

Julia D. Hur

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EDUCATION

Kellogg School of Management, Northwestern University
 Ph.D., Management and Organizations, 2018 (expected)

University of Chicago
 M.A., Social Sciences, Psychology, 2012

Yonsei University
 B.A., *Summa cum Laude* in Psychology, 2010

RESEARCH INTERESTS

Goals and Motivation, Incentives, Individual and Organizational Decision-making

PUBLICATIONS

Hur, J.D. & Nordgren, L.F. (2016) 'Paying for Performance: Performance Incentives Increase Desire for the Reward Object.' *Journal of Personality and Social Psychology*, 111, 301-316. **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*, 42, 340-358.

Hur, J.D., King, B.G., & Effron, D.A. (2014) 'From Barrels to Apples: How Organizational Transgressions Impact Individual Ethical Decisions.' *Academy of Management Proceedings*

WORK UNDER REVIEW

Hur, J.D., Hofmann, W., & Koo, M. 'Blaming McDonald's: Anthropomorphized Temptation, Failed Self-Control, and Support for Paternalistic Intervention' (R&R at *Psychological Science*) **Academy of Management 2016 Best Paper Proceedings*

Hur, J.D., Ruttan, R.L., & Shea, C.T. 'The Unexpected Power of Positivity: Beliefs versus Decisions about Advisor Selection' (R&R at *Management Science*)
 **Pre-registered data*

Hur, J.D.* & Ruttan, R.L.* 'The Illusion of Linear Social Progress: People Believe Society is Making Linear Progress Even When it is not' (Under review)
 Joint first authorship*, *Pre-registered data*

SELECTED WORK IN PROGRESS

Hur, J.D. & Nordgren, L.F. 'Who Wants to be Rewarded for Performance? Financial Deprivation Leads to Avoidance of Performance Incentives'

Hur, J.D. & Nordgren, L.F. 'Can't Stop Thinking about Money: Reward Uncertainty Increases Materialism'

Hur, J.D. 'Financial Incentives, Perception of Fairness, and Prosocial Motivation'

Tian, Y.* & Hur, J.D.* ‘Performance Incentives and Corporate Social Responsibility’
*Joint first authorship

Hur, J.D., Effron, D.A., & King, B.G. ‘Once Organizations Cross the Line: Identification Shapes Whether Members Follow or Compensate for Organizational Transgressions’

Hur, J.D. & Nordgren, L.F. ‘When Great Performance Fires Back: Dehumanization of High Performers and its Consequences’

Hur, J.D. & Ruttan, R.L. ‘Freeloading on Time: False Perception of Goal Progress and its Consequences on Motivation’

Ruttan, R.L. & Hur, J.D. ‘It Gets Better: False Perception of Progress and its Consequences on Empathy to Future Generations’

HONORS AND AWARDS

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

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

Hur, J.D. (2017). “Cog in the Machine: Causes of Depersonalization at the Workplace,” the *Academy of Management*, Atlanta, GA.

Hur, J.D., Ruttan, R.L. (2017). “Beliefs, Decisions, and Consequences of Advice-Seeking and Network Formation,” the *Society for Personality and Social Psychology*, San Antonio, TX.

Ruttan, R.L., Hur, J.D. (2015). “Finding Fault in Failure: Mentalizing in Evaluations and Experiences of Failure,” the *Society for Personality and Social Psychology*, Long Beach, CA.

Hur, J.D., Molouki, S. (2015). *Kellogg-Booth Student Symposium*, Chicago, IL.

CONFERENCE PRESENTATIONS

Hur, J.D., Nordgren, L.F. (2017). ‘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. (2017). ‘Belief, Heuristic, and Decision-making in Forming Mentoring Relationships’. Paper presented at the *Academy of Management*, Atlanta, GA.

Hur, J.D., Nordgren, L.F. (2017) ‘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. (2017) '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. (2017), '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.

Hur, J.D., Hofmann, W., Koo. M. (2016). '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. (2016) '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. (2016) '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. (2016) '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. (2016) '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.

Hur, J.D., Nordgren, L.F. (2015) '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. (2015) '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. (2015) '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. (2015) '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.

Hur, J.D., King, B.G., Effron, D.A. (2014) '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. (2014) '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. (2014) ‘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. (2013) ‘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. (2013) ‘When Temptations Come Alive: How Anthropomorphization Undermines Self-Control’. Talk given at the *Midwestern Psychology Association*, Chicago, IL.

Hur, J.D., Nordgren, L.F. (2013) ‘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. (2013) ‘Desire for Extrinsic Reward: Work for Money, then Love the Money’. Talk given at the *Chicago Psych Grad Student Research Symposium*, Chicago, IL.

CONFERENCE POSTERS

Hur, J.D., Nordgren, L.F. (2014) ‘Owning the Experience: How Possessions Shape our Memory and Decisions’. Poster presented at the *Society for Personality and Social Psychology*, Austin, TX.

Hur, J.D., Nordgren, L.F. (2013) ‘Owning the Experience: How Possessions Shape our Memory and Decisions’. Poster presented at the *Society for Judgment and Decision-Making*, Toronto, Canada.

Hur, J.D., Koo, M., Hofmann, W. (2013) ‘“Soul” Food: How Anthropomorphization Affects Self-Control’. Poster presented at the *Society for Personality and Social Psychology*, New Orleans, LA.

Hur, J.D., Nordgren, L.F. (2013) ‘Owning the Experience: How Possessions Shape our Memory and Decisions’. Poster presented at Workshop on *Psychological Ownership*, Vienna, Austria.

TEACHING EXPERIENCE

Guest instructor, *Bargaining*, Kellogg School of Management Part time MBA (Instructor Rating = 5.2/6)

Scheduled instructor, *Negotiations*, Kellogg School of Management Part time MBA, 2018

Teaching assistant for *Negotiations* by Victoria Medvec

Teaching assistant for *Leadership* by Loran Nordgren, Victoria Medvec

Teaching assistant for *Ethics & Executive Leadership* by J. Keith Murnighan

Teaching assistant for *Leadership and Organizations* by J. Keith Murnighan

PROFESSIONAL SERVICE

Organization Science Ad-hoc Reviewer
 Journal of Consumer Research Ad-hoc Reviewer
 Journal of Business Research Ad-hoc Reviewer
 Academy of Management Submission Reviewer
 Kellogg Booth Student Symposium Submission Reviewer

PROFESSIONAL AFFILIATION

Academy of Management (AOM)
 Society for Personality and Social Psychology (SPSP)
 Society of Judgment and Decision Making (SJDM)
 American Psychology Association (APA)
 Association for Consumer Research (ACR)
 Midwestern Psychology Association (MPA)

REFERENCES

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