

# Teodora K. Tomova Shakur

Management & Leadership Department | Neeley School of Business | Texas Christian University |  
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## ACADEMIC APPOINTMENTS

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

## EDUCATION

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<b>New York University, Stern School of Business</b>	May 2022
Ph.D. in Management	
M.Phil. in Management	May 2021
<b>University of California, Berkeley</b>	May 2016
B.A. in Psychology (Honors)	

## RESEARCH INTERESTS

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

## PUBLICATIONS

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**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.

*\*Nominated as Best Paper and invited 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(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

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**Tomova Shakur, T. K. & Derfler-Rozin, R.** (1<sup>st</sup> round R&R). Unintended Consequences of Referrals. *Journal of Applied Psychology*.

**Tomova Shakur, T. K. & Hildreth, J. A. D.** (under review). Loyalty and Network Favoritism. *Academy of Management Journal*.

**Tomova Shakur, T. K. & Jago, A.** (under review). Algorithmic vs. Human Referrals and Diversity. *Journal of Organizational Behavior*.

## SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

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**Tomova Shakur, T. K. & Phillips, L. T.** Network Favoritism: Motives and Consequences. Target: *Journal of Management*, July 2025 review issue.

**Tomova Shakur, T. K. & Quintane, E.** (in progress). Gender & Social Networks. Target: *Academy of Management Journal*.

**Tomova Shakur, T. K., Shipp, A., Boyd, T. L., & Allen, D.** (conceptualizing and data collection). ALICE Employees & Workplace Relationships. Target: *Journal of Applied Psychology*.

**Tomova Shakur, T. K., Berry, P., & Allen, D.** (in progress). Meta-analysis: Network Favoritism Across Cultures. 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. & Woehler, M.** (data collection). Gender & Network Favoritism. Target: *Journal of Applied Psychology*.

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

## MEDIA COVERAGE

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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>

## SELECTED TALKS

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<i>Academy of Management</i>	Summer 2024
Conflict Management Doctoral Consortium, <i>panelist</i>	
<i>University of Memphis</i>	Spring 2024
External Speaker Series	
<i>Academy of Management</i>	Summer 2023
Conflict Management Doctoral Consortium, <i>panelist</i>	
<i>International Association for Conflict Management</i>	Summer 2023
Doctoral Consortium, <i>panelist</i>	
<i>University of Kentucky</i>	Fall 2022
External Speaker Series	

## HONORS & AWARDS

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<b>Research and Creative Activities Fund (RCAF) - \$4,500</b>	June 2023 – September 2024
Texas Christian University	
<b>IACM Three-Minute Thesis Competition</b>	2021
TOP-6 <i>Finalist</i> , International Association for Conflict Management (IACM)	
<b>AOM Organizational Behavior Doctoral Consortium</b>	2021
<i>Department Nominee</i> , Stern School of Business, New York University	
<b>Reviewer Award MOC Division</b>	2021
<i>Attendance Scholarship</i> , Academy of Management	
<b>2021 Proceedings Best Paper</b>	2021
Academy of Management	
<b>Early Career Researchers Data Blitz</b>	2020
<i>Invited Speaker</i> , Psychology of Technology	
<b>Showcase Symposium</b>	2020
<i>Co-chair</i> , Academy of Management	
<b>Dean's Fellowship (\$31,000)</b>	2020
Stern School of Business, New York University	
<b>GDO Doctoral Student Consortium Award</b>	2020
<i>Attendance Scholarship</i> , Academy of Management	
<b>Center for Global Economy and Business PhD Grant (\$1,500)</b>	2020
Stern School of Business, New York University	

