

Teodora K. Tomova Shakur

Management & Leadership | Neeley School of Business | Texas Christian University |
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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, 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., North, M., Berson, Y., & Oreg, S. (1st round R&R). Meta-analysis on Culture, Leadership and Age-based Stereotypes. *Personnel Psychology*.

Tomova Shakur, T. K. & Phillips, L. T. (1st round R&R). Network Favoritism. *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Hildreth, J. A. D. (Under review). Loyalty and Network Favoritism. *Organizational Behavior and Human Decision Processes*.

Tomova Shakur, T. K., Jago, A., & Tang, P. M. (Under review). Algorithmic vs. Human Referrals and Diversity. *Journal of Applied Psychology*.

SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

Tomova Shakur, T. K. & Derfler-Rozin, R. (working paper). Unintended Consequences of Referrals. 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. & Quintane, E. (research in progress). Gender & Social Networks. Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. (research in progress). Overcompensation & Social Networks. Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. (research in progress). Remote Work & Networking. Target: *Journal of Applied Psychology*.

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

Tomova Shakur, T. K. & Chugh, D. (research in progress). Network 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 Favoritism Across Cultures.

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

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 <i>Attendance Scholarship</i> , Academy of Management	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

Instructor, Texas Christian University Organizational Management, level: undergraduate, ratings: 4.6/5.0	Fall 2022
Instructor, New York University Management and Organizations, level: undergraduate, ratings: 4.8/5.0	Winter 2020
Teaching Assistant, New York University & UC Berkeley 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.	2014-2016
Algebra, level: Pre-school and 1 st Grade, <i>Lycée Français, Sofia, Bulgaria</i>	2012-2013

CHAired CONFERENCE SYMPOSIA

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. & 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

Neeley School of Business, Texas Christian University

Departmental Work-in-Progress Brown Bags, *Organizer*, Spring 2023-ongoing
Search Committee, *Member*, Fall 2022 – ongoing
Behavioral Lab, *Co-manager*, Fall 2022-ongoing

Stern School of Business, New York University

PhD Admissions, *Reviewer*, 2017-2020
East Coast Doctoral Conference, *Co-organizer*, 2019
NYU-Columbia Brown Bag, *Co-organizer*, 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)