



## GONZALO JAVIER MUÑOZ GÁLVEZ

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### I. EDUCATION

- Ph.D. Psychology, Industrial/Organizational emphasis,  
Texas A&M University, College Station, Texas 2014
- M.S. Psychology, Industrial/Organizational emphasis,  
Texas A&M University, College Station, Texas 2011
- M.Sc M.S. Clinical Psychology,  
Universidad Adolfo Ibáñez, Santiago de Chile 2006
- B. A. Psychology; Major in Psychology,  
Pontificia Universidad Católica de Chile, Santiago de Chile 2002

### II. ACADEMIC POSITIONS

- Assistant Professor, School of Management  
Pontificia Universidad Católica de Chile 2022 – To date
- Director UAI Metrics, Universidad Adolfo Ibáñez,  
School of Psychology. 2019 - 2022
- Associate Professor, Universidad Adolfo Ibáñez,  
School of Psychology. 2021 - 2022
- Assistant Professor, Universidad Adolfo Ibáñez,  
School of Psychology 2014 - 2020
- Teaching and Research Assistant,  
Texas A&M University, Department of Psychology. 2011 - 2013

### III. AREA OF SPECIALIZATION AND MAIN COURSES

- Area: Team training, Mental models, Testing, selection, and validation, Organizational climate, Dysfunctional personality, Interpersonal Skills.
- Main courses: Organizational Behavior.

### IV. RESEARCH

#### *Publications*

- He, Y., Payne, S., Beus, J., Muñoz, G. J., Yao, X., & Battista, V. (2023). Organizational climate profiles: Identifying meaningful combinations of climate level and strength. *Journal of Applied Psychology*, 108(4), 595-620.  
<https://doi.org/10.1037/apl0001036> [WoS; Q1]
- Varela, J. J., Muñoz, G. J., Reschly, A., & Melipillán, R. (2022). Bullying Behavior and School Bonding for Predicting Student Engagement Among Chilean Adolescents. *Journal of School Violence*, 21(3), 327-341.  
<https://doi.org/10.1080/15388220.2022.2098501>



