

Francisca Alvarez-Figueroa  
Academic (Teaching & Scholarship) Lecturer  
PMO Human Resource Mgmt, Employment Relations & Law



## Overview

### **Dr Francisca Álvarez-Figueroa,**

Obtained her PhD in Development Policy and Management at the Global Development Institute at the University of Manchester. Her Master's degree in Human Resource Management from the University of Liverpool and her Bachelor's degree in Psychology from the Pontifical Catholic University of Valparaíso, Chile.

She is a Lecturer in Employment Studies at The University of Manchester. She is part of the Human Resource Management, Employment Relations, and Law Group at the People, Management, and Organisation Division at Alliance Manchester Business School. She is also a full member of the Work and Equalities Institute. Over the past fifteen years, Francisca has worked as an HR consultant, Lecturer, Graduate Teaching Assistant, and Research Assistant. During this time, she has been driving forward the integration of student voice and inclusive education in the classroom, developing initiatives that include extensive consultation over teaching, amplifying student voice and learning strategies, and flexible adaptation of teaching practices and resources.

Her intellectual project focuses on organizational studies of decent work in the Global South, with an emphasis on employment conditions, precarious work, gender equality and development policy.

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## Qualifications

Master of Science, Human Resource Management, University of Liverpool

Sept 2015 → Sept 2016

Award Date: 28 Nov 2016

Bachelor of Science in Psychology, Bachelor's in Psychology, Pontificia Universidad Católica de Valparaíso

Mar 2008 → Oct 2014

Award Date: 17 Oct 2014

Doctor of Philosophy, Development policy and Management. Thesis title: "Divergent tales of citizenship: Perspectives, display and promotion of Organizational Citizenship Behaviours of school districts' staff in Chile"

Sept 2018 → Nov 2022

## Employment

### **Lecturer in Employment Studies**

Academic (Teaching & Scholarship) Lecturer

PMO Human Resource Mgmt, Employment Relations & Law

The University of Manchester

1 Sept 2024 → present

### **Communications officer for the Gender in Management SIG**

British Academy of Management (BAM)

London, United Kingdom

1 Jan 2024 → present

## Research outputs

### **Relaciones democráticas entre escuela y comunidad: análisis de un proceso deliberativo**

Ascorra, P., Soto Garcia, P., López, V., Alvarez-Figueroa, F., Sáez, S. & Cárdenas Mancilla, K., 11 Nov 2024, In: Educação e Sociedade. 45, p. 1-17 17 p.

### **Digital platforms for (female) domestic workers in Chile: Precarization, invisibilization, and mercantilization**

Rodriguez Covarrubias, N. & Alvarez-Figueroa, F., 30 Aug 2024, In: Gender, Work and Organization. p. 1 19 p.

### **The discovery of diversity in Chile: A review of legislation and research concerning equality, inclusion and diversity management**

Alvarez-Figueroa, F., Queupil, J. P. & Diaz Vera, D., 18 Jan 2022, *Research Handbook on New Frontiers of Equality and Diversity at Work: International perspectives*. Klarsfeld, A., Knappert, L., Kornau, A., Ng, E. S. & Ngunjiri, F. W. (eds.). Cheltenham, UK: Edward Elgar, p. 72-92 21 p.

### **¿Formando ciudadanos? Instrumentos para la Participación Ciudadana en el Sistema Escolar Chileno**

Alvarez-Figueroa, F. & Diaz Vera, D., 2022, *La ciudadanía en tiempos constituyentes*. Ascorra, P., Cárdenas, K., Núñez, C. G. & Morales, M. (eds.). 1 ed. Chile: Ediciones Universitarias de Valparaíso, Vol. 1. p. 259-308 368 p.

### **The spectrum of participation and citizenship in Chile: Divergent legislation in a neoliberal context**

Alvarez-Figueroa, F. & Diaz Vera, D., 2022.

### **Cultural characteristics of Chilean and Brazilian workers and strategic management: an integrative literature review**

Alvarez Figueroa, M., 1 Aug 2021, *Cultural Values in Strategy and Organization*. Das, T. K. (ed.). Charlotte, NC: Information Age Publishing, p. 279-325 47 p. (Research in Strategy Science).

### **Cultural characteristics of Chilean and Brazilian workers and strategic management: An integrative literature review**

Alvarez-Figueroa, M. F., 2021, *Cultural Values in Strategy and Organization*. United States: Information Age Publishing, p. 279-325 47 p. (Research in Strategy Science).

