

# Teodora K. Tomova Shakur

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

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**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

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

## PUBLICATIONS

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

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

**Tomova Shakur, T.K.** & Phillips, L.T. (2<sup>nd</sup> Round Review). Meritocratic Factors and Their

Implications For Discrimination Decisions. *Journal of Personality and Social Psychology*.

- **Invited for publication in 2021 Proceedings, Academy of Management**

**Tomova Shakur, T.K.**, North, M., Berson, Y., & Oreg, S. (2<sup>nd</sup> Round 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*.

## SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

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**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). Short Vs. Long Referral Lists and Their Implications for Organizational Diversity.

**Tomova Shakur, T. K.** & Chugh, D. (research in progress). Social Networks: Mismatch in Expectations for Help and Pursuit of Favoritism.

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

## HONORS & AWARDS

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<b>IACM Three-Minute Thesis Competition</b>	2021
TOP-5 <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>Dean's Fellowship</b> (\$31,000) Stern School of Business, New York University	2020
<b>GDO Doctoral Student Consortium Award</b> <i>Attendance Scholarship</i> , Academy of Management	2020
<b>Center for Global Economy and Business PhD Grant</b> (\$1,500) Stern School of Business, New York University	2020
<b>Center for Global Economy and Business PhD Grant</b> (\$2,000) Stern School of Business, New York University	2019
<b>AC4-IACM Student Fellowship</b> (\$1,600) International Association for Conflict Management	2019
<b>Conference Travel Award, Graduate Student Award</b> (\$500) New York University	2019
<b>Graduate Travel Award</b> (\$500) Society for Personality & Social Psychology	2018
<b>Diversity Fund Undergraduate Travel Award</b> (\$500) Society for Personality & Social Psychology	2015
<b>Leadership Award</b> Bulgarian Red Cross, Sofia, Bulgaria	2013

## TEACHING EXPERIENCE

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<b><i>Instructor</i></b> , <i>New York University</i> Management and Organizations, level: undergraduate, ratings: 4.8/5.0	<b>Winter 2020</b>
<b><i>Teaching Assistant</i></b> , <i>New York University &amp; UC Berkeley</i> 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><i>Tutor</i></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. (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. & Phillips, L. T. (2021).** TIESS Motives for Network Tie Favoritism. Presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management.

**Tomova Shakur, T. K. & Phillips, L. T. (2021).** Meritocratic Factors and Their Implications For Discrimination. Presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management.

**Tomova Shakur, T. K. & Phillips, L. T. (2021).** Meritocratic Factors and Their Implications For Discrimination. Presented at the International Association for Conflict Management Conference.

**Tomova Shakur, T. K. & Hildreth, J. A. D. (2021).** Loyalty and Network Tie Favoritism. Presented at the International Association for Conflict Management Conference.

**Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2021).** Effects of COVID-19 on Informal Hiring. Presented at the International Association for Conflict Management Conference.

**Tomova Shakur, T. K. & Hildreth, J. A. D. (2021).** Loyalty and Network Tie Favoritism. Presented at the Trans-Atlantic Doctoral Conference.

**Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2021).** Unintended Consequences of Referrals. Presented at the East Coast Doctoral Conference.

**Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2021).** Reliance on Network Ties During COVID-19. Presented at the Western Academy of Management Conference.

**Tomova Shakur, T. K. & Jago, A. S. (2021).** Algorithmic vs. Human Referrals and Diversity. Presented at the Western Academy of Management Conference.

**Tomova Shakur, T. K. & Jago, A. S. (2020).** Algorithmic vs. Human Referrals and Diversity. Invited Talk at the Early Career Researchers Data Blitz, Psychology of Technology.

**Tomova Shakur, T. K. & Hildreth, J. A. D. (2020).** Loyalty and Network Tie Favoritism. Presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management.

**Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2020).** Unintended Consequences of Referrals. Presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management.

- Tomova Shakur, T. K. & Derfler-Rozin, R. R. (2020).** Unintended Consequences of Referrals. Presented at the International Association for Conflict Management Conference.
- Tomova Shakur, T. K. & Phillips, L. T. (2019).** Is Nepotism Perceived Differently When Based on Different Relationship Ties? Presented at the International Association for Conflict Management Conference.
- Tomova Shakur, T. K. & Phillips, L. T. (2019).** Is Nepotism Perceived Differently Fair When Based on Different Relationship Ties? Presented at the East Coast Doctoral Conference.
- Tomova Shakur, T. K. & Phillips, L. T. (2019).** Meritocratic Factors and Their Implications For Discrimination. Presented poster at the Society for Personality and Social Psychology Conference.
- Tomova Shakur, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination. Presented at the New York Stern School of Business.
- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination Decisions. Presented at the 78<sup>th</sup> Annual Meeting of the Academy of Management.
- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination. Presented at the International Association for Conflict Management Conference.
- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination. Presented at the East Coast Doctoral Conference.
- Tomova, T. K. & Phillips, L. T. (2018).** Meritocratic Factors and Their Implications For Discrimination. Presented poster at the Society for Personality and Social Psychology Conference.
- Tomova, T. K. (2016).** Exploring Inmates' Self-Compassion and Downstream Professional Consequences. Presented poster at the Society for Personality and Social Psychology Conference.

## **PROFESSIONAL SERVICE AND MEMBERSHIPS**

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### **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*

*Western Academy of Management*

**Languages:** English (fluent), Bulgarian (fluent), French (basic), Spanish (basic)

**REFERENCES**

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L. Taylor Phillips  
Assistant Professor  
Stern School of Business  
New York University  
[tphillip@stern.nyu.edu](mailto:tphillip@stern.nyu.edu)

Rellie R. Derfler-Rozin  
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Smith School of Business  
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John Angus D. Hildreth  
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Arthur S. Jago  
Assistant Professor  
Milgard School of Business  
University of Washington - Tacoma  
[ajago@uw.edu](mailto:ajago@uw.edu)

Michael S. North  
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