

DANIELA GOYA-TOCCHETTO

Assistant Professor of Organization and Human Resources
School of Management | University at Buffalo, The State University of New York
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EDUCATION

Ph.D.	Duke University, Fuqua School of Business Management & Organizations	2023
Ph.D.	Federal University of Rio Grande do Sul (Brazil) Philosophy	2014
M.Sc.	London School of Economics (England) Philosophy & Public Policy	2009
M.Sc.	Federal University of Rio Grande do Sul (Brazil) Economics	2008
B.Sc.	Federal University of Rio Grande do Sul (Brazil) Economics	2005

RESEARCH INTERESTS

- Inequality perceptions and meritocracy beliefs
- Social class and racial biases in the workplace
- Moral and political decision-making

PUBLICATIONS

- Paek, J. J. W., **Goya-Tocchetto, D.** & Wade-Benzoni, K. A. (Forthcoming). The Andrew Carnegie Effect: Legacy motives increase the intergenerational allocation of wealth to collective causes. *Social Psychological and Personality Science*.
- Jost, J. T., Kay, A. C., & **Goya-Tocchetto, D.** (Forthcoming) Left-Right Psychological Differences and Their Implications for Political Polarization. *The Annals of the American Academy of Political and Social Science*.
- Goya-Tocchetto, D.**, Kay, A. C., and Payne, B. K. (Accepted). Can selecting the most qualified candidate be unfair? Learning about socioeconomic advantages and disadvantages reduces the perceived fairness of meritocracy and increases support for socioeconomic diversity initiatives in organizations. *Journal of Experimental Psychology General*.
- Goya-Tocchetto, D.** and Davidai, S. (2022) Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. *Academy of Management Proceedings*. *Best Paper

Goya-Tocchetto, D., & Payne, B. K. (2022). How economic inequality shapes thought and action. *Journal of Consumer Psychology*, 32(1), 146-161.

Jachimowicz, J. M., Davidai, S., **Goya-Tocchetto, D.**, Szaszi, B., Day, M. V., Tepper, S. J., ... & Hauser, O. P. (2022). Inequality in researchers' minds: Four guiding questions for studying subjective perceptions of economic inequality. *Journal of Economic Surveys*.

Goya-Tocchetto, D., Kay, A. C., Vuletic, H., Vonasch, A., & Payne, K. (2022). The partisan trade-off bias: When political polarization meets policy trade-offs. *Journal of Experimental Social Psychology*, 98, 104231.

* Covered by [Politico](#)

Amira, K., Wright, J. C., & **Goya-Tocchetto, D.** (2021). In-group love versus out-group hate: Which is more important to partisans and when? *Political Behavior*, 43(2), 473–494.

* Covered by [The New York Times](#)

SELECTED PUBLICATIONS IN PHILOSOPHY & PUBLIC POLICY

Goya-Tocchetto, D., Echols, M., & Wright, J. (2016). Luck, Desert, and Fairness: An Empirical Investigation. *Philosophical Psychology*, 29, 1112-1127. [Inequality perceptions and meritocracy beliefs]

Goya-Tocchetto, D. (2016). A Defense of Non-ideal Theories of Justice. *Estado e Sociedade*, 47, 64-90. **Leading Law Review in Brazil*. [Inequality perceptions and meritocracy beliefs]

PAPERS UNDER REVIEW

Davidai, S., **Goya-Tocchetto, D.**, and Lawson, M. A. Economic segregation reduces concern about economic inequality. Revise & Resubmit at *Nature Communications*.

Phillips, L. T., Tepper, S. J., **Goya-Tocchetto, D.**, Jachimowicz, J. M., Davidai, S., Szaszi, B., Day, M. V., Mirza, M. U., Ordabayeva, M., and Hauser, O. P. [Topic: Review of inequality perceptions literature and proposal of new framework for the study of these perceptions]. Revise & Resubmit at *Personality and Social Psychology Review*.

