

# David M. Munguía Gómez

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## EMPLOYMENT

Yale University, School of Management

Assistant Professor of Organizational Behavior, 2023 –

Adjunct Associate Professor of Law, Fall 2025 –

## EDUCATION

University of Chicago, Booth School of Business

Ph.D., Behavioral Science, 2023

Princeton University

B.A., Psychology, 2014

## 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.

## WORKING PAPERS <sup>+</sup>denotes student coauthor

Munguia Gomez, D.M. Luck-based merit is discounted in fairness but not in choice. *Under review*.

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

Munguia Gomez, D.M., Levine, E.E., & Phillips, L.T. How people evaluate socioeconomically advantaged and disadvantaged college applicants. *Revising for submission.*

Xu, W., Goya-Tocchetto, D., & Munguia Gomez, D.M. Drawing Inferences from Missing Information: How Non-Disclosure Policies Reproduce Inequality in Selection Processes. *Revising for submission.*

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. *Updated Oct. 2024.*

#### **WORK IN PROGRESS** <sup>+</sup>denotes student coauthor

Zhang, H.<sup>+</sup>, Goya-Tocchetto, D., & Munguia Gomez, D.M. People prefer to mitigate inequalities by reducing disadvantage rather than advantage. *Ongoing data collection.*

Munguia Gomez, D.M., Rettore Micheli, L., Goya-Tocchetto, D., & Tadikonda, S<sup>+</sup>. Two notions of fairness explain the perceived (un)fairness of college admissions procedures. *Ongoing data collection.*

Xu, W., Munguia Gomez, D.M. & Goya-Tocchetto, D. Why and when inequality that develops cumulatively is less fair. *Ongoing data collection.*

Kawamoto, L.<sup>+</sup> Munguia Gomez, D.M. & Adler, L. Justifying one's decision leads to favoring the "best" candidate. *Ongoing data collection.*

Zhang, H.<sup>+</sup> & Munguia Gomez, D.M. Retry advantage. *Ongoing data collection.*

Zhang, H.<sup>+</sup> Tadikonda, S.,<sup>+</sup> & Munguia Gomez, D.M. Evaluators' experience of dis/advantage. *Ongoing data collection.*

#### **INVITED SEMINARS AND PRESENTATIONS**

2025 University of Pennsylvania, The Wharton School; Leiden University, Psychology Department; University of Amsterdam, Economics & Business

2024 University at Buffalo, School of Management

2022 USC Marshall School of Business; Harvard University, Harvard Business School; UW-Madison Wisconsin School of Business; Stanford University, Graduate School of Business; Georgetown University McDonough School of Business; Yale University, Yale School of Management; NYU Stern School of Business; UC-Berkeley Haas School of Business; Boston University Questrom School of Business; Notre Dame University, Mendoza College of Business; Princeton University, Emerging Scholars of Psychological Science

#### **CONFERENCE PRESENTATIONS**

- 2025 Society for Experimental Social Psychology, Lisbon, PRT; Academy of Management, Copenhagen, DNK; International Association for Conflict Management, Burlington, VT; Equitable Opportunity Conference, Boston, MA
- 2024 Society for Judgment and Decision Making, New York, NY; Academy of Management, Chicago, IL; International Association for Conflict Management, SGP; Diversity in Management and Organizations, SGP; International Conference on Social Dilemmas, Leiden, NLD; Behavioral Decision Research in Management, Chicago, IL; Ethical Issues of our Time, Park City, UT
- 2022 Society for Personality and Social Psychology, San Francisco, CA; Justice and Morality SPSP Preconference, San Francisco, CA
- 2021 Society for Judgment and Decision Making, online; Academy of Management, Copenhagen, online; International Association for Conflict Management, online; The Illusion of Merit Interdisciplinary Workshop (HEIRS), online; Society for Personality and Social Psychology, online
- 2020 Society for Judgment and Decision Making, online; Academy of Management, Copenhagen, online
- 2019 Academy of Management Conference, Boston, MA; International Association for Conflict Management, Dublin, IRL; Society for Personality and Social Psychology, Portland, OR
- 2018 Society for Judgment and Decision Making, New Orleans, LA; Kellogg-Booth Symposium, Chicago, IL

