

Teodora K. Tomova Shakur

Management & Leadership Department | Neeley School of Business | Texas Christian University |
2900 Lubbock Avenue, #3226, Fort Worth, TX 76129 | Phone: +1 (714) 329-8070 |
Email: t.tomovashakur@tcu.edu | Personal website: teodoratomovashakur.com

ACADEMIC APPOINTMENTS

Neeley School of Business, Texas Christian University August 2022 - Present
Assistant Professor, Management and Leadership Department

EDUCATION

New York University, Stern School of Business May 2022
Ph.D. in Management
M.Phil. in Management May 2021

University of California, Berkeley May 2016
B.A. in Psychology (Honors)

RESEARCH INTERESTS

Network favoritism; nepotism, cronyism, employee referrals, social networks; merit; inequality; diversity

PUBLICATIONS

Porter, C., **Tomova Shakur, T. K.**, & Berry, P (forthcoming). The interplay of professional networking and gender: A social exchange perspective. In M. Diehl, J. Coyle-Shapiro, & R. Cropanzano (Eds.), *Handbook of Social Exchange Theory*. Edward Elgar Publishing.

Tomova Shakur, T. K., North, M.S., Berson, Y., & Oreg, S. (2024). The age of leadership: Meta-analytic findings on the relationship between leader age and perceived leadership style and the moderating role of culture and industry type. *Personnel Psychology*, 77, 1403-1440.

Tomova Shakur, T. K., & Phillips, L. T. (2022). What counts as discrimination? How principles of merit shape fairness of demographic decisions. *Journal of Personality and Social Psychology*, 123(5), 957-982.

**Best Paper nomination and invitation for publication in 2021 Academy of Management Proceedings*

Zhang, J. W., Chen, S., & **Tomova Shakur, T. K.** (2020). From me to you: Self-compassion predicts acceptance of own and others' imperfections. *Personality and Social Psychology Bulletin*, 46(12), 1685-1697.

Psychology Bulletin, 46(2), 228–242.

Zhang, J. W., Chen, S., **Tomova Shakur, T. K.**, Bilgin, B., Chai, W. J., Ramis, T., ... Manukyan, A. (2019). A compassionate self is a true self? Self-compassion promotes subjective authenticity. *Personality and Social Psychology Bulletin*, 45(9), 1323–1337.

INVITED REVISIONS AND MANUSCRIPTS UNDER REVIEW

Tomova Shakur, T. K. & Derfler-Rozin, R. (2nd round R&R). The referral penalty: Decreased perceptions of merit undermine helping behavior towards referred employees. *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Hildreth, J. A. D (1st round R&R). The role of loyalty, perceived ethicality, and felt obligations in promulgating network favoritism at work. *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Phillips, L. T. Using a motives framework to understand network favoritism at work (under review). *Journal of Management*.

SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

Tomova Shakur, T. K. & Quintane, E. (working paper). Social capital mobilization differentials across genders during job search. Target: *Academy of Management Journal*.

Tomova Shakur, T. K. & Derfler-Rozin, R. (working paper). Environmental shocks and reliance on network contacts during job search. Target: *Organizational Behavior and Human Decision Processes*.

Tomova Shakur, T. K., Berry, P., & Allen, D. (data collection). Meta-analysis: Network favoritism across cultures. Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Jago, A. Perceptions of algorithms' capabilities to assess and improve organizational diversity (working paper). *Journal of Experimental Social Psychology*.

Tomova Shakur, T. K., Shipp, A., Boyd, T. L., & Allen, D. (conceptualizing and data collection). Understanding the formation and maintenance of workplace ties in economically disadvantaged populations (ALICE individuals). Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Woehler, M. (data collection). The importance of merit consideration

in network favoritism decisions across genders. Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. (research in progress). The effects of referral aversion on subsequent pro-social behavior toward network contacts. Target: *Journal of Applied Psychology*.

Berry, P., Stockdall, K., Pearson, A. H., & **Tomova Shakur, T. K.** (working paper). A meta-analytic investigation of identity management tactics and well-being outcomes for concealable stigmatized identities. Target: *Personnel Psychology*.

