

Miguel M. Unzueta, Ph.D.

UCLA Anderson School of Management
110 Westwood Plaza, Collins Center A-423
Los Angeles, CA 90095-1481
www.miguelunzueta.com

ACADEMIC POSITIONS

Senior Associate Dean of MBA Programs, Anderson School of Management, UCLA, 2019 - present
Professor of Psychology, College of Letters and Sciences, UCLA (courtesy), UCLA, 2019 - present
Professor of Management, Anderson School of Management, UCLA, 2018 - present
Associate Professor of Management, Anderson School of Management, UCLA, 2012 - 2018
Assistant Professor of Management, Anderson School of Management, UCLA, 2006 - 2012

EDUCATION

Stanford University	Ph.D., Organizational Behavior	2006
University of Texas at Austin	B.A., with honors in Psychology	2001

RESEARCH INTERESTS

Social inequality, racial/ethnic identity, perceptions of diversity, social hierarchies

RESEARCH ACTIVITIES

Publications

- Danbold, F. & Unzueta, M. M. (2020). Drawing the diversity line: Numerical thresholds of diversity vary by group status. *Journal of Personality and Social Psychology*, 118, 283-306.
- Wilton, L. S., Sanchez, D. T., Unzueta, M. M., & Kaiser, C. R. (2018). In good company: When gender diversity boosts a company's reputation. *Psychology of Women Quarterly*, 43, 59-72.
- Everly, B. A., Unzueta, M. M., & Shih, M. (2016). Can being gay provide a boost in the hiring process? Maybe if the boss is female. *Journal of Business and Psychology*, 31, 293-306.
- Ho, G. C. & Unzueta, M. M. (2015). Anti-egalitarians for affirmative action? When social dominance orientation is positively related to support for egalitarian social policies. *Journal of Applied Social Psychology*, 45, 451-460.
- Kahn, K. B., Unzueta, M. M., Davies, P. G., Alston, A., & Lee, J. K. (2015). Will you value me and do I value you? The effect of phenotypic racial stereotypicality on organizational evaluations. *Journal of Experimental Social Psychology*, 59, 130-138.
- Knowles, E. D., Lowery, B. S., Chow, R. M., & Unzueta, M. M. (2014). Deny, distance, or dismantle? How White Americans manage a privileged identity. *Perspectives on Psychological Science*, 9, 594-609.

- Bauman, C. W., Trawalter, S., & Unzueta, M. M. (2014). Diverse according to whom? Racial group membership and concerns about discrimination shape diversity judgments. *Personality and Social Psychology Bulletin, 40*, 1354-1372.
- Unzueta, M. M., Everly, B. A., & Gutiérrez, A. S. (2014). Social dominance orientation moderates reactions to Black and White discrimination claimants. *Journal of Experimental Social Psychology, 54*, 81-88.
- Gutiérrez, A. S. & Unzueta, M. M. (2013). Are admissions decisions based on family ties fairer than those that consider race? Social dominance orientation and attitudes toward legacy vs. affirmative action policies. *Journal of Experimental Social Psychology, 49*, 554-558.
- Binning, K. R. & Unzueta, M. M. (2012). Perceiving diversity on campus: Race differences in attention to student and faculty representation. *Social Psychological and Personality Science, 4*, 500-507.
- Unzueta, M. M., Knowles, E. D., & Ho, G. C. (2012). Diversity is what you want it to be: How social dominance motives affect construals of diversity. *Psychological Science, 23*, 303-309.¹
- Unzueta, M. M. & Binning, K. R. (2012). Diversity is in the eye of the beholder: How concern for the in-group affects perceptions of racial diversity. *Personality and Social Psychology Bulletin, 38*, 26-38.
- Lowery, B. S., Chow, R. M., Knowles, E. D., & Unzueta, M. M. (2012). Paying for positive group-esteem: How inequity frames affect dominant group members' responses to redistributive policies. *Journal of Personality and Social Psychology, 102*, 323-336.
- Gutiérrez, A. S. & Unzueta, M. M. (2010). The effect of interethnic ideologies on the perceptions of stereotypic vs. counterstereotypic minority targets. *Journal of Experimental Social Psychology, 46*, 743-752.
- Unzueta, M. M. & Binning, K. R. (2010). Which racial groups are associated with diversity? *Cultural Diversity and Ethnic Minority Psychology, 16*, 443-446.
- Unzueta, M. M., Gutiérrez, A. S., & Ghavami, N. (2010). How believing in affirmative action quotas affects White women's self-image. *Journal of Experimental Social Psychology, 46*, 120-126.
- Unzueta, M. M. & Lowery, B. S. (2010). The impact of race-based performance differences on perceptions of test legitimacy. *Journal of Applied Social Psychology, 40*, 1948-1968.
- Binning, K. R., Unzueta, M. M., Huo, Y. J., & Molina, L. E. (2009). The interpretation of multiracial status and its relation to social engagement and psychological well-being. *Journal of Social Issues, 65*, 35-49.²

