

Teodora K. Tomova Shakur

Management & Organizations | NYU Stern School of Business | 44 West 4th Street, New York, NY 10012 |
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EDUCATION

- New York University, Stern School of Business** 2022 (expected)
Ph.D. in Management
Dissertation: Network Tie Favoritism and Adherence to Meritocratic Evaluations
Committee: Batia Wiesenfeld, Dolly Chugh, Lisa Leslie, L. Taylor Phillips (Chair)
- New York University, Stern School of Business** 2021
M.Phil. in Management
- University of California, Berkeley** 2016
B.A. in Psychology (Honors)
Advisor: Dacher Keltner

RESEARCH INTERESTS

Network tie favoritism; nepotism, cronyism, referral-based hiring, social networks; merit; inequality; diversity

PUBLICATIONS

- Tomova Shakur, T. K.** & Phillips, L. T. (2021). Meritocratic Factors and Their Implications for Discriminatory Decision-making. *Journal of Personality and Social Psychology*.
*Also marked as Best Paper and invited for publication in 2021 Proceedings, Academy of Management
- 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(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.** & Hildreth, J. A. D. (Invited Revise & Resubmit). Loyalty and Network Tie Favoritism. *Academy of Management Journal*.

Tomova Shakur, T. K. & Phillips, L. T. (Invited Revise & Resubmit; Full Paper). Network Tie Favoritism. *Academy of Management Annals*.

Tomova Shakur, T. K., North, M., Berson, Y., & Oreg, S. (Invited Reject & Resubmit). Meta-analysis on Culture, Leadership and Age-based Stereotypes. *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Derfler-Rozin, R. (Under Review). Unintended Consequences of Referrals. *Academy of Management Journal*.

SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

Tomova Shakur, T. K. & Jago, A. (working paper). Algorithmic vs. Human Referrals and Diversity. Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Derfler-Rozin, R. (working paper). Effects of COVID-19 on Informal Hiring. Target: *Organizational Behavior and Human Decision Processes*.

Tomova Shakur, T. K. & Phillips, L. T. (research in progress). Network Tie Favoritism Motives and Merit Evaluations.

Tomova Shakur, T. K. & Chugh, D. (research in progress). Network Tie Favoritism and Its Implications for Organizational Diversity.

Tomova Shakur, T. K. & Chugh, D. (research in progress). Social Networks: Mismatch Between Expecting and Asking Network Ties for Help.

Tomova Shakur, T. K. (research in progress). Meta-analysis: Network Tie Favoritism Across Cultures.

HONORS & AWARDS

IACM Three-Minute Thesis Competition	2021
TOP-6 <i>Finalist</i> , International Association for Conflict Management (IACM)	

AOM Organizational Behavior Doctoral Consortium	2021
<i>Department Nominee</i> , Stern School of Business, New York University	

Reviewer Award MOC Division	2021
<i>Attendance Scholarship</i> , Academy of Management	

2021 Proceedings Best Paper	2021
Academy of Management	

Early Career Researchers Data Blitz	2020
<i>Invited Speaker</i> , Psychology of Technology	

Showcase Symposium <i>Co-chair, Academy of Management</i>	2020
Dean's Fellowship (\$31,000) Stern School of Business, New York University	2020
GDO Doctoral Student Consortium Award <i>Attendance Scholarship, Academy of Management</i>	2020
Center for Global Economy and Business PhD Grant (\$1,500) Stern School of Business, New York University	2020
Center for Global Economy and Business PhD Grant (\$2,000) Stern School of Business, New York University	2019
AC4-IACM Student Fellowship (\$1,600) International Association for Conflict Management	2019
Conference Travel Award, Graduate Student Award (\$500) New York University	2019
Graduate Travel Award (\$500) Society for Personality & Social Psychology	2018
Diversity Fund Undergraduate Travel Award (\$500) Society for Personality & Social Psychology	2015
Leadership Award Bulgarian Red Cross, Sofia, Bulgaria	2013

TEACHING EXPERIENCE

<i>Instructor, New York University</i> Management and Organizations, level: undergraduate, ratings: 4.8/5.0	Winter 2020
<i>Teaching Assistant, New York University & UC Berkeley</i>	
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. (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. & Hildreth, J. A. D. Loyalty and Network Tie Favoritism.

- 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. Effects of COVID-19 on Informal Hiring.

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

Tomova Shakur, T. K. & Derfler-Rozin, R. Unintended Consequences of Referrals.

- 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. Network Tie Favoritism Motives and Merit Evaluations.

- 81st Annual Meeting of the Academy of Management, 2021

Tomova Shakur, T. K. & Jago, A. Algorithmic vs. Human Referrals and Diversity.

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

Tomova Shakur, T. K. & Phillips, L. T. Meritocratic Factors and Their Implications for Discriminatory Decision-making.

- 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. Nepotism Across Different Ties.

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

Tomova, T. K. Self-Compassion and Downstream Consequences for Previously Incarcerated Individuals.

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

PROFESSIONAL SERVICE AND MEMBERSHIPS

PhD Admissions

Reviewer, Stern School of Business, New York University, 2017-2020

East Coast Doctoral Conference

Co-organizer, 2019

NYU-Columbia Brown Bag

Co-organizer, Stern School of Business & Columbia Business School, 2018- 2020

Ad-hoc reviewer: *Journal of Experimental Social Psychology*

Annual Conference Reviewer:

Academy of Management

International Association for Conflict Management (regular and angel reviewer)

Western Academy of Management

INGRoup

Memberships:

Academy of Management

International Association for Conflict Management

Western Academy of 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)

REFERENCES

L. Taylor Phillips
Assistant Professor
Stern School of Business
New York University
tphillip@stern.nyu.edu

John Angus D. Hildreth
Assistant Professor
Johnson Graduate School of Management
Cornell University
jdh362@cornell.edu

Michael S. North
Assistant Professor
Stern School of Business
New York University
mnorth@stern.nyu.edu

Rellie R. Derfler-Rozin
Associate Professor
Smith School of Business
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Arthur S. Jago
Assistant Professor
Milgard School of Business
University of Washington - Tacoma
ajago@uw.edu