



IGNACIO ANDRÉS PAVEZ BARRIO

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I. EDUCATION

- PhD in Organizational Behavior, Weatherhead School of Management, Case Western Reserve University, USA. 2011 – 2017
- Master of Engineering Sciences, Pontificia Universidad Católica de Chile, Chile. 2003 – 2007
- Professional Degree in Civil Engineering with concentration in Construction Engineering and Management, Pontificia Universidad Católica de Chile, Chile. 1998 – 2004

II. ACADEMIC POSITIONS

- Assistant Professor, School of Management and Institute for Sustainable Development, Chile, Pontificia Universidad Católica de Chile. 2024 – To date
- Assistant Professor of Management, Universidad del Desarrollo, School of Business and Economics, Chile. 2018 – 2022

III. AREA OF SPECIALIZATION AND MAIN COURSES

- Area: Organization development and change, Appreciative inquiry, Corporate sustainability, Positive organizational behavior, Team dynamics.

IV. RESEARCH

Recent Peer-Review Publications

- Lauhié, L., & Pavez, I. (2024). Sustainable Human Resources Management and Psychological Contracts: Exploring Theoretical Anchors to Solve Relational Tensions in Employment Relationships. *Group & Organization Management* (Online First). DOI: 10.1177/10596011241253885.
- Obschonka, M., Pavez, I., Kautonen, T., Kibler, E., Salmela-Aro, K., & Wincent, J. (2023). Job burnout and work engagement in entrepreneurs: How the psychological utility of entrepreneurship drives healthy engagement. *Journal of Business Venturing*, Vol. 38, No. 2, 106272. DOI: 10.1016/j.jbusvent.2022.106272.
- Pavez, I., & Neves, E. (2023). Developing Teams in a Virtual Environment: A Generative Approach. *Journal of Applied Behavioral Science*, Vol. 59, No. 1, 177-181. DOI: 10.1177/00218863211053881.
- Pavez, I., Gómez, H., Liu, C., & González, V. (2022) Measuring project team performance: A review and conceptualization. *International Journal of Project Management*, Vol. 40, No. 8, 951-971. DOI: 10.1016/j.ijproman.2022.11.001.
- Pavez, I., Feyerherm, A., Valenzuela, F., & Zandee, D. (2022). Collaborating Across Organizational Boundaries to Co-Create a More Just, Resilient, and Thriving Society. *Journal of Applied Behavioral Science*, Vol. 58, No. 4, 553–570. DOI: 10.1177/00218863221126745



- Pavez, I., Kendall, L. D., & Laszlo, C. (2021). Positive-Impact Companies: Toward a New Paradigm of Value Creation. *Organizational Dynamics*, Vol. 50, No. 4, 1–11. DOI: 10.1016/j.orgdyn.2020.100806.
- Pavez, I., Godwin, L., & Spreitzer, G. (2021). Generative Scholarship Through Prospective Theorizing: Appreciating the Roots and Legacy of Organization Development and Change to Build a Bright Future. *Journal of Applied Behavioral Science*, Vol. 57, No. 4, 459-470. DOI: 10.1177/00218863211049836.
- Pavez, I., Gómez, H., Laulié, L., & González, V. A. (2021). Project Team Resilience: The Effect of Group Potency and Interpersonal Trust. *International Journal of Project Management*, Vol. 39, No. 6, 697-708. DOI: 10.1016/j.ijproman.2021.06.004.
- Laulié, L., Pavez, I., Martínez Echeverría, J., Cea, P. & Briceño Jiménez, G. (2021) How Leader Contingent Reward Behavior Impacts Employee Work Engagement and Turnover Intention: The Moderating Role of Age. *Academia Revista Latinoamericana de Administración*. Vol. 34, No. 4, 510-529. DOI: 10.1108/ARLA-12-2019-0241.
- Pavez, I., & Varona, F. (2021). Developing Appreciative Teams: A Latin American Perspective. *AI Practitioner – International Journal of Appreciative Inquiry*, Vol. 12, No. 3., 10- 15. DOI: 10.12781/978-1-907549-48-9-1.
- Sanchez-Henriquez, F., & Pavez, I. (2021). The Effect of Open Innovation on EcoInnovation Performance: The Role of Market Knowledge Sources. *Sustainability*, Vol. 13, No. 7, 3890. DOI: 10.3390/su13073890.