- Muñoz, G. J., Cortéz, D. A., Álvarez, C. B., Raggio, J. A., Concha, A., Rojas, F. I., Arthur, W. Jr., Fischer, B. M., & Rodríguez, S. (2020). After-action reviews and long-term performance: An experimental examination in the context of an emergency simulation. *Human Factors*. Advanced online publication. <https://doi.org/10.1177/0018720820958848> [WoS; Q1]
- Beus, J. M., Payne, S. C., Arthur, W. Jr., & Muñoz, G. J. (2019). The development and validation of a cross-industry safety climate measure: Resolving conceptual and operational issues. *Journal of Management*, 45, 1987-2013. doi: 10.1177/0149206317745596 [WoS; Q1]
- Barros, E., Kausel, E., Leiva, P., Madrid, H., Muñoz, G. J., Tagle, M. P., & Valenzuela, S. (2017). History of Industrial and Organizational Psychology in Chile. In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd ed., pp. 629-631). Thousand Oaks, CA: Sage Publications
- Jarrett, S. M., Glaze, R. M., Schurig, I., Muñoz, G. J., Naber, A. M., McDonald, J. N., Bennett, W., Jr., & Arthur, W., Jr. (2016). The comparative effectiveness of distributed and co-located team after-action reviews. *Human Performance*, 29, 408- 427. doi: 10.1080/08959285.2016.1208662 [WoS; Q3]
- Arthur, W. Jr., Cho, I., & Muñoz, G. J. (2016). Red vs. green: Does the exam booklet color matter in higher education summative evaluations? Not likely. *Psychonomic Bulletin & Review*, 23, 1596-1601. doi: 10.3758/s13423-016-1009-6 [WoS; Q1]
- Beus, J. M., Muñoz, G. J., & Arthur, W. Jr. (2015). Personality as a multilevel predictor of climate: An examination in the domain of workplace safety. *Group & Organization Management*, 40, 625-656. doi: 10.1177/1059601115576597 [WoS; Q2]
- Arthur, W. Jr., Doverspike, D., Muñoz, G. J., Taylor, J. E., & Carr, A. E. (2014) The use of mobile devices in high-stakes remotely delivered assessments and testing. *International Journal of Selection and Assessment*, 22, 113-123, doi: 10.1111/ijsa.12062 [WoS; Q3]
- Devarasetty, P. C., Burris, M., Arthur, W. Jr., McDonald, J. N. & Muñoz, G. J. (2014). Can psychological variables help predict the use of priced managed lanes? *Transportation Research Part F-Traffic Psychology and Behaviour*, 22, 25-38. doi: 10.1016/j.trf.2013.10.006 [WoS; Q2]
- Chiaburu, D. S., Muñoz, G. J., & Gardner, R. G. (2013) How to spot a careerist early on: Psychopathy and exchange ideology as predictors of careerism. *Journal of Business Ethics*, 118, 473-486. doi: 10.1007/s10551-012-1599-5 [WoS; Q1]
- Chiaburu, D., Thundiyil, T. G., & Muñoz, G. J. (2013). Emotional support potential: Trainee regulatory focus and trainer competence predictors. *Industrial and Commercial Training*, 45, 293-302. doi: 10.1108/ICT-03-2013-0015 [Scopus; Q2]
- Quintana, T., & Muñoz, G. (2010). Validación y adaptación del cuestionario de temperamento y carácter, JTCL de R. Cloninger, versión niños y padres, a escolares chilenos entre 8 y 13 años de edad [Validation and adaptation of Cloninger's JTCL temperament and character questionnaire, children' and parent's version, applied on Chilean children between age 8 and 13]. *Terapia Psicológica*, 28, 37-43. [Scopus; Q3]
- Aristegui, R., Gaete, J., Muñoz, G., Salazar, J. I., Krause, M., Vilches, O., et al. (2009). Dialogos y autorreferencia: procesos de cambio en psicoterapia desde la perspectiva de los actos de habla [Dialogues and self-reference: change processes in psychotherapy from speech acts's perspective]. *Revista Latinoamericana de Psicología*, 41, 277-289. [WoS; Q4]



- Muñoz, G. (2006). Los modos de respuesta verbal en terapia estratégica sistémica: Caracterización y análisis lingüístico de la técnica del reencuadre [Verbal response modes in brief strategic and systemic therapy: A characterization and linguistic analysis of reframing]. *Aportes en Psicología Clínica*, 2, 83-100.
- Muñoz, G., & Sanhueza, J. (2005). Estrategias de evaluación de la gestión docente para el profesor universitario [A teaching evaluation strategy for university teachers]. *Boletín de Investigación Educacional*, 20, 265-283.

### *Submitted Manuscripts*

- Arthur, W. Jr., Naber, A. N., Muñoz, G. J., Keiser, N. L., Atoba, O. A., Cho, I., & Bennett, W. R. (revise-and-resubmit) *A Comparison of Individual and Team Skill Acquisition, Retention (Decay), and Reacquisition Using a Synthetic Task Environment*

### *Proceedings*

- Herrera, N., Villalón, J., Muñoz, G. J., & Baez, G. (2020, July). Aleph: An indicator of decision-making patterns within collaborative marking sessions for writing assessment that can predict reliability. Short paper presented at the 20th International Conference on Advanced Learning Technologies (ICALT), Tartu, Estonia.
- Jaundez, R., Villalón, J., Muñoz, G. J., & Baez, G. (2019, July). A method to predict interrater agreement in writing assessments based on raters' inherent characteristics. Short paper presented at the 19th International Conference on Advanced Learning Technologies (ICALT), Maceió, Brazil. doi: 10.1109/ICALT.2019.00083
- Beus, J. M., Muñoz, G. J., Arthur, W. Jr., & Payne, S. C. (2013). A multilevel construct validation of safety climate. Best Paper Proceedings of the 2013 Academy of Management Meeting (pp. ##-##). Orlando, FL: Academy of Management. doi: 10.5465/AMBPP.2013.8

## **V. SELECTED SCIENTIFIC PRESENTATIONS**

- 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX, 2020.  
Present Paper: Does it matter who you take the test with? Examination of group effects on individual performance in a high-stakes assessment center group exercise
- 1st Annual Conference of the Sociedad Científica Chilena de Psicología y Comportamiento Organizacional, Santiago, Chile, 2019.  
Presented Paper: Examination of group effects on individual performance in a high-stakes assessment center group exercise.
- Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, 2018.