## **HONORS AND AWARDS**

Chicago Booth Ph.D. Program Grant, 2021

Chicago Booth Thaler-Tversky Independent Research Grant, 2021

Diversity Graduate 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, 2019

Academy of Management, Conflict Management Division, Best Paper Award, 2019

## **TEACHING**

Managing Groups and Teams, 2023-2025

MBA, 2023-2025, Instructor Rating: 4.8/5

MMS: GBS, 2024-2025, Instructor Rating: 5/5

JD (Yale Law School), 2025, Instructor Rating: 4.7/5  
Organizations and Management Doctoral Pre-Seminar, 2024-2025

## **SERVICE AND MENTORSHIP**

### **Student Mentorship and Advising**

#### Ph.D. Advising

Helen Zhang, Yale School of Management, Organizational Behavior, 2025 –

#### Dissertation Committee

Caleb Kealoha, Harvard Business School, 2025 –

#### Pre-Doctoral Advising

Srikari Tadikonda, Yale School of Management, 2025 –

Linda Kawamoto, Yale School of Management, 2023-2025

Sofia Rodríguez Chaves, University of Chicago Booth, 2022-2023

Prianka Koya, University of Chicago Booth, 2019-2021

#### Master's Theses

Katherine Boggs, University of Chicago, 2021-2022

Yi Zhong, University of Chicago, 2020-2021

### **Ad Hoc Reviewing**

Management Science; Organization Science; Organizational and Behavioral Human Decision Processes; Personality and Individual Differences, Social Cognition

### **Service to University**

OB in Development Brownbag Seminar Series, Co-Organizer, 2025-2026

La Sociedad of Latine Law Students, Faculty Dinner Guest, 2025

First-Generation Low-Income (FLI) Student Club, Affinity Week Lecture, 2025

OB Ph.D. Recruitment and Application Review 2023 –

OB Junior Faculty Recruitment and Application Review, 2023 –

OB Seminar Organizer, 2024-2025

Ph.D. Designing Social Research, Guest Lecture, Yale School of Management, 2025

Recommendation Letters for MBA and GBS Students, 2024 –

OB Retreat Planning Committee, 2024

Ph.D. Trust and Ethics Seminar, Guest Lecture, Yale School of Management, 2024

Ph.D. Theory Construction, Guest Lecture, Yale School of Management, 2024

Ph.D. Professional Development Session (Practitioner Collaborations), Panelist, 2024

OB Website, Faculty Liaison, 2023

“Meet your Professor” MBA Lunch Series, 2023

Ph.D. Professional Development Session (Job Market), Panelist, 2023

### **Service to Field**

Underrepresented Scholars in SJDM Annual Event, Co-Organizer, 2024-2026

SJDM Annual Mentor Matching Program, Mentor, 2023 –

SJDM Doctoral Symposium, Panelist, 2024

Moral Psychology, Guest Lecture, Columbia University, 2024

Ph.D. Power & Justice in Organizations, Guest Lecture, University of Alabama, 2024

Consumer Behavior, Guest Lecture, Illinois Institute of Technology, 2019

### **Service to Society**

New England Conference of Chief Justices, Presenter, 2025

ERASE Racism High School Summer Research Program, Guest Lecturer, 2025

### **PROFESSIONAL MEMBERSHIPS**

Academy of Management (AOM); International Association for Conflict Management (IACM); National Association for College Admissions Counseling (NACAC); Society for Judgment and Decision Making (SJDM); Society for Personality and Social Psychology (SPSP)

### **INDUSTRY EXPERIENCE**

ideas42 (nonprofit behavioral design & consulting firm), Associate, 2014-2017