

Julia D. Hur-Deeds

Management and Organizations | New York University
312-925-8543 | Julia.hur@nyu.edu | Jhur@stern.nyu.edu

ACADEMIC POSITIONS

- 2018- New York University, 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
Stereotypes & Decision Biases
Individual and Organizational Decision-making

PUBLICATIONS

† denotes student collaborator

- Hur, J.D., †Lee-Yoon, A., & Whillans, A.V. (In Press) ‘Who is More Useful? The Impact of Performance Incentives on Work and Personal Relationship.’ *Organizational Behavior and Human Decision Processes* *Pre-registered & public data & joint authorship
- 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 & joint authorship
- 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. ‘The Impact of High-status Minority Members on Diversity Goals’
(*Under review*) *Public data

Hur, J.D. & Ruttan, R.L. ‘The Illusion of Linear Social Progress’ (*Under review*) *Pre-registered
& joint authorship

SELECTED WORK IN PROGRESS

Hur, J.D. & Tian, Y. ‘The Impact of Performance Incentives on Sustainability’

Hur, J.D. & Nordgren, L.F. ‘Financial Deprivation and Performance Incentives’

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

†Kang, S.H., Hur, J.D. & Kilduff, G.J. ‘Goal Conflicts in Negotiation’

Hur, J.D. & Kouchaki, M. ‘Moral Goal Progress’

Hur, J.D. ‘Losing Competition for Talent: Gender Bias in Advisor Selection’

TEACHING EXPERIENCE

Collaboration, Conflict, and Negotiation, NYU Stern School of Business MBA Program
(Avg. Instructor Ratings = 5/5, 4.9/5)

Management and Organizations, NYU Undergraduate Program (Avg. Instructor Ratings =
5/5, 4.9/5; Avg. Online Instructor Ratings = 4.9/5, 4.8/5)

Negotiation Fundamentals, Kellogg School of Management MBA Program (Instructor
Rating = 5.2/6)

Bargaining, Kellogg School of Management, Guest instructor

INVITED TALKS

2021 HKUST Business School

2020 University of Toronto, Rotman School of Management, MAPEL Lab

2018 UIUC, Gies College of Business

2017 New York University, Stern School of Business

Harvard Business School, Negotiations, Organizations, and Markets Unit

UCLA, Anderson School of Management

UBC, Sauder School of Business

Vanderbilt University, Owen Graduate School of Management

University of Connecticut, School of Business

University of Windsor, Odette School of Business

Stanford University, Graduate School of Business, Marketing Unit

HONORS AND AWARDS

Academy of Management Best Paper Proceedings, 2014, 2015, 2016, 2019

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

Merit-based Scholarship: Highest Honors student from Yonsei University

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.

CONFERENCE PRESENTATIONS

- 2021 Hur, J.D. Losing Competition for Talent: Gender Bias in Advisor Selection. Paper presented at the *Virtual Academy of Management*.
Lin, J., Hur, J.D. The Impact of a High-status Minority Member on Pursuing Diversity Goals. Paper presented at the *Virtual Academy of Management*.
Hur, J.D. Losing Competition for Talent: 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 Lin, J., Hur, J.D. When a Star Shines Too Bright: 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 Forming Mentoring Relationships. Paper presented at the *Virtual Academy of Management*.
Hur, J.D., Lin, J. When a Star Shines Too Bright: 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*, Toronto, Canada.
Hur, J.D., Nordgren, L.F. Who Wants Performance Incentives? Resource Deprivation Increases Aversion to Performance Incentives. Paper presented at the *Academy of Management*, Boston, MA.
Hur, J.D., Tian, Y. Money cannot be Green: The Impact of Performance Incentives on Financial Concerns and Sustainability Decisions. Talk given at the *Academy of Management*, Boston, MA.
Hur, J.D., Ruttan, R. L. The Illusion of Social Progress. Talk given at the *International Association for Conflict Management*, Dublin, Ireland.

