

**VITA**  
**January 13<sup>th</sup>, 2025**

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Google Scholar <https://scholar.google.cl/citations?user=uEvQzlwAAAAJ&hl=es>

**EDUCATION**

Ph.D. Psychology, Industrial/Organizational emphasis, Texas A&M University, College Station, Texas (May 2014)

Dissertation Title: *Mental Models and the Acquisition of a Complex Skill Across Individuals and Teams: A Multilevel Study*

M.S. Psychology, Industrial/Organizational emphasis, Texas A&M University, College Station, Texas (May 2011)

Thesis Title: *Driving Mental Models as a Predictor of Crashes and Moving Violations*

M.S. Clinical Psychology, Universidad Adolfo Ibáñez, Santiago de Chile (Sept 2006);  
Awarded with *Academic Excellence Diploma*.

Thesis Title: *Speech Acts in Brief Strategic and Systemic Therapy: A Characterization of the Reframing Technique Using the Verbal Response Mode Coding System*

B. A. Psychology; Major in Psychology; Pontificia Universidad Católica de Chile, Santiago de Chile (Sept 2002).

## HONORS AND AWARDS

Douglas W. Bray and Ann Howard Research Grant 2020-2022  
Fulbright Scholar 2009-2013

## RESEARCH INTERESTS

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

## PROFESSIONAL EMPLOYMENT

June 2023 – Present	<b>Pontificia Universidad Católica de Chile, School of Business Administration and School of Psychology.</b> CO-DIRECTOR Magíster en Gestión Estratégica de Personas y Comportamiento Organizacional.
March 2022 – Present	<b>Pontificia Universidad Católica de Chile, School of Business Administration.</b> ASSISTANT PROFESSOR. Responsibilities include independent research, and graduate and undergraduate level teaching.
January 2021 – February 2022	<b>Universidad Adolfo Ibáñez, School of Psychology.</b> ASSOCIATE PROFESSOR. Responsibilities include independent research, and graduate and undergraduate level teaching.
July 2019 - February 2022	<b>Universidad Adolfo Ibáñez, School of Psychology.</b> DIRECTOR UAI METRICS.
January 2014 – December - 2020	<b>Universidad Adolfo Ibáñez, School of Psychology.</b> ASSISTANT PROFESSOR. Responsibilities include independent research, and graduate and undergraduate level teaching.
August 2011 – December 2013	<b>Texas A&amp;M University, Department of Psychology.</b> Teaching and Research Assistant
March 2005 – July 2009	<b>Universidad Adolfo Ibáñez, School of Psychology.</b> ASSISTANT PROFESSOR. Responsibilities include independent research, and undergraduate level teaching.

## UNDERGRADUATE COURSES

*Notes.* Optativo de Formación General [Elective Course] = OPR.

Aprendizaje en organizaciones (OPR) [Learning in Organizations] (2022 - ?), School of Business, Pontificia Universidad Católica de Chile

Comportamiento Organizacional [Organizational Behavior] (2022 - ?), School of Business, Pontificia Universidad Católica de Chile

Enfoques y Problemas Actuales en Psicología [Perspectives and Current Issues in Psychology] (2021), School of Psychology, Universidad Adolfo Ibáñez

Introducción a los Métodos de Investigación [Introduction to Research Methods] (2015 - 2019), School of Psychology, Universidad Adolfo Ibáñez

Nuevos Contextos y Desafíos Organizacionales [Recent Trends and Challenges for Organizations] (2014), School of Psychology, Universidad Adolfo Ibáñez

Teoría y Construcción de Instrumentos [Measurement Theory and Test Construction] (2006 – 2009; 2014 - 2018), School of Psychology, Universidad Adolfo Ibáñez

Métodos de Investigación Cuantitativa en Psicología [Quantitative Research Methods in Psychology] (2006 – 2008; 2014 - 2017), School of Psychology, Universidad Adolfo Ibáñez.

Experimental Psychology (Research Methods). Teaching assistant (August 2011 – December 2013), Department of Psychology, Texas A&M University.

