

# Professional Profile

## Elisabet Bolarín Miró

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<b>Researcher, lecturer, Executive HR Manager, CEO</b>	<b>23 years of experience in Human Resources, Ethics, Regulation of emerging technologies, Training, Human Rights, Social Law, Transmission</b>
<b>Focus Areas and Specialization</b>	<b>Ethics, Law, Religion, Artificial Intelligence (AI), Blockchain, Quantum Computing, Virtual Reality (VR), Human Resourcers, Tansmission</b>



## Professional Background

I hold a solid academic background in Law, Applied Ethics, Religion, and Emerging Technologies, supported by extensive experience as an executive in multinational corporations and major Spanish companies. I have led human resources and organizational transformation strategies for teams of over 6,000 people. This trajectory has allowed me to design inclusive governance frameworks and implement ethical, sustainable, and socially impactful management models, particularly in complex and multicultural environments.

Following several entrepreneurial experiences, I co-founded **OMN Hub CEE**, a pioneering Special Employment Center in Europe that promotes the inclusion of people with disabilities through convergent technologies such as artificial intelligence, blockchain, virtual reality, and intelligent systems. This initiative was developed together with **three data scientists**, with whom I share a common vision: to apply technological innovation through a human rights-based ethical framework, committed to building a society free from structural bias. At OMN Hub CEE, accessibility and diversity are not secondary elements, but foundational principles that guide every strategic, operational, and educational decision.

As a lecturer, I apply interactive, solution-driven methodologies that integrate ethics, human rights, and applied philosophy to address the dilemmas of digital transformation. I use **design thinking** techniques as a structural tool, which I have naturally applied since childhood as a means of observation, analysis, and conflict resolution. This methodological approach enables students to formulate real legal and ethical responses to contemporary challenges, fostering critical thinking, civic engagement, and strategic vision.

In addition, my neurodivergent profile allows me to address ethical, social, and legal issues through a transversal, creative, and inclusive mindset. This perspective enhances interdisciplinary dialogue and promotes innovative, accessible, and ethically grounded solutions in both research and the development of public policies, educational strategies, and governance models for emerging technologies.

Since July 2025, I have had the honor of being part of the team at the **Observatory on Religious Freedom in the Jurisprudence of the European Union (OFETECT)**, hosted by the **University of Modena and Reggio Emilia**, founded by Professor Vincenzo Palazo and under his supervision where contributions are made to critical and legal reflection on religious freedom within the European normative context, and its interaction with contemporary technological and ethical challenges.

Furthermore, I serve as an **Ambassador of the Artificial Intelligence Program at the Madrid Chamber of Commerce**, where I promote ethical training, knowledge transfer, and the responsible application of AI in business, institutional, and social environments—advocating for a technology culture that is inclusive and human-centered.

