

# Monica Gamez-Djokic

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## ACADEMIC POSITIONS

Assistant Professor, Technology Leadership & Innovation Department  
Purdue University (2022 - present)

Visiting Assistant Professor, Management Department  
McDonough School of Business, Georgetown University (2021-2022)

Postdoctoral Fellow and Lecturer, Management and Organizations  
Kellogg School of Management, Northwestern University (2016-2021)

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## OTHER AFFILIATIONS

Purdue University  
Faculty Affiliate, Institute for Physical AI, Purdue University 2025-Present  
Faculty Affiliate, Purdue Applied AI Research Center, Purdue University 2025-Present

Georgetown University, McDonough School of Business  
Faculty Fellow, AI, Analytics, and the Future of Work Initiative, 2021-Present

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## EDUCATION

Northwestern University  
Ph.D. in Social Psychology  
M.A. in Social Psychology  
Wellesley College  
B.A. in Economics

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## RESEARCH INTERESTS

Artificial Intelligence and Emerging Technologies in Organizations; Business Ethics and Moral Judgment; Intergroup Dynamics in Organizational Contexts; Future of Work

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## PEER-REVIEWED JOURNAL ARTICLES

**Gamez-Djokic, M.** Mooijman, M., Rocklage, M., & Kouchaki, M. (*conditionally accepted*) Navigating Ideological Divides in Digital Spaces: How Political Ideology and Moral Rhetoric Shape the Promotion of Causes Online, *Journal of Experimental Social Psychology*

**Gamez-Djokic, M.** & Waytz, A., Kouchaki, M. (2025) Poets over Quants: Automation and AI Threats Increase the Value People Place on Creativity, *Personality and Social Psychology Bulletin*

**Gamez-Djokic, M.**, Kouchaki, M., & Waytz, A. (2022) Virtuous Startups: The Credentialing Power of the Startup Label. *Academy of Management Discoveries*.

**Gamez-Djokic, M.** & Waytz, A. (2020). Automation and Negative Sentiment Toward Immigration. *Psychological Science*.

Silberzahan, R., Uhlmann, E.L., Martin D. P., ... **Gamez-Djokic, M.**, ... & Nosek B.A. (2018). Many analysts, one dataset: Making transparent how variations in analytical choices affect results. *Advances in Methods and Practices in Psychological Science*.

**Gamez-Djokic, M.** & Molden, D.C. (2016). Beyond Affective Influences on Deontological Moral Judgment: The Role of Motivations for Prevention in the Moral Condemnation of Harm. *Personality and Social Psychology Bulletin*.

Schweinsberg, M., Madan, N., Vianello, M., ... **Gamez-Djokic, M.**, ... & Uhlmann, E.L (2016). The Pipeline Project: Pre-Publication Independent Replications of a Single Laboratory's Research Pipeline. *Journal of Experimental Social Psychology*.

Tierney, W., Schweinsberg, M., Jordan J., ... **Gamez-Djokic, M.**, ... & Uhlmann, E.L (2016). Data from a pre-publication independent replication initiative examining ten moral judgment effects. *Scientific Data*.

## JOURNAL ARTICLES UNDER PEER REVIEW

**Gamez-Djokic, M.** & Waytz, A. The Perceived Whiteness of Artificial Intelligence. *Revise & Resubmit* at Journal of Personality and Social Psychology

**Gamez-Djokic, M.** & Kouchaki, M. Navigating the Duality of Passion: Ethical Consequences of Obsessive Versus Harmonious Passion in the Workplace. *Revise & Resubmit* at Personality and Social Psychology Bulletin

**Gamez Djokic, M.**, & Harris-Watson, A. & Yang, H. AI Disrupts the Masculine Prototype of Leadership. *Under review*

## SELECT WORKS IN PROGRESS

**Gamez-Djokic, M.**, & Waytz, A. AI, Race, and the Future of Work: Perceptions of Job Displacement and Inequality. (*Data collection in progress*)

**Gamez-Djokic, M.**, When Bias Meets Technology: Prejudice and the Acceptance of Automation. (*Data collection in progress*)

Cornwell, J., **Gamez-Djokic, M.**, Molden, D., & Higgins, T. Regulatory Focus and the Impact of Disgust on Moral Judgments. (*Revising for submission*)

**Gamez-Djokic, M. & Molden, D.** Lay Theories of Morality: Assessing Individuals' Beliefs about the Essence of Moral Behavior. (*Revising for submission*)

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## EXTERNAL GRANTS

2025 Russell Sage Foundation Research Grant (PI), *The Whiteness of AI and Its Implications for Employment Outcomes*. Investigates how racialized perceptions of AI shape beliefs about automation risk and job displacement  
*Amount:* \$75,000. Co-PI: Adam Waytz (unfunded)

