**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**  2021

TOP-5 *Finalist*, International Association for Conflict Management (IACM)

**AOM Organizational Behavior Doctoral Consortium** 2021

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

**Reviewer Distinction MOC Division** 2021  
*High-Quality Reviewer*, Academy of Management

**Best Paper Award** 2021

Academy of Management

**Early Career Researchers Data Blitz** 2020

*Speaker*, Psychology of Technology

**Dean’s Fellowship** ($31,000) 2020

Stern School of Business, New York University

**GDO Doctoral Student Consortium Award** 2020

Academy of Management

**Center for Global Economy and Business PhD Grant** ($1,500) 2020

Stern School of Business, New York University

**Center for Global Economy and Business PhD Grant** ($2,000) 2019

Stern School of Business, New York University

**AC4–IACM Student Fellowship** ($1,600) 2019

International Association for Conflict Management

**Conference Travel Award, Graduate Student Award** ($500) 2019

New York University

**Graduate Travel Award** ($500) 2018

Society for Personality & Social Psychology

**Diversity Fund Undergraduate Travel Award** ($500) 2015

Society for Personality & Social Psychology

**Leadership Award** 2013

Bulgarian Red Cross, Sofia, Bulgaria

**TEACHING EXPERIENCE**

***Instructor****, New York University*

Management and Organizations*,* level: Undergraduate, 4.8/5.0 **Winter 2020**

***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 1st Grade, *Lycée Français, Sofia, Bulgaria* **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.

InvitedTalk 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 Rellie R. Derfler-Rozin

Assistant Professor Associate Professor

Stern School of Business Smith School of Business

New York University University of Maryland

[tphillip@stern.nyu.edu](mailto:tphillip@stern.nyu.edu) [rellie@umd.edu](mailto:rellie@umd.edu)

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Johnson Graduate School of Management

Cornell University

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