

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., North, M., Berson, Y., & Oreg, S. (in press). Meta-analysis on Culture, Leadership and Age-based Stereotypes. *Personnel Psychology*.

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.

**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. & Derfler-Rozin, R. (1st round R&R). Unintended Consequences of Referrals. *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Phillips, L. T. (2nd round R&R). Network Favoritism. *Journal of Applied Psychology*.

Tomova Shakur, T. K. & Hildreth, J. A. D. (1st round R&R). Loyalty and Network Favoritism. *Personnel Psychology*.

SELECT WORKING PAPERS AND RESEARCH IN PROGRESS

Tomova Shakur, T. K. & Quintane, E. (research in progress). Gender & Social Networks. Target: *Organization Science*.

Tomova Shakur, T. K. & Derfler-Rozin, R. (working paper). Effects of COVID-19 on Informal Hiring. Target: *Journal of Applied Psychology*.

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

Tomova Shakur, T. K. & Allen, D. (data collection). Meta-analysis: Network Favoritism Across Cultures.

Tomova Shakur, T. K., Boyd, T. L., Shipp, A., & Allen, D. (data collection). ALICE employees and workplace relationships. Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. (data collection). Overcompensation & Social Networks. Target: *Journal of Applied Psychology*.

Tomova Shakur, T. K. (data collection). Gender & Network Favoritism. Target: *Academy of Management Journal*.

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

Research and Creative Activities Fund (RCAF) - \$4,500 Texas Christian University	June 2023 – September 2024
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: 4.7/5.0

Fall 2022-present

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

2012-2013

CHAired CONFERENCE SYMPOSIA

Tomova Shakur, T. K. & Nannetti, F. (2024). Navigating Social Networks: Network Evolution and Inequality Shaped Over Time. *84th 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. *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. – conference panelist

- AOM Conflict Management Division – Doctoral Consortium PDW, 2024, 2023
- International Association for Conflict Management – Doctoral Consortium PDW, 2023

Tomova Shakur, T. K. Gender & Networks

- 84th Annual Meeting of the Academy of Management, 2024

Tomova Shakur, T. K. Social Networks & Diversity

- International Association for Conflict Management, 2023
- 82nd 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
- 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 Favoritism Motives and Merit Evaluations.

- University of Memphis (Spring 2024)
- University of Kentucky (virtual; Fall 2022)
- 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

External Service

Academy of Management

2025-2027

- *Conflict Management Division: Representative at Large*
 - *Help organize PDWs for doctoral students and junior faculty*

2024

- *Conflict Management Division: Best Paper Award Committee Chair*
 - Selected award committee members, reviewed selected papers and supervised the evaluation process
- *OMT Division: Associate Editor*
 - helped recruit reviewers, sent out papers for review, identified papers to accept/reject and helped put the papers together into a coherent program

2023

- *Conflict Management Division: AOM Program & Off-cycle Volunteer*

International Association for Conflict Management (IACM)

2024

- Doctoral Student Workshop, *Organizing Committee Member*, Spring 2024-ongoing

Ad-hoc reviewer: *Personnel Psychology, AMJ*

Annual Conference Reviewer:

Academy of Management

International Association for Conflict Management (regular and angel reviewer)

Internal Service

Neeley School of Business, Texas Christian University

- Neeley Women's Tenured/Tenure-Track Faculty Group, *Co-Chair*, Fall 2024-ongoing
- Departmental Work-in-Progress Brown Bags, *Organizer*, Spring 2023-ongoing
- Behavioral Lab, *Co-manager*, Fall 2023-ongoing
- Graduate (Research) Assistant Coordinator, Fall 2023-ongoing
- Search Committee, *Member*, 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

Memberships:

Academy of Management

International Association for Conflict 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)