- Presented Paper: Configuration of safety climate level and strength: A group-centered approach.
- Encuentro Disciplinar Universidad Adolfo Ibáñez Psychology, Santiago, Chile, 2017.  
Presented Paper: Distorsión de tests de personalidad y orientación vocacional en contextos de selección de personas.
  - 29th Annual Convention of the Association for Psychological Science, Boston, MA., 2017.  
Presented Paper: Initial Validation of a Spanish Version of the Personal Globe Inventory
  - Encuentro Disciplinar Universidad Adolfo Ibáñez Psychology, Santiago, Chile, 2016.  
Presented Paper: Examen psicométrico de dos medidas breves de inteligencia fluida: Sets de Letras y Series Numéricas.
  - 18th Annual Meeting of the Society for Interpersonal Theory and Research (SITAR), Toronto, Canada, 2015.  
Presented Paper: Aberrant personality traits and the interpersonal circumplex: An analysis of their relationship.
  - 123rd Annual Convention of the American Psychological Association, Toronto, Ontario, Canada, 2015.  
Presented Paper: An investigation of skill decay and reacquisition of individual and team-based skills in a synthetic training environment.
  - 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA., 2015  
Presented Paper: Are mental models better for predicting individual or team performance?
  - 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA., 2014.  
Presented Paper: Expanding the Five-Factor Model aberrant traits to the interpersonal domain.
  - 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI., 2014.  
Presented Paper: Individual and team skill acquisition over time.
  - Academy of Management Meeting, Orlando, FL, 2013.  
Presented Paper: A multilevel construct validation of safety climate.

## VI. GRANTS AND AWARDS



- Madrid, H., Muñoz, G. J., & Canessa, E. Efectos de la Virtualidad en Tareas Colaborativas. Concurso de Investigación Interdisciplinaria, Dirección de Investigación, Vicerrectoría Académica Universidad Adolfo Ibáñez. Research Grant 2021.
- Muñoz, G. J., Gaete, J., Cortés, L., Arístegui, R., & Arthur, W. Jr. Examining a relational approach for improving leadership competencies in a developmental assessment center. Douglas W. Bray and Ann Howard Research Grant, Society for Industrial and Organizational Psychology, APA Division 14. Research Grant. January 2020-January 2022.
- Fulbright Scholar. 2009-2013
- Muñoz, G. J. Evaluación de la revisión post-evento para reducir la decadencia de habilidades complejas involucradas en el manejo de emergencias [An evaluation of afteraction reviews to mitigate the decay of emergency-management skills]. Fondo Nacional de Desarrollo Científico y Tecnológico, Ministerio de Educación del Gobierno de Chile, FONDECYT de iniciación Research Grant. March 2015- December 2017.
- Arthur, W. Jr., Muñoz, G. J., & Naber, A. N. An investigation of skill decay and reacquisition of individual- and team-based skill in a synthetic training environment. APA Division 19 (Inaugural) Research Grant. August 2013-August 2014.

## VII. REVIEWING ACTIVITIES

- Journal of Happiness Studies, Current Psychology, Journal of Business Research, PLOS One, Safety Science, Psicoperspectivas, American Journal of Psychology, Educational Measurement, Psykhé, Comisión Nacional de Investigación Científica y Tecnológica – Programa FONDECYT, SIOP's AWD Graduate Student Scholarships Committee.

## VIII. OTHER RELEVANT POSITIONS AND ACTIVITIES

- Directorio Sociedad Científica Chilena de Psicología y Comportamiento Organizacional
- Member, Sociedad Científica de Psicología de Chile
- Member, Society for Industrial and Organizational Psychology
- Member, Association for Psychological Science
- Member, American Psychological Association Member, Academy of Management