- 2018 Hur, J.D., Nordgren, L.F. Resource Deprivation Leads to Avoidance of Performance Incentives. Talk given at the *Academy of Management*, Chicago, IL.
 Ruttan, R.L., Hur, J.D. The Illusion of Linear Social Progress. Talk given at the *Academy of Management*, Chicago, IL.
 Hur, J.D., Ruttan, R.L., Shea, C.T. The Unexpected Power of Positivity: Beliefs versus Decisions about Advisor Selection. Paper presented at the *Trans-Atlantic Doctoral Conference*, London, UK.
- 2017 Hur, J.D., Nordgren, L.F. Valuing Money Over People: How Financial Incentives Affect Monetary Goals. Paper presented at the *Academy of Management*, Atlanta, GA.
 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*, Atlanta, GA.
 Hur, J.D., Nordgren, L.F. Unexpected Costs of Incentives: How Performance Incentives Affect Desire for Rewards. Talk given at the *Midwestern Psychology Association*, Chicago, IL.
 Hur, J.D., Ruttan, R.L., Shea, C.T. Unexpected Power of Positivity: Beliefs and Decisions on Choosing Advisors to Achieve Goals. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.
 Hur, J.D., Ruttan, R.L., Shea, C.T. Follow The Voice: People Overweight Positivity When Choosing Advisors to Assist their Goals. Talk given at the *Society for Personality and Social Psychology*, San Antonio, TX.
- 2016 Hur, J.D., Hofmann, W., Koo. M. Blaming Temptations: Anthropomorphism Shifts Attributions for Self-Control Failures. Paper presented at the *Academy of Management*, Anaheim, CA.
 Hur, J.D., King, B.G., Effron, D.A. Organizations as Unethical People: How Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Talk given at the *Midwestern Psychology Association*, Chicago, IL.
 Hur, J.D., Nordgren, L.F. The Cost of Exceptionalism: Dehumanization of High Performers Decreases Empathy and Motivation. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.
 Hur, J.D., Nordgren, L.F. Unexpected Costs of Financial Incentives: 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*, Philadelphia, PA.
 Hur, J.D., Nordgren, L.F. My Adviser is a Machine: Dehumanization of High Performers Decreases Aspiration and Motivation. Talk given at the *Society for Personality and Social Psychology*, San Diego, CA.
- 2015 Hur, J.D., Nordgren, L.F. Performance-based Reward: How You Get Paid Shapes How You Value Money. Paper presented at the *Academy of Management*, Vancouver, Canada.
 Hur, J.D., Hofmann, W., Koo. M. Blaming Temptations: Anthropomorphism Shifts Attributions for Self-Control Failures. Talk given at the *Midwestern Psychology Association*, Chicago, IL. *Selected for Graduate Student Paper Award

- Hur, J.D., Nordgren, L.F. Feels Like Only Yesterday: Vividness Heuristics in Repeating Experiences. Data blitz presented at *Society for Personality and Social Psychology*, Subjective Time and Mental Time Travel Pre-conference, Long Beach, CA.
- Hur, J.D., Hofmann, W., Koo. M. Blaming McDonald's for Obesity: Anthropomorphism Shifts Attribution for Self-Control Failures. Talk given at the *Society for Personality and Social Psychology*, Long Beach, CA.
- 2014 Hur, J.D., King, B.G., Effron, D.A. Organizations as Unethical People: How Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Paper presented at the *Academy of Management*, Philadelphia, PA.
- Hur, J.D., Nordgren, L.F. Feels Like Only Yesterday: Vividness Heuristics in Repeating Experiences'. Talk given at the *Midwestern Psychology Association*, Chicago, IL.
- Hur, J.D., King, B.G., Effron, D.A. Organizations as Unethical People: How Organizational Ethical Transgressions Impact Individual Ethical Decision-Making. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.
- Hur, J.D., Koo. M., Hofmann, W. When Temptations Come Alive: How Anthropomorphization Undermines Self-Control. Talk given at the *Association for Consumer Research*, Chicago, IL.
- Hur, J.D., Koo. M., Hofmann, W. When Temptations Come Alive: How Anthropomorphization Undermines Self-Control. Talk given at the *Midwestern Psychology Association*, Chicago, IL.
- Hur, J.D., Nordgren, L.F. Desire for Extrinsic Reward: Work for Money, then Love the Money. Talk given at the *Kellogg-Booth Symposium*, Chicago, IL.
- Hur, J.D., Nordgren, L.F. Desire for Extrinsic Reward: Work for Money, then Love the Money. Talk given at the *Chicago Psych Grad Student Research Symposium*, Chicago, IL.

PROFESSIONAL SERVICE

Organization Science Ad-hoc Reviewer
 Organizational Behavior and Human Decision Processes Ad-hoc Reviewer
 Journal of Consumer Research Ad-hoc Reviewer
 Journal of Experimental Social Psychology, Ad-hoc Reviewer
 Journal of Business Research Ad-hoc Reviewer
 Academy of Management Reviewer
 Strategic Management Society Reviewer
 Kellogg Booth Student Symposium Reviewer