Voelkel, J. G.*, Stagnaro, M. N.*, Chu, J.*, Pink, S., Mernyk, J., Redekopp, C., Ghezae, I., Cashman, M., Adjodah, D., Allen, L., Allis, V., Baleria, G., Ballantyne, N., Van Bavel, J. J., Blunden, H., Braley, A., Bryan, C., Celniker, J., Cikara, M., Clapper, M. V., Clayton, K., Collins, H. K., DeFilippis, E., Dieffenbach, M. C., Doell, K. C., Dorison, C., Duong, M., Felsman, P., Fiorella, M., Francis, D., Franz, M. M., Gallardo, R., Gifford, S., **Goya-Tocchetto, D.**, Gray, K., Green, J., Greene, J. D., Güngör, M., Hall, M., Hecht, C., Javeed, A., Jost, J. T., Kay, A., Kay, N. R., Keating, B., Kelly, J. M.,

Kirk, J., Kopell, M., Kteily, N., Kubin, E., Lees, J., Lenz, G., Levendusky, M., Littman, R., Luo, K., Lyles, A., Lyons, B., Marsh, W., Martherus, J., Maurer, L. A., Mehl, C., Minson, J., Moore, M., Moore-Berg, S. L., Pasek, M. H., Pentland, A., Puryear, C., Rahnema, H., Rathje, S., Rosato, J., Saar-Tsechansky, M., Santos, L. A., Seifert, C., Shariff, A., Simonsson, O., Spitz Siddiqi, S., Stone, D. F., Strand, P., Tomz, M., Yeager, D., Yoeli, E., Zaki, J., Druckman, J., Rand, D., & Willer, R. (2023).

[Megastudy identifying successful interventions to strengthen Americans' democratic attitudes](#). Revise & Resubmit at *Science*.

Coverage: [New York Times](#), [Washington Post](#), [Atlantic](#).

Davidai, S. & **Goya-Tocchetto, D.** From high compensation to perceived representation: Counter-stereotypical income distributions lead to overestimating gender and racial diversity. Revise & Resubmit at *Journal of Applied Psychology*.

***Goya-Tocchetto, D.**, *Paek, J. J. W., & Wade-Benzoni, K. A. Unleashing Lasting Impact: The power of legacy induction as a catalyst for prosocial societal and organizational behaviors. Under review at *Academy of Management Perspectives*. *Denotes equal authorship.

Goya-Tocchetto, D., Ponce de Leon, R., & Jost, J. T. The role of system justification in legal decision-making. Under review at *Research Handbook in Law and Psychology*.

WORKING PAPERS

Goya-Tocchetto, D. and Davidai, S. Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements.

Goya-Tocchetto, D., Lawson, M. A., Larrick, R., Payne, B. K., and Davidai, S. Economic inequality reduces minimum wage prescriptions.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. System justification makes income gaps appear smaller. In preparation for submission at *JESP*.

*Covered by [Market Watch](#)

Goya-Tocchetto, D., Ochoa, N. R., Kapsaskis, K., Vasey, S., and Gray, K. Liberals and conservatives see different victims: understanding moral disagreement through assumptions of vulnerability. In preparation for submission at *JPSP*.

SELECTED RESEARCH IN PROGRESS

Goya-Tocchetto, D., Payne, B. K., and Kay, A. C. Racial discrimination in hiring.

Goya-Tocchetto, D., & Kay, A. C. Dehumanization of pregnant women in the workplace.

POPULAR WRITING

Why American Politics Is So Stuck — and What New Research Shows About How to Fix It
(November 2021). *Politico Magazine*.

We Have a Rare Opportunity to Create a Stronger, More Equitable Society (June 2020). *Behavioral Scientist*.

INVITED TALKS

Goya-Tocchetto, D. (October 2022). Talking about inequality: How socioeconomic inequalities can lead to more equitable organizations. Talk presented at *The State University of New York at Buffalo*, Buffalo, New York.

