

# EDGAR E. KAUSEL

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Department of Management and Organizations  
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## Education

Ph.D. 2010 (expected). University of Arizona  
Major: Management. <http://management.eller.arizona.edu/>  
Minor: Statistics and Measurement in Educational Psychology  
[http://coe.web.arizona.edu/pages/deg\\_edp/edp\\_phd.php](http://coe.web.arizona.edu/pages/deg_edp/edp_phd.php)

B.A. 2000. Catholic University of Chile  
Major: Psychology <http://www.epuc.cl/>

## Research Interests

Judgment and Decision Making  
Staffing (Recruitment and Personnel Selection)

## Publications

Slaughter, J. E., Kausel, E. E., & Quiñones, M. A. (in press). The decoy effect as a covert influence tactic. *Journal of Behavioral Decision Making*.

Slaughter, J. E., & Kausel, E. E. (2009). The neurotic employee: Theoretical analysis of the influence of narrow facets of neuroticism on cognitive, social, and behavioral processes relevant to job performance. In J. Martocchio & H. Liao (Eds.), *Research in Personnel and Human Resources Management* (vol. 28, pp. 265-341). Bingley, UK: Emerald Insight.

Kugler, T., Connolly, T., & Kausel, E. E. (2009). The effect of consequential thinking on trust game behavior. *Journal of Behavioral Decision Making*.

Kausel, E. E. & Barros, E. (2006) Evaluaciones en 360°: ¿La Panacea para Evaluar y Mejorar el Desempeño Individual? *Revista de Economía y Administración, Universidad de Chile*, 151, 22 - 28. (360° Feedback: The Panacea to Appraise and Improve Individual Performance? *Journal of Economics and Management, University of Chile*).

### Manuscripts under Review

Kausel, E. E. & Slaughter, J. E. Organizational Attraction: The Importance of Narrow Personality Traits and the Complementary Hypothesis. Revision requested at *Organizational Behavior and Human Decision Processes*.

Kugler, T. & Kausel, E. E. Interactive Decision Making in Groups: Are Groups More Rational than Individuals? Revision requested at *Wiley Interdisciplinary Reviews: Cognitive Science*.

### Conference Presentations

Kausel E. E., Connolly, T. & Birk, S. (2009, November). The Roar of the Crowd: Narrative Richness and Hindsight Bias. Poster presented at the thirtieth meeting of the Society for Judgment and Decision Making, Boston, MA.

Christian, M. S., Li, A., Evans, J. E., Gilliland, S., Stein, J. H., & Kausel, E. E. (2009, August). Enhancing explanations for change through regulatory focus priming. Symposium presented at the sixty-eighth annual meeting of the Academy of Management, Chicago, IL.

Kausel E. E., Reb, J. & Connolly, T. (2008, November). What Motivates the Trust Game Participant? Poster presented at the twenty ninth meeting of the Society for Judgment and Decision Making, Chicago, IL.

Kausel E. E., Reb, J. & Connolly, T. (2008, November). The Influence of Self- and Other-Justification on the Decoy Effect. Paper presented at the twenty ninth meeting of the Society for Judgment and Decision Making, Chicago, IL.

Kausel, E. E., & Slaughter, J. E. (2008, April). Predicting organizational attractiveness: The importance of narrow personality traits. In C. Harold (Chair), *The role of employer image on recruitment processes and outcomes*. Symposium presented at the twenty-third annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Kugler, T., Connolly, T., & Kausel E. E. (2007, October). Think Less Trust More. The Effect of Analytical Thinking on Trusting Behavior. Paper presented at the 2007 North American Meeting of the Economic Science Association, Tucson, AZ.

Slaughter, J. E., Kausel, E. E., Stein, J., Evans, J., & Schmader, T. (2007, August). Stigmatizing effects of race-based preferential selection. Paper presented at the sixty-seven annual meeting of the Academy of Management, Philadelphia, PA.

Kugler, T., Connolly, T., & Kausel E. E. (2006, December). Trust me, you'll regret it! The effects of regret considerations on behavior in the trust game. Paper presented at the Affect, Motivation and Decision Making International Conference, Ein Boqeq, The Dead Sea, Israel.

### In Progress

Reb, J., Kausel, E. E., Connolly, T., & Slaughter, J. E. The Role of Self- And Other-Justification on the Decoy Effect. Analyzing Data.

Kausel E. E., Connolly, T. & Birk, S. Timidly choosing the right option: Accuracy and Confidence in Predictive and Retrospective Judgments. Analyzing data.

Kausel E. E., Connolly, T. & Birk, S. I knew the Giants would win: The role of vivid information in the hindsight bias. Collecting data.

Slaughter, J. E., Kausel, E. E., Feldman, J., Stein, J., Evans, J. M., & Schmader, T. Stigmatizing effects of race-based preferential selection. Analyzing data.

Slaughter, J. E., Feldman, J., Christian, M. S., & Kausel, E. E., Self-consciousness and trait depression as moderators of the relation between negative feedback and performance. Collecting data.

Kugler, T., Ordóñez, L., Connolly, T., Barker, S., Anderson, J. & Kausel, E. E. Incidental anger and fear: Their effects on risk behavior. Collecting Data.

## Teaching Experience

University of Arizona, Eller College of Management.

Instructor: Summer – 2008. The Human Side of Organizations  
(Teaching Effectiveness: 4.7/5.0)

University of Arizona, Eller College of Management.

Instructor: Summer – 2007. Managerial Decision Making  
(Teaching Effectiveness: 4.5/5.0)

University of Chile, Department of Management.

Instructor: 1<sup>st</sup> Semester – 2005. Organization Theory

## Applied Experience

2003 – 2005 Catholic University of Chile / Ministry of Education  
Coordinator Assistant of the National Performance Appraisal of State  
Teachers

2001- 2003 Sodimac (Retail Company – 7,000 employees)  
Staffing and Training Specialist

## Honors and Scholarships

2009 Dean's Research Award, Eller College of Management

2006 – 2010 President of Chile Scholarship

2005 – 2006 Fulbright Scholarship

## Professional Associations

Society for Judgment and Decision Making

Society for Industrial and Organizational Psychology

Academy of Management (Organizational Behavior and Human Resources)