

# MANUEL MUNOZ

Social Science Division ◇ New York University Abu Dhabi (NYUAD) ◇  
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## CURRENT AFFILIATIONS

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Visiting Lecturer (Assistant Professor) in Business, Organizations and Society <b>New York University Abu Dhabi</b>	2025 -
Global Assistant Professor in Business and Economics <b>Universidad Autonoma de Bucaramanga</b>	2025 -
Scientific Director <b>Social Behavior and Experimental Economics Laboratory</b>	2021 -
Research Fellow <b>Luxembourg Institute of Socio-Economic Research (LISER)</b>	2025 -

## EDUCATION

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Ph.D., Sociology <b>University of Groningen (Netherlands)</b>	2010 – 2015
MSc., Economics, <i>*with distinction</i> <b>University of Valencia (Spain)</b>	2008 – 2010
BSc., Economics <b>Industrial University of Santander (Colombia)</b>	2001 – 2006

## PREVIOUS POSITIONS

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Behavioral Scientist / Research Associate <b>Luxembourg Institute of Socio-economic Research (LISER)</b>	2023 - 2025
Adjunct Lecturer Social Science Division <b>New York University Abu Dhabi</b>	2022 – 2023
Behavioral Scientist Center for Behavioral Institutional Design (CBID) <b>New York University Abu Dhabi</b>	2020 – 2022
Postdoctoral Associate Social Science Division <b>New York University Abu Dhabi</b>	2017 – 2020
Postdoctoral Fellow (Juan de la Cierva) Economics Department <b>University of Valencia</b>	2016 – 2017

## RESEARCH INTERESTS

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My research focuses on organizational behavior and the behavioral economics of the workplace, with a particular emphasis on how nudges and social signals drive human capital development. I examine the behavioral and structural barriers to opportunity, investigating how selection biases influence talent management and decision-making in diverse organizational environments.

## WORKING PAPERS

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*Closing Class Gaps with Simple Nudges: Experimental Evidence on Opportunity Allocation* (single authored)

**Revise & Resubmit - Management Science**

*How Publicly Targeting by Group Identities Impacts Take-Up of Educational Opportunities* (single authored)

**Revise & Resubmit - Economic Journal**

*The Recency Bias in the Attribution of Responsibility for Joint Work* (with A. Baranski)

**Reject & Resubmit - Economic Journal**

## PUBLISHED PAPERS

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*Identity Change and Economic Mobility: Experimental Evidence* 2024

**Games and Economic Behavior** (single authored)

*The Role of Personal and Impersonal Relational Contracts on Partner Selection and Efficiency* 2023

**Journal of Law, Economics & Organization** (with E. Reuben)

*Experimental Evidence Shows that Negative Motive Attribution Drives Counter-punishment* 2023

**Journal of the Economic Science Association** (with N. Nikiforakis)

*The Limits of Transparency in Reducing Corruption* 2021

**Journal of Behavioral and Experimental Economics** (with D. Parra, L.A. Palacio)

*Web of lies: A Tool for Determining the Limits of Verification in Preventing the Spread of False Information on Networks* 2021

**Scientific Reports** (with K. Makovi)

*Integration and Diversity* 2020

**Experimental Economics** (with S. Goyal, P. Hernández, G. Martínez, F. Moisan, A. Sánchez)

*Collaborative Production Networks among Unequal Actors* 2020

**Network Science** (with J. Dijkstra, R. Wittek, A. Flache)

*Equilibrium Characterization of Networks under Conflicting Preferences* 2017

**Economic Letters** (with P. Hernández, G. Martínez, A. Sánchez)

*The Bargaining Power of Commitment: An Experiment on the Effects of Threats in the Hawk-Dove Game* 2015

**Rationality & Society** (with L. A. Palacio, A. Cortés)

*Heterogeneous Network Games: Conflicting Preferences* 2013

**Games and Economic Behavior** (with P. Hernández, A. Sánchez)

## SELECTED WORK IN PROGRESS

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*Can Peer-Referrals Promote Take-Up of Training Programs: A Field Experiment* (with. M. Acampora)

**Manuscript in preparation**

*The Legitimacy Deficit of Endorsements in Competitive Markets* (single authored)

**Manuscript in preparation**

*Gender Bias in Job Referrals* (with F. Moisan, E. Reuben)

**Manuscript in preparation**

*Shift Work to Coursework: Nudging Professional Development in Online Undergraduates* (with J. Díaz)

**Data collection stage**

## GRANTS AND FUNDING

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Diversity, Inequality & Experiments Grant - NYUAD 2025

(PI - single authored)

**7,044 USD**

Innovation Projects Grant - LISER 2024

(co-PI together with B. Verheyden)