Taller Desarrollo de Carrera y Empleabilidad [Career Development and Employability (workshop)] (2008), School of Business, Universidad Adolfo Ibáñez

## GRADUATE COURSES

Trabajo en Equipo [Teamwork] (2025 - ?). Magíster en Gestión Estratégica de Personas y Comportamiento Organizacional. School of Business and School of Psychology, Pontificia Universidad Católica de Chile.

Gestión del Desempeño [Performance Management] (2025 - ?). Magíster en Gestión Estratégica de Personas y Comportamiento Organizacional. School of Business and School of Psychology, Pontificia Universidad Católica de Chile.

Evidence-based management (2021), Master in Organizational Psychology, School of Psychology, Universidad Adolfo Ibáñez

Cultura y clima organizacional [Organizational cultural and climate] (2020 - 2021), Master in Organizational Psychology, School of Psychology, Universidad Adolfo Ibáñez

Estadística avanzada Random Coefficient Models [Advanced Statistics Random Coefficient Models] (2019 - 2022), Doctorado en Neurociencia Social y Cognición, School of Psychology, Universidad Adolfo Ibáñez

Estadística avanzada ANOVA [Advanced Statistics ANOVA] (2019 - 2022), Doctorado en Neurociencia Social y Cognición, School of Psychology, Universidad Adolfo Ibáñez

Entrenamiento [Training] (2014 - 2021), Master in Organizational Psychology, School of Psychology, Universidad Adolfo Ibáñez

Innovaciones Metodológicas para la Toma de Decisiones [Methodological Innovations for Decision Making] (2014 - 2021), Diploma in Strategic Management of Employee Assessment, School of Psychology, Universidad Adolfo Ibáñez

## PUBLICATIONS

*Notes.* Indexing information is provided in brackets. Journal Impact Factor = JIF; Q = Quartile; FT50 = Financial Times Ranking.

- Arthur, W., Jr., Naber, A. N., **Muñoz, G. J.**, Keiser, N. L., Atoba, O. A., Cho, I., & Bennett, W., Jr. (2025). A comparison of individual and team skill acquisition, retention (decay), and reacquisition using a synthetic task environment. *Human Performance*, Advance online publication. <https://doi.org/10.1080/08959285.2024.2436171> [JIF Q2]
- 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> [JIF Q1; FT50 A+]
- Varela, J., **Muñoz, G. J.**, Reschly, A., & Melipillán, R. (2022). Bullying behavior and school bonding for predicting student engagement among Chilean adolescents, 21(3), 327-341, *Journal of School Violence*. <https://doi.org/10.1080/15388220.2022.2098501> [JIF Q2]
- 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. (2022). After-action reviews and long-term performance: An experimental examination in the context of an emergency simulation. *Human Factors*, 64(4), 760-778. <https://doi.org/10.1177/0018720820958848> [JIF 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. <https://doi.org/10.1177/0149206317745596> [JIF Q1; FT50 A+]
- 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. <https://doi.org/10.1080/08959285.2016.1208662> [JIF 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. <https://doi.org/10.3758/s13423-016-1009-6> [JIF 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. <https://doi.org/10.1177/1059601115576597> [**JIF 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, <https://doi.org/10.1111/ijsa.12062> [**JIF 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. <https://doi.org/10.1016/j.trf.2013.10.006> [**JIF 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. <https://doi.org/10.1007/s10551-012-1599-5> [**JIF Q1 ; FT50 A+]**
- 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. <https://doi.org/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. [**JIF 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 Educativa*, 20, 265-283.

### SUBMITTED MANUSCRIPTS

TBA

### 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. doi: #####

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

### INVITED PRESENTATIONS

**Muñoz, G. J.** & Paez, I. (December, 2024). *Cultura organizacional y su impacto en la seguridad laboral* [with Magno Contreras and Miguel Alcozer, Consulting Leader Team, Asociación Chilena de Seguridad]. Invited presentation for Escuela de Administración UC and Asociación Chilena de Seguridad at Sede Nueva Las Condes, Pontificia Universidad Católica de Chile, Santiago Chile.

**Muñoz, G. J.** (June, 2024). *An Introduction to the Science of Skill Decay and its Implications for Individuals and Teams* [online]. Invited presentation at the Department of Recursos Humanos, Universidad Peruana de Ciencias Aplicadas, Perú.