CONFERENCE PRESENTATIONS

Goya-Tocchetto, D., Paek, J., and Wade-Benzoni, K. (August 2023). The Andrew Carnegie Effect: Thinking About Your Legacy Shifts Intergenerational Wealth Allocations to the Collective. Talk accepted at the *Academy of Management Annual Conference*, Boston, Massachusetts.

Davidai, S., **Goya-Tocchetto, D.** & Lawson, M. A. (July 2023). Economic segregation reduces concerns about inequality. Talk presented at the *International Association for Conflict Management*, Thessaloniki, Greece.

Goya-Tocchetto, D. & Davidai, S. (August 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *Academy of Management Annual Conference*, Seattle, Washington.

*AOM Conference Best Paper

Goya-Tocchetto, D. & Davidai, S. (July 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk accepted at the *International Association for Conflict Management*, Ottawa, Canada.

Goya-Tocchetto, D., Paek, J., and Wade-Benzoni, K. (June 2022). Here's Something You Won't Forget: The Power of Legacies. Talk presented at the *POS Research Conference*, Ann Arbor, Michigan.

Goya-Tocchetto, D., Davidai, S., and Martin, S. (June 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *EASP-SPSSI Small Group Meeting, Society in the Classroom: Integrating perspectives on how socioeconomic disparities unfold in educational settings*, London, England.

Goya-Tocchetto, D., Kay, A. C., Vuletic, H., Vonasch, A., & Payne, K. (June 2022). The partisan trade-off bias: When political polarization meets policy trade-offs. Talk presented at the *Annual Conference for Center for the Science of Moral Understanding*, Durham, North Carolina.

Goya-Tocchetto, D., Davidai, S., and Martin, S. (May 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *Emerging Scholars Symposium at the Questrom School of Business, Boston University*.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (February 2022). Can selecting the most qualified candidate be unfair? Learning about inequalities in people's backgrounds reduces the perceived fairness of meritocracy. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*, San Francisco, California.

Goya-Tocchetto, D. and Davidai, S. (February 2022). Reducing class-based prejudice with simple reminders of how socioeconomic background impacts individual achievements. Talk presented at the *Justice and Morality Pre-conference at Annual Meeting for the Society for Personality and Social Psychology*.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (August 2021). Learning About Past Socioeconomic Advantages and Disadvantages Can Undermine the Perceived Fairness of Meritocracy. Talk presented at the *Academy of Management Annual Conference*.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (July 2021). Learning About Past Socioeconomic Advantages and Disadvantages Can Undermine the Perceived Fairness of Meritocracy. Talk presented at the *International Association for Conflict Management*.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (May 2021). Learning About Past Socioeconomic Advantages and Disadvantages Can Undermine the Perceived Fairness of Meritocracy. Talk presented at *John Jost's Lab*.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (April 2021). Inequality Insensitivity: The Influence of System Justifying Ideologies on the Perceived Magnitude of Economic Inequality. Talk presented at *John Jost's Lab*.

Goya-Tocchetto, D. and Davidai, S. (March 2021). Running a longer race: When emphasizing low socioeconomic background can boost perceptions of merit. Talk presented at *Sandra Matz's Lab*.

Goya-Tocchetto, D., Paek, J., and Wade-Benzoni, K. (February 2021). The Andrew Carnegie Effect: Thinking About Your Legacy Shifts Intergenerational Wealth Allocations to the Collective. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*.

Goya-Tocchetto, D., Kay, A. C., Vuletich, H., Vonasch, A., and Payne, B. K. (February 2021). The Partisan Trade-off Bias: When political polarization meets policy trade-offs. Talk presented at the *Annual Meeting for the Society for Personality and Social Psychology*.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (August 2020). System Justification and the Motivated Perception of Economic Inequality. Talk presented at the *Academy of Management Annual Conference*.

**Chaired symposium.*

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (August 2020). The Role of Economic Inequality in Perceptions of Process and Outcome Fairness in the Workplace. Talk presented at the *Academy of Management Annual Conference*.