**64,000 Euros**

Fonds National de la Recherche Luxembourg (CORE) 2024

(co-Investigator. PI: M. Morelli)

**682,931 Euros**

Experimental and Participatory Research (ExPar) - Seed Grant 2024

(PI - single authored)

**6,000 Euros**

Ayudas Juan de la Cierva - Spanish Ministry of Economics and Competitiveness 2017

**60,000 Euros**

Traveling grant - Max Plank Institute for Human Development 2011

**1,500 Euros**

## TEACHING EXPERIENCE

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Management and Organizations (NYU Abu Dhabi) 2025 -

\*Average evaluation: 4.89/5.0

Foundations of Leadership (NYU Abu Dhabi) 2025 -

\*Average evaluation: 4.73/5.0

Markets (NYU Abu Dhabi) 2025 -

\*Average evaluation: 4.4/5.0

Strategic Goals (U. Autónoma de Bucaramanga) 2022 - 2025

\*Average evaluation: 4.7/5.0

Strategic Goals (Universidad de San Gil)	2024
*Average evaluation: 4.7/5.0	
Fairness (NYU Abu Dhabi)	2022 – 2023
*Average evaluation: 4.9/5.0	
Application of Theories (U. Groningen)	2011 – 2014
*Average evaluation: 3.3/4.0	
Social Networks (Evangelisches Studienwerk Villigst, Germany)	2015
*Average evaluation: 1.81 in 1-5 ( <i>inverted</i> : 1 is highest)	

## CONSULTING

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Specialist consultant: Debiasing performance evaluations <b>KPMG Middle East</b>	2022 - 2023
Subject matter expert in Behavioral Sciences <b>KPMG Middle East – Dubai Executive Council</b>	2022

## POLICY REPORTS & OTHER PUBLICATIONS

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<i>An Experimental Evaluation of the Forever Fit Program</i>	2021
Policy Report - Department of Community Development Abu Dhabi, UAE (with N. Nikiforakis, E. Reuben, A. Dariel, U. Afzal)	
<i>Exploring Nudges to Promote Physical Activity Among Senior Adults in Abu Dhabi</i>	2020
Policy Report - Department of Community Development Abu Dhabi, UAE (with N. Nikiforakis, E. Reuben, A. Dariel, U. Afzal)	
<i>Physical Activity for Senior Adults in Abu Dhabi</i>	2020
Policy Report - Department of Community Development Abu Dhabi, UAE (with N. Nikiforakis, E. Reuben, A. Dariel, U. Afzal)	
<i>Promoting Physical Activity Among Seniors in Abu Dhabi: An Experimental Test of the “Forever Fit” Nudge</i>	2024
<b>Journal of the Economic Science Association</b> (with N. Nikiforakis, L. Alhyas, U. Afzal, A. Agiostratitis, E. Alfalacy, A. Dariel, M. Monney, E. Reuben )	

## PhD SUPERVISION

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Jhon Díaz (PhD student - U. Jaume I, Castellón)  
Genesis Amaya (PhD student - LISER)  
Reha Tuncer (PhD student - U. Luxembourg)  
\*Defended December 2025

## SERVICE

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**Referee for:** Organization Science, Management Science; Labor Economics; Games and Economic Behavior; European Economic Review; Experimental Economics; J. Economic Behavior & Organizations; PlosOne; Journal of Behavioral and Experimental Economics; J. Economics

Psychology; Theory & Decision; Mathematical Social Science; Rationality & Society; Advances in Complex Systems

**Conference Organization:** International Symposium on Experimental Economics - NYU Abu Dhabi (2026), Social Behavior and Experiments Meeting - Social Bee Meet Luxembourg (2026); 14th Field Days - Experiments Outside the Lab (2025); International Symposium on Experimental Economics - NYU Abu Dhabi (2018), International Symposium on Experimental Economics - NYU Abu Dhabi (2017), Workshop on the Frontiers of Network Science - NYU Abu Dhabi (2017), Dynamics & Collective Phenomena of Socio-Economic Systems - U. Valencia (2009), International Meeting on Exp. Behavioral Economics - U. Granada (2008)

**Seminar Organization:** Seminar series on Ethics, Economics and Experiments - LISER (2023 - 2025); PhD mentoring group on experimental research - LISER (2023 - 2025)

**Committees:** Member of the Ethics Review Committee - LISER (2024-2025); Member of the competence center on Experimental and Participatory Research - LISER (2023-2025)

## INVITED SEMINARS

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- 2025. U. Konstanz, ESADE, U. Valencia, U. Castellón, Karlsruhe (KIT).
- 2024. U. Frankfurt, NYU Abu Dhabi, Utrecht U.
- 2023. LISER-Luxembourg, Loyola U. Córdoba, FAU-Nuremberg.
- 2022. U. Castellón, U. East Anglia, IMT Lucca.
- 2021. U. Paris Nanterre.
- 2019. U. Tilburg, LISER-Luxembourg, WZB-Berlin, Maastricht U.
- 2018. U. Cologne, Central Bank Colombia.
- 2015. UIS-Bucaramanga, UNAB-Bucaramanga.
- 2014. UIS-Bucaramanga, Maastricht U.
- 2012. U. Castellón, U. Utrecht.
- 2011. U. Valencia, Maastricht U.