¹ Featured in *The Atlantic Magazine*: (March 26, 2012): <http://www.theatlantic.com/health/archive/2012/03/study-of-the-day-diversity-has-become-a-useless-concept/254357/>

² Featured in *Time Magazine* (December 7, 2009, p. 66): www.time.com/time/health/article/0,8599,1880467,00.html

- Unzueta, M. M. & Lowery, B. S. (2008). Defining racism safely: The role of self-image maintenance on White Americans' conceptions of racism. *Journal of Experimental Social Psychology*, *44*, 1491-1497.
- Zhong, C. B., Galinsky, A. D., & Unzueta, M. M. (2008). Negational racial identity and presidential voting preferences. *Journal of Experimental Social Psychology*, *44*, 1563-1566.³
- Unzueta, M. M., Lowery, B. S., & Knowles, E. D. (2008). How believing in affirmative action quotas protects White men's self-esteem. *Organizational Behavior and Human Decision Processes*, *105*, 1-13.
- Tiedens, L. Z., Unzueta, M. M., & Young M. J. (2007). An unconscious desire for hierarchy? The motivated perception of dominance complementary in task partners. *Journal of Personality and Social Psychology*, *93*, 402-414.
- Lowery, B. S., Knowles, E. D., & Unzueta, M. M. (2007). Framing inequity safely: The motivated denial of White privilege. *Personality and Social Psychology Bulletin*, *33*, 1237-1250.
- Mandisodza, A. N., Jost, J. T., & Unzueta, M. M. (2006). "Tall Poppies" and "American Dreams": Reactions to rich and poor in Australia and the U.S.A. *Journal of Cross-Cultural Psychology*, *37*, 659-668.
- Lowery, B. S., Unzueta, M. M., Knowles, E. D., & Goff, P. A. (2006). Concern for the in-group and opposition to affirmative action. *Journal of Personality and Social Psychology*, *90*, 961-974.

Chapters and Other Publications

- Unzueta, M. M. & Knowles, E. D. (2014). The "business case" for diversity may not by itself make the strongest case for diversity: What a profit-maximizing rationale for affirmative action ignores & why it matters. In K. M. Thomas, V. C. Plaut, and M. N. Tran (Eds.), *Diversity ideologies in organizations* (pp. 257-267). New York: Routledge.
- Lowery, B. S., Unzueta, M. M., & Knowles, E. D. (2007). Why White Americans oppose affirmative action: A group-interest approach. *Latino Policy & Issues Brief*, April 2007.
- Tiedens, L. Z., Chow, R. M., & Unzueta, M. M. (2007). Complementary contrast and assimilation: Interpersonal theory and the social functions of contrast and assimilation effects. In D. Stapel & J. Suls (Eds.) *Assimilation and Contrast in Social Psychology* (pp. 249-267). New York: Psychology Press.

Working Papers and Papers Under Review

- Akinola, M., Opie, T., Ho, G. C., Castel, S., Unzueta, M. M., Kristal, A., Stevens, F. G., & Brief, A. P. Broad definitions of diversity case people to take less notice of racial inequality.
- Gutierrez, L. & Unzueta, M. M. "My kind of guy": Social Dominance Orientation Predicts More Tolerance of a Job Candidate with a Racist Past.

³ Featured in *Forbes Magazine* (October 7, 2008): www.forbes.com/2008/10/07/negative-campaigns-work-tech-science-cz_jf_1007negative.html

Jurcevic, I., Shapiro, J. S., Trawalter, S., & Unzueta, M. M. He said it, not me: Using minority group member opinions as a license for prejudice expression.

Unzueta, M. M., Bauman, C. W., & Ho, G. C. Subjective diversity: A new approach to studying diversity in organizational behavior. Proposal accepted at *The Academy of Management Perspectives*.

Research in Progress

Danbold, F., Jurcevic, I., & Unzueta, M. M. From rosy to reality: The case for realistic framings of diversity for members of dominant groups.

Nguyen, L. T. & Unzueta, M. M. Two for the price of one: Identity vs. person-based assessments of diversity.

Conference Presentations (Selected)

Unzueta M. M., Akinola, M., Opie, T., Ho, G.C., Castel, S., & Brief, A. (2016). Diversity isn't what it used to be: The psychological consequences of the broad diversity definitions. Paper presented at the annual meeting of the Society for Personality & Social Psychology, San Diego, California.

Unzueta, M. M. (2014). How the 'reverse' discrimination narrative bolsters the racial hierarchy. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Columbus, Ohio.

Unzueta, M. M. (2013). Diversity as subjective construal. Paper presented at the annual meeting of the Society for Personality & Social Psychology, New Orleans, Louisiana.