**Muñoz, G. J.** (July, 2024). *Leadership*. Invited presentation for Escuela de Líderes, Subdirección de Vinculación, Escuela de Administración, Pontificia Universidad Católica de Chile, Santiago, Chile.

- Muñoz, G. J.** (September, 2023). *Relational feedback: Una nueva perspectiva para desarrollar habilidades gerenciales*. Invited presentation for Desarrollo Corporativo, Escuela de Administración, Pontificia Universidad Católica de Chile, Santiago, Chile.
- Muñoz, G. J.** (June, 2023). *An Introduction to the Science of Skill Decay and its Implications for Individuals and Teams*. Invited presentation at the Department of Business Administration Colloquium Series, Universidad de Chile, Santiago, Chile.
- Muñoz, G. J.** (June, 2023). *Leadership*. Invited presentation for Escuela de Líderes, Subdirección de Vinculación, Escuela de Administración, Pontificia Universidad Católica de Chile, Santiago, Chile.
- Muñoz, G. J.,** Gaete, J., Cortés, L., Arístegui, R., & Arthur, W. Jr. (September, 2022). *Examining a relational approach for improving leadership competencies in a developmental assessment center*. Invited presentation at the Texas A&M University, Colloquium Industrial and Organizational Psychology Department, College Station, TX.
- Muñoz, G. J.** (November, 2022). *Emotions*. Invited presentation for Escuela de Líderes, Pastoral Universitaria, Pontificia Universidad Católica de Chile, Santiago, Chile.
- Muñoz, G. J.** (July, 2018). *Hacia una cultura de alto desempeño en seguridad: Un enfoque basado en evidencia* [Towards a high-performance safety culture: An evidence-based approach]. Invited presentation at the 1st Workshop Construyendo una Cultura de Seguridad, División El Teniente, Codelco, Rancagua, Chile.
- Muñoz, G. J.,** Cortez, D., & Sanhueza, J. (November, 2016). *Validez psicométrica y estructural del Inventario Global Personal en una muestra de estudiantes Chilenos* [Psychometric and structural validity of the Personal Globe Inventory in a sample of Chilean students]. Invited presentation at the Encuentro Disciplinar Universidad Adolfo Ibáñez Psychology, Santiago, Chile.
- Muñoz, G. J.** (December, 2015). *Clima organizacional y seguridad industrial: Nuevos avances, aplicaciones, y desafíos* [Organizational climate and safety: New developments, applications, and challenges]. Seminario Retos Psicosociales en la Nueva Empresa, Consejo Nacional de Seguridad, Santiago, Chile.
- Muñoz, G. J.** (October, 2015). *El después del desastre: La efectividad de la revisión post-evento para incrementar el aprendizaje sobre eventos infrecuentes* [After the disaster: The effectiveness of after-action reviews to enhance learning on infrequent events]. Invited presentation at the Encuentro Disciplinar Universidad Adolfo Ibáñez Psychology, Santiago, Chile.



**Muñoz, G. J.** (November, 2014). *Modelos mentales y adquisición de habilidades complejas: Una introducción* [Mental models and the acquisition of complex skills: An introduction]. Invited presentation at the Universidad Adolfo Ibáñez Psychology Encuentro Disciplinar, Santiago, Chile.

**Muñoz, G. J.** (Octubre, 2014). *El impacto de los modelos mentales individuales y grupales en el desempeño de tareas complejas* [The impact of individual and team mental models on complex task performance]. Invited presentation at the Pontificia Universidad Católica de Chile Psychology Colloquium Series, Santiago, Chile.

**Muñoz, G. J.** (Junio, 2014). *Modelos mentales y la adquisición de una habilidad compleja a nivel individual y grupal: Un estudio multinivel* [Mental models and the acquisition of a complex skill across individuals and teams: A multilevel study]. Invited presentation at the Universidad Adolfo Ibáñez Psychology Colloquium Series, Santiago, Chile.