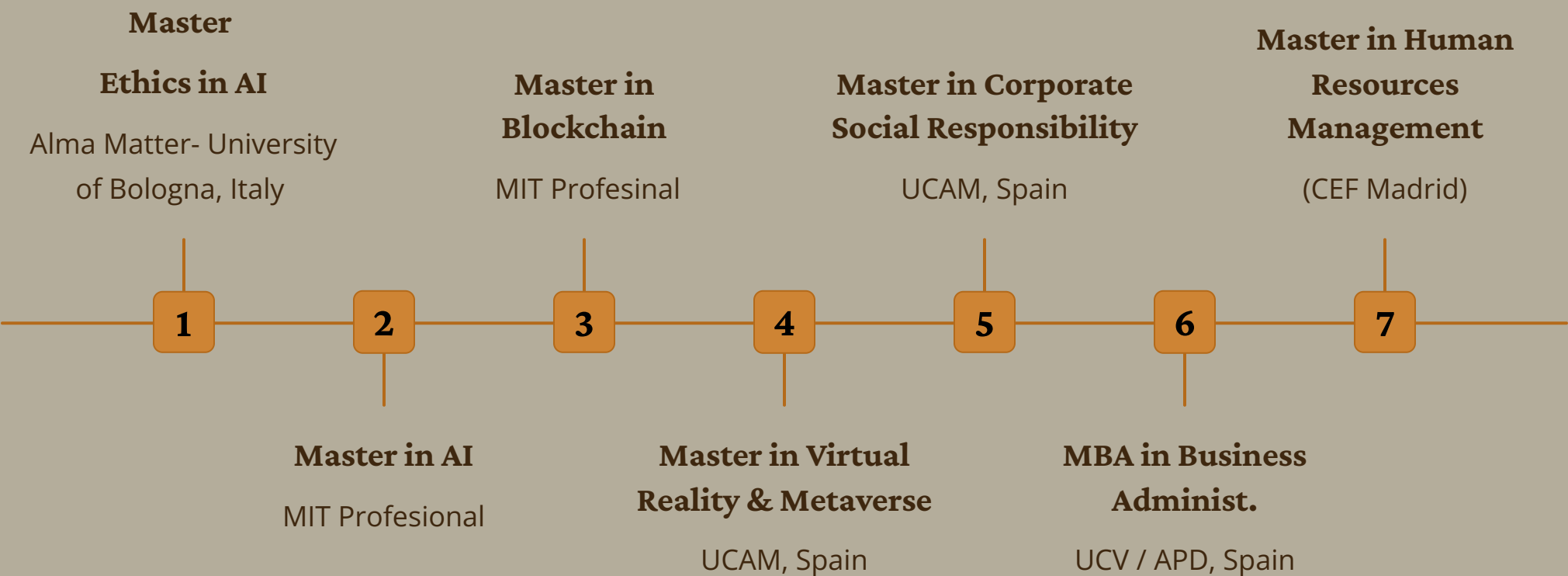
Education

- Doctoral Research [PhD Candidate]:

**Catholic University of Murcia (UCAM) Topic:** Ethics and Legal Regulation at the Technological Intersection of **AI, Blockchain, Quantum Computing, and VR** in Organizational Human Resources transformation

- Currently exploring ethical governance in automation, decentralized systems, and regulatory frameworks, uses of virtual reality, inclusion, productivity.

- Master ´s Degree:



- Bachelor’s :

- **Bachelor's in Law** - Finalizing, **Catholic University San Antonio of Murcia (UCAM)**, Spain
  - Religion and law - **Università degli Studi di Modena e Reggio Emilia (UNIMORE)**, Italy
  - Philosophy and law- **Università degli Studi di Modena e Reggio Emilia (UNIMORE)**, Italy
- **Minor of EU Laws** - **HU University of Applied Sciences Utrecht**, The Netherlands
- **Bachelor's in Labor Relations & Human Resources**-**University of Murcia**, Spain
- **Bachelor's in Labor Sciences** -**University of Murcia**, Spain

# Teaching Experience

## Molding the Next Generation of Ethical Tech Leaders

As a associate lecturer 7 years at the Catholic University of Murcia, I guide students through the complex intersections of digital ethics, AI governance, and principled decision-making.

## Empowering Professionals to Navigate Digital Transformation Ethically

Through my specialized program at the School of Industrial Organization, I equip business leaders with the frameworks to embed ethics into their digital strategies.

## Cultivating a Culture of Ethical Innovation in HR

At the University of Murcia, I lead the Master's program on Ethics & Innovation, preparing the next wave of HR professionals to drive purpose-driven change.

