

MANUEL MUNOZ

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

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

EDUCATION

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

PREVIOUS POSITIONS

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

RESEARCH INTERESTS

Behavioral and experimental economics; Economic inequality and access to opportunities;
Group identities, social connections and inter-group processes; Economic mobility.

WORKING PAPERS

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

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

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

Manuscript in preparation

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

Manuscript in preparation

GRANTS AND FUNDING

Diversity, Inequality & Experiments Grant - NYUAD (PI - single authored) 7,544 USD	2025
Innovation Projects Grant - LISER (co-PI together with B. Verheyden) 64,000 Euros	2024
Fonds National de la Recherche Luxembourg (CORE) (co-Investigator. PI: M. Morelli) 682,931 Euros	2024
Experimental and Participatory Research (ExPar) - Seed Grant (PI - single authored) 6,000 Euros	2024
Ayudas Juan de la Cierva - Spanish Ministry of Economics and Competitiveness 60,000 Euros	2017
Traveling grant - Max Plank Institute for Human Development 1,500 Euros	2011

TEACHING EXPERIENCE

Management and Organizations (NYU Abu Dhabi) *Average evaluation: 4.89/5.0	2025 -
Foundations of Leadership (NYU Abu Dhabi) *Average evaluation: 4.73/5.0	2025 -
Markets (NYU Abu Dhabi) *Average evaluation: 4.4/5.0	2025 -
Strategic Goals (U. Autónoma de Bucaramanga) *Average evaluation: 4.7/5.0	2022 - 2025
Strategic Goals (Universidad de San Gil) *Average evaluation: 4.7/5.0	2024
Fairness (NYU Abu Dhabi) *Average evaluation: 4.9/5.0	2022 – 2023
Application of Theories (U. Groningen) *Average evaluation: 3.3/4.0	2011 – 2014
Social Networks (Evangelisches Studienwerk Villigst, Germany)	2015

*Average evaluation: 1.81 in 1-5 (*inverted*: 1 is highest)

PhD SUPERVISION

Jhon Díaz (PhD student - U. Jaume I, Castellón)

Genesis Amaya (PhD student - LISER)

Reha Tuncer (PhD student - U. Luxembourg)

*Defended December 2025

CONSULTING

Specialist consultant: Debiasing performance evaluations 2022 - 2023

KPMG Middle East

Subject matter expert in Behavioral Sciences 2022

KPMG Middle East – Dubai Executive Council

POLICY REPORTS & OTHER PUBLICATIONS

An Experimental Evaluation of the Forever Fit Program 2021

Policy Report - Department of Community Development Abu Dhabi, UAE

(with N. Nikiforakis, E. Reuben, A. Dariel, U. Afzal)

Exploring Nudges to Promote Physical Activity Among Senior Adults in Abu Dhabi 2020

Policy Report - Department of Community Development Abu Dhabi, UAE

(with N. Nikiforakis, E. Reuben, A. Dariel, U. Afzal)

Physical Activity for Senior Adults in Abu Dhabi 2020

Policy Report - Department of Community Development Abu Dhabi, UAE

(with N. Nikiforakis, E. Reuben, A. Dariel, U. Afzal)

Promoting Physical Activity Among Seniors in Abu Dhabi: An Experimental Test of the "Forever Fit" Nudge 2024

Journal of the Economic Science Association

(with N. Nikiforakis, L. Alhyas, U. Afzal, A. Agiostratitis, E. Alfalacy, A. Dariel, M. Monney, E. Reuben)

SERVICE

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

- 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

- 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), 7th Annual Workshop on Behav. Game Theory (U. East Anglia, Norwich), 6th 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), 4th Conf. on Network Science in Econ. (Vanderbilt U.), IMEBESS (E.U.I. Florence), ESA World Meeting (Berlin), 4th Annual Workshop on Behav. Game Theory (U. East Anglia, Norwich), 1st Workshop on Exp. Econ (UNAB)
- 2017.** IMEBESS (U. A. Barcelona), 1st Workshop on Industrial Econ. (U. Valencia), 2nd Annual Research Poster Day (NYU Abu Dhabi)
- 2016.** 26th 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), 23rd Game Theory Festival (SUNY at Stony Brook, New York)
- 2011.** 10th Workshop on Networks in Econ. and Sociol. (U. Utrecht), 3rd UECE Lisbon Meetings - Game Theory and Applications (U. Lisbon)
- 2010.** 2nd UECE Lisbon Meetings - Game Theory and Applications (U. Lisbon)
- 2009.** 6th Int. Meeting on Exp. & Behavioral Econ. (U. Basque Country), Dynamics & Collective Phenomena of Socio-Economic Systems (U. Valencia)

RESEARCH VISITS

- 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

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

Languages: Spanish (native), English (proficient)

Citizenship: Colombian

REFERENCES

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 University of Cambridge
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