

# Jose Alfredo Cervantez

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## EDUCATION

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### The Wharton School of the University of Pennsylvania

*Ph.D. in Operations, Information, and Decisions (OID)*

*Decision Processes Track*

Philadelphia, PA

*Expected May 2027*

### University of California, Los Angeles

*B.A. in Psychology, Departmental Highest Honors*

Los Angeles, CA

*June 2020*

### Cerritos Community College

*Psychology Transfer*

Norwalk, CA

*May 2018*

## RESEARCH INTERESTS

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Diversity in Organizations, Judgment and Decision-Making, Prejudice Reduction

## RESEARCH

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### PUBLICATIONS

1. Wu, S. J., **Cervantez, J.A.**, & Mei, B. (2022). Preferences and Perceptions of Workplace Participation: A Cross Cultural Study. *Frontiers in Psychology*, 13.
2. **Cervantez, J.A.**, & Milkman, K. L. (2024). Can Nudges be Leveraged to Enhance Diversity in Organizations? A Systematic Review. *Current Opinion in Psychology*, 101874.

### MANUSCRIPTS SUBMITTED FOR PUBLICATION

3. Pink, S. L., **Cervantez, J.A.**, Kirgios, E., Chang, E., & Milkman, K. L. (2024). Can Stereotype Reactance Prompt Women To Compete? A Field Experiment. *Submitted to Organization Science*.
4. **Cervantez, J.A.**, Pink, S. L., Chang, L., Rai, A., Mosleh, M., & Milkman, K. L. (2024). Does Feedback Enhance Diversity in Selection Decisions? *Submitted to Organization Science*.

### SELECTED WORK IN PROGRESS

5. **Cervantez, J.A.**, Preston, M., & Milkman, K. L. (2024). Reducing Search Costs in Academic Seminars: A Field Experiment. *Data Collection*.

## CONFERENCE PRESENTATIONS

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### PAPER PRESENTATIONS

1. **Cervantez, J.A.**, Pink, S. L., Chang, L., Rai, A., & Milkman, K. L. (May 2024). Can Feedback Promote Diversity? It Depends on the Motivation to Control Prejudice. *Behavioral Science and Policy Association*.
2. **Cervantez, J.A.**, Pink, S. L., Chang, L., Rai, A., Mosleh, M., & Milkman, K. L. (June 2023). Can Feedback Promote Diversity? It Depends on the Motivation to Control Prejudice. *Annual Conference of IACM*.
3. **Cervantez, J.A.**, Pink, S. L., Chang, L., Rai, A., Mosleh, M., & Milkman, K. L. (July 2023). Can Feedback Promote Diversity? It Depends on the Motivation to Control Prejudice. *Annual Meeting of the Academy of Management*.

## POSTERS

4. **Cervantez, J.A.**, Pink, S. L., Chang, L., Rai, A., Mosleh, M., & Milkman, K. L. (November 2023). Can Feedback Promote Diversity? It Depends on the Motivation to Control Prejudice. *Society for Judgement and Decision Making Conference*.

GRANTS AND AWARDS

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## GRANTS AND FELLOWSHIPS

British Academy/Leverhulme Research Grant “Can Feedback Promote Diversity? A Field Experiment on Twitter”	2024
University of Pennsylvania Presidential Fellowship	2022
Ronald E. McNair Postbaccalaureate Achievement Program	2020

## HONORS AND AWARDS

UCLA Psychology Departmental Highest Honors	2020
UCLA Alumni Scholarship	2018
UCLA Transfer Alliance Scholarship	2018
Cerritos College Academic Excellence Award	2018
Cerritos College Highest Honors, Scholars Honors Program	2018
Edison STEM Award	2018

TEACHING

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**The Wharton School of the University of Pennsylvania**

## TEACHING ASSISTANT

OIDD 6900 Managerial Decision-Making	2024
BEPP 7650 Economics of Diversity and Discrimination	2024

SERVICE AND AFFILIATIONS

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**The Wharton School of the University of Pennsylvania**

## SERVICE

Co-Chair of DEI Initiatives, Wharton Doctoral Council	2023 –
Research Associate, Coalition of Equity and Opportunity at Wharton	2023 –

## AFFILIATIONS

Society of Judgement and Decision Making; Academy of Management; Society for Personality and Social Psychology

PROFESSIONAL WORK EXPERIENCE

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ACADEMIC

Pre-Doctoral Research Fellow, <i>UCLA Anderson</i>	2020 – 2022
Research Data Analyst, <i>Carnegie Mellon University</i>	2021 – 2022

INDUSTRY

Kogi BBQ, <i>General Manager, Operations Manager, Line Cook</i>	2009 – 2014
Salt & Straw, <i>Store Manager</i>	2014 – 2016