Unzueta, M. M. (2012). Diversity is what you want it to be: How social dominance motives affect diversity construals. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Austin, Texas.

Unzueta, M. M., Everly, B. A., & Gutiérrez, A. S. (2012) Social dominance orientation predicts differential reactions to Black and White discrimination claimants. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, California.

Unzueta, M. M. & Gutiérrez, A. S. (2011). How colorblind and multicultural ideologies affect perceptions of stereotypic vs. counterstereotypic minority targets. Paper presented at the annual meeting of the Society for Personality & Social Psychology, San Antonio, Texas.

Unzueta, M. M. & Binning, K. R. (2009). Group interested definitions of diversity. Paper presented at the annual meeting of the Academy of Management, Chicago, Illinois.

Unzueta, M. M. & Binning, K. R. (2008). Diversity is in the eye of the beholder: How majority and minority group members perceive organizational diversity. Paper presented at the biennial meeting of the International Society of Justice Research, Adelaide, South Australia, Australia.

- Unzueta, M. M. & Lowery, B. S. (2006). The impact of race-based achievement gaps on perceptions of test validity. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
- Unzueta, M. M., Tiedens, L. Z., & Young M. J. (2005). Complementary (but not always complimentary) construal of work partners: The perception of hierarchical differentiation in anticipated work relationships. Paper presented at the annual meeting of the Academy of Management, Honolulu, Hawaii.
- Unzueta, M. M., Lowery, B. S., & Knowles, E. D. (2004). Group interested opposition to affirmative action. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana.
- Unzueta, M. M., Lowery, B. S., & Knowles, E. D. (2004). The impact of affirmative action beliefs on nonbeneficiaries' perceptions of self. Paper presented at the biennial meeting of the International Society of Justice Research, Regina, Saskatchewan, Canada.

Invited Research Presentations

- Kennedy School, Harvard University, 2019
- Haas School of Business, UC-Berkeley, 2019
- Rotman School of Management, University of Toronto, 2011, 2016, & 2019
- McCombs School of Business, University of Texas at Austin, 2018
- Human Development and Psychology, UCLA, 2018
- Psychology Department, California State University-Long Beach, 2018
- Psychology Department, University of Southern California, 2008 & 2014
- Marshall School of Business, University of Southern California, 2014
- School of Business, University of Sussex, 2014
- Psychology Department, San Diego State University, 2014
- Psychology Department, UC-Santa Barbara, 2013
- Graduate School of Business, Columbia University, 2013
- Fuqua School of Business, Duke University, 2013
- Eller School of Management, University of Arizona, 2009 & 2012
- Ross School of Business, University of Michigan, 2012
- Tepper School of Business, Carnegie Mellon University, 2010
- Stern School of Business, New York University, 2006 & 2009
- Psychology Department, University of Texas at El Paso, 2008
- Psychology Department, UCLA, 2007
- Johnson School of Management, Cornell University, 2006
- Kellogg School of Management, Northwestern University, 2006
- College of Business Administration, Loyola Marymount University, 2006
- Anderson School of Management, UCLA, 2006

Cases Written

Unzueta, M. and Wang, C. S. (2018). *Zephyr*. Kellogg Dispute Resolution Research Center Case and Teaching Notes.

AWARDS & RECOGNITION

Recognition

- Selected as one of the best 40 professor under age 40 by *Poets and Quants*, 2011⁴

Awards

- Eric and “E” Juline Faculty Excellence in Research Award, UCLA, 2012
- Faculty Career Development Award, UCLA, 2012-2013
- Dean George W. Robbins Assistant Professor Teaching Award, UCLA, 2010
- Faculty Community Engagement Award, UCLA, 2017

PROFESSIONAL ACTIVITIES

Teaching Activities

Advisor

- Advisor, Applied Management Research Program, UCLA, Fall 2006, Winter 2007
- Faculty Advisor, USC-UCLA Management PhD Student Conference, 2008 - present

Instructor

- Practicum in Experimental Research (MGMT 298D), PhD Course, UCLA
 - Fall 2009, Winter 2010, & Spring 2010
- Doctoral Seminar in Research Methodology (MGMT 299M), PhD Course, UCLA
 - Fall 2008 & Winter 2009
- Organizational Behavior (MGMT 409), Core MBA Course, UCLA
 - 2007 – present
- Leadership Foundations (MGMT 414A), MBA Course, UCLA
 - Pre-term 2007, 2008, 2010 – 2012
- Leading Diverse Organizations (MGMT 298D), FEMBA Elective Course, UCLA
 - Summer 2013
- Management of Organizations (MGMT 154), Undergraduate Course, UCLA
 - Summer 2012
- Negotiations Behavior (MGMT 286), MBA Elective, UCLA
 - 2015 – present
- Why Sports Matter: The Social Meaning of the Games We Play (MGMT 19), Fiat Lux Seminar, UCLA
 - Fall 2013-2014, Winter 2014