Goya-Tocchetto, D. and Wade-Benzoni, K. (August 2020). Legacy Motives at Work: creating meaning and increasing job satisfaction in organizations. Talk presented at the *Academy of Management Annual Conference, OB Division*.

Goya-Tocchetto, D., Ochoa, N. R., Kapsaskis, K., Vasey, S., and Gray, K. (May 2020). Liberals and conservatives see different victims: understanding moral disagreement through assumptions of vulnerability. Talk accepted at the *Annual Meeting for the Association for Psychological Science*. [conference canceled due to COVID-19 pandemic]

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (February 2020). System Justification and the Motivated Perception of Economic Inequality. Poster presented at the *Justice and Morality Pre-conference at Annual Meeting for the Society for Personality and Social Psychology*, New Orleans, Louisiana.

Goya-Tocchetto, D., Ochoa, N. R., Kapsaskis, K., Vasey, S., and Gray, K. (February 2020). Liberals and conservatives see different victims: understanding moral disagreement through assumptions of vulnerability. Talk presented at the *Justice and Morality Pre-conference at Annual Meeting for the Society for Personality and Social Psychology*, New Orleans, Louisiana.

Goya-Tocchetto, D., Kay, A. C., and Payne, B. K. (November 2019). System Justification and the Motivated Perception of Economic Inequality. Talk presented at the *Economic Inequality Pre-conference at the Annual Meeting for the Society for Judgment and Decision Making*, Montreal, Canada.

Goya-Tocchetto, D., Horta, E., and Montgomery, M. (March 2017). Economic Inequality and Decision-Making. Talk presented at the *Annual Meetings of the Public Choice Society*, New Orleans, Louisiana.

Goya-Tocchetto, D., Brock, S., and Wright, J. (March 2016). Markets and Fairness: Folk Intuitions about Economic. Talk presented at the *Annual Meetings of the Public Choice Society*, Fort Lauderdale, Florida.

Goya-Tocchetto, D., Echols, M., and Wright, J. (April 2015). The Lottery of Life and Moral Desert. Talk presented at the *SSPP*, New Orleans, Louisiana.

Goya-Tocchetto, D. and Wright, J. (March 2015). Varieties of Humility Worth Wanting. Talk presented at the *International Convention of Psychological Science*, Amsterdam, The Netherlands.

Goya-Tocchetto, D., Echols, M., and Wright, J. (January 2015). The Lottery of Life and Moral Desert. Talk presented at the *Economics Research Workshop at the College of Charleston*, Charleston, South Carolina.

Goya-Tocchetto, D., Echols, M., and Wright, J. (January 2015). The Lottery of Life and Moral Desert. Talk presented at the *1st PHILOSOFEST at the College of Charleston*, Charleston, South Carolina.

Goya-Tocchetto, D. (October 2012). Government Intervention and Education: An Analysis of the Strategies Nudge and Think. Talk presented at the *Education and Capabilities International Conference*, Porto Alegre, Brazil.

Goya-Tocchetto, D. (April 2010). The Economic Costs of Traffic Accidents related to the Abuse of Alcohol in Porto Alegre. Talk presented at the *Economics Graduate Program of the Federal University of RGS*, Porto Alegre, Brazil.

Goya-Tocchetto, D. (August 2009). Judgments of Distributive Justice in Rawls and Nozick: An Experimental Investigation. Talk presented at the *Economics Graduate Program of the Federal University of RGS*, Porto Alegre, Brazil.

