

Teodora K. Tomova Shakur

Management & Organizations | NYU Stern School of Business | 40 West 4th Street, New York, NY 10012 |
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EDUCATION

New York University, Stern School of Business 2022 (expected)
Ph.D. Management & Organizations
Dissertation: “Network Tie Favoritism and Adherence to Meritocratic Evaluations”
Committee: Batia Wiesenfeld, Dolly Chugh, Lisa Leslie, L. Taylor Phillips (Chair)

University of California, Berkeley 2016
B.A. in Psychology (Honors)
Adviser: Dacher Keltner

RESEARCH INTERESTS

Network Tie Favoritism; Nepotism, Cronyism, Referral-based hiring, Informal hiring;
Social Networks; Merit; Inequality; Diversity

PUBLICATIONS

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. (Invited Revise & Resubmit). Loyalty and Network Tie Favoritism. *Academy of Management Journal*.

Tomova Shakur, T.K. & Phillips, L.T. (2nd Round Review). Meritocratic Factors and Their Implications For Discrimination Decisions. *Journal of Personality and Social Psychology*.
**Best Paper Award (Proceedings), Academy of Management 2021*

Tomova Shakur, T.K., North, M., Berson, Y., & Oreg, S. (Under Review). 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*.

Tomova Shakur, T.K. & Phillips, L. T. (Under Review). Network Tie Favoritism. *Academy of Management Annals*.

SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

Tomova Shakur, T.K. & Phillips, L.T. (working paper). TIESS Motives and Merit Evaluations. Target: *Organizational Behavior and Human Decision Processes*.

Tomova Shakur, T.K. & Jago, A. (working paper). Algorithmic vs. Human Referrals and Diversity. Target: *Organizational Behavior and Human Decision Processes*.

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. & Chugh, D. Social Networks: Mismatch In Expectations For Help And Help Seeking.

Tomova Shakur, T. K. & Chugh, D. Short Vs. Long Referral List and Implications For Organizational Diversity.

HONORS & AWARDS

IACM Three-Minute Thesis Competition TOP-5 <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 Distinction MOC Division <i>High-Quality Reviewer</i> , Academy of Management	2021
Best Paper Award Academy of Management	2021
Early Career Researchers Data Blitz <i>Speaker</i> , Psychology of Technology	2020
Dean's Fellowship (\$31,000) Stern School of Business, New York University	2020
GDO Doctoral Student Consortium Award 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, New York University

Management and Organizations, level: Undergraduate, 4.8/5.0	Winter 2020
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Teaching Assistant, New York University & UC Berkeley

Leadership in Organizations, level: Masters, 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 2016

Tutor

Data Analysis in R, level: Undergraduate & PhD	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. (2021). Biases in Social Networks: Misperceptions Driving Behaviors and Outcomes. *Academy of Management Annual Conference*.

Tomova Shakur, T. K. & Nannetti, F. (2020). Social Networks and Inequality: Where do we go from here? *Academy of Management Annual Conference*.

CONFERENCE PRESENTATIONS

Tomova Shakur, T. K. & Hildreth, J. A. D. (2021). Loyalty and Network Tie Favoritism. Talk at Trans-Atlantic Doctoral Conference (TADC; virtual conference).

Tomova Shakur, T. K. & Phillips, L. T. (2021). TIESS Motives for Network Tie Favoritism. Talk at AOM (virtual conference).

Tomova Shakur, T. K. & Phillips, L. T. (2021). Meritocratic Factors and Their Implications For Discrimination Decisions. Talk at AOM (virtual conference).

Tomova Shakur, T. K. & Phillips, L. T. (2021). W Meritocratic Factors and Their Implications For Discrimination Decisions. Talk at IACM (virtual conference).

Tomova Shakur, T. K. & Hildreth, J. A. D. (2021). Loyalty and Network Tie Favoritism. Talk at IACM (virtual conference).

Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2021). Effects of COVID-19 On Informal Hiring. Talk at IACM (virtual conference).

Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2021). Reliance on Network Ties During COVID-19. Talk at Western Academy of Management (virtual conference).

Tomova Shakur, T. K. & Jago, A. S. (2021). Algorithmic vs. Human Referrals and Diversity. Talk at Western Academy of Management (virtual conference).

Tomova Shakur, T. K. & Jago, A. S. (2020). Algorithmic vs. Human Referrals and Diversity. Invited Talk at Psychology of Technology (“invite only”, virtual conference).

Tomova Shakur, T. K. & Hildreth, J. A. D. (2020). Loyalty and Network Tie Favoritism. Talk at AOM (virtual conference).

Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2020). Unintended Consequences of Referrals. Talk at AOM (virtual conference).

Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2020). Unintended Consequences of Referrals. Talk at IACM (virtual conference).

Tomova Shakur, T. K. & Phillips, L. T. (2019). Is Nepotism Perceived Differently When Based on Different Relationship Ties? Talk presented at IACM, Dublin, Ireland

Tomova Shakur, T. K. & Phillips, L. T. (2019). Is Nepotism Perceived Differently Fair When Based on Different Relationship Ties? Talk presented at East Coast Doctoral Conference, NYU Stern, New York, NY

Tomova Shakur, T. K. & Phillips, L. T. (2019). Meritocratic Factors and Their Implications For Discrimination Decisions. Poster presented at SPSP Conference, Portland, OR.

Tomova Shakur, T. K. & Phillips, L. T. (2018). Meritocratic Factors and Their Implications For Discrimination Decisions. Talk presented at New York Stern School of Business, New York, NY.

Tomova, T. K. & Phillips, L. T. (2018). Meritocratic Factors and Their Implications For Discrimination Decisions. Talk at AOM, Chicago, IL

- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination Decisions. Talk at IACM, Philadelphia, PA
- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination Decisions. Talk presented at East Coast Doctoral Conference, NYU Stern, New York, NY
- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination Decisions. Talk presented at the Doctoral Professional Seminar, New York Stern School of Business, New York, NY
- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination Decisions. Poster presented at SPSP Conference, Atlanta, GA
- Tomova, T. K. (2016).** Exploring Inmates' Self-Compassion and Downstream Professional Consequences. Poster presented at SPSP Conference, San Diego, CA.

PROFESSIONAL SERVICE AND MEMBERSHIPS

PhD Admissions

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

East Coast Doctoral Conference

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

Society for Personality and Social Psychology

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

Rellie R. Derfler-Rozin
Associate Professor
Smith School of Business
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