⁴ *Poets & Quants* profile (February 8, 2011): <http://poetsandquants.com/2011/02/08/best-prof-miguel-m-unzueta>

Dissertation Committee Member

- Laura Bernhard, Education, UCLA, defended May 2015
- Kevin Binning, Psychology, UCLA, defended May 2008
- Nolan Cabrera, Education, UCLA, defended May 2009
- Safiya Castel (chair), M&O, UCLA, defended May 2018
- Ning Chen, M&O, UCLA, defended May 2009
- Clarissa Cortland, Psychology, UCLA, defended April 2017
- Felix Danbold, Psychology, UCLA, defended May 2017
- Liana Epstein, Psychology, UCLA, defended May 2012
- Benjamin Everly, M&O, UCLA, defended May 2013
- Natalia Flores, Psychology, UCLA, defended May 2013
- Angélica Gutiérrez (chair), M&O, UCLA, defended May 2012
- Lyangela Gutiérrez (chair), M&O, UCLA, expected May 2020
- Courtney Heldreth, Psychology, UCLA, defended May 2014
- Geoffrey Ho (chair), M&O, UCLA, defended 2013
- Matthew Jackson, Psychology, UCLA, defended May 2013
- Ines Jurcevic, Psychology, UCLA, defended May 2017
- Kimberly Kahn, Psychology, UCLA, defended May 2010
- Linda Nguyen (chair), M&O, UCLA, expected May 2020
- Daniel Osborne, Psychology, UCLA, defended May 2011
- Ivy Onyeador, Psychology, UCLA, defended May 2017
- Leigh Wilton, Psychology, Rutgers University, defended March 2015
- Curtis Yee, Psychology, UCLA, defended July 2010

Board Membership

- Riordan Programs Advisory Board, UCLA, 2008 – present
 - Vice Chairman, 2010-2013
 - Chairman, 2013-present

Program Directorships

- Director, UCLA Price Center/Johnson & Johnson Management Development Institute, 2014 - 2017

Committee Work

- Faculty Advisor for BruinX (the research and development arm of the Office of Equity, Diversity, and Inclusion), UCLA, 2019 – present
- Faculty Advisory Committee for the Chicano Studies Research Center, UCLA, 2007 – present
- Anderson School of Management Faculty Executive Committee (FEC), UCLA, 2013-2015
- Anderson School of Management Staffing Committee, UCLA
 - 2009 – 2010 (non-voting)
 - 2016 – present (voting)
- Anderson Information Technology Advisory Board, UCLA, 2012-2014

- Committee on Research, UCLA, 2012-2015
 - Chair, 2014-2015
- Department of Health Policy and Management Hiring Committee, UCLA Fielding School of Public Health, 2013 - 2014
- University Committee on Research Policy (UCORP), UC System, 2012-2015
- Social Psychology Hiring Committee, Department of Psychology, UCLA, 2007 – 2008

Editorial Work

- Ad-hoc Reviewer:
 - *Academy of Management Journals, Administrative Science Quarterly, Analyses of Social Issues and Public Policy, Archives of Scientific Psychology, Basic and Applied Social Psychology, California Management Review, Cultural Diversity and Ethnic Minority Psychology, European Journal of Social Psychology, Group Processes and Intergroup Relations, Journal of Applied Psychology, Journal of Applied Social Psychology, Journal of Cross-Cultural Psychology, Journal of Experimental Psychology: General, Journal of Experimental Social Psychology, Journal of Personality and Social Psychology, Journal of Social Issues, Management Science, National Science Foundation, Organizational Behavior and Human Decision Processes, Organizational Science, Personality and Social Psychology Bulletin, Political Psychology, Psychological Science, Psychological Bulletin, Social Influence, Social Justice Research, Social Psychology, The Social Science Journal*
- Consulting Editor:
 - *Cultural Diversity and Ethnic Minority Psychology*, 2019 - present
 - *Journal of Social Issues*, 2013 - present
 - *Personality and Social Psychology Bulletin*, 2013 - present
- Editorial Board Member, *Aztlán: A Journal of Chicano Studies*, 2009 - present
- Panelist, *Ford Foundation Fellowship Program*, 2012 – 2013

Research Affiliations

- Chicano Studies Research Center, UCLA, 2006 - present
- Department of Psychology, UCLA, 2006 - present
- Human Resources Round Table (HARRT), UCLA, 2008 - present
- Institute for Research on Labor and Employment (IRLE), UCLA, 2009 – present

Professional Memberships

- Academy of Management (AoM)
- International Society for Justice Research (ISJR)
- Society for Personality & Social Psychology (SPSP)