## CONFERENCE PRESENTATIONS

**Muñoz, G. J.** & Cortes, L. (2020, April). *Does it matter who you take the test with? Examination of group effects on individual performance in a high-stakes assessment center group exercise*. Poster presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

**Muñoz, G. J.** & Cortes, L. (2019, June). *Examination of group effects on individual performance in a high-stakes assessment center group exercise*. Oral presentation to be presented at the 1st Annual Conference of the Sociedad Científica Chilena de Psicología y Comportamiento Organizacional, Santiago, Chile.

Yimin, H., Payne, S., Beus, J., & **Muñoz, G. J.** (2018, April). *Configuration of safety climate level and strength: A group-centered approach*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Bolton, F., Espinaza, P., Santos, M. G., Quevedo, S., Cortez, D. A., & Muñoz, G. J. (2017, November) *Distorsión de tests de personalidad y orientación vocacional en contextos de selección de personas*. Poster presented at the Encuentro Disciplinar Universidad Adolfo Ibáñez Psychology, Santiago, Chile.

**Muñoz, G. J.,** Cortez, D., & Sanhueza, J. (2017, May). *Initial Validation of a Spanish Version of the Personal Globe Inventory*. Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.

Schroeder, B., Muñoz, G. J., & Cortez, D. (2016, November). *Examen psicométrico de dos medidas breves de inteligencia fluida: Sets de Letras y Series Numéricas*. Poster presented at the Encuentro Disciplinar Universidad Adolfo Ibáñez Psychology, Santiago, Chile.

**Muñoz, G. J.,** Chiaburu, D. S., & Albert, L. S. (2015, May). *Aberrant personality traits and the interpersonal circumplex: An analysis of their relationship*. Paper presented at the 18th Annual Meeting of the Society for Interpersonal Theory and Research (SITAR), Toronto, Canada.

Arthur, W., Jr., Naber, A. N., **Muñoz, G. J.,** McDonald, J. N., Atoba, O. A., Cho, I., Keiser, N. L., White, C. D., Glaze, R. M., Jarrett, S. M., Schurig, I., & Bennett, W., Jr. (2015, August). *An investigation of skill decay and reacquisition of individual- and team-based skills in a synthetic training environment*. American Psychological Association Division 19 Suite presentation at the 123rd Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.

**Muñoz, G. J.**, Naber, A. M., McDonald, J. N., White, C. D., Asenuga, O. A., Cho, I., Keiser, N. L., Jarrett, S., Schurig, I., Glazed, R. M., & Arthur, W. Jr. (2015, April). *Are mental models better for predicting individual or team performance?* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

**Muñoz, G. J.**, Chiaburu, D. S., & Albert, L. S. (2015, April). *Expanding the Five-Factor Model aberrant traits to the interpersonal domain.* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

White, C. D., **Muñoz, G. J.**, Naber, A. M., McDonald, J. N., Asenuga, O., Cho, I., Keiser, N., Jarrett, S., Glaze, R. M., Schurig, I., & Arthur, W. Jr. (2014, May). *Individual and team skill acquisition over time.* Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Beus, J. M., **Muñoz, G. J.**, Payne, S. C., & Arthur, W. Jr. (2013, August). *A multilevel construct validation of safety climate.* Paper presented at the 2013 Academy of Management Meeting, Orlando, FL.

*\*Best Paper Proceedings of the 2013 Academy of Management Meeting.*

**Muñoz, G. J.**, Gardner, R. G., & Chiaburu, D. S. (2013, July). *Relative importance of psychopathy and exchange ideology for understanding careerism.* Poster session presented at the 2013 Annual Convention of the American Psychological Association, Honolulu, HI.

**Muñoz, G. J.**, Jarrett, S., McDonald, J., & Arthur, W. Jr., & White, C. (2013, July). *Choosing the “right” mental models.* Poster session presented at the 2013 Annual Convention of the American Psychological Association, Honolulu, HI.