## Lecturer-Master in Artifial Intelligence for Busines Management, European Instute of Business Administration and Management

Since 2025, I have been lecturer in two official courses: AI based in talent management and Augmented Leadership: AI for Soft Skills Development and Productivity

## International Speaker & Educator

- **Meta World Congress** (Madrid & Mexico)
- **WIP Murcia, Chamber of Commerce of Medellín**
- **Google Teach Maker Conferences** (Murcia, Jaén, Madrid)
- **Telefónica 43 Colloquium: Ethical Keys for AI Transformation**
- **Spanish Olympic Committee: Ethics in Emerging Technologies**
- **TV programs, youtube Xhub.ai**
- **Private tech events**
- **Public Activities of Chamber of Comerce Tic Madrid**
- **Pulic activities how a Member of innovation team of AEDRH (Asociación Española de Directores de RRHH**



## Conference Presentations:

- **EDaSS 2024 – International Conference on Economic Development and Social Sustainability**
  - *Location:* Sicília
  - The contribution of trade unions to welfare in the European Union (2024)
- **X Science Congress UCAMInternational Conference on Economic Development and Social Sustainability**
  - *Location:* Murcia, Spain
  - Re-evolución de los RRHH: La convergencia de Inteligencia Artificial (IA), Blockchain y Múltiples Realidades aplicadas en la transformación de la gestión de Recursos Humanos
- **EDaSS 2025 – International Conference on Economic Development and Social Sustainability**
  - *Location:* Rome, Italy
  - The Metaverse, Digital Identity and AI: Ethical Matrix for Algorithmic Sustainability
  - Selected for publication in Springer LNCS Series (2025)
- **Ethicon 2025** – 22nd International Conference on the Ethical and Social Impacts of ICT Lisbon, Portugal September 17-19, 2025 SHAPING DIGITAL ETHICS TOGETHER ETHICOMP has fostered an international community of academics, technologists, and industry professionals dedicated to exploring the ethical dimensions of computing. ETHICOMP serves as a platform for interdisciplinary dialogue, addressing philosophical, professional, and practical aspects of computing ethics. Our conferences have significantly shaped ethical standards and practices in the digital age.

Organized by

Universidade Autónoma de Lisboa With the collaboration of

Universidad Complutense de Madrid Universidad Rovira i Virgili, Tarragona Universidad de Barcelona Instituto Politécnico de Tomar Centro de Investigação em Cidades Inteligente Centro de Investigação Autonoma TechLab Center for Computing and Social Responsibilidades, DeMontfort University, Leicester Instituto Politécnico do Porto COMEGI – Universidades Lusíada de Lisboa Meiji University, Tokyo, Japan Southern Utah University Location ETHICOMP 2025 will take place in Lisbon, the capital of Portugal.

The venue will be the Palace of the Counts of Redondo, Autonomous University of Lisbon Luís de Camões.

Timeline Deadline for submission of extended abstracts: February 10, 2025 Revisions due (accept/accept with changes/reject): March 1, 2025 Deadline for resubmissions (accepted with changes): April 1, 2025 Final revisions due (accepted with changes): April 15, 2025 Extended Abstract source files (proceedings author – Extended Abstracts): May 5, 2025 Full paper submission for revision (author, New Submission): May 10, 2025 Full paper revision: May 31, 2025 Early bird registration deadline: June 15, 2025 Full paper source files: June 16, 2025 Conference: September 17-19, 2025 As with previous ETHICOMP conferences, only papers written in English and not published or submitted elsewhere will be accepted based on an extended abstract after careful and anonymous review overseen by the Program Committee. Authors may submit more than one abstract, but acceptance of multiple proposals from a single author or co-author will be weighted against available space to ensure that we can include as many authors as possible for ETHICOMP 2025. At least one of the authors must register and attend the conference, presenting their work. Authors may be invited to present their work at the conference as a regular presentation (each talk 15min presentation + 15min questions and discussion) or as part of a panel (90min session with up to 6 papers, 5-10min presentation + questions and open panel discussion).

Conference Scope and Topics of Interest This conference explores the ethical dimensions of Artificial Intelligence (AI) and digital technologies across various domains. The submissions are organized into the following specialized tracks:

1. Open Track
2. Let's Reevaluate Cybersecurity Best Practices
3. Ethical Challenges of Human Relations in Education in the AI Era
4. Gender and Future Digital Technologies
5. The Normative Challenges of AI Literacy
6. (De)stigmatizing Digital Interactions and Technologies
7. Artificial Intelligence: Interpretability and Measurement of its Underlying Ethics
8. Values: The Basis for Responsible Technology and Digital Interactions
9. How is AI Changing Us? How Does it Change the World?
10. Ethical Challenges for Business in a Digital World
11. AI, Social Networks, and Their Influence on Youth

The following Word Cloud gives an idea about the most frequent keywords appearing in the track description.

