



EDGAR KAUSEL
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I. EDUCATION

- Ph.D. in Management, University of Arizona
Minor: Statistics and Measurement 2010
- Psychologist, Pontificia Universidad Católica de Chile
Including Professional Degree in Industrial-Organizational Psychology 2000

II. ACADEMIC POSITIONS

- Director of Accreditation, School of Management,
Pontificia Universidad Católica de Chile 2023 – To date
- Associate Professor, School of Management,
Pontificia Universidad Católica de Chile 2016- To date
- Director of Research, School of Management,
Pontificia Universidad Católica de Chile 2019 – 2023
- Assistant Professor, School of Management,
Pontificia Universidad Católica de Chile 2015 - 2016
- Associate Professor, Business and Economics Faculty,
Universidad de Chile 2014 - 2015
- Assistant Professor, Business and Economics Faculty,
Universidad de Chile 2010 - 2014

III. AREA OF SPECIALIZATION AND MAIN COURSES

- Area: Behavioural Decision Making, Human Resources, Organizational Behaviour
- Main Courses: Human Behavior in Organizations, Topics in Decision Making and Rationality, Negotiation and Conflict Resolution.



IV. RESEARCH

Recent Publications

- Kausel, E. E., Carrasco, F., Reyes, T., Hirmas, A., & Rodriguez, A. (Forthcoming). The Evolution of Overconfidence: A Growth Curve and Cross Lagged Analysis of Accuracy, Confidence, Overestimation, and their Relations. *Thinking & Reasoning*.
- Howes, S., Kausel, E., Jackson, A. & Reb, J. (Forthcoming). When and Why Narcissists Exhibit Greater Hindsight Bias and Less Perceived Learning. *Journal of Management*.
- Reyes, T., Vassolo, R., Kausel, E., Peña, D. & Zhang, S. (Forthcoming). Does overconfidence pay off when things go well? CEO overconfidence, firm performance, and the business cycle. *Strategic Organization*.
- Kausel, E., Ventura, S. & Rodríguez, A. (2019). Outcome bias in subjective ratings of performance: Evidence from the (football) field. *Journal of Economic Psychology* doi.org/10.1016/j.joep.2018.12. (WoS)
- Kausel, E., Slaughter, J., Evans, J. M., & Stein, J. H. (2019). Do Findings from laboratory experiments on preferential selection generalize to cognitively-oriented tasks? A test of two perspectives. *Journal of Business and Psychology*. doi:10.1007/s10869-018-9590-5 (WoS)
- Jackson, A., Howes, S., Kausel, E., Young, M. & Loftis, M. (2018). The reciprocal relationships between escalation, anger, and confidence in investment decisions over time. *Frontiers in Psychology*. (WoS)
- Kausel, E., Ventura, S., Vargas, M., Diaz, D. & Vicencio, F. (2018). Does facial structure predict academic performance? *Personality and individual differences*, 129, 1-5. (WoS)

Other publications and Book Chapters.

- Gonzalez-Uribe J., Kausel, E., Leatherbee, M. (2022). Should entrepreneurs be supervised?, Innovation Growth Lab, USA.
- Kausel, E.; Barros, E.; Leiva, P.; Madrid, H.; Muñoz, G.; Tagle, MP.; Valenzuela, S. (2017) History of Industrial and Organizational Psychology in Chile. In: Steven Rogelberg, editors. *Encyclopedia of Industrial and Organizational Psychology*. Thousand Oaks, California: Sage Publications; 2017. p. 629-631.
- Figueroa, L., Bargsted, M., Escudero, A., Gempp, R., Kausel, E., Mladinic, A., Peralta, J., Ramírez, R., & Valenzuela, S. (2016). Orientaciones técnicas y estándares para procesos de reclutamiento, evaluación y selección de personas en contextos laborales. (Technical orientations and standards for personnel selection processes). Colegio de Psicólogos de Chile. Santiago, Chile.
- Kausel, E. (2015) Mastering' Metrics: The Path from Cause to Effect. (Book review). *Personnel Psychology*, 68 (4), 931-933.
- Kausel, E. (2015) Scholarly impact in the organizational sciences in and from Iberoamerica: A personal reflection. *Management Research: The Journal of the Iberoamerican Academy of Management*, 13(1), 124-134.



Manuscripts under Review

- Chacon, A., Kausel, E. E., & Reyes, T. Punishing Misbehaving Machines? A Longitudinal Study of Algorithm Use. Under review, *Organizational Behavior and Human Decision Processes*.

Work in Progress.

