

Julia D. Hur

Management and Organizations | New York University
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ACADEMIC POSITIONS

- 2018- New York University
Assistant Professor of Management and Organizations
New York University Shanghai
Assistant Professor of Management and Organizations
New York University, Stern School of Business
Affiliate of Management and Organizations
- 2018 Northwestern University, Kellogg School of Management
Lecturer of Management and Organizations

EDUCATION

- 2018 Northwestern University, Kellogg School of Management
Ph.D., Management and Organizations
- 2012 University of Chicago
M.A., Social Sciences, Psychology
- 2010 Yonsei University
B.A., Psychology, *Summa cum Laude*

RESEARCH INTERESTS

Goals, Incentives, & Meritocracy
Stereotypes & Decision Biases
Individual and Organizational Decision-making

PUBLICATIONS

† denotes a student collaborator when work was started

- †Kang, S.H., Hur, J.D., & Kilduff, G.J. (Forthcoming) ‘Beat the Rival but Lose the Game: How the Source of Alternative Offers Alters Behavior and Outcomes in Negotiation’ *Journal of Applied Psychology* *Pre-registered data
**Best Empirical or Theoretical Paper Award Finalist, AOM Conflict Management Division
- Hur, J.D. & Ruttan, R.L. (2023) ‘Beliefs about Linear Social Progress’ *Personality and Social Psychology Bulletin* *Pre-registered data
- Hur, J.D., †Lee-Yoon, A., & Whillans, A.V. (2021) ‘Are They Useful? The Effects of Performance Incentives on the Prioritization of Work versus Personal Ties.’ *Organizational Behavior and Human Decision Processes* *Pre-registered & public data
- Hur, J.D., Ruttan, R.L., & Shea, C.T (2020). ‘The Unexpected Power of Positivity: Predictions versus Decisions about Advisor Selection.’ *Journal of Experimental Psychology: General* *Pre-registered & public data
- Hur, J.D. & Nordgren, L.F. (2019) ‘Who Wants Performance Incentives? Resource

Deprivation Increases Aversion to Performance Incentives.’ *Academy of Management Proceedings* *Pre-registered & public data

Hur, J.D. & Nordgren, L.F. (2016) ‘Paying for Performance: Performance Incentives Increase Desire for the Reward Object.’ *Journal of Personality and Social Psychology*. *Academy of Management 2015 Best Paper Proceedings

Hur, J.D., Koo, M., & Hofmann, W. (2015) ‘When Temptations Come Alive: How Anthropomorphism Undermines Self-Control.’ *Journal of Consumer Research*.

WORK UNDER REVIEW

Hur, J.D. & †Lin, J.J. ‘Star Minority Members on Diversity Goals’ (2nd Revise & Resubmit at Organization Science) *Pre-registered & public data

**Best Symposium Award, AOM Organizational Behavior Division

†Lin, J.J., Chang E.H., Kirgios E.L., & Hur, J.D. ‘Networks and Diversity Goals’ (Revise & Resubmit at Strategic Management Journal) *Pre-registered & public data

Hur, J.D. & Lee, J. ‘Performance Incentives and Health Outcomes’ *Public data (Under Review)

SELECTED WORK IN PROGRESS

Hur, J.D., †Wu, L., & Tian, T.Y. ‘Performance Incentives and Organizational Sustainability’

*Pre-registered & public data **SMS Conference Responsible Research Paper Prize, Nomination

***AOM Outstanding Paper with Practical Implications for Management Award

†Lee-Yoon, A., Hur, J.D., & Whillans, A.V. ‘Performance Incentives, Objectification, and Authenticity’ *Pre-registered data

Hur, J.D. ‘Performance Incentives and Gender Aspiration Gap’ *Public data

Hur, J.D. & Nordgren, L.F. ‘Performance Incentives and Social Class’ *Pre-registered data

Hur, J.D. & †Han, X. ‘Social Prototypes and Racial Pay Discrimination’ *Public data

†Lin, J.J. & Hur, J.D. ‘Star Minority Members, Networks, and Signaling Effects’ *Public data

Hur, J.D. ‘Goal Conflicts, Gender Bias, and Advisor Selection’ *Public data

Hur, J.D., Ruttan, R.L., & †Lin, J.J. ‘Remote Work, Identification, and Commitment’ *Pre-registered data

TEACHING EXPERIENCES

Collaboration, Conflict, and Negotiation, NYU Stern School of Business MBA Program (Avg. Instructor Rating = 5/5; Avg. Online Instructor Rating = 5/5)

Management and Organizations, NYU Undergraduate Program (Avg. Instructor Rating = 5/5; Avg. Online Instructor Rating = 5/5)

Negotiation Fundamentals, Kellogg School of Management MBA Program

INVITED TALKS

2023 Harvard Business School

China Europe International Business School (CEIBS)