Conference Scope and Topics of Interest

The most frequent keywords are AI, Ethics, Technology, Digital, Interaction, Social, and Education.

Click to get the complete description of the tracks' topics.

Submission Authors can submit to the general open track or a specific track. Initial submissions should be extended abstracts of 1000-1500 words. All accepted extended abstracts will be published in a volume with ISBN. If their extended abstract has been accepted, authors can voluntarily submit full papers (max. 8000 words) that will be published as an LNCS Springer volume. Please consult Springer recommendations for formatting the manuscripts.

Springer Inc-Inai We welcome perspectives from researchers in business, government, computer science, information systems, law, media, anthropology, education, psychology, sociology, ethics, and philosophy. Interdisciplinary articles and articles by emerging researchers and practitioners are encouraged. Articles may involve a variety of approaches, including those with a conceptual, applied, practical, or historical focus, as well as case studies and reports on lessons learned in practice.

Submissions must be uploaded to: <https://easychair.org/conferences/?conf=ethicomp2025>.

Payment must be made here.

The formatting instructions for the extended abstracts are the same as for LNCS.

Information for Authors of Accepted Full Papers, LNCS To submit your full paper in EasyChair, we should assume the role of Author: proceedings author (Full Papers Springer LNCS). We should submit three files: Either a zipped file containing all your LaTeX sources or a Word file in the .docx or .rtf format, The PDF version of your accepted full paper, and A signed copyright agreement (License to Publish Proceedings Papers). Please follow the LNCS specifications when formatting your document. Please implement the reviewers' recommendations. For the signed copyright, you should fill in the title of your paper, the names of the authors, and the name of the corresponding author. At the end of the document, it suffices for only one author to sign and provide the required data. Click here to download the License to Publish Proceedings Papers (.docx) Submit the required documents before June 16, 2025. Publications Join the journey of incremental publications. Start small, even with an idea about ethical problems related to AI, digital technologies, social media, and education and write about it. Sketch your idea, follow the recommendations of the previous section, and shape your paper as an:

1. Extended Abstract (up to 1500 words, approx. four pages)

This initial stage allows you to present your research's core idea concisely. The extended abstracts will undergo peer review for quality and relevance.

Publication: Accepted extended abstracts will appear in an ISBN book. Next Step: Authors of accepted abstracts may further develop their work—based on reviewer feedback—into a full paper. 2. Full Paper (4800 words, approx. 12 pages)

Authors can expand their work to include additional data, analysis, or discussions in a full paper, building on the extended abstract and the suggestions received after revision.

Publication: Accepted full papers will be published in Springer's LNCS (Lecture Notes in Computer Science) series. Next Step: After the conference, the most highly rated papers will be invited to submit a larger version developed based on the conference feedback as a journal paper. 3. Post-Conference Journal Publication (6000–8000 words, approx. 20 pages)

After the conference, based on the quality and relevance of the conference presentation, the most highly rated papers will be invited to submit a larger version. The authors can deepen and broaden their research analysis, methodology, or findings.

Publication: Extended versions of the best full papers will be submitted (depending on the scope) to one of the following journals, offering broader academic recognition. Journal of Information, Communication and Ethics in Society (<https://www.emeraldgroupublishing.com/journal/jices>) Journal of Management and Business Education (Education papers and education track, <https://journaljmbe.com/>). Ethics and Information Technology (<https://link.springer.com/journal/10676>) Registration To proceed with payment, Click here.

We kindly ask all participants to register.

Registration includes conference attendance, congress materials, proceedings with extended abstracts, and the ETHICOMP proceedings series with full papers. Lunches and coffee breaks are included, as is the conference dinner (Thursday, September 18, 2025) and any social tours organised in the meantime.