Jarrett, S., Glaze, R. M., Schurig, I., Arthur, W. Jr., **Muñoz, G. J.**, Naber, A. M., McDonald, J., & Bennett, W. R. (2013, April). *Comparative effectiveness of AARs in co-located and distributed training environments.* Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

McPherson, T. A., **Muñoz, G. J.**, Arthur, W. Jr., & Asenuga, O. A. (2013, April). *Team-level training reactions and team performance.* Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Naber, A. M., **Muñoz, G. J.**, McDonald, J., & Arthur, W. Jr. (2013, April). *Team performance effects on self- and team-efficacy.* Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

- Naber, A. M., White, C. D., **Muñoz, G. J.**, McDonald, J., Asenuga, O. A., Glaze, R. M., Jarrett, S., Schurig, I., Arthur, W. Jr., & Bennett, W. R. (2013, April). *Individual and synergistic performance: The role of individual difference variables*. Poster presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Devarasetty, P., Burris, M., Arthur, W. Jr., McDonald, J., **Muñoz, G. J.** (2013, January). *Can psychological traits help predict the use of managed lanes?* Paper presented at the 92nd Transportation Research Board Annual Meeting, Washington, DC.
- Beus, J. M., **Muñoz, G. J.**, Arthur, W. Jr., & Payne, S. C. (2012, June). *Cross-national validation of a Spanish version of the Generalized Safety Climate Measure*. Paper presented at the 2012 Workshop on Research Translation with Vulnerable Worker Populations, Colorado State University, Fort Collins, CO.
- Glaze, R. M., **Muñoz, G. J.**, Jarrett, S., & Arthur, W. Jr. (2012, April). *The effectiveness of three techniques for detecting faking*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Muñoz, G. J.**, Jarrett, S., Arthur, W. Jr., & Schurig, I. (2012, April) *Revisiting a questionnaire-based approach to team task analysis*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Muñoz, G. J.**, McDonald, J., Arthur, W. Jr., & Glaze, R. M. (2012, April) *Using personality-based clusters to predict turnover*. Poster presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
- McDonald, J., Arthur, W. Jr., Glaze, R. M., Jarrett, S., & **Muñoz, G. J.** (2011, August). *Importance ratings as a predictor of crashes and tickets*. Poster presented at the Annual Convention of the American Psychological Association in Washington, D.C.
- Muñoz, G. J.**, Arthur, W. Jr., Glaze, R. M., McDonald, J., & Jarrett, S. (2011, April). *Driving mental models as a predictor of crashes and moving violations*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL. Paper retrieved from <http://siop.editme.com/Human-Factors-Ergonomics>
- Arístegui, R., Gaete, J., **Muñoz, G.**, & Salazar, J. (2008, June). *Dialogues and Self-reference: Understanding change process in psychotherapy from the perspective of*

*speech acts*. Presentation at the 39th SPR International Annual Meeting, Barcelona, Spain.

Aristegui, R., Gaete, J., **Muñoz, G.**, Salazar, J., y Reyes, L. (2007, Agosto). *Actos de habla en psicoterapia: La estructura conversacional del Cambio desde el punto de vista de la teoría de actos de habla [The conversational structure of change from the perspective of speech acts theory]*. Presentation at the 8th SPR Chilean Annual Meeting, Reñaca, Chile.

## GRANTS AND AWARDS

Cortés, D., Valenzuela, S., & **Muñoz, G. J.** *Desarrollo de Test Vocacionales para Colegios* [cod. 24EXP-258251]. Concurso Semilla Expande 2024, Corporación de Fomento de la Producción (CORFO).[with Edumetrics] [CLP\$33.333.334]

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. [CLP\$4.000.000]

**Muñoz, G. J.**, Gaete, J., Cortés, L., Aristegui, 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. [US\$7,872]

**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 after-action 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. [CLP\$95.284.000].

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. [US\$5,000]

## TECHNICAL REPORTS

**Muñoz, G. J.** (2022-24). Encuesta experiencia de servicio [with ESAES & Holos Consulting]. Minera Escondida, Ltda., Antofagasta, Chile.

