

# Julia D. Hur

Management and Organizations | New York University  
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## ACADEMIC POSITIONS

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| 2018- | New York University, New York University Shanghai<br>Assistant Professor of Management and Organizations<br>New York University, Stern School of Business<br>Affiliate of Management and Organizations |
| 2018  | Northwestern University, Kellogg School of Management<br>Lecturer of Management and Organizations  |

## EDUCATION

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| 2018 | Northwestern University, Kellogg School of Management<br>Ph.D., Management and Organizations |
| 2012 | University of Chicago<br>M.A., Social Sciences, Psychology                                   |
| 2010 | Yonsei University<br>B.A., Psychology, <i>Summa cum Laude</i>                                |

## RESEARCH INTERESTS

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Goals & Incentives  
Stereotypes & Decision Biases  
Individual and Organizational Decision-making

## PUBLICATIONS

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† denotes a student collaborator when work was started

- Hur, J.D., †Lee-Yoon, A., & Whillans, A.V. (2021) 'Are They Useful? The Effects of Performance Incentives on the Prioritization of Work versus Personal Ties.' *Organizational Behavior and Human Decision Processes* \*Pre-registered & public data & joint authorship
- Hur, J.D., Ruttan, R.L., & Shea, C.T (2020). 'The Unexpected Power of Positivity: Predictions versus Decisions about Advisor Selection.' *Journal of Experimental Psychology: General* \*Pre-registered & public data & joint authorship
- Hur, J.D. & Nordgren, L.F. (2019) 'Who Wants Performance Incentives? Resource Deprivation Increases Aversion to Performance Incentives.' *Academy of Management Proceedings* \*Pre-registered & public data
- Hur, J.D. & Nordgren, L.F. (2016) 'Paying for Performance: Performance Incentives Increase Desire for the Reward Object.' *Journal of Personality and Social Psychology*. \*Academy of Management 2015 Best Paper Proceedings
- Hur, J.D., Koo, M., & Hofmann, W. (2015) 'When Temptations Come Alive: How Anthropomorphism Undermines Self-Control.' *Journal of Consumer Research*.

## WORK UNDER REVIEW

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Hur, J.D. & †Lin, J. ‘The Impact of Star Minority Members on Diversity Goals’ (*Revise & Resubmit at Organization Science*) \*Public data

†Kang, S.H., Hur, J.D. & Kilduff, G.J. ‘Goal Conflicts in Negotiation’ (*Under review*)  
\*Pre-registered data

Hur, J.D. & Ruttan, R.L. ‘The Illusion of Linear Social Progress’ (*Under review*) \*Pre-registered  
& joint authorship

Hur, J.D. ‘Gender Bias in Advisor Selection’ (*Under Review*) \*Public data

## SELECTED WORK IN PROGRESS

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Hur, J.D. ‘Performance Incentives and Gender Aspiration Gap’

Hur, J.D. & †Han, X. ‘Meritocracy, Racial Pay Gap, and Role Prototypes’

Hur, J.D., Tian, Y., & †Wu, L. ‘The Impact of Performance Incentives on Sustainability’

†Lee-Yoon, A., †Murray, J., Hur, J.D., & Whillans, A.V. ‘Incentives and Objectification’

Hur, J.D. & Nordgren, L.F. ‘Financial Deprivation and Performance Incentives’

## TEACHING EXPERIENCE

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*Collaboration, Conflict, and Negotiation*, NYU Stern School of Business MBA Program  
(Avg. Instructor Ratings = 5/5; Avg. Online Instructor Rating = 5/5)

*Management and Organizations*, NYU Undergraduate Program (Avg. Instructor Ratings = 5/5; Avg. Online Instructor Rating = 4.9/5)

*Negotiation Fundamentals*, Kellogg School of Management MBA Program

*Bargaining*, Kellogg School of Management, Guest instructor

## INVITED TALKS

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2021 University of Virginia, Darden School of Business  
University of Toronto, Rotman School of Management  
HKUST Business School

2020 University of Toronto, MAPEL Lab

2018 UIUC, Gies College of Business

2017 New York University, Stern School of Business  
Harvard Business School, Negotiations, Organizations, and Markets Unit  
UCLA, Anderson School of Management  
UBC, Sauder School of Business  
Vanderbilt University, Owen Graduate School of Management  
University of Connecticut, School of Business  
University of Windsor, Odette School of Business  
Stanford University, Graduate School of Business, Marketing Unit