In the registration form, please choose any special dietary requirements (vegetarian, allergies, etc.).

The participants should inform the organizers of additional participants in the social events.

Registration fees

Master and PhD Students:

Early Bird Registration 200€ Until 15th June, 2025 Full Registration 270€ From 16th June 2025 to 31st July 2025 Late Registration 324€ After July 31st OTHER PARTICIPANTS:

Early Bird Registration 400€ Until 15th June, 2025 Full Registration 500€ From 16th June 2025 to 31st July 2025 Late Registration 600€ After July 31st Travel and accommodation Travel:

Accommodation in Lisbon for the ETHICOMP event

Lisbon offers a variety of accommodation options for all budgets. Since the ETHICOMP event will take place at Universidade Autónoma de Lisboa, located in the city center, we recommend staying in areas that are well-connected and easily accessible.

For greater convenience, we suggest looking for accommodation in the areas of Marquês de Pombal, Avenida da Liberdade, Saldanha, and Areiro, all of which have excellent public transport connections and a wide range of hotels. The Baixa and Chiado districts are also ideal options, offering easy access to Universidade Autónoma de Lisboa via metro and bus.

How to get to Universidade Autónoma de Lisboa:

Metro: The nearest station is Marquês de Pombal (Blue and Yellow lines), just a few minutes' walk from the university.

Bus: Several Carris bus lines serve the area, providing quick and convenient access.

For more information on transport and travel, you can visit the websites of Carris ([www.carris.pt](http://www.carris.pt)) or Metro de Lisboa ([www.metrolisboa.pt](http://www.metrolisboa.pt)).

For specific hotel recommendations with agreements with Universidade Autónoma de Lisboa, please refer to the next page.

Accommodation:

We strongly recommend booking your accommodation in advance. Lisbon is a highly sought-after tourist destination, and room availability can quickly become limited.

We have selected a list of hotels offering special deals for ETHICOMP 2024 participants. Additionally, you may explore other accommodation options in the city at competitive prices. This section provides details on the discounts offered by each hotel for conference participants, their availability, and how to take advantage of these special conditions.

Hotel As Janelas Verdes \*\*\*\*

Address: R. Janelas Verdes, 47, 1200-690 Lisbon

Phone: 00351 213968143

Web: <https://lisbonheritagehotels.com/as-janelas-verdes/>

For reservations: [reservas@heritage.pt](mailto:reservas@heritage.pt)

Discount: 10% discount with the code ETHICOMP 2025 for reservations

MAP

Hotel Heritage Avenida da Liberdade \*\*\*\*

Address: Avenida Da Liberdade, 28, Lisbon, 1250-145 Lisbon

Phone: 00351 213404040

Web: <https://lisbonheritagehotels.com/heritage-avenida-liberdade-hotel/>

For reservations: [reservas@heritage.pt](mailto:reservas@heritage.pt)

Discount: 10% discount with the code ETHICOMP 2025 for reservations

MAP

Hotel Britania Art Deco \*\*\*\*

Address: Rua Rodrigues Sampaio 17, Lisbon, 1150-278 Lisbon

Phone: 00351 308809716

Web: <https://lisbonheritagehotels.com/pt-pt/hotel-britania/>

For reservations: [reservas@heritage.pt](mailto:reservas@heritage.pt)

Discount: 10% discount with the code ETHICOMP 2025 for reservations

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Hotel Dom Carlos Liberty \*\*\*

Address: Rua Alexandre Herculano 13, Lisbon 1150-005 Portugal

Phone: 00351 213173570

Web: <https://www.domcarloshotels.com/en/dom-carlos-liberty/>

For reservations: [reservas@domcarloshotels.com](mailto:reservas@domcarloshotels.com) with the code ETHICOMP2025

Special prices: 135€/single room; 155€/double room, including breakfast.

