

## ACADEMIC POSITIONS AND AFFILIATIONS

**Georgia Institute of Technology & Georgia State University**  
2019 - now      Student Joint Ph.D. in Public Policy

**Industrial Engineering Department, University of Chile**  
2019 - now (on leave)      Adjunct Instructor

**Centre for Public Systems, University of Chile**  
2019 - now      Research Fellow

## EDUCATION

**Georgia Institute of Technology & Georgia State University**  
2019 - now      Joint Ph.D. in Public Policy  
Fall 2024      *Estimated graduation date*  
Spring 2022      *Major Area Paper approved*  
Fall 2021      *Comprehensive examination approved*

**Universidad de Chile**  
2014      M.A. in Public Policy and Management  
2014      Civil Industrial Engineering  
2008- 2012      Bachelor Industrial Engineering

## EDUCATION –Methods

**Georgia Institute of Technology & Georgia State University**  
Fall 2021      Evaluation Research – Quantitative methods – Software R  
Spring 2021      Qualitative Methods  
Fall 2020      Research Seminar in Public Policy  
Spring 2020      Advanced Research Methods II (statistics) – Software STATA  
Fall 2019      Advanced Research Methods I (statistics) – Software STATA

## RESEARCH INTERESTS

Public Management Policies, Federal Government, Civil Service, Onboarding Practices, Diversity and Inclusion, Gender Policies, Flexible Work Arrangements (telework), Leadership Development, Organizational Behavior.

## PUBLICATIONS AND WRITTEN WORK

- 2022      **Papers Submitted**  
(1) Lewis, G.B, Pizarro-Bore, X., Emidy, M.B. (2022) The Impact of Telework on the Satisfaction of Federal Workers. [R&R – Public Management Review Journal]  
(2) Lewis, G.B, Pizarro-Bore, X., Emidy, M.B. (2022) Who Gets Denied Teleworks in the Federal Service? [Submitted to journal Review of Public Personnel Administration]
- 2021      **Book**  
[Co-author: "Introduction to public management: A citizen-centered state."](#) (Spanish)

### Opinion notes and Editorials

- 2021 (Spanish) "La Tercera" Newspaper: [No more improvisation: let's move towards a teleworking policy in the State](#)
- 2019 (Spanish) IADB-Gobernarte blog: [Merit in the State: What is at stake?](#)
- 2014 (Spanish) [Public Systems Series: "Diagnosis and proposals for the selection system of School Principals"](#)

## POLICY PAPERS AND TECHNICAL NOTES

- 2022 (Spanish) **Pizarro-Bore, X.**, Pavez, M.A., Inostroza, J., Soto, T., Fuenzalida, J. (2022) Crisis Sanitaria y Servicios Públicos de Seguridad Laboral: Recomendaciones para orientar políticas y prácticas de gestión. Special Edition: Public Policy Report – Institute of Public Affairs, University of Chile. [Health Crisis and labor safety public agencies: recommendations to guide management policies and practices](#).
- 2021 (Spanish) **Pizarro-Bore, X.**, Pliscoff, C., Fuenzalida, J. & Alvarado, E. (2021). Propuestas para una política de teletrabajo en el Estado de Chile (Serie Sistemas Públicos Edición Especial). Santiago: Centro de Sistemas Públicos, Ingeniería Industrial, Universidad de Chile. [Technical Report: Proposals for a Telework Policy in the Chilean State](#). ISSN 2452-4514. Santiago, Chile
- 2021 (Spanish) Andrade, M., **Pizarro-Bore, X.**, Fernández-Vergara, A., Paredes, P. (2021). Estudio de participación de las mujeres en el Sistema de Alta Dirección Pública (SADP). Chile: [Study of the participation of women in the Senior Public Management System \(SADP\)](#)

## HONORS AND AWARDS

- 2022 **Graduate Student Excellence Award for Leadership and Service Award**, Georgia Institute of Technology
- 2021 – now **Liaison -Teaching Assistant**, Georgia Institute of Technology  
Helped to develop a program with the Center for Teaching and Learning to better support international students that come to Georgia Tech with a Teaching Assistant Position. Designed the business model, identified key stakeholders, activities, and delineated an implementation plan. Also designed the program's website.
- 2021 **Public Policy Graduate Teaching Assistant of the Year**, Georgia Institute of Technology.  
A recognition of outstanding teaching and service to students.
- 2019 – now **Fulbright sponsorship**, Fulbright
- 2019 – now **100% Tuition Waiver**, Georgia State University
- 2019 – now & 2014 **Becas Chile – Merit based Graduate Studies Scholarship** - Master and Doctorate, Chilean National Agency for Research and Development
- 2019 **DKG International World Fellowship**
- 2015 **Best Graduate, Class of 2014. Civil Industrial Engineering, University of Chile**, National Society of Professional Engineers, Chile

## CONFERENCE PRESENTATIONS

Public Management Research Conference [PMRC] (2022 – Arizona, Phoenix).