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

## TEACHING EXPERIENCE

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<b>Instructor, Texas Christian University</b> Organizational Management, level: undergraduate, ratings: 4.7/5.0, 4.1/5, 4.7/5.0	<b>Fall 2022–present</b>
<b>Instructor, New York University</b> Management and Organizations, level: undergraduate, ratings: 4.8/5.0	<b>Winter 2020</b>
<b>Teaching Assistant, New York University &amp; UC Berkeley</b> Negotiation and Consensus Building, level: MBA, Seth Freeman	<b>Winter 2022</b>
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	<b>Winter 2022</b>
Negotiation and Consensus Building, level: MBA, Steve Blader	<b>Fall 2021</b>
Inclusive Leadership, level: graduate, Linda Basch & Anne Weisberg	<b>Fall 2021</b>
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	<b>Fall 2021</b>
Leadership in Organizations, level: graduate, Frances Milliken	<b>Spring 2021</b>
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	<b>Winter 2021</b>
Negotiation and Consensus Building, level: undergraduate, Gavin Kilduff	<b>Fall 2020</b>
Management and Organizations, level: undergraduate, Michael North	<b>Spring 2020</b>
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	<b>Fall 2019</b>
Management and Organizations, level: undergraduate, L. Taylor Phillips	<b>Spring 2019</b>
Negotiation and Consensus Building, level: MBA, Gavin Kilduff	<b>Winter 2019</b>
Negotiation and Consensus Building, level: undergraduate, Gavin Kilduff	<b>Fall 2018</b>
Principles of Sociology: American Cultures, level: undergraduate, Mary Kelsey	<b>Spring 2015</b>
Principles of Sociology: American Cultures, level: undergraduate, Mary Kelsey	<b>Fall 2015</b>
<b>Tutor</b> Data Analysis in R, level: undergraduate & Ph.D.	<b>2014-2016</b>
Algebra, level: Pre-school and 1 <sup>st</sup> Grade, <i>Lycée Français, Sofia, Bulgaria</i>	<b>2012-2013</b>

## CHAired CONFERENCE SYMPOSIA

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**Tomova Shakur, T. K. & Nannetti, F. (2024).** Navigating Social Networks: Network Evolution and Inequality Shaped Over Time. *84<sup>th</sup> 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. *83<sup>rd</sup> 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. *82<sup>nd</sup> 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. *81<sup>st</sup> 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? *80<sup>th</sup> Annual Meeting of the Academy of Management*. Showcase symposium sponsored by the OB division.

## SELECTED TALKS AND CONFERENCE PRESENTATIONS

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**Tomova Shakur, T. K. & Quintane, E.** Gender & Social Networks  
○ 84<sup>th</sup> Annual Meeting of the Academy of Management, 2024

**Tomova Shakur, T. K.** Social Networks & Diversity  
○ 83<sup>rd</sup> Annual Meeting of the Academy of Management, 2023  
○ International Association for Conflict Management, 2023  
○ 82<sup>nd</sup> Annual Meeting of the Academy of Management, 2021

**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  
○ 80<sup>th</sup> 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  
○ 80<sup>th</sup> 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.

- 81<sup>st</sup> 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.

- 81<sup>st</sup> Annual Meeting of the Academy of Management, 2021
- International Association for Conflict Management, 2021
- Society for Personality and Social Psychology, 2019 (poster)
- 78<sup>th</sup> 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**

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### **External Service**

#### **Academy of Management**

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

#### **International Association for Conflict Management**

Doctoral Student Workshop, <i>Committee Member</i>	<b>Spring 2024-Present</b>
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**Ad-hoc reviewer:** *Personnel Psychology; 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, *Organizer*
- Behavioral Lab, *Co-manager*
- Graduate (Research) Assistant Coordinator
- Neeley Women's Tenure/Tenure-Track Group
- Search Committee, *Member*

**Spring 2023-Present**  
**Fall 2023-Present**  
**Fall 2023-Present**  
**Fall 2024-Present**  
**Fall 2022; Fall 2023**

**Stern School of Business, New York University**

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

**2017-2020**  
**2019**  
**2018- 2020**

**Memberships:**

*Academy of Management*  
*International Association for Conflict Management*

**WORK EXPERIENCE**

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**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**

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