MAP

Hotel Dom Carlos Park \*\*\*

Address: Av. Duque De Loulé, 121, Lisbon, 1050-089 Lisbon

Phone: 00351 213512590

Web: <https://www.domcarloshotels.com/dom-carlos-park/>

For reservations: [reservas@domcarloshotels.com](mailto:reservas@domcarloshotels.com) with the code ETHICOMP2025

Special prices: 135€/single room; 155€/double room, including breakfast.

MAP

Tourism

For more information about Portugal: <https://www.visitportugal.com/>

For more information about Lisbon: <https://www.visitlisboa.com/>

Travel Agency

Top Atlântico Almada

AVENIDA D. NUNO ALVARES PEREIRA, 7B | 2800-179 Almada | Portugal

Phone: +351212729490 (call to national landline)

Mobile/WhatsApp: +351937779368 (call to national mobile network)

Email: [marcia.antunes@topatlantico.com](mailto:marcia.antunes@topatlantico.com)

Links of interest Committees Previous editions of Ethicomp ETHICOMP 2022 (University of Turku, Finland) <https://sites.utu.fi/ethicomp2022/> ETHICOMP 2024 (Universidad de La Rioja, Spain) <https://www.unirioja.es/ethicomp2024/index.html> Complete list Contact [ethicomp2025@autonoma.pt](mailto:ethicomp2025@autonoma.pt)

Isabel Alvarez

Adrian-Horia Dediu

Ines Almeida

Nuno Silva

Acknowledgements Universidade Autónoma de LisboaUniversidad Complutense de MadridUniversidad Rovira i Virgili, TarragonaUniversity of BarcelonaPolytechnic Institute of TomarSmart Cities Research CenterTechLab Autonomous Research CenterCOMEGI – Lusíada Universities of LisbonPolytechnic Institute of PortoCenter for Computing and Social Responsibilidades, DeMontfort University, LeicesterCCSRMeiji University, Tokyo, JapanSouthern Utah UniversityLocation: Lisbon, Portugal

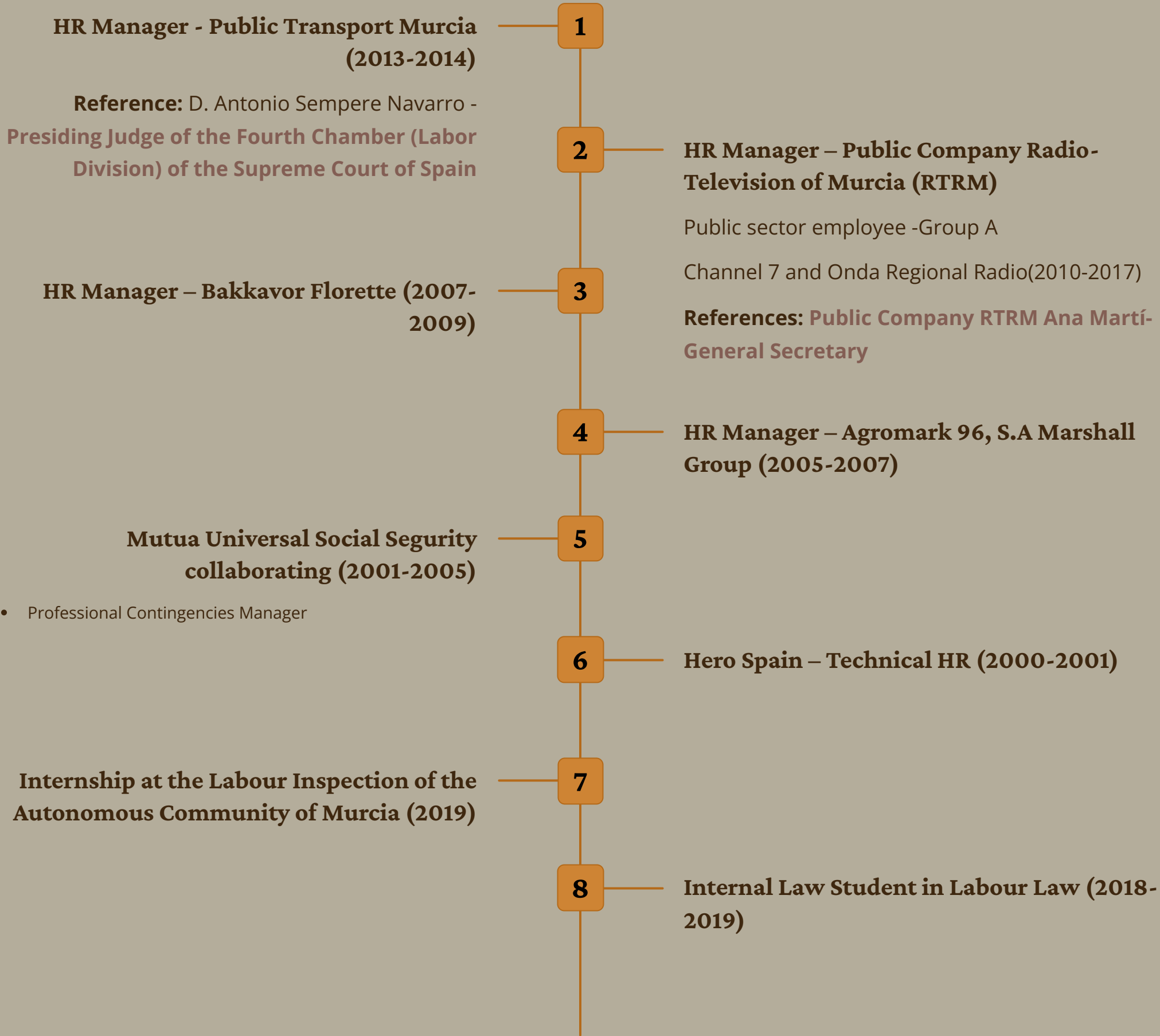
- Exploring LLMs through a Neurodivergent Lens: Use, Challenges, Community-Driven Workarounds and Concerns
- To be published in Springer (2025)

