



CURRICULUM VITAE

Andrés Rainieri

Associate Teaching Professor, Special Track

School of Management, Pontificia Universidad Católica de Chile

Email: arainieri@uc.cl

I. Education

- Ph.D. Psychology, State University of New York, Stony Brook, 1991
- M.Sc. Business Management & Policy, SUNY Stony Brook, 1990
- M.A. Psychology, SUNY Stony Brook, 1990
- Psychologist, Pontificia Universidad Católica de Chile, 1985
- B.A. Psychology, Pontificia Universidad Católica de Chile, 1985

II. Academic Positions & Work Experience

- Associate Teaching Professor, School of Management, UC (2022–Present)
- Assistant Teaching Professor, School of Management, UC (1999–2021)
- Assistant Teaching Professor, Faculty of Economics & Management, University of Chile (1994–1998)

III. Research Interests

- Leadership and team effectiveness
- Organizational change and culture
- Decision-making under uncertainty
- Human resource management practices in Latin America



IV. Selected Publications

- Raineri & Cartes (2024). Psychological Safety and Work Design as Mediators of Supervisors' Dark Triad Traits. *International Journal of Public Health* (Q1).
- Raineri (2023). Leaders' induced justice perceptions and team learning. *Frontiers in Psychology* (Q2).
- Raineri, Kausel, Jin & Chamorro (2023). Cultural differences in intertemporal decision making: Chile vs. China. *Journal of the Experimental Analysis of Behavior* (Q3).
- Castañeda, Raineri & Ramírez (2022). Cultural Dimensions in Colombia and Chile. *Sustainability* (Q2).
- Raineri & Valenzuela-Ibarra (2021). Inter-team coordination in high-performance systems. *International Journal of Human Resource Management* (Q1).
- Raineri (2011). Change management practices: impact on perceived results. *Journal of Business Research* (Q1).

(>3,100 citations on Google Scholar, November 2024)

V. Books and Chapters

- Raineri (2024). Developing a New Organizational Culture at SKY Airline. In *The Global HRM Casebook*, Routledge.
- Raineri (2018, 2012). Case studies on self-managed teams in Chile. In *The Global HRM Casebook*, Routledge.

VI. Research and Grants Projects

- Principal Investigator, Fondecyt projects on leadership, HR practices, and organizational change.
- Collaborative projects with municipalities and NGOs on digital transformation, sustainability, and organizational culture, through applied service-learning initiatives.



VII. Teaching Experience

- Graduate (MBA & Master programs, UC Chile): Leadership & Organizational Behavior, Change Management, Strategic HRM, Organizational Development.
- Undergraduate (Business Administration, UC Chile & University of Chile): People Management, Organizational Theory, Fundamentals of Organizational Behavior.
- Executive & Diplomas: HRM, Leadership, Change Management, Cultural Transformation (for organizations such as BHP, BASF, Banco de Chile, Falabella).

VIII. Academic Service

- Reviewer for leading journals (International Journal of HRM, Frontiers in Psychology, Journal of Business Research, Journal of Cross-Cultural Psychology).
- Ambassador for Chile, Academy of Management – HR Division (2012–Present).
- Supervisor of over 50 Master's theses in HRM and Organizational Behavior.

IX. Additional Information

- Expertise in applied service-learning methodology, integrating students into organizational consultancy projects.
- Extensive collaboration with public sector institutions (municipalities, healthcare services, NGOs).