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## INTERNAL GRANTS & AWARDS

2023 Teaching Excellence Collaborative, (\$2000), Purdue University  
2014 Northwestern University Graduate Research Grant, (PI, \$3000), “*Lay Theories of Morality*”  
2013 Society for Personality and Social Psychology Diversity Fund Travel Award (\$500)  
2013 Florence Sales Excellence in Teaching Award, Psychology Department, Northwestern University  
2013 Research Grant from Dispute Resolution Research Center (DRRC), Kellogg School of Management (CO-PI, \$1000)  
2012 Research Grant from Dispute Resolution Research Center (DRRC), Kellogg School of Management (CO-PI, \$2042)  
2011 Research Grant from Dispute Resolution Research Center (DRRC), Kellogg School of Management (CO-PI, \$1200)  
2010-2014 Northwestern University Conference Travel Grant  
2010-2014 Walter Dill Scott Scholarship, Northwestern University

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## INVITED RESEARCH TALKS

2025 Social Psychology Colloquium, Psychological Science, Purdue University  
2023 Kellogg Intergroup Relations Lab, Kellogg School of Management, Northwestern University  
2022 Technology, Leadership and Innovation Department, Purdue University  
2021 Management Area, McDonough School of Business, Georgetown University  
2020 Management and Organizations, UCLA Anderson  
2020 Department of Management, University of Wisconsin-Madison  
2019 Organizational Behavior Research Group, London School of Economics  
2019 School of Management, University of College London  
2016 Psychology Department, Bryn Mawr College  
2015 Morality Lab, Psychology Department, Boston College  
2015 Moral Cognition Lab, Psychology Department, Harvard University

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## CHAIRRED SYMPOSIA

2018 Gamez-Djokic, M. & Waytz, A. (August 2018). *The Organizational and Ethical Consequences of Technology*. Symposium at the Annual Meeting of the Academy of Management, Chicago, IL.

2018 Gamez-Djokic, M., & Cornwell, J. (May 2018). *New Directions and Perspectives on Moral Intuitions*. Symposium at the Annual Convention for Association for Psychological Science, San Francisco, CA.

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## REFEREED CONFERENCE PRESENTATIONS

2025 Gamez-Djokic, M. (July 2025). *AI in Leadership: Transforming Perceptions of Competencies and Gender Stereotypes*. Meeting of the Academy of Management, Copenhagen, Denmark

2024 Gamez-Djokic, M. (February 2024). *The Racialization of Artificial Intelligence*. Annual Meeting of the Society for Personality and Social Psychology, San Diego, CA.

2022 Gamez-Djokic, M., Kouchaki, M., & Waytz, A. (August 2022). *The Impact of Automation on Creative Skills*. Meeting of the Academy of Management, Seattle, WA.

2021 Gamez-Djokic, M., Mooijman, M., Rocklage, M., & Kouchaki, M. (February 2021). *When Caring is Not Enough: Liberals Provide Less Public Support for Liberal Causes that Use Conservative Moral Language*. Paper presented at the Annual Meeting of the Society for Personality and Social Psychology. [Virtual talk]

2021 Gamez-Djokic, M. & Kouchaki, M. (February 2021). *Perceptions of Passion and Expectations of Immoral Behavior*. Paper presented at the Meeting of the Society for Personality and Social Psychology. [Virtual talk]

2020 Gamez-Djokic, M., Mooijman, M., Rocklage, M., & Kouchaki, M. (July 2020). *When Caring is Not Enough: Liberals Provide Less Public Support for Liberal Causes that Use Conservative Moral Language*. Paper presented at the Conference of the International Association for Conflict Management. [Virtual talk]

2020 Gamez-Djokic, M. & Waytz, A. (May 2020). *Automation and Negative Sentiment Toward Immigrants*. Paper to be presented at the Convention of the Association for Psychological Science, Chicago, Illinois. [Cancelled due to C-19]

2019 Gamez-Djokic, M., Waytz, A., & Kouchaki, M. (October 2019). *The Rise of Robots and Perceptions of Human Abilities in the Workplace*. Paper presented at the Society for Experimental Social Psychology, Toronto, Canada.

2019 Gamez-Djokic, M. & Kouchaki, M. (August 2019). *Perceptions of Passion and Expectations of Immoral Behavior*. Meeting of the Academy of Management, Boston, MA.

2019 Gamez-Djokic, M. & Kouchaki, M. (June 2019). *Perceptions of Passion and Expectations of Immoral Behavior*. Paper presented at the Conference of the International Association for Conflict Management, Dublin, Ireland.

2019 Gamez-Djokic, M. & Waytz, A. (June 2019). *Automation and Negative Sentiment Toward Immigrants*. Paper presented at the Conference of the International Association for Conflict Management, Dublin.

2019 Gamez-Djokic, M. & Waytz, A. (February 2019). *Automation and Negative Sentiment Toward Immigrants*. Paper presented at the Meeting of the Society for Personality and Social Psychology, Portland.

2018 Gamez-Djokic, M. & Waytz, A. (October 2018). *Automation and Negative Sentiment Toward Immigrants*. Paper presented at the Society for Experimental Social Psychology Group Psychology Pre-Conference, Seattle, WA.