## HONORS AND AWARDS

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Academy of Management Best Paper Proceedings, 2014, 2015, 2016, 2019, 2021

NYU Scholar Travel Fund, 2021

Midwestern Psychological Association Graduate Student Paper Award, 2015

Society for Personality and Social Psychology Conference Travel Award, 2014

The Graduate School Travel Grant Recipient, 2013, 2016  
 Graduate Fellowship, Northwestern University, 2012 – present  
 Summa cum Laude Graduation from Yonsei University  
 Merit-based Scholarship: Highest Honors student from Yonsei University

## ORGANIZED CONFERENCE SYMPOSIA

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- 2019 The Unintended Consequences of Financial Incentives, the *Academy of Management*, Boston, MA.
- 2017 Cog in the Machine: Causes of Depersonalization at the Workplace, the *Academy of Management*, Atlanta, GA.  
 Beliefs, Decisions, and Consequences of Advice-Seeking and Network Formation (Co-Chair with Rachel Ruttan), the *Society for Personality and Social Psychology*, San Antonio, TX.
- 2015 Finding Fault in Failure: Mentalizing in Evaluations and Experiences of Failure (Co-Chair with Rachel Ruttan), the *Society for Personality and Social Psychology*, Long Beach, CA.  
*Kellogg-Booth Student Symposium*, (Co-Chair with Sarah Molouki) Chicago, IL.

## CONFERENCE PRESENTATIONS

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- 2021 Lin, J., Hur, J.D. The Impact of a High-status Minority Member on Pursuing Diversity Goals. Paper presented at the *Virtual Academy of Management*. \*AOM Meeting Best Symposium Award OB Division  
 Hur, J.D. Losing Competition for Talent: Gender Bias in Advisor Selection. Paper presented at the *Virtual Academy of Management*.  
 Hur, J.D. Losing Competition for Talent: Gender Bias in Advisor Selection. Talk given at the *Virtual International Association for Conflict Management*.  
 Ruttan, R. L., Hur, J.D. The Illusion of Linear Social Progress. Talk given at the *Virtual Society of Personality and Social Psychology*.
- 2020 Lin, J., Hur, J.D. When a Star Shines Too Bright: High-Status Minority Members Decrease Diversity in Future Hiring Decisions. Talk given at the *Virtual Society of Judgment and Decision Making*.  
 Hur, J.D., Ruttan, R.L., Shea, C.T. Belief, Heuristic, and Decision-making in Forming Mentoring Relationships. Paper presented at the *Virtual Academy of Management*.  
 Hur, J.D., Lin, J. When a Star Shines Too Bright: High-Status Minority Members Decrease Diversity in Hiring. Talk given at the *Virtual International Association for Conflict Management*.
- 2019 Hur, J.D., Ruttan, R. L. The Illusion of Linear Social Progress. Talk given at the *Society of Experimental Social Psychology*, Toronto, Canada.  
 Hur, J.D., Nordgren, L.F. Who Wants Performance Incentives? Resource Deprivation Increases Aversion to Performance Incentives. Paper presented at the *Academy of Management*, Boston, MA.  
 Hur, J.D., Tian, Y. Money cannot be Green: The Impact of Performance Incentives on Financial Concerns and Sustainability Decisions. Talk given at the *Academy of*