2022 University of Notre Dame, Mendoza College of Business

Wake Forest University

Yale University

2021 University of Virginia, Darden School of Business

HKUST Business School

2020 University of Toronto
 2018 University of Illinois Urbana-Champaign, Gies College of Business
 2017 New York University, Stern School of Business
 Harvard Business School
 UCLA, Anderson School of Management
 UBC, Sauder School of Business
 Vanderbilt University, Owen Graduate School of Management
 Stanford University, Graduate School of Business
 University of Connecticut, School of Business
 University of Windsor, Odette School of Business

HONORS AND AWARDS

Outstanding Paper with Practical Implications for Management Award, Academy of Management (AOM), *Organizational Behavior*, 2023
 Responsible Research Paper Prize, Nominated, Strategic Management Society (SMS), 2022
 Best Empirical or Theoretical Paper Award, Finalist, Academy of Management (AOM), *Conflict Management*, 2022
 NYU Scholar Travel Fund, 2021
 Academy of Management Best Paper Proceedings, 2014, 2015, 2016, 2019, 2021
 Midwestern Psychological Association Graduate Student Paper Award, 2015
 Society for Personality and Social Psychology Conference Travel Award, 2014
 The Graduate School Travel Grant Recipient, 2013, 2016
 Graduate Fellowship, Northwestern University, 2012 – present
 Summa cum Laude Graduation from Yonsei University

CONFERENCE PRESENTATIONS

2023 Hur, J.D., Tian, Y., Wu, L. Performance Incentives on Attentional Bias and Environmental Sustainability. Talk given at the *Academy of Management*.
**Finalist for the Outstanding Practical Implications for Management Paper Award*
 Lin, J.J., Hur, J.D. Female Network Connectedness on Gender Diversity Efforts. Talk given at the *Academy of Management*.
 Hur, J.D., Ruttan, R.L., Lin, J.J. Moral Legitimacy of Telecommuting Sustains Commitment. Talk given at the *Academy of Management*.
 Lin, J.J., Hur, J.D. Female Network Connectedness on Gender Diversity Efforts. Talk given at the *International Association for Conflict Management*.
 Hur, J.D., Ruttan, R.L., Lin, J.J. Moral Legitimacy of Telecommuting Sustains Commitment. Talk given at the *International Association for Conflict Management*.

2022 Hur, J.D., Tian, Y., Wu, L. Performance Incentives on Attentional Bias and Environmental Sustainability. Talk given at the *Strategic Management Society*.
**Nominated for Annual Conference Responsible Research Paper Prize*
 Hur, J.D., Han, X. Role Prototypicality Contributes to Wage Discrimination. Paper presented at the *Academy of Management*.
 Kang, S.H., Hur, J.D., Kilduff, G.J. Rivalry Shifts Goals Away from Value Claiming. Paper presented at the *Academy of Management*.

**Finalist for Best Empirical or Theoretical Paper Award, AOM Conflict Management Division*

Hur, J.D., Han, X. Role Prototypicality Contributes to Wage Discrimination. Talk given at the *International Association for Conflict Management*.

Kang, S.H., Hur, J.D., Kilduff, G.J. Rivalry Shifts Goals Away from Value Claiming. Talk given at the *International Association for Conflict Management*.

- 2021 Hur, J.D., Lin, J. The Impact of a High-status Minority Member on Pursuing Diversity Goals. Paper presented at the *Virtual Academy of Management*.

**Best Symposium Award, AOM Organizational Behavior Division*

Hur, J.D. Gender Bias in Advisor Selection. Paper presented at the *Virtual Academy of Management*.

Hur, J.D. Gender Bias in Advisor Selection. Talk given at the *Virtual International Association for Conflict Management*.

Ruttan, R. L., Hur, J.D. The Illusion of Linear Social Progress. Talk given at the *Virtual Society of Personality and Social Psychology*.

- 2020 Hur, J.D., Lin, J. High-Status Minority Members Decrease Diversity in Future Hiring Decisions. Talk given at the *Virtual Society of Judgment and Decision Making*.

Hur, J.D., Ruttan, R.L., Shea, C.T. Belief, Heuristic, and Decision-making in Mentoring Relationships. Paper presented at the *Virtual Academy of Management*.

Hur, J.D., Lin, J. High-Status Minority Members Decrease Diversity in Hiring. Talk given at the *Virtual International Association for Conflict Management*.

- 2019 Hur, J.D., Ruttan, R. L. The Illusion of Linear Social Progress. Talk given at the *Society of Experimental Social Psychology*.

Hur, J.D., Nordgren, L.F. Resource Deprivation Increases Aversion to Performance Incentives. Paper presented at the *Academy of Management*.

Hur, J.D., Tian, Y. The Impact of Performance Incentives on Financial Concerns and Sustainability Decisions. Talk given at the *Academy of Management*.

Hur, J.D., Ruttan, R. L. The Illusion of Social Progress. Talk given at the *International Association for Conflict Management*.

- 2018 Hur, J.D., Nordgren, L.F. Resource Deprivation Leads to Avoidance of Performance Incentives. Talk given at the *Academy of Management*.