Book Chapters

- Pavez, I., Neves, E, & González, C. (2022). Cambio Cultural en un Entorno Organizacional Virtual: El caso del Hub de Finanzas de GlaxoSmithKline (GSK). In Cea, P. (2023) *Trabajo y Organizaciones en Transformación*, Editorial RIL.
- Laszlo, C. & Pavez, I. (2021). The Role of Consciousness in Accelerating Business as an Agent of World Benefit. In Cooperrider, D. & Selian, A. (2021) *The Business of Building a Better World: The Leadership Revolution that is Changing Everything*. Berrett Koehler Publishers.
- Beveridge, A., Godwin, L. & Pavez, I (2020). “Inquiring into Change and Innovation for Greater Responsibility through an Appreciative Inquiry Lens.” In Laasch, O., Jamali, D., Freeman, E.R., Suddaby, R. (2020) *Research Handbook of Responsible Management*, Edward Elgar Publishing. DOI: 10.4337/9781788971966.00059.

V. SELECTED SCIENTIFIC PRESENTATIONS

- 83rd Annual Meeting of the Academy of Management, August 4-8, Boston, USA, 2023. Panel Symposiums: The Relational Dimension of Tackling Grand Challenges. Professional Development Workshop: Acting on Climate Risk. Presented Paper: Disentangling corporate sustainability and corporate social responsibility: An evolutionary concept analysis.
- 82nd Annual Meeting of the Academy of Management, August 5-9, Seattle, USA, 2022. Presented Papers: (1) Collective Flourishing as an Appreciative Process of Organizing: A Team Development Approach; (2) Embedded Action in Disembedded Markets: Restoring Balance Through Indigenous Entrepreneurship.
- 81st Annual Meeting of the Academy of Management, Virtual Experience, 2021.



Symposium: Organizing for social change and innovation: Challenges and opportunities of organizations. Presented Paper: The role of consciousness in the evolution of business as an agent of world benefit.

III. GRANTS AND AWARDS

- National Agency for Research and Development (ANID), Chile. Concurso Fondecyt de Iniciación en Investigación. Project Number 11241526: “Toward a theory of positive organizational change: establishing generative organizing as a core enabler of recipients’ proactive responses to change.” 2024.
- Academy of Management, USA. Showcase Symposium Award. Division of Organization Development and Change. 2021.
- Center for Open Science, USA. SCORE Project “Deep Acting in Teams: Replication of a Research Claim from Becker & Cropanzano (2015) in Journal of Organizational Behavior.” Role: Co-Investigator. 2020.
- Academy of Management, USA. Best Division Paper Award, Division of Organization Development and Change. 2019
- Universidad del Desarrollo, Chile. Interfaculty Competition, Office of the Vice President for Research and Doctoral Studies. Project: “Team Variables that Predict Performance in Construction Projects.” Role: Principal Investigator. 2019
- Academy of Management (USA). Best Paper Award Based on a Dissertation Award, Division of Organization Development and Change. 2017
- Chilean Government (Chile). Bicentennial Becas-Chile Scholarship. The Ministry of Education and the Nacional Commission for Scientific and Technological Research (CONICYT). 2011

IV. ACADEMIC REFEREE

- Editorial Board Member: The Journal of Applied Behavioral Science. AI Practitioner, The International Journal of Appreciative Inquiry.
- Ad Hoc Reviewer for Journal Publications: Academy of Management Review. Journal of Organizational Change Management. The International Journal of Project Management. Business Ethics, the Environment & Responsibility. Review of Managerial Science.

V. OTHER RELEVANT POSITIONS AND ACTIVITIES

Professional Experience and Service

- Board Member, serving in the role of Communications Chair, Academy of Management, Division of Organization Development and Change (USA). 2021 – present.
- Founder and President of the Board, Fundación Conserva Tu Bosque (Chile). 2021 – present.
- Research Fellow and Consultant, David L. Cooperrider Center for Appreciative Inquiry, Champlain College, Stiller School of Business (USA). 2018 – present.
- Research Fellow, Fowler Center for Business as an Agent of World Benefit, Case Western Reserve University, Weatherhead School of Management (USA). 2017 – To date
- Founder and Board Member, Fundación Nueva Educación (Chile). 2017 – To date
- Founder, Relaciona Consultores – OD Consulting Boutique (Chile). 2010 – To date