2018 Gamez-Djokic, M. & Waytz, A. (August 2018). *Automation and Negative Sentiment Toward Immigrants*. Paper presented at the Meeting of the Academy of Management, Chicago, IL.

2018 Gamez-Djokic, M., & Molden, D. (May 2018). *Lay Theories and Moral Heuristics: An Alternative Approach to Moral Intuition*. Paper presented at the Convention for the Association for Psychological Science, San Francisco, CA.

2015 Gamez-Djokic, M., & Molden, D. (February 2015). *Lay Theories and Moral Heuristics: An Alternative Approach to Moral Intuition*. Paper presented at the Morality and Justice Pre-conference, Annual Conference of Society of Personality and Social Psychology, Long Beach, California.

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## REFEREED CONFERENCE POSTER PRESENTATIONS

*Conference of Society of Personality and Social Psychology* (2012, 2013, 2014, 2015, 2016); *Morality and Justice Pre-conference Annual Conference of Society of Personality and Social Psychology* (2013); *Political Psychology Pre-conference Annual Conference of Society of Personality and Social Psychology* (2012).

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## MEDIA ATTENTION

“Fears about AI push workers to embrace creativity over coding, new research suggests” *PsyPost*, June 13, 2025.

“Focusing on Unicorns is the Wrong Approach” *Forbes*, October 18, 2022.

“The Interconnected Future: Four Scenarios for Work, Collaboration and Communication in 2040, *Economist Impact*, August, 2022.

“Startups Are More Likely to Get a Pass for Misbehaviors” *AOM Insights*, November 16, 2021.

“When It Comes to Morally Dubious Behavior, Do Startups Get a Pass?” *Kellogg Insight*, November 2, 2021.

“Automation Fuels Anti-Immigration Fears. Is It Time to Rethink How We Talk About It?” *APS Observer*, September 30, 2020.

“Rage Against the Machines” *APS Observer*, June 28, 2021.

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## TEACHING EXPERIENCE

### Course Instructor

Organizational Leadership Program, Technology, Leadership and Innovation Department, Purdue University

- Leadership Philosophy (Spring 2023)
- Leadership for Organizational Change (Spring 2024, Fall 2024, Spring 2025, Fall 2025)
- Leading Innovation in Organizations (Spring 2024, Fall 2024, Spring 2025, Fall 2025)

Management Department, McDonough School of Business, Georgetown University

- Management and Organizational Behavior (Spring 2022)
- Leadership (Spring 2022)

Management & Organizations, Kellogg School of Management, Northwestern University

- Leadership in Organizations (Fall 2020, Spring 2021)

Psychology Department, Northwestern University

- Moral Psychology (Summer 2015)

### Teaching Assistant

Management & Organizations, Kellogg School of Management, Northwestern University

- Leadership in Organizations, Leading and Managing Teams, Ethics and Executive Leadership (2018-2021)

Psychology Department, Harvard University

- Social Psychology (2016)

Psychology Department, Northwestern University

- Social Psychology, Introduction to Psychology, Social Cognition, Research Methods, Introduction to Personality Psychology, Cognitive Psychology, Statistical Methods (2010-2015)

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## PROFESSIONAL SERVICE

**Ad Hoc Reviewer (Peer-Reviewed Journals):** Organizational Science, Management Science, Organizational Behavior and Human Decision Processes, Journal of Personality & Social Psychology, Personality and Social Psychology Bulletin, Nature Human Behavior, Journal of Experimental Social Psychology, Social Cognition, Cognition, American Psychologist

**Ad Hoc Reviewer (Grants):** National Science Foundation (SBE Dissertation Grants)

**Ad Hoc Reviewer (Conferences):** Academy of Management (AOM) Conference, International Association for Conflict Management (IACM) Conference

**Purdue University Service:**

Educational Policy Committee, Fall 2024, Spring 2025, Fall 2025

Graduate Organizational Leadership IUPUI Transition Committee, 2022 - 2023

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**PROFESSIONAL AFFILIATIONS**

Society for Personality and Social Psychology

Association for Psychological Science

Psychology of Technology Institute

Academy of Management

International Association for Conflict Management

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**OTHER EXPERIENCES**

2024	Flourish, Retreat at Society for Personality and Social Psychology for Pre-Tenure Faculty of Color
2019-2020	Vice President of Admissions, Wellesley College Chicago Club Board
2015-2016	Research Associate, Science, Religion, and Culture Program, Harvard University
2009-2010	Postbac Studies Program in Psychology, Columbia University
2008-2010	Research Assistant, The Earth Institute, Center for Research on Environmental Decision Making, Columbia University, NY
2008-2010	Research Assistant, Higgins Social Cognition Lab, Psychology Department, Columbia University
2007-2008	Marketing Assistant, “02138 Magazine”, Atlantic Media, NY
2005-2006	Visiting Student, East China Normal University, Shanghai, 2005

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**REFERENCES**

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