TEACHING

Teaching Assistant, *Duke University, Fuqua School of Business*
present

2018 -

Navigating Organizations (1 section)

Women & Leadership (2 sections)

Foundations of Management & Organizations (2 sections)

Negotiation (3 sections)

Power & Influence (3 sections)

Business & Common Purpose (1 section)

Adjunct Professor, <i>College of Charleston</i>	2014-2017
Macroeconomics (9 sections)	
Microeconomics (6 sections)	
Economic Theory, Social Justice, & Public Policy (1 section)	
Nudge: designing policies for real people (2 sections)	
Introduction to Analytical and Critical Reasoning (4 sections)	
Ethics, 3 sections	
Instructor, <i>ESPM-Sul, Brazil</i>	
2012-2013	
Macroeconomics (5 sections)	
Instructor, <i>SENAC College, Brazil</i>	2009-2013
Introduction to Economics (12 sections)	
Sustainability & Economic Development (6 sections)	
Instructor, <i>UFRGS, Brazil</i>	2011-2012
Special Topics in Political Philosophy (2 sections)	
Macroeconomics, 2 sections	
Brazilian Economic History (1 section)	
Instructor, <i>La Salle University, Brazil</i>	2009-2010
Introduction to Economics (3 sections)	

ADVISING

Abby Forgarty's Bachelor's Thesis. (2019). The Impact of Inequality on Perceived Need, University of North Carolina at Chapel Hill.

Zach Sturman's Bachelor's Thesis. (2017). Nudges in the restroom: How handwashing can be impacted by environmental cues, College of Charleston.

FELLOWSHIPS, AWARDS, AND HONORS

- Kenan Institute of Ethics Fellowship at Duke University (\$3,000; 2022-2023)
- Strengthening Democracy Challenge, Stanford University, awarded intervention for reducing partisan animosity (\$650; 2022)
- NTR-IACM Early Career Scholars Program (\$2,000; 2022-2024)
- Best accepted papers in the 2022 Academy of Management Meeting (2022)
- Doctoral Student Fellowship, Fuqua School of Business, Duke University (2018 – present)
- Distinguished Adjunct Teaching Award in the School of Business, College of Charleston (2017)

- Center for Public Choice & Market Process Research Fellowship: “Economic Inequality and Decision-Making” (\$5,000; 2016-2017)
- Center for Public Choice & Market Process Research Fellowship: “Markets and Fairness: Folk Intuitions about Economic Justice” (\$2,000; 2015-2016)
- CNPq Research Fund for the Social Sciences: “Theories of Justice in Philosophy, Economics, and the Law.” (\$150,000; 2012-2015)
- Capes Graduate Research Program (CNPq), PhD Scholarship (2011-2014)
- Brazilian National Council of Drugs Policy Scholarship (2007-2008)
- Brazilian Association of Technological Research Institutions Scholarship (2007)
- United Nations Development Program Millennium Goals Scholarship (2006)
- CNPq Graduate Research Program: MSc in Economics Scholarship (2006)
- CNPq Undergraduate Research Program Scholarship (2003-2005)

SERVICE

Duke University

- PhD Brownbag Series, Duke University (Fall 2020-Spring 2021)
- Fuqua Interdisciplinary Brownbag Series, Duke University (Fall 2018-Spring 2019): represented the Management Department in the organization of monthly lectures by Fuqua Professors
- Member of STAGE, PhD Student Initiative for Gender Equality in Business Schools (2019-2020)

Ad hoc reviewer

- Academy of Management Annual Meetings (2020-present)
- Society for Personality and Social Psychology Annual Meetings (2020-present)
- Secret Judge for the SPSP Graduate Student Poster Award (2019)
- Management Doctoral Student Association (MDSA) sessions committee (Fall 2019-Spring 2020)
- Academic Journals: Journal of Experimental Social Psychology, Management Science, Journal of Personality and Social Psychology

PROFESSIONAL AFFILIATIONS

Academy of Management	2018 - present
Society for Personality and Social Psychology	2018 - present
International Association for Conflict Management	2021 - present
Society for Judgment and Decision Making	2019 - present
The PhD Project	2019 - present

REFERENCES

Aaron C. Kay

J Rex Fuqua Professor of Management

The Fuqua School of Business, Duke University

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Richard Larrick

Hanes Corporation Foundation Professor of Management

The Fuqua School of Business, Duke University

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Shai Davidai

Assistant Professor of Management

Columbia Business School, Columbia University

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