- Management*, Boston, MA.
- Hur, J.D., Ruttan, R. L. The Illusion of Social Progress. Talk given at the *International Association for Conflict Management*, Dublin, Ireland.
- 2018 Hur, J.D., Nordgren, L.F. Resource Deprivation Leads to Avoidance of Performance Incentives. Talk given at the *Academy of Management*, Chicago, IL.
- Ruttan, R.L., Hur, J.D. The Illusion of Linear Social Progress. Talk given at the *Academy of Management*, Chicago, IL.
- Hur, J.D., Ruttan, R.L., Shea, C.T. The Unexpected Power of Positivity: Beliefs versus Decisions about Advisor Selection. Paper presented at the *Trans-Atlantic Doctoral Conference*, London, UK.
- 2017 Hur, J.D., Nordgren, L.F. Valuing Money Over People: How Financial Incentives Affect Monetary Goals. Paper presented at the *Academy of Management*, Atlanta, GA.
- Hur, J.D., Ruttan, R.L., Shea, C.T. Belief, Heuristic, and Decision-making in Forming Mentoring Relationships. Paper presented at the *Academy of Management*, Atlanta, GA.
- Hur, J.D., Nordgren, L.F. Unexpected Costs of Incentives: How Performance Incentives Affect Desire for Rewards. Talk given at the *Midwestern Psychology Association*, Chicago, IL.
- Hur, J.D., Ruttan, R.L., Shea, C.T. Unexpected Power of Positivity: Beliefs and Decisions on Choosing Advisors to Achieve Goals. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.
- Hur, J.D., Ruttan, R.L., Shea, C.T. Follow The Voice: People Overweight Positivity When Choosing Advisors to Assist their Goals. Talk given at the *Society for Personality and Social Psychology*, San Antonio, TX.
- 2016 Hur, J.D., Hofmann, W., Koo, M. Blaming Temptations: Anthropomorphism Shifts Attributions for Self-Control Failures. Paper presented at the *Academy of Management*, Anaheim, CA.
- Hur, J.D., King, B.G., Effron, D.A. Organizations as Unethical People: How Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Talk given at the *Midwestern Psychology Association*, Chicago, IL.
- Hur, J.D., Nordgren, L.F. The Cost of Exceptionalism: Dehumanization of High Performers Decreases Empathy and Motivation. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.
- Hur, J.D., Nordgren, L.F. Unexpected Costs of Financial Incentives: How Reward Structures Affect Desire for Money and Financial Decision-making. Talk given at the *Wharton Society for the Advancement of Women in Business Academia*, Philadelphia, PA.
- Hur, J.D., Nordgren, L.F. My Adviser is a Machine: Dehumanization of High Performers Decreases Aspiration and Motivation. Talk given at the *Society for Personality and Social Psychology*, San Diego, CA.
- 2015 Hur, J.D., Nordgren, L.F. Performance-based Reward: How You Get Paid Shapes How You Value Money. Paper presented at the *Academy of Management*, Vancouver, Canada.

Hur, J.D., Hofmann, W., Koo. M. Blaming Temptations: Anthropomorphism Shifts Attributions for Self-Control Failures. Talk given at the *Midwestern Psychology Association*, Chicago, IL. \*Selected for Graduate Student Paper Award

Hur, J.D., Nordgren, L.F. Feels Like Only Yesterday: Vividness Heuristics in Repeating Experiences. Data blitz presented at *Society for Personality and Social Psychology*, Subjective Time and Mental Time Travel Pre-conference, Long Beach, CA.

Hur, J.D., Hofmann, W., Koo. M. Blaming McDonald's for Obesity: Anthropomorphism Shifts Attribution for Self-Control Failures. Talk given at the *Society for Personality and Social Psychology*, Long Beach, CA.

2014 Hur, J.D., King, B.G., Effron, D.A. Organizations as Unethical People: How Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Paper presented at the *Academy of Management*, Philadelphia, PA.

Hur, J.D., Nordgren, L.F. Feels Like Only Yesterday: Vividness Heuristics in Repeating Experiences'. Talk given at the *Midwestern Psychology Association*, Chicago, IL.

Hur, J.D., King, B.G., Effron, D.A. Organizations as Unethical People: How Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.

Hur, J.D., Koo. M., Hofmann, W. When Temptations Come Alive: How Anthropomorphization Undermines Self-Control. Talk given at the *Association for Consumer Research*, Chicago, IL.

Hur, J.D., Koo. M., Hofmann, W. When Temptations Come Alive: How Anthropomorphization Undermines Self-Control. Talk given at the *Midwestern Psychology Association*, Chicago, IL.

Hur, J.D., Nordgren, L.F. Desire for Extrinsic Reward: Work for Money, then Love the Money. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.

Hur, J.D., Nordgren, L.F. Desire for Extrinsic Reward: Work for Money, then Love the Money. Talk given at the *Chicago Psych Grad Student Research Symposium*, Chicago, IL.

## PROFESSIONAL SERVICE

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Organization Science Ad-hoc Reviewer

Organizational Behavior and Human Decision Processes Ad-hoc Reviewer

Journal of Experimental Social Psychology, Ad-hoc Reviewer

Journal of Business Research Ad-hoc Reviewer

Journal of Consumer Research Ad-hoc Reviewer

Journal of Consumer Psychology Ad-hoc Reviewer

Academy of Management Reviewer

Strategic Management Society Reviewer

Kellogg Booth Student Symposium Reviewer