### **Management of School Coexistence at a Middle Level: Design and Validation of a Scale**

Alvarez Figueroa, M., 28 Dec 2020, In: *Revista Evaluar*.

### **Gestión de la convivencia escolar a nivel intermedio: Diseño y validación de una escala**

Costa, P. A., Mancilla, K. C. & Figueroa, F. Á., 26 Dec 2020, In: *Revista Evaluar*. 20, 3, p. 1-19 19 p.

### **Picture This! Reflecting on the Use of Posters as Expressions of PhD Research Projects**

Rowlands, K. E. (Corresponding), Rees, C. J., Aguilera-Muñoz, J., Alsultan, H., Alvarez-Figueroa, F., Diaz, D. A., Inpa, Y., Sutamchai, K. & Xi, X., 5 Sept 2020, In: *International Journal of Management and Applied Research*. 7, 3, p. 283-292 10 p.

### **Managing School Climate Issues at the School District Level: A Comprehensive Review of the Literature**

Ascorra, P., Alvarez-Figueroa, F. & Queupil, J. P., 30 Dec 2019, In: *Universitas Psychologica*.

### **Does the school-community relationship impact the emergence of school malaise? A multiple case study from a social-ecological perspective**

Alvarez Figueroa, M., Fernandez, M. J., Ascorra, P. & Lopez, V., 2019, *Education and Poverty*. 1st ed. United Kingdom: Cambridge Scholars Publishing, p. 69-102 34 p.

### **Discursos en torno a la administración del conflicto y su relación con la convivencia escolar**

Ascorra, P. & Alvarez Figueroa, M., 14 Dec 2017, In: *Cultura, Educación, Sociedad*. 8, 2, p. 21-42 21 p.

## **Activities**

### **Breaking the Glass: Understanding the Barriers Faced by Black Women Professionals in Career Progression**

Alvarez-Figueroa, M. F. (Consultant) & Teixeira, F. (Consultant)  
1 Feb 2021

## **Prizes**

### **Commendation for the Teaching Excellence Awards**

Alvarez-Figueroa, F. (Recipient), 2023

**Fellow (FHEA) of the Higher Education Association (AdvanceHE)**

Alvarez-Figueroa, F. (Recipient), 31 May 2024

**Finalist for the 2021 Project Excellence Award, Collaboration Labs the University of Manchester**

Alvarez-Figueroa, F. (Recipient), 2021

**Highly Commended: PGT Dissertation Supervisor of the Year**

Alvarez-Figueroa, F. (Recipient), 2024

**Making a Difference Awards for Social Responsibility. Equality, Diversity, and Inclusion category (Commended)**

Alvarez-Figueroa, F. (Recipient) & Teixeira, F. (Recipient), 2022

**Teaching excellence distinction**

Alvarez-Figueroa, F. (Recipient), 2023

## **Press/Media**

**Black Professional Women face 'concrete ceiling' in career progression**

Alvarez-Figueroa, F.

1/11/21

1 Media contribution

**Civic participation in the Chilean School system: Divergent tales of influence**

Alvarez-Figueroa, F., Hernández-Negrete, A. & Ascorra, P.

3/09/24

1 Media contribution

**Educative crisis in Atacama- Crisis educativa en Atacama: transformación que se duerme, se la lleva la corriente**

Alvarez-Figueroa, F.

22/11/23

1 Media contribution

**How to make participation in education systems more effective [Cómo hacer más efectiva la participación en los sistemas educativos]**

Alvarez-Figueroa, F.

29/06/22

1 Media contribution

**The link between civic education and school violence [El vínculo entre educación cívica y violencia escolar]**

Alvarez-Figueroa, F.

4/04/22

1 Media contribution

**The safe place**

Alvarez-Figueroa, F.

