

# Julia D. Hur

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## ACADEMIC POSITIONS

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- 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

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- 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

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

## PUBLICATIONS

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† denotes a student collaborator when work was started

- †Kang, S.H., Hur, J.D., & Kilduff, G.J. (2024) ‘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. & Lee, J. (2024) ‘Pay-for-Performance and Low Back Pain with Interaction of Overwork: Findings from the Cross-sectional Korean Working Conditions Survey’ *Frontiers in Public Health* \*Public data
- 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. (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

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Hur, J.D. & †Lin, J.J. ‘Star Minority Members on Diversity Goals’ (3<sup>rd</sup> 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. ‘Previous Contacts and Diversity Goals’ (1<sup>st</sup> Revise & Resubmit at *Strategic Management Journal*) \*Pre-registered & public data

## SELECTED WORK IN PROGRESS

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Hur, J.D., †Wu, L., & Tian, T.Y. ‘Performance Incentives and Organizational Sustainability’  
 \*AOM Outstanding Paper with Practical Implications for Management Award  
 \*\*SMS Conference Responsible Research Paper Prize, Nomination

†Lee-Yoon, A., Hur, J.D., & Whillans, A.V. ‘Performance Incentives and Authenticity’

Hur, J.D. & Nordgren, L.F. ‘Performance Incentives and Social Class’

Hur, J.D., Darouei, M., †Sun, R., & †Young, J. ‘Performance Incentives and Remote Work’

Adler, L. & Hur, J.D. ‘Meritocracy, Diversity, and Zero-sum Mindset’

Hur, J.D. & †Han, X. ‘Racial Pay Discrimination and Role Prototypes’

Hur, J.D. ‘Gender Equality and Advisor Choices’

†Lin, J.J., Hur, J.D., & Gelfand, M.J. ‘Diversity Signals and Network Connectedness’

†Flynn, E., Nurmohamed, S., Whillans, A.V., & Hur, J.D. ‘Job Motivation and Forecasting’

## TEACHING EXPERIENCES

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

*Management and Organizations*, NYU Undergraduate Program (Avg. Instructor Rating = 4.9/5)

*Negotiation Fundamentals*, Kellogg School of Management MBA Program

## INVITED TALKS

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\* denotes a talk scheduled

- 2024 Rutgers Business School\*  
 Rice University, Jones Graduate School of Business  
 HEC Montreal, Center for Research in Ethics  
 Hong Kong PolyTechnic University
- 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

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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  
 Graduate School Travel Grant, Northwestern University 2013, 2016  
 Graduate Fellowship, Northwestern University, 2012 – 2018  
 Summa cum Laude Graduation from Yonsei University

## CONFERENCE PRESENTATIONS

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\* denotes a talk scheduled

- 2024 Hur, J.D. Bridging the Aspiration Gap: The Unexpected Role of Performance Incentives. Talk given at the *Academy of Management*.  
 \*Showcase Symposium, AOM Human Resources Division  
 Lin, J.J., Chang E.H., Kirgios E.L., Hur, J.D. How Past Contact with Women and Racial Minorities Influences Future Board Diversity. Talk given at the *Academy of Management*.  
 Lin, J.J., Chang E.H., Kirgios E.L., Hur, J.D. How Past Contact with Women and Racial Minorities Influences Future Board Diversity. Talk given at the *International Association for Conflict Management*.  
 Lee-Yoon, A., Hur, J.D., Whillans, A.V. How Performance Incentives Shape Workplace Authenticity. Talk given at the *Society for Personality and Social Psychology*.
- 2023 Hur, J.D., Wu, L., Tian, Y. 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*.
- Lin, J.J., Hur, J.D. Networks as Newsletters: The Effects of Female Network Connectedness on Gender Diversity Efforts. Poster presented at the *Society for Judgment and Decision Making*.
- 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**

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- 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, the *Society for Personality and Social Psychology*, San Antonio, TX.
- 2015 Finding Fault in Failure: Mentalizing in Evaluations and Experiences of Failure, the *Society for Personality and Social Psychology*, Long Beach, CA.  
*Kellogg-Booth Student Symposium*, (Co-Chair with Sarah Molouki) Chicago, IL.

## **PROFESSIONAL SERVICE**

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Editorial Review Board, *Organizational Behavior and Human Decision Processes*  
 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