

Julia D. Hur

Management and Organizations | New York University
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ACADEMIC POSITIONS

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

EDUCATION

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

RESEARCH INTERESTS

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

PUBLICATIONS

† denotes a student collaborator when work was started

- Hur, J.D. & Ruttan, R.L. (2023) 'Beliefs about Linear Social Progress' *Personality and Social Psychology Bulletin* *Pre-registered data
- 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
- 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
- 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

Hur, J.D. & †Lin, J.J. 'The Impact of Star Minority Members on Diversity Goals' (*Revise & Resubmit at Organization Science*) *Pre-registered & public data

**Best Symposium Award, AOM Organizational Behavior Division

†Kang, S.H., Hur, J.D., & Kilduff, G.J. 'Goal Conflicts, Rivalry, and Negotiation' (*Revise & Resubmit at Journal of Applied Psychology*) *Pre-registered data

**Best Empirical or Theoretical Paper Award Finalist, AOM Conflict Management Division

†Lin, J.J. Chang E.H., Kirgios E.L., & Hur, J.D. 'Networks and Diversity Goals' (*Revise & Resubmit at Strategic Management Journal*)

SELECTED WORK IN PROGRESS

Hur, J.D., †Wu, L., & Tian, T.Y. 'Performance Incentives and Organizational Sustainability'

*Pre-registered & public data **SMS Conference Responsible Research Paper Prize Nomination

Hur, J.D. 'Performance Incentives and Gender Aspiration Gap' *Public data

†Lee-Yoon, A., †Murray, J., Hur, J.D., & Whillans, A.V. 'Performance Incentives, Objectification, and Authenticity' *Pre-registered data

Hur, J.D. & Nordgren, L.F. 'Performance Incentives and Social Class' *Pre-registered data

Hur, J.D. & †Han, X. 'Social Prototypes and Racial Pay Discrimination' *Public data

Hur, J.D. 'Goal Conflicts, Gender Bias, and Advisor Selection' *Public data

†Lin, J.J. & Hur, J.D. 'Star Minority Members, Networks, and Signaling Effects'

Hur, J.D., Ruttan, R.L., & †Lin, J.J. 'Remote Work, Identification, and Commitment' *Pre-registered data

TEACHING EXPERIENCES

Collaboration, Conflict, and Negotiation, NYU Stern School of Business MBA Program
(Avg. Instructor Rating = 5.0/5.0; Avg. Online Instructor Rating = 5.0/5.0)

Management and Organizations, NYU Undergraduate Program (Avg. Instructor Rating = 5.0/5.0; Avg. Online Instructor Rating = 4.9/5.0)

Negotiation Fundamentals, Kellogg School of Management MBA Program

INVITED TALKS

2022 University of Notre Dame, Mendoza College of Business

Wake Forest University

China Europe International Business School (CEIBS)

2021 University of Virginia, Darden School of Business

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
 Stanford University, Graduate School of Business, Marketing Unit
 University of Connecticut, School of Business
 University of Windsor, Odette School of Business

HONORS AND AWARDS

Responsible Research Paper Prize, Nominated, Strategic Management Society, 2022
 Best Empirical or Theoretical Paper Award, Finalist, Academy of Management, Conflict Management, 2022
 NYU Scholar Travel Fund, 2021
 Academy of Management Best Paper Proceedings, 2014, 2015, 2016, 2019, 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

CONFERENCE PRESENTATIONS

- 2022 Hur, J.D., Tian, Y., Wu, L. The Impact of Performance Incentives on Attentional Bias and Environmental Sustainability. Talk given at the *Strategic Management Society*. *Nominated for Annual Conference Responsible Research Paper Prize
 Hur, J.D., Han, X. Role Prototypicality Contributes to Wage Discrimination. Paper presented at the *Academy of Management*.
 Kang, S.H., Hur, J.D., Kilduff, G.J. How Rivalry Shifts Negotiators' Goals Away from Value Claiming. Paper presented at the *Academy of Management*. *Finalist for Best Empirical or Theoretical Paper Award, AOM Conflict Management Division
 Hur, J.D., Han, X. Role Prototypicality Contributes to Wage Discrimination. Talk given at the *International Association for Conflict Management*.
 Kang, S.H., Hur, J.D., Kilduff, G.J. How Rivalry Shifts Negotiators' Goals Away from Value Claiming. Talk given at the *International Association for Conflict Management*.
- 2021 Hur, J.D., Lin, J. The Impact of a High-status Minority Member on Pursuing Diversity Goals. Paper presented at the *Virtual Academy of Management*. *Best Symposium Award, AOM Organizational Behavior Division
 Hur, J.D. Gender Bias in Advisor Selection. Paper presented at the *Virtual Academy of Management*.
 Hur, J.D. 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 Hur, J.D., Lin, J. 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.

ORGANIZED CONFERENCE SYMPOSIA

- 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.

PROFESSIONAL SERVICE

Proceedings of the National Academy of Sciences (PNAS) Reviewer
 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 Reviewer
 Journal of Consumer Research Reviewer
 Journal of Consumer Psychology Reviewer
 Academy of Management Reviewer
 Strategic Management Society Reviewer
 International Association for Conflict Management Reviewer