Ruttan, R.L., Hur, J.D. The Illusion of Linear Social Progress. Talk given at the *Academy of Management*.

Hur, J.D., Ruttan, R.L., Shea, C.T. Beliefs versus Decisions about Advisor Selection. Paper presented at the *Trans-Atlantic Doctoral Conference*.

- 2017 Hur, J.D., Nordgren, L.F. How Financial Incentives Affect Monetary Goals. Paper presented at the *Academy of Management*.

Hur, J.D., Ruttan, R.L., Shea, C.T. Belief, Heuristic, and Decision-making in Forming Mentoring Relationships. Paper presented at the *Academy of Management*.

Hur, J.D., Nordgren, L.F. How Performance Incentives Affect Desire for Rewards. Talk given at the *Midwestern Psychology Association*.

Hur, J.D., Ruttan, R.L., Shea, C.T. Beliefs and Decisions on Choosing Advisors to Achieve Goals. Talk given at the *Kellogg-Booth Symposium*.

Hur, J.D., Ruttan, R.L., Shea, C.T. People Overweight Positivity When Choosing Advisors. Talk given at the *Society for Personality and Social Psychology*.

- 2016 Hur, J.D., Hofmann, W., Koo, M. Anthropomorphism Shifts Attributions for Self-Control Failures. Paper presented at the *Academy of Management*.
 Hur, J.D., King, B.G., Effron, D.A. Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Talk given at the *Midwestern Psychology Association*.
 Hur, J.D., Nordgren, L.F. Dehumanization of High Performers Decreases Empathy and Motivation. Talk given at the *Kellogg-Booth Symposium*.
 Hur, J.D., Nordgren, L.F. How Reward Structures Affect Desire for Money and Financial Decision-making. Talk given at the *Wharton Society for the Advancement of Women in Business Academia*.
 Hur, J.D., Nordgren, L.F. Dehumanization of High Performers Decreases Aspiration and Motivation. Talk given at the *Society for Personality and Social Psychology*.
- 2015 Hur, J.D., Nordgren, L.F. How You Get Paid Shapes How You Value Money. Paper presented at the *Academy of Management*.
 Hur, J.D., Hofmann, W., Koo, M. Anthropomorphism Shifts Attributions for Self-Control Failures. Talk given at the *Midwestern Psychology Association*.
**Selected for Graduate Student Paper Award*
 Hur, J.D., Nordgren, L.F. Vividness Heuristics in Repeating Experiences. Data blitz presented at *Society for Personality and Social Psychology*.
 Hur, J.D., Hofmann, W., Koo, M. Anthropomorphism Shifts Attribution for Self-Control Failures. Talk given at the *Society for Personality and Social Psychology*.
- 2014 Hur, J.D., King, B.G., Effron, D.A. Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Paper presented at the *Academy of Management*.
 Hur, J.D., Nordgren, L.F. Vividness Heuristics in Repeating Experiences'. Talk given at the *Midwestern Psychology Association*.
 Hur, J.D., King, B.G., Effron, D.A. Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Talk given at the *Kellogg-Booth Symposium*.
 Hur, J.D., Koo, M., Hofmann, W. How Anthropomorphization Undermines Self-Control. Talk given at the *Association for Consumer Research*.
 Hur, J.D., Koo, M., Hofmann, W. How Anthropomorphization Undermines Self-Control. Talk given at the *Midwestern Psychology Association*.
 Hur, J.D., Nordgren, L.F. Work for Money, then Love the Money. Talk given at the *Kellogg-Booth Symposium*.
 Hur, J.D., Nordgren, L.F. Work for Money, then Love the Money. Talk given at the *Chicago Psych Grad Student Research Symposium*.

ORGANIZED CONFERENCE SYMPOSIA

- 2019 The Unintended Consequences of Financial Incentives, the *Academy of Management*, Boston, MA.
- 2017 Cog in the Machine: Causes of Depersonalization at the Workplace, the *Academy of Management*, Atlanta, GA.
 Beliefs, Decisions, and Consequences of Advice-Seeking and Network Formation

(Co-Chair with Rachel Ruttan), the *Society for Personality and Social Psychology*, San Antonio, TX.

2015 Finding Fault in Failure: Mentalizing in Evaluations and Experiences of Failure (Co-Chair with Rachel Ruttan), the *Society for Personality and Social Psychology*, Long Beach, CA.

Kellogg-Booth Student Symposium, (Co-Chair with Sarah Molouki) Chicago, IL.

PROFESSIONAL SERVICE

Proceedings of the National Academy of Sciences Reviewer

Organization Science Ad-hoc Reviewer

Organizational Behavior and Human Decision Processes Ad-hoc Reviewer

Journal of Experimental Social Psychology, Ad-hoc Reviewer

Journal of Business Research Reviewer

Journal of Consumer Research Reviewer

Journal of Consumer Psychology Reviewer

Academy of Management Reviewer

Strategic Management Society Reviewer

International Association for Conflict Management Reviewer