

# Julia D. Hur

Management and Organizations | New York University  
 312-925-8543 | Jhur@stern.nyu.edu | <https://juliadhur.com>; <https://stern.nyu.edu/faculty/bio/julia-hur>

## 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, <i>Summa cum Laude</i>

## 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' (*Provisional Acceptance at Organization Science*) \*Pre-registered & public data

\*\*Best Symposium Award, AOM Organizational Behavior Division

Hur, J.D., Darouei, M., †Sun, R., & †Young, E. 'Performance Incentives and Remote Work' (*Revise and Resubmit at Organizational Behavior and Human Decision Processes*).

## SELECTED WORK IN PROGRESS

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†Wu, L., Hur, J.D., & 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'

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

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

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

†Lin, J.J., Chang, E.H., Kirgios, E.L., & Hur, J.D. 'Previous Contacts and Diversity Goals'

Hur, J.D. 'Gender Equality and Advisor Choices'

†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

2025 National University of Singapore (NUS) Business School\*

SKK Business School, Sungkyunkwan University\*

University of Cologne, Max Planck Institute for the Study of Societies

2024 Cornell Johnson College of Business, ILR School

Rutgers Business School

HEC Montreal, Center for Research in Ethics

Hong Kong PolyTechnic University

Rice University, Jones Graduate School of Business

- 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  
UCLA, Anderson School of Management  
Harvard Business School  
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 AND SYMPOSIA

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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. The Unintended Consequences of Financial Incentives. Symposium organized at the *Academy of Management*.

- 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. Cog in the Machine: Causes of Depersonalization at the Workplace. Symposium organized at the *Academy of Management*.
- 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. Beliefs, Decisions, and Consequences of Advice-Seeking and Network Formation. Symposium organized at the *Society for Personality and Social Psychology*.
- 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. Finding Fault in Failure: Mentalizing in Evaluations and Experiences of Failure. Symposium organized at the *Society for Personality and Social Psychology*.

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*.

Hur, J.D., Molouki, S. *Kellogg-Booth Student Symposium*.

- 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*.

## **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* Reviewer

*Organizational Behavior and Human Decision Processes* Reviewer

*Journal of Experimental Social Psychology* Reviewer

*Cognitive Science* 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