

David M. Munguia Gomez

<https://davidmunguiagomez.com>

david.munguiagomez@yale.edu

ACADEMIC POSITIONS

Yale School of Management 2023 - present
Assistant Professor of Organizational Behavior

EDUCATION AND WORK EXPERIENCE

Booth School of Business, University of Chicago 2017 - 2023
Ph.D., Behavioral Science (Support Area: Psychology)
Dissertation Committee: Emma Levine (chair), L. Taylor Phillips, Jane Risen, Christopher Hsee
Dissertation: Selection Decisions about Advantaged and Disadvantaged Applicants

Associate, ideas42, New York, NY 2014 - 2017

Princeton University 2010 - 2014
B.A., Psychology; Minor, Spanish and Portuguese Language and Culture

RESEARCH INTERESTS

Merit, Dis/Advantage, Selection and Allocation Decisions, Ethics, Attribution, Inequality

PUBLICATIONS

Munguia Gomez, D. M. & Levine, E. E. (2022). The policy-people gap: Decision makers choose policies that favor different applicants than they select when making individual decisions. *Academy of Management Journal*, 65(3): 842-869.

Dungan, J. A., Munguia Gomez, D.M., & Epley, N. (2022). Too reluctant to reach out: Receiving social support is more positive than expressers expect. *Psychological Science*, 33(8), 1300-1312.

Levine, E. & Munguia Gomez, D.M. (2021). "I'm just being honest." When and why honesty enables help versus harm. *Journal of Personality and Social Psychology*, 120(1), 33-56.

Moore, A. K., Munguia Gomez, D. M., & Levine, E. E. (2019). Everyday dilemmas: New directions on the judgment and resolution of benevolence-integrity dilemmas. *Social and Personality Psychology Compass*, 13(7), e12472.

SELECTED RESEARCH IN PROGRESS

Munguia Gomez, D.M. Levine, E.E., & Phillips, L.T. How information about college applicants' socioeconomic context shapes their evaluation. *In preparation*.

Munguia Gomez, D.M. & Levine, E.E. Opportunity luck. *Data collection*.

Shah, A.M., Munguia Gomez, D.M., Hershfield, H., & Fishbane, A. Testing the effectiveness of mental time travel for increasing retirement savings: Evidence from a field experiment in Mexico. *Under review.*

AWARDS AND HONORS

Chicago Booth PhD Program Office Grant (\$2,250)	2021
Chicago Booth Thaler-Tversky Independent Research Grant (\$3,000)	2021
Diversity Graduate Registration Award, Society for Personality and Social Psychology Conference	2020
Graduate Student Travel Award, Society for Personality and Social Psychology Conference	2019
International Association for Conflict Management, Best Conference Paper (Student as First Author)	2019
For: Preference reversals in equivalent choices between individuals and policies that affect individuals	
Academy of Management, Conflict Management Division, Best Paper Award	2019
For: Preference reversals in equivalent choices between individuals and policies that affect individuals	

CONFERENCE PRESENTATIONS AND INVITED TALKS

Invited Talks

- USC Marshall School of Business (Dec. 2022)
- Harvard Business School (Nov. 2022)
- UW-Madison Wisconsin School of Business (Nov. 2022)
- Stanford Graduate School of Business (Nov. 2022)
- Georgetown McDonough School of Business (Nov. 2022)
- Yale School of Management (Nov. 2022)
- NYU Stern School of Business (Oct. 2022)
- UC-Berkeley Haas School of Business (Oct. 2022)
- BU Questrom School of Business (Oct. 2022)
- Notre Dame Mendoza College of Business (Sep. 2022)
- Emerging Scholars of Psychological Science, Princeton University (Mar. 2022)

Opportunity luck

- *Academy of Management Conference*, online (Aug. 2021)
- *The Illusion of Merit Interdisciplinary Workshop (HEIRS)*, online (April 2021)

Symposium: How communicating past and present inequality promotes equitable decision-making

- *Society for Personality and Social Psychology (SPSP) Conference*, San Francisco, CA (Feb. 2022)

Why people adjust their impression of an applicant more based on disadvantage than advantage

- *Society for Personality and Social Psychology (SPSP) Conference*, San Francisco, CA (Feb. 2022)
- *Justice and Morality Preconference at SPSP*, San Francisco, CA (Feb. 2022)
- *Academy of Management Conference*, online (Aug. 2021)
- *International Association for Conflict Management Conference*, online (July 2021)
- *Society for Personality and Social Psychology Conference*, online (Feb. 2021)
- *Society for Judgment and Decision Making Conference*, online (Dec. 2020)
- *Academy of Management Conference*, online (Aug. 2020)

The policy-people gap: Decision makers choose policies that would select different applicants than they select when making individual decisions

- *University of Chicago Booth School, Behavioral Science Brownbag*, Chicago, IL. (Oct. 2019)
- *Academy of Management Conference*, Boston, MA. (Aug. 2019)
- *International Association for Conflict Management Conference*, Dublin, Ireland. (July 2019)

- *Society for Personality and Social Psychology Conference*, Portland, OR. (Feb. 2019)
- *Society for Judgment and Decision Making Conference*, New Orleans, LA. (Nov. 2018)
- *University of Chicago Booth School, Behavioral Science Brownbag*, Chicago, IL. (Oct. 2018)
- *Kellogg-Booth Symposium*, Chicago, IL. (April 2018)

PROFESSIONAL SERVICE AND PROFESSIONAL DEVELOPMENT

Professional Service

- *Academy of Management Annual Conference*
- *International Association for Conflict Management Conference*

Professional Development

- *Academy of Management OB Doctoral Conference* (Aug. 2020)
- *Economic Inequality Preconference at SJDM*, Montreal, Canada. (Nov. 2019)
- *B.I.G. Ideas Doctoral Workshop, Harvard Business School* Cambridge, MA. (Aug. 2019)

TEACHING EXPERIENCE

2023 **Managing Groups and Teams**
MBA Core at Yale SOM

REFERENCES

Dr. Emma Levine

Associate Professor of Behavioral Science &
Charles E. Merrill Faculty Scholar
University of Chicago
Booth School of Business
Emma.Levine@chicagobooth.edu

Dr. L. Taylor Phillips

Assistant Professor of Management &
Organizations
New York University
Stern School of Business
tphillip@stern.nyu.edu

Dr. Jane Risen

H.G.B. Alexander Professor of Behavioral
Science & John E. Jeuck Faculty Fellow
University of Chicago
Booth School of Business
Jane.Risen@chicagobooth.edu

Dr. Christopher Hsee

Theodore O. Yntema Professor of Behavioral
Science and Marketing
University of Chicago
Booth School of Business
Chris.Hsee@chicagobooth.edu