- Kausel, E. E., Ventura, S., & Bonaccio, S. Gender differences in advice taking: A meta-analysis. *Target journal Academy of Management Journal*.
- Zhang, D. C. & Kausel, E. E. Why do interviewers love their own questions? The role of labor, effort, and justification. *Target journal Personnel Psychology*.
- Kausel, E. E. & Dalal, D. K. Risk Propensity and Career Success: Does the Goldilocks Principle Apply? *Target journal Personnel Psychology*.
- Chacon, A., Kausel, E. E., & Reyes, T. "Reversing Algorithm Aversion? People are willing to use Algorithms They Perceive as Learning". *Target journal Management Science*.

V. SELECTED SCIENTIFIC PRESENTATIONS

- Workshop in Management Science ISCI, Chile, 2023.
Presented Paper: "The Effect of Presenting Risk Using Graphs on Financial Investment Decisions: A Field Experiment"
- Society for Industrial and Organizational Psychology Annual Conference 2023, USA.
Discussion of Improving Decision Making in Personnel Selection: Understanding and Reducing Noise.
- Workshop in Management Science, Chile, 2023.
Presented Paper: Paying due heed to others' opinions: A meta-analysis on gender differences in advice taking.
- Conference SOCIPCO, Chile, 2022.
Presented Paper: Paying due heed to others' opinions: A meta-analysis on gender differences in advice taking.
- Seminario UDP, Facultad de Economía y Administración, Chile, 2022.
Presented Paper: Paying due heed to others' opinions: A meta-analysis on gender differences in advice taking
- Seminario de Investigación de Ingeniería Industrial UC, Chile, 2022.
Presented Paper: Paying due heed to others' opinions: A meta-analysis on gender differences in advice taking



- Congreso Anual de la Sociedad Científica de Psicología de Chile, 2022.
Presented Paper: Congreso Anual de la Sociedad Científica de Psicología de Chile.
- Seminario Administración Universidad Diego Portales, Chile, 2022.
Presented Paper: Paying due heed to others' opinions: A meta-analysis on gender differences in advice taking
- Business Association of Latin American Studies (BALAS), Annual Conference 2021, Online.
Presented Paper: Preventing Algorithm Aversion? People Are Willing to Use Algorithms With the Learning Description
- Annual meeting of Chilean Business Schools (Encuentro Nacional de Escuelas y Facultades de Administración de Chile, ENEFA), Santiago, Chile, 2020.
Presented Paper: Punishing Misbehaving Machines? The Dynamic Nature of Algorithmic Advice Utilization.
- Brown bag State University of New York at Albany, USA, 2020.
Presented Paper: Paying due heed to others' opinions: A meta-analysis on gender differences in advice taking
- Annual meeting, Society for Industrial and Organizational Psychology, 2020, USA (online).
Presented Paper: Punishing Misbehaving Machines? The Dynamic Nature of Algorithmic Advice Utilization.
- Seminars series George Mason University, USA, 2020.
Presented Paper: Paying due heed to others' opinions: A meta-analysis on gender differences in advice taking.
- Society for Industrial and Organizational Psychology Conference, 2019, USA
Presented Paper: Individual Differences in Risk Propensity in Organizations
- Symposium conducted at the annual meeting, Society for Industrial and Organizational Psychology, 2019, USA
Presented Paper: Why do interviewers love their own questions? The role of labor, effort, and justification
- Conference FEN Universidad de Talca, 2018, Chile
Presented Paper: Usando un 'nudge' para tener evaluaciones de desempeño menos sesgadas
- Annual Conference, Society for judgement and decision make, 2018, USA
Presented Paper: Disambiguating Risk Taking and Entrepreneurial Success: Nuances in the Functional Forms
- Annual meeting of the Association for Psychological Science, 2017, USA
Presented Paper: Does a 'Nudge' Intervention Improve Performance Ratings?



VI. EDITORIAL WORK

- Invited Associate Editor: Personnel Assessment and Decisions 2018
- Editorial board: Journal of Business and Psychology 2012 – To date
- Personnel Psychology, book review section 2014 – To date
- Grant reviewer, National Science Foundation 2018

VII. OTHER RELEVANT POSITIONS AND ACTIVITIES

- Member of Evaluation Committee for the Teaching Excellence Recognition Award PRED. 2023
- Advisor at 'Yo Emprendo' ('I'm an entrepreneur') Program, Ministry of Economy, Chile 2019 – To date
- Board member at Economics and Psychology Unit, Ministry of Economy, Chile 2019 – To date
- Member of Evaluation Board for Fondecyt and Becas Chile Scholarship 2018
- Member of the Academic Board for the XV World Congress for Human Resource Management to be held in Santiago, Chile. 2014
- Member of the Department Advisory Board, Administration department, Universidad de Chile.
- Research coordinator, Administration department, Universidad de Chile.

VIII. GRANTS AND AWARDS

- Teaching Excellence Recognition Award, Pontificia Universidad Católica de Chile 2023

IX. CONSULTING

- Pontificia Universidad Católica de Chile, Pilot System for Effective Academic Workload, Gender Equality 2024
- Ministry of Economy, Chile 2019