is proposing the strategy necessary to comply with the projection of 2023 that seeks to guarantee a building that will provide 8000 square meters, which will be destined to classrooms, laboratories, modular offices, among others.

- Wifi networks were expanded for the institution, which has 3 access systems for connection of the entire educational community
- The institution was linked to the community for accounting systems, offered by the Price Waterhouse Cooper, which will allow permanent updating in all matters related to international accounting standards.
- New business simulators were acquired, which facilitate teaching from a practical perspective.
- They bought 30 laptops, which became the first mobile computing room of the institution.
- We acquired a 3D printer, which facilitates the process of modeling new products by the students.
- The institution was linked to the academic system of Adobe, which allows software specialized in modeling and design of products and manufacturing.
- The website of the institution was updated, as was the link with the different social networks.
- The SisDae system, passed to its third version, providing greater facilities for students and teachers.
- A support computer for teachers with internet access was installed in all the rooms of the institution.
- Purchases of new books and databases were made, as was the purchase of anti-plagiarism software and a data-processing software.

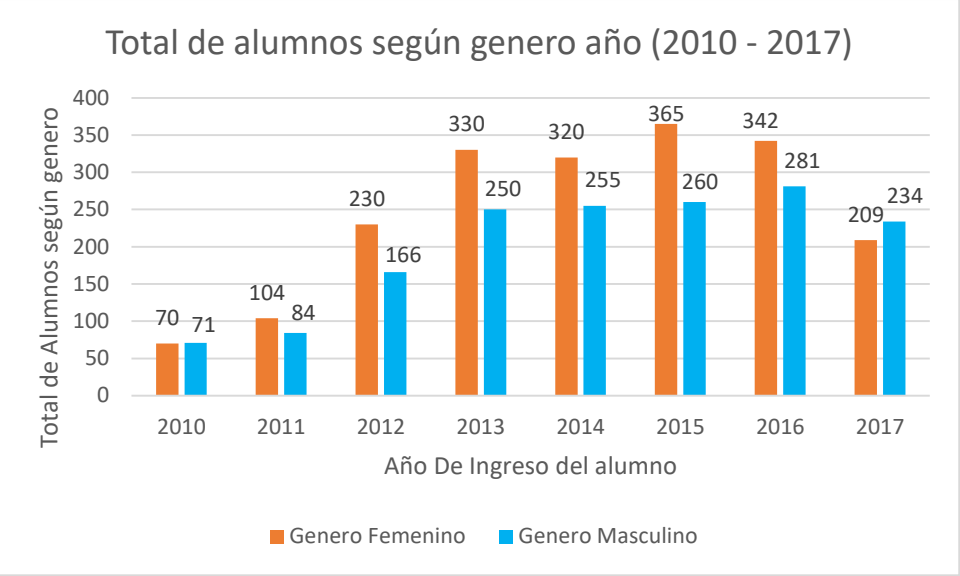
STATISTICS OF STUDENTS ENROLLMENT

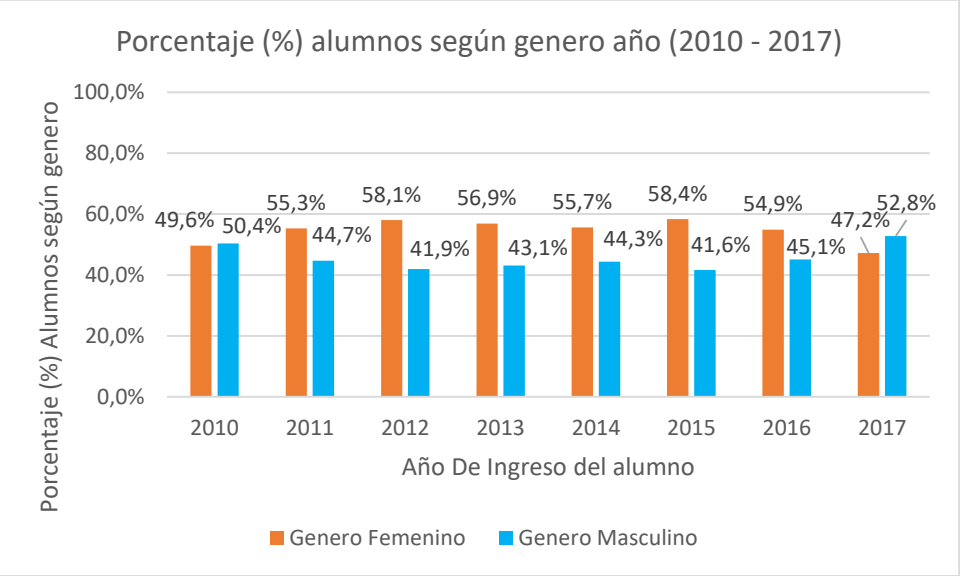
1. Student Profile - Ages



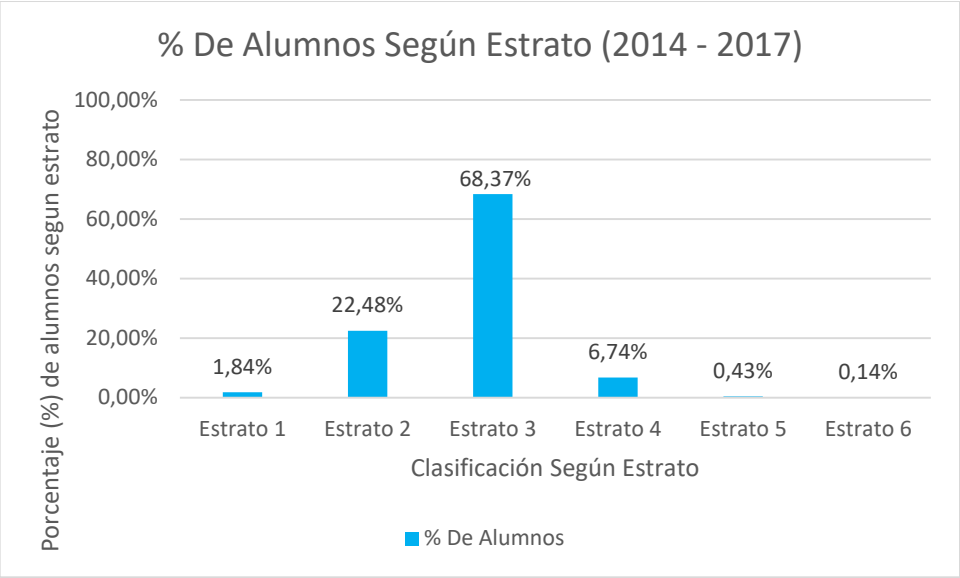


2. Student Profile - Genre

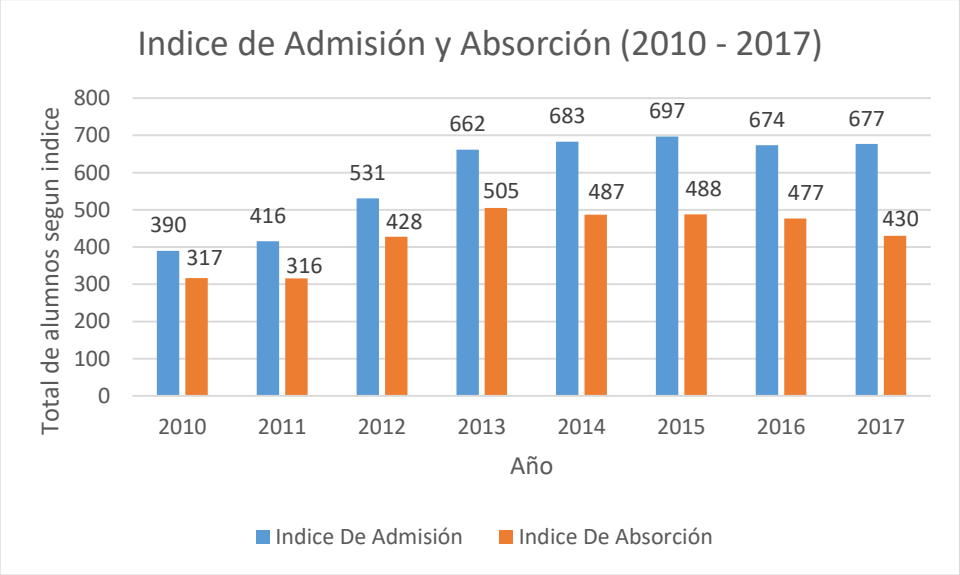


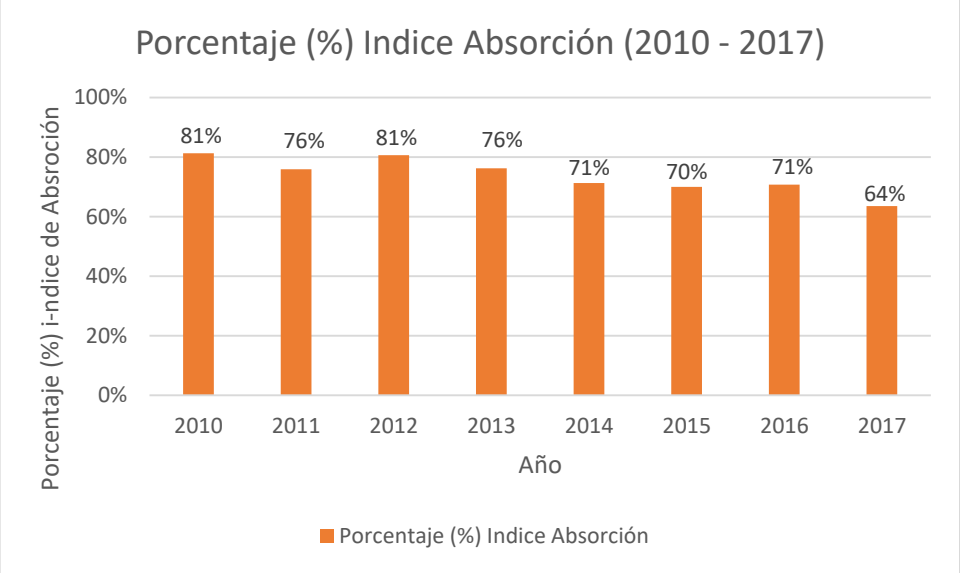


3. Student Profile - Socioeconomic Stratus



4. Admitted vs. Enrolled




Porcentaje (%) Indice Absorción (2010 - 2017)
Porcentaje (%) i-ndice de Absroción
100%
80%
60%
40%
20%
0%
81%
76%
81%
76%
71%
70%
71%
64%
2010
2011
2012
2013
2014
2015
2016
2017
Año
Porcentaje (%) Indice Absorción