



CURRICULUM VITAE

Gonzalo Muñoz

Assistant Professor

School of Management, Pontificia Universidad Católica de Chile

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I. Education

- Ph.D. in Psychology (Industrial/Organizational), Texas A&M University, 2014
- M.S. in Psychology (Industrial/Organizational), Texas A&M University, 2011
- M.S. in Clinical Psychology, Universidad Adolfo Ibáñez, 2006
- B.A. in Psychology, Pontificia Universidad Católica de Chile, 2002

II. Current Position

- Assistant Professor, School of Management, Pontificia Universidad Católica de Chile
- Co-Director, Master in Strategic People Management and Organizational Behavior

III. Research Interests

- Team training
- Mental models
- Testing, selection, and validation
- Organizational climate
- Dysfunctional personality
- Interpersonal Skills

IV. Selected Publications

- He, Y., Payne, S., Beus, J., Muñoz, G. J., et al. (2023). Organizational climate profiles. *Journal of Applied Psychology*, 108(4), 595-620.
- Muñoz, G. J., et al. (2022). After-action reviews and long-term performance. *Human Factors*, 64(4), 760-778.
- Beus, J. M., Payne, S. C., Arthur, W. Jr., & Muñoz, G. J. (2019). Safety climate measure. *Journal of Management*, 45, 1987-2013.
- Chiaburu, D. S., Muñoz, G. J., & Gardner, R. G. (2013). Psychopathy and exchange ideology. *Journal of Business Ethics*, 118, 473-486.



V. Teaching Experience

- Graduate Courses: Teamwork, Performance Management, Advanced Statistics
- Undergraduate Courses: Organizational Behavior, Research Methods, Quantitative Methods

VI. Grants and Awards

- Douglas W. Bray and Ann Howard Research Grant, SIOP (2020–2022)
- FONDECYT Initiation Grant (2015–2017)
- Fulbright Scholar (2009–2013)

VII. Memberships

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