## TEACHING EXPERIENCE

Institute of Public Affairs, University of Chile  
Performance Management, Masters in Government & Public Management  
(Spring 2020)

Executive education for Public Agencies through Industrial Engineering Department, University of Chile  
Chile's National Consumer Service- SERNAC  
(Fall 2022)

1. Public Strategic Management
2. Public Innovation
3. Public Projects Design and Management

## SERVICE

Reviewer for *Public Management Review*, and *Review of Public Personnel Administration*.

## WORK EXPERIENCE

**RESEARCHER** | Remote, Atlanta GA

2021 – 2022 **Remote work in the context of the COVID-19 pandemic: health, safety and employment conditions of workers in the public sector.**

- Qualitative researcher.

2022 **Health Crisis and labor safety public agencies: recommendations to guide management policies and practices**

Funded by [International Labor Organization](#)

- Qualitative researcher and leader of the study.

2021 **Case study: Factors affecting compliance with the standards of probity and transparency of Public Services in Chile.**

- Qualitative researcher. Semi-structured interviews, focus group, text analysis.

2020 – 2021 **Technical Report: Proposals for a Telework Policy in the Chilean State.**

- Leader of the study. In charge of the relationship with the client as well as the stakeholders involved. Setting the agenda to comply in time with the products.

**Study of the participation of women in the Senior Public Management System (SADP)**

- Qualitative researcher. Performed interviews and focus groups. Analyzed the data using NVivo. Helped with the triangulation of the data. The final report provided a diagnose of women's situation in Senior Executive positions in public administration, as well as suggestions for improvement.

2018 – 2019 **Research project: Labor trajectories of industrial engineers from the University of Chile**

- Design of the study. Definition of the sample size and selection of the sample for both survey and interviews. Design of the survey and posterior data analysis. The goal of the study was to understand the gender differences between male and female engineers in their self-assessment of their competencies, as well as identify if they perceived suffering discrimination.

**INTER-AMERICAN DEVELOPMENT BANK** | Remote, Atlanta GA

Jul-Oct 2020 **Product and External Services Consultant**

- Developed a literature review about leadership and merit-based selection systems in the public service in different countries. Use of academic sources as well as interviews and administrative data.
- Developed a report about innovation in human resources management in the public service, particularly in mobility strategies to optimize the use of human capital.

**CENTRE FOR PUBLIC SYSTEMS** | Applied research Center, Chile

2017 – 2019 **Associate Director – Projects Department**

- Lead a team of five Project Engineers. Managed as a team more than 44 projects and \$1,844,000. Worked with 29 different organizations and agencies from the Chilean public sector. Personally involved in 15 projects. Reference: <http://www.sistemaspublicos.cl/quien/ximena-pizarro/>

Some of the projects I was involved:

- Impact Assessment of the Subsystem of Social Protection Securities and Opportunities – Ministry of Social Development
- Analysis of the Organizational Structure – National Electrical Coordinator
- Formulation of a Modernization Project for the Agency of Civil Registry and Identification – Ministry of Finance
- Evaluation of Institutional Efficiency and Collective Performance Goals. Judicial Power



**MINISTRY OF EDUCATION | Chile**

2014 – 2017

**Professional, Cabinet of the Planning and Budget Division**

- Directly supported the Director of the Division working to solve challenges faced by one of the sub-units under her control: *National Technology Coordination*. Reviewing purchases greater than \$330,000 that require management to succeed in the administrative process. Additionally, worked as the coordinator between the technology team and a core unit in the project that changed the whole pay system for public schools.
- Executive Secretariat of the Ministry's Institutional Analysis consultancy, carried out by the Inter-American Development Bank (IDB).

**ADDITIONAL DEVELOPMENT**

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2021-now

French Language Learning (in progress)

2020 – now

Leadership Fellow – Coach for undergraduate students, Georgia Institute of Technology

Learned coaching skills, worked with undergraduate students to develop their leadership potential.

Help to organize and facilitate the training for all the coaches in the program.

2016

Management focus and public policies: management and intersectoral work - 64 hrs. training, Gender and Equity Unit, University of Chile

2015

Tools to address violence against women – 30 hrs. training, Ministry of Women and Gender Equity

**LANGUAGES**

Spanish (native) | English (Proficient) – TOEL score 106 – October 2018.

**SOFTWARE**

NVivo | Qualtrics | R Studio | Stata