

Jose Alfredo Cervantez

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EDUCATION

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

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

RESEARCH

PUBLICATIONS

1. Pink, S. L., **Cervantez, J.A.**, Kirgios, E. L., Chang, E. H., & Milkman, K. L. (2025). Can Stereotype Reactance Prompt Women to Compete? A Field Experiment. *Organization Science*.
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.
3. Wu, S. J., **Cervantez, J.A.**, & Mei, B. (2022). Preferences and Perceptions of Workplace Participation: A Cross Cultural Study. *Frontiers in Psychology*, 13.

MANUSCRIPTS SUBMITTED FOR PUBLICATION

4. **Cervantez, J.A.**, Pink, S. L., Chang, L., Rai, A., , & Milkman, K. L. (2024). Does Feedback Enhance Diversity in Selection Decisions? *Submitted to Management 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*.
6. **Cervantez, J.A.**, Clark, C., Mosleh, M., & Milkman, K. L. (2025). Enhancing Diversity by Highlighting Past Behaviors: A Field Experiment with Podcasters. *Manuscript Preparation*.

CONFERENCE PRESENTATIONS

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

GRANTS AND FELLOWSHIPS

British Academy/Leverhulme Research Grant "Does Feedback Enhance Diversity in Selection Decisions"	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

The Wharton School of the University of Pennsylvania

TEACHING ASSISTANT

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

SERVICE AND AFFILIATIONS

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

ACADEMIC

Pre-Doctoral Research Fellow, *UCLA Anderson* 2020 – 2022
Research Data Analyst, *Carnegie Mellon University* 2021 – 2022

INDUSTRY

Kogi BBQ, *General Manager, Operations Manager, Line Cook* 2009 – 2014
Salt & Straw, *Store Manager* 2014 – 2016