MEDIA COVERAGE

DePaulo, B. (2022). Do people think less deeply when they size up single people? *Psychology Today*. <https://www.psychologytoday.com/us/blog/living-single/202210/do-people-think-less-deeply-when-they-size-single-people>

Tomova Shakur, T. K. (2022). Does reliance on merit principles lead to discrimination? *Character & Context*. <https://www.spsp.org/news-center/blog/tomova-shakur-meritocracy-discrimination-employment>

HONORS & AWARDS

OMT ABCD Award – Above and Beyond the Call of Duty Academy of Management	August 2024
Research and Creative Activities Fund (RCAF) - \$4,500 Texas Christian University	June 2023 – September 2024
IACM Three-Minute Thesis Competition TOP-6 <i>Finalist</i> , International Association for Conflict Management (IACM)	2021
AOM Organizational Behavior Doctoral Consortium <i>Department Nominee</i> , Stern School of Business, New York University	2021
Reviewer Award MOC Division <i>Attendance Scholarship</i> , Academy of Management	2021
2021 Proceedings Best Paper Academy of Management	2021
Early Career Researchers Data Blitz <i>Invited Speaker</i> , Psychology of Technology	2020
Showcase Symposium <i>Co-chair</i> , Academy of Management	2020
Dean's Fellowship (\$31,000) Stern School of Business, New York University	2020
GDO Doctoral Student Consortium Award	2020

<i>Attendance Scholarship, Academy of Management</i>	
Center for Global Economy and Business PhD Grant (\$1,500)	2020
Stern School of Business, New York University	
Center for Global Economy and Business PhD Grant (\$2,000)	2019
Stern School of Business, New York University	
AC4–IACM Student Fellowship (\$1,600)	2019
International Association for Conflict Management	
Conference Travel Award, Graduate Student Award (\$500)	2019
New York University	
Graduate Travel Award (\$500)	2018
Society for Personality & Social Psychology	
Diversity Fund Undergraduate Travel Award (\$500)	2015
Society for Personality & Social Psychology	
Leadership Award	2013
Bulgarian Red Cross, Sofia, Bulgaria	

TEACHING EXPERIENCE

<i>Instructor, Texas Christian University</i>	Fall 2022-present
Essentials of Motivation, level: MBA (ratings TBD)	
Organizational Management, level: undergraduate, ratings: 4.7/5.0	
<i>Instructor, New York University</i>	Winter 2020
Management and Organizations, level: undergraduate, ratings: 4.8/5.0	
<i>Teaching Assistant, New York University & UC Berkeley</i>	
Negotiation and Consensus Building, level: MBA, Seth Freeman	Winter 2022
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	Winter 2022
Negotiation and Consensus Building, level: MBA, Steve Blader	Fall 2021
Inclusive Leadership, level: graduate, Linda Basch & Anne Weisberg	Fall 2021
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	Fall 2021
Leadership in Organizations, level: graduate, Frances Milliken	Spring 2021
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	Winter 2021
Negotiation and Consensus Building, level: undergraduate, Gavin Kilduff	Fall 2020
Management and Organizations, level: undergraduate, Michael North	Spring 2020
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	Fall 2019
Management and Organizations, level: undergraduate, L. Taylor Phillips	Spring 2019
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	Winter 2019
Negotiation and Consensus Building, level: undergraduate, Gavin Kilduff	Fall 2018
Principles of Sociology: American Cultures, level: undergraduate, Mary Kelsey	Spring 2015
Principles of Sociology: American Cultures, level: undergraduate, Mary Kelsey	Fall 2015

Tutor

Data Analysis in R, level: undergraduate & Ph.D.
Algebra, level: Pre-school and 1st Grade, *Lycée Français, Sofia, Bulgaria*

2014-2016
2012-2013

CHAired CONFERENCE SYMPOSIA

Tomova Shakur, T. K. & Nannetti, F. (2025). Beyond Network Structure: Gendered Dynamics in the Use, Content, and Perception of Social Networks. *85th Annual Meeting of the Academy of Management*. Symposium sponsored by the OB division.

Tomova Shakur, T. K. & Nannetti, F. (2024). Navigating Social Networks: Network Evolution and Inequality Shaped Over Time. *84th Annual Meeting of the Academy of Management*. Symposium sponsored by the OB division.

Tomova Shakur, T. K. & Nannetti, F. (2023). When Do Cognition, Attitudes, and Behaviors Affect Inequality? Gender & Race Differences in Networks. *83rd Annual Meeting of the Academy of Management*. Symposium sponsored by the OB division.

Tomova Shakur, T. K. & Nannetti, F. (2022). Creating a Better World Together: How Different Groups Create, Maintain, and Utilize Their Networks. *82nd Annual Meeting of the Academy of Management*. Symposium sponsored by the OB, GDO and MOC divisions.

Tomova Shakur, T. K. & Nannetti, F. (2021). Biases in Social Networks: Misperceptions Driving Behaviors and Outcomes. *81st Annual Meeting of the Academy of Management*. Symposium sponsored by the OB and MOC divisions.

Tomova Shakur, T. K. & Nannetti, F. (2020). Social Networks and Inequality: Where do we go from here? *80th Annual Meeting of the Academy of Management*. Showcase symposium sponsored by the OB division.