## Professional Experience





# Previous HR Roles



## Recognitions & Awards

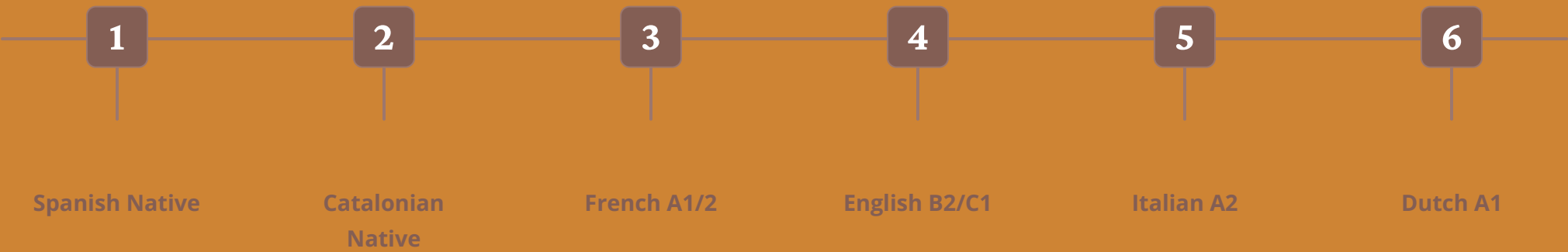
Ambassador of the Artificial Intelligence Program Chamber Commerce Madrid

LinkedIn Top Voice in VR and Creativity 2024

Top 100 Most Influential HR Professionals of AEDHR 2024

Member of the Innovation Group of the Spanish Association of HR Managers (AEDRH) 2025

Languages




Technical Skills



- Interactive Case-Based Learning
- Digital Pedagogy
- Ethics Simulations in AI Decision-Making
- Management
- Religion and Law

## References

**Dr. Mercedes Carmona Martínez**

Vice Dean at Universidad Católica San Antonio de Murcia (UCAM)  [mcarmona@ucam.edu](mailto:mcarmona@ucam.edu)