2/12/21

1 Media contribution

## **UoM administered theses**

**Divergent tales of citizenship: Perspectives, display and promotion of Organisational Citizenship Behaviours of school districts' staff in Chile**

Alvarez Figueroa, M. (Author), Rowlands, K. (Supervisor) & Rees, C. (Supervisor), 1 Aug 2023

## Invited talks and lectures

- 2024 Panelist, "Gender, HRM and Precariousness at work" [Guest speaker]. Gender in Management Special Interest Group, British Academy of Management, 22 May.
- 2024 Guest Speaker, "Workshop: Labour relations in Latin America - Current challenges and future directions", Work and Equalities Institute, The University of Manchester, UK, 30 April.
- 2023 Discussant, "50 years since the Chilean coup: its influence on labour relations", Work and Equalities Institute, The University of Manchester, UK, 12 October.
- 2022 Guest Speaker, "Developing Systematic Literature Reviews", PhD in Management. Business School, Universidad Adolfo Ibáñez, Chile, 27 September.
- 2022 Guest Lecturer, "Developing Systematic Literature Reviews" Dissertations in Organisational Psychology Module. School of Psychology, Pontificia Universidad Católica de Valparaíso, Chile, 30 March

## Conference paper presentations

- 2024 Rodríguez, N. & **Álvarez-Figueroa, F.** Digital Platforms for Domestic Work in Chile: The Configuration of Precarious Work, CRIMT: Work on The Brink Better Work For A Just And Sustainable Future. HEC Montreal, Montreal, Canada, 24-26 October 2024.
- 2024 **Álvarez-Figueroa, F.** (Un)fairly treated: Perceptions of Organisational justice by school district staff in Chile, Academy of Management. Chicago, IL, USA, 9-13 August.
- 2024 **Álvarez-Figueroa, F.** & Rodríguez, N. (2024). Digital platforms for (female) domestic workers in Chile: precarization, invisibilization, and mercantilization, The British Universities Industrial Relations Association (BUIRA), Queen Mary University of London, UK, 17-18 July.
- 2024 **Álvarez-Figueroa, F.** & Rodríguez, N. (2024, June 26-28). Digital platforms for (female) domestic workers in Chile: precarization, invisibilization, and mercantilization. [Panel] Development Studies Association 2024: Social justice and development in a polarising world. SOAS University of London, UK.
- 2024 **Álvarez-Figueroa, F.** (2024, April 11-14). Civic Participation in the Chilean K-12 School System: Divergent tales of Influence. [Paper session]. AERA Division L - Educational Policies and Politics / Division L - Section 4: School Choice and Other Market Reforms. Philadelphia, USA
- 2024 **Álvarez-Figueroa, F.** (2024, April 11-14). School-Community Democratic Relations: Analysis of a Deliberative Process in the School District of Valparaíso, Chile. [Poster]. AERA- American Educational Research Association, Division A - Administration / Division A - Section 4: School Contexts and Communities. Philadelphia, USA
- 2023 **Álvarez-Figueroa, F.** (2023, December 15-16) (Un)fairly treated: Perceptions of Organisational justice by school district staff in Chile. [Paper session]. Millennium Nucleus on the Evolution of Work. Annual Workshop "Present and future of work: its organization and the role of new technologies". Santiago, Chile. <https://www.m-new.org/noticias/segundo-workshop-anual-de-mnew-el-futuro-del-trabajo>
- 2023 **Álvarez-Figueroa, F.** (2023, January 23-24) (Un)fairly treated: Perceptions of Organisational justice by school district staff in Chile. [Paper session]. Work and Equalities Institute Conference "Fairness and work futures". Stream Fairness at work. Manchester, UK.
- 2021 **Álvarez-Figueroa, F.** (2021, April 8-12). Schools as citizens' incubators: perspectives of Citizenship education in Chile. [Panel]. Panel: "Organizations for development? Pending challenges in health, education, and civil society organizational settings from Chile". Society for Latin American Studies (SLAS) 2020 Conference. Online.
- 2019 **Álvarez-Figueroa, F.** (2019, June 13). Organizational Citizenship Behaviours in the educative sector: A Meta-analysis of the Literature. [Panel]. Panel: "The Politics of Education, Children's Rights and Democratisation". The University of Warwick Conference in Democracy and Development (2019). Warwick, England. Presential.
- 2018 Ascorra, P. & **Álvarez-Figueroa, F.** (2018, 21-23 March). School Climate in public and vulnerable schools in Chile: significations and practices [Paper Session]. 3rd International Congress of Education and Poverty. Villarrica, Chile.
- 2018 **Álvarez-Figueroa, F.** & Ascorra, P. (2018). Building a participative communal educative project: citizens' consultation in the commune of Valparaíso, Chile. [Panel]. Panel: Bottom-up organizational practices. 5th International Congress: Latin Network of postgrads of research. PILARES. Santiago, Chile.
- 2018 Ascorra, P. & **Álvarez-Figueroa, F.** (2018). Characteristics of the management of school climate at the district level in Chile. [Symposium]. 3rd Iberoamerican Congress of pedagogy. Buenos Aires, Argentina.
- 2017 **Álvarez-Figueroa, F.** & Ascorra, P. (2017). Understanding the management of school climate in vulnerable, non-selective and high-performing schools. [Paper session]. XII Chilean Congress of Psychology. La Serena, Chile.
- 2017 Ascorra, P. & **Álvarez-Figueroa, F.** (2017). Understanding meanings and practices of school climate from six Chilean public schools. [Paper session]. International Congress about participation, social policies, and protection of childhood. Huelva, Spain.
- 2015 **Álvarez-Figueroa, F.**, Fernández, M.J., Ascorra, P. & López, V. (2015, January 8-10). Does the school-community relationship impact the emergence of school malaise? A multiple-case study from a social-ecological perspective. 1st International Congress on education and poverty. Villarrica, Chile.