SELECTED TALKS AND CONFERENCE PRESENTATIONS

Tomova Shakur, T. K. & Quintane, E. Social capital mobilization differentials across genders during job search

- ION Conference, University of Kentucky, 2025
- 84th Annual Meeting of the Academy of Management, 2024

Tomova Shakur, T. K. The impact of network favoritism on organizational diversity

- 83rd Annual Meeting of the Academy of Management, 2023
- International Association for Conflict Management, 2023
- 82nd Annual Meeting of the Academy of Management, 2021

Tomova Shakur, T. K. & Hildreth, J. A. D. The role of loyalty, perceived ethicality, and felt obligations in promulgating network favoritism at work

- INGroup, 2021
- International Association for Conflict Management, 2021

- Trans-Atlantic Doctoral Conference, 2021
- EXPO seminar, Cornell University, 2020
- 80th Annual Meeting of the Academy of Management, 2020

Tomova Shakur, T. K. & Derfler-Rozin, R. Environmental shocks and reliance on network contacts during job search

- International Association for Conflict Management, 2021
- Western Academy of Management, 2021

Tomova Shakur, T. K. & Derfler-Rozin, R. The referral penalty: Decreased perceptions of merit undermine helping behavior towards referred employees

- International Association for Conflict Management, Three-Minute Thesis Competition, 2021
- East Coast Doctoral Conference, 2021
- 80th Annual Meeting of the Academy of Management, 2020
- International Association for Conflict Management, 2020

Tomova Shakur, T. K. & Phillips, L. T. Using a motives framework to understand network favoritism at work

- University of Memphis, External Speaker Series, 2024
- University of Kentucky, External Speaker Series, 2022
- 81st Annual Meeting of the Academy of Management, 2021

Tomova Shakur, T. K. & Jago, A. Perceptions of algorithms' capabilities to assess and improve organizational diversity

- Western Academy of Management, 2021
- Early Career Researchers Data Blitz, Psychology of Technology, 2020

Tomova Shakur, T. K. & Phillips, L. T. What counts as discrimination? How principles of merit shape fairness of demographic decisions

- 81st Annual Meeting of the Academy of Management, 2021
- International Association for Conflict Management, 2021
- Society for Personality and Social Psychology, 2019 (poster)
- 78th Annual Meeting of the Academy of Management, 2018
- New York Stern School of Business, 2018
- International Association for Conflict Management, 2018
- East Coast Doctoral Conference, 2018
- Society for Personality and Social Psychology, 2018 (poster)

Tomova Shakur, T. K. & Phillips, L. T. A comprehensive review on network favoritism

- International Association for Conflict Management, 2019
- East Coast Doctoral Conference, 2019

Tomova, T. K. A compassionate self is a true self? Self-compassion promotes subjective authenticity

- Society for Personality and Social Psychology, 2016 (poster)

Panelist:

- Conflict Management Doctoral Student/Post-Doc Consortium, 2024
- Conflict Management Doctoral Student/Post-Doc Consortium, 2023
- IACM Doctoral Student Consortium, 2022

PROFESSIONAL SERVICE AND MEMBERSHIPS

External Service**Academy of Management**

<i>Communication Officer, Social Network Society (SNS)</i>	Fall 2024-Present
<i>Representative at Large, Conflict Management Division</i>	2025-2027
<i>Best Paper Award Committee Chair, Conflict Management Division</i>	2024
<i>Associate Editor, OMT Division</i>	2024
<i>Program & Off-cycle Volunteer, Conflict Management Division</i>	2023

International Association for Conflict Management

<i>Doctoral Student Workshop Committee Member</i>	Spring 2024-Present
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Ad-hoc reviewer:

Personnel Psychology
Human Resource Management
Work, Aging and Retirement

Annual Conference Reviewer:

Academy of Management
International Association for Conflict Management (regular and angel reviewer)

Internal Service**Neeley School of Business, Texas Christian University**

• Departmental Work-in-Progress Brown Bags, <i>Organizer</i>	Spring 2023-Present
• Behavioral Lab, <i>Co-manager</i>	Fall 2023-Present
• Graduate Research Assistant Group, <i>Coordinator</i>	Fall 2023-Present
• Neeley Women's Tenure/Tenure-Track Group, <i>Leader</i>	Fall 2024-Present
• Search Committee, <i>Member</i>	Fall 2022; Fall 2023

Stern School of Business, New York University

• PhD Admissions, <i>Reviewer</i>	2017-2020
• East Coast Doctoral Conference, <i>Co-organizer</i>	2019
• NYU-Columbia Brown Bag, <i>Co-organizer</i>	2018- 2020

Memberships:

Academy of Management
International Association for Conflict Management

WORK EXPERIENCE

Organizational Consultant
Beyond Berkeley Consulting

September 2015 – May 2016

Human Resources Intern
Campus Shared Services, University of California at Berkeley

May 2015 - September 2015

LANGUAGES

English (fluent), Bulgarian (fluent), French (basic), Spanish (basic)