**Muñoz, G. J.**, Valenzuela, S., & Cortés, D. (2024). Tendencias Vocacionales 2024 [with Edumetrics].

- Muñoz, G. J.,** Valenzuela, S., & Cortés, D. (2021). Análisis de resultados programa Aprendiendo y Cuidándonos en Comunidad [con UAI Metrics]. BHP Foundation , Santiago, Chile. [October 2020-August 2021].
- Muñoz, G. J.** (2021). Diseño y evaluación inicial de un simulador para conductores profesionales [with Holos Consulting]. BHP Billiton, Minerals America, Santiago, Chile. [December 2020-December 2021].
- Muñoz, G. J. &** Valenzuela, S. (July, 2020). Análisis encuesta de evaluación docente y propuesta de nuevo instrumento [Analysis of student evaluations of teaching and proposal of a new measure]. Universidad Diego Portales, Santiago, Chile [August 2019-July 2020].
- Muñoz, G. J.** (April, 2018). Análisis sistema de gestión del desempeño académico Universidad del desarrollo [Assessment of the performance management system for academic staff of Universidad del Desarrollo]. Universidad del Desarrollo, Santiago, Chile.
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- Muñoz, G. J.** (January, 2017). Onboarding program analysis and new hired survey development for Minerals America [with Holos Consulting]. BHP Billiton, Minerals America, Santiago, Chile.
- Bravo, T., & **Muñoz, G. J.** (January, 2017). Resultados evaluación preuniversitario Corporación Municipal de Peñalolén [with Universidad Adolfo Ibáñez]. Corporación Municipal de Peñalolén, Santiago, Chile.
- Muñoz, G. J., &** Vacas, P. (January, 2015). Cultura de seguridad Minera Escondida: Informe de resultados y planes de acción [Safety culture at Minera Escondida: Results and action plans] [with Holos Consulting]. Minera Escondida, Ltda., Antofagasta, Chile.
- Muñoz, G. J., &** Vacas, P. (Julio, 2014). Marco teórico modelo de cultura de seguridad Minera Escondida Ltda. [Development of a safety culture model for Minera Escondida, Ltda.][with Holos Consulting]. Minera Escondida, Ltda., Antofagasta, Chile.
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Transportation; University Transportation Center for Mobility, Texas Transportation Institute, The Texas A&M University System, College Station, TX.

Arthur, W. Jr., Jarrett, S. M., Glaze, R. M., Schurig, I., **Muñoz, G. J.**, McDonald, J. N., Naber, A. M., & Villado, A. J. (2011). *An investigation of factors that moderate the effectiveness of after-action reviews: Objective and subjective after-action reviews in co-located and distributed training environments*. Contract No. FA8650-05-D-6502, L-3 Communications Corporation, Link Training and Simulations Systems, Mesa, AZ; and Department of Defense, USAF Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ.

Arthur, W. Jr., Naber, A. M., Jarrett, S. M., Glaze, R. M., Schurig, I., McDonald, J. N., & **Muñoz, G. J.** (2011). *Game-based assessment for team training and empirical research: The development of a DDD-based research tool*. Contract No. FA8650-05-D-6502, L-3 Communications Corporation, Link Training and Simulations Systems, Mesa, AZ; and Department of Defense, USAF Air Force Research Laboratory (AFRL), Warfighter Training Research Division, Mesa, AZ.

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## REVIEWING ACTIVITIES

2019 – Present      Editorial Board, *Human Performance*

### Ad-hoc reviewer

2021– Present	Reviewer, <i>Journal of Happiness Studies</i>
2021– Present	Reviewer, <i>Current Psychology</i>
2020– Present	Reviewer, <i>Journal of Business Research</i>
2020– Present	Reviewer, <i>PLOS One</i>
2020– Present	Reviewer, <i>Safety Science</i>
2018– Present	Reviewer, <i>Psicoperspectivas</i>
2017– Present	Reviewer, <i>American Journal of Psychology</i>
2016– Present	Reviewer, <i>Educational Measurement</i>
2014 – Present	Reviewer, <i>Psykhé</i>
2013 – Present	Reviewer, <i>Comisión Nacional de Investigación Científica y Tecnológica – Programa FONDECYT</i>
2018 – 2019	SIOP's AWD Graduate Student Scholarships Committe

### WORKS IN PROGRESS

Muñoz, G. J., & Marshall, P. Factors influencing the coherence of vocational profiles amongst adolescents [target journal *Journal of Vocational Behavior*]

Muñoz, G. J., & Pavez, I. An examination of distal and proximal antecedents of organizational-level safety performance [target journal *Journal of Applied Psychology*]

### MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

Directorio Sociedad Científica Chilena de Psicología y Comportamiento Organizacional (2019- ?)

Miembro, 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

### TEACHING EVALUATIONS