

David M. Munguia Gomez

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ACADEMIC APPOINTMENTS

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

Booth School of Business, University of Chicago Ph.D., Behavioral Science (Support Area: Psychology)	2017 - 2023
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Princeton University B.A., Psychology; Minor, Spanish and Portuguese Language and Culture	2010 - 2014
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RESEARCH INTERESTS

Fairness, Merit, Dis/Advantage, Inequality, Selection and Allocation Decisions

JOURNAL ARTICLES

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.

WORKING PAPERS

Munguia Gomez, D.M. Levine, E.E., & Phillips, L.T. How people evaluate socioeconomically advantaged and disadvantaged college applicants. *Under review at Psychological Science*.

Shah, A.M., Hershfield, H., Munguia Gomez, D.M., & Fishbane, A. Testing the effectiveness of a low-tech future selves intervention for increasing retirement savings: Evidence from a field experiment in Mexico. *R&R at Scientific Reports*.

Xu, W., Goya-Tocchetto, D., Munguia Gomez, D.M., & Davidai, S. Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. *Revising for resubmission*.

Munguia Gomez, D.M. Luck that builds merit. *Preparing for initial submission*.

AWARDS AND HONORS

Chicago Booth PhD Program Grant	2021
Chicago Booth Thaler-Tversky Independent Research Grant	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
Academy of Management, Conflict Management Division, Best Paper Award	2019

INVITED TALKS AND CONFERENCE PRESENTATIONS

Invited Talks

- Leiden University (2025)
- University of Amsterdam (2025)
- University at Buffalo (2024)
- USC Marshall School of Business (2022)
- Harvard Business School (2022)
- UW-Madison Wisconsin School of Business (2022)
- Stanford Graduate School of Business (2022)
- Georgetown McDonough School of Business (2022)
- Yale School of Management (2022)
- NYU Stern School of Business (2022)
- UC-Berkeley Haas School of Business (2022)
- BU Questrom School of Business (2022)
- Notre Dame Mendoza College of Business (2022)
- Emerging Scholars of Psychological Science, Princeton University (2022)

Which college admissions procedures are fair, for whom, and why?

- *Academy of Management*, Copenhagen (scheduled Aug 2025)

Cumulative inequality aversion

- *Academy of Management*, Copenhagen (scheduled Aug 2025)
- *International Association for Conflict Management*, Singapore (2024)

Justifications increase preference for “the best,” even when suboptimal

- *International Association for Conflict Management*, Burlington, VT (scheduled Aug 2025)

People prefer to address inequalities by reducing disadvantage over advantage

- *International Conference on Social Dilemmas*, Netherlands (2024)

Luck that builds merit

- *Academy of Management*, Copenhagen (scheduled Aug 2025)
- *Equitable Opportunity Conference*, Boston, MA (scheduled June 2025)
- *Academy of Management*, Chicago, IL (2024)
- *International Conference on Social Dilemmas*, Netherlands (2024)
- *Diversity in Management and Organizations*, Singapore (2024)
- *Behavioral Decision Research in Management*, Chicago, IL (2024)
- *Ethical Issues of our Time*, Park City, UT (2024)
- *Academy of Management*, online (2021)
- *The Illusion of Merit Interdisciplinary Workshop (HEIRS)*, online (2021)

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

- *Academy of Management*, Copenhagen (scheduled Aug 2025)
- *Society for Judgment and Decision Making (SJDM)*, New York, NY (2024)
- *Society for Personality and Social Psychology (SPSP)*, San Francisco, CA (2022)
- *Justice and Morality Preconference at SPSP*, San Francisco, CA (2022)
- *Academy of Management*, online (2021)
- *International Association for Conflict Management*, online (2021)
- *Society for Personality and Social Psychology*, online (2021)
- *Society for Judgment and Decision Making*, online (2020)
- *Academy of Management*, online (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. (2019)
- *Academy of Management Conference*, Boston, MA. (2019)
- *International Association for Conflict Management*, Dublin, Ireland. (2019)
- *Society for Personality and Social Psychology*, Portland, OR. (2019)
- *Society for Judgment and Decision Making*, New Orleans, LA. (2018)
- *University of Chicago Booth School, Behavioral Science Brownbag*, Chicago, IL. (2018)
- *Kellogg-Booth Symposium*, Chicago, IL. (2018)

TEACHING EXPERIENCE

Managing Groups and Teams, MBA (2023, 2024)

Managing Groups and Teams, GBS (2024)

OTHER PROFESSIONAL EXPERIENCE

Associate, ideas42, New York, NY

2014 - 2017