## Teaching and learning innovation and awards

- 2024 Fellow (FHEA) Higher Education Academy (Ref: PR290361). AdvanceHE, UK
- 2023 Commendation, Teaching excellence awards, The University of Manchester, <https://www.staffnet.manchester.ac.uk/umitl/awards/teaching-excellence-awards/>
- 2023 Teaching excellence award, Alliance Manchester Business School  
PGT Module HRM: Context and Organisation (2022-2023).

2023 Grant award, Humanities Social Responsibility in the Curriculum Funding, £1,000, Coordination of Masterclass for BMAN71242 Human Resource Management: Context and Organisation: "The context of inclusive leadership in organisations: A masterclass with Sharon Amesu".

2023-"InspireME series"

Created and developed videos covering two aspects "Voices from research and practice". "Voices from research" compiles voices from PhD researchers at AMBS, who share their studies and contribution to the HRM, work and employment fields. These videos provide unique access to novel, innovative research narrated by their own authors.

•"Voices from practice" compiles the experiences of practitioners and the unique talent in the classroom. The aim is to learn from the students experience in HRM before joining the University, exploring the unique challenges and how those motivated them to pursue a Master's degree.

•Finally, this initiative aligns directly with the Intended Learning Outcomes number 1 and 6: 1) Identify benefits and pitfalls of different aspects of HRM in relation to its context; 6) Be familiar with how the subject of HRM in terms of how its context and organisational environment has been studied and researched in qualitative and quantitative terms.

## Reviewing

2024 Reviewer, Educational Administration Quarterly

2024 National Coordinator of research and social projects for Chile, Iberic-American Association of Sociology.

2024 Reviewer, Academy of Management 84th Annual Conference

2024. Reviewer, American Education Research Association (AERA), Division A - Administration and Division L - Section 1, leadership. Division L - Section 1: Governance, Politics, and Intergovernmental Relations

2023. Reviewer, Handbook "Responsible Human Resource Management", Editors: Katy Marsh-Davies & Michelle Blackburn (Sage)

2023 Reviewer, BERA Conference

2021 Reviewer, "Psicoperspectivas: Individuo y Sociedad"

2018. Reviewer, "Right to education index"- RTEI

2018. Reviewer, Academy of Management 78th Annual Conference

2017. Reviewer, Equality, diversity and inclusion: An international journal

2018. Member, Academic Committee, 2nd International Conference on Education and Poverty

<http://ciep2018.cl/academic-comitee/>

## Academic engagement and knowledge transfer

2021. Presenter, "The Safe Place: Building a safe space for active and effective listening, sharing & allyship in the workplace", ESRC Festival, Manchester.

2021. Associate Research Consultant, Collaboration Labs, The University of Manchester.

Project: "Breaking the Glass: Understanding the barriers faced by Black Professional Women for their career progression".

A collaboration with She Leads for Legacy.

•Commended Award for the 2022 University of Manchester "Making a Difference Awards for Social Responsibility", Equality, Diversity, and Inclusion category.

•Finalist for the 2021 Project Excellence Award, Collaboration Labs the University of Manchester.

2020. Presenter, "Local Service of Public Education Puerto Cordillera (School district)". Conference of School Principals, Coquimbo, Chile.