## CONFERENCES

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- 2026. 1st Inequality Conference (NYU Abu Dhabi), Social Bee Meet Luxembourg (LISER)
- 2025. Workshop on the Frontiers of Network Science (NYU Abu Dhabi), 14th Field Days - Experiments Outside the Lab (Luxembourg).
- 2024. 4th Virtual Discrimination and Diversity workshop (UEA, U. Exeter, Loughborough U.), Advances with Field Experiments (LSE), 3rd Workshop on Field Experiments in Economics and Business (Tech. U. Munich), 4th Experimental Sociology Workshop (Online), 13th Field Days - Experiments Outside the Lab (Amsterdam U), WoBE@E on Governance and Behavior (Valencia)
- 2023. iSee (NYU Abu Dhabi), Workshop on the Frontiers of Network Science (NYU New York), ESA World Meeting (Lyon), 2nd Workshop on Field Experiments in Economics and Business (Dusseldorf), Matterhorn Symposium on Behavior, Institutions and Cooperation (Brig), 5th Dondena Workshop on Public Policy (U. Bocconi)

- 2022.** iSee (NYU Abu Dhabi), BiNoMa workshop on Economic Networks (U. Navarra), Inaugural Meeting of the MENA Network of Experimental Social Scientists (NYU Abu Dhabi)
- 2021.** Bogotá Exp. Econ. Conf. (U. Rosario), 7<sup>th</sup> Annual Workshop on Behav. Game Theory (U. East Anglia, Norwich), 6<sup>th</sup> Behav. Econ. Policy Symp. (Maastricht U.)
- 2020.** ESA Global Conference.
- 2019.** Winter Experimental Social Sciences Institute (Abu Dhabi), ESA Asia-Pacific Meeting (Abu Dhabi), Workshop in the Frontiers of Network Science – WTFNS (Abu Dhabi), IMEBESS (Utrecht U.)
- 2018.** Bogotá Exp. Econ. Conf. (U. Rosario), iSee (NYU Abu Dhabi), Workshop on the Frontiers of Network Science (NYU Abu Dhabi), 4<sup>th</sup> Conf. on Network Science in Econ. (Vanderbilt U.), IMEBESS (E.U.I. Florence), ESA World Meeting (Berlin), 4<sup>th</sup> Annual Workshop on Behav. Game Theory (U. East Anglia, Norwich), 1<sup>st</sup> Workshop on Exp. Econ (UNAB)
- 2017.** IMEBESS (U. A. Barcelona), 1<sup>st</sup> Workshop on Industrial Econ. (U. Valencia), 2<sup>nd</sup> Annual Research Poster Day (NYU Abu Dhabi)
- 2016.** 26<sup>th</sup> Game Theory Festival (SUNY at Stony Brook, New York)
- 2013.** Annual Conf. of the American Sociol. Assoc. (New York), Pre-conference Rat. Choice Sec. (Am. Sociol. Assoc., New York)
- 2012.** U4 Workshop (University of Ghent), 23<sup>rd</sup> Game Theory Festival (SUNY at Stony Brook, New York)
- 2011.** 10<sup>th</sup> Workshop on Networks in Econ. and Sociol. (U. Utrecht), 3<sup>rd</sup> UECE Lisbon Meetings - Game Theory and Applications (U. Lisbon)
- 2010.** 2<sup>nd</sup> UECE Lisbon Meetings - Game Theory and Applications (U. Lisbon)
- 2009.** 6<sup>th</sup> Int. Meeting on Exp. & Behavioral Econ. (U. Basque Country), Dynamics & Collective Phenomena of Socio-Economic Systems (U. Valencia)

## RESEARCH VISITS

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- 2022.** Visiting Scholar, ESADE Business School (July - Aug)
- 2018.** Visiting Scholar, University of Cologne (June – July)
- 2014.** Visiting Scholar, Columbia Business School (April – May)
- 2013.** Visiting Scholar, Columbia Business School (August - November)

## MISCELLANEOUS

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*Programming/Software:* zTree, oTree, LaTeX, Python, HTML5, CSS

*Languages:* Spanish (native), English (proficient)

*Citizenship:* Colombian

## REFERENCES

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**Ernesto Reuben**

**Sanjeev Goyal**

**Pedro Rey-Biel**

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