
Tyler G. Okimoto, Ph.D.

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Academic appointments:

Yale University, School of Management, September 2008 – present
Position: Post-doctoral Associate in Organizational Behavior

Flinders University of South Australia, School of Psychology, September 2005 – August 2008
Position: Post-doctoral Research Associate
Supervisor: Michael Wenzel

Educational background:

New York University, Doctor of Philosophy, awarded September 2005

Social Psychology Program - Organizational Emphasis

Doctoral Dissertation Advisor and Chair: Tom R. Tyler

Committee: Madeline E. Heilman, John T. Jost, Steven L. Blader, Amy Wrzesniewski

Title: *Outcomes as affirmation of membership value: Material compensation for procedural injustice*

- Recipient of the Douglas and Katherine Fryer Thesis Fellowship in Psychology for the best dissertation in the area of organizational psychology (2005-2006).
- Supported by a MacCracken Fellowship for graduate study, NYU (2000-2005), and the Psychology Engberg Fellowship Award, NYU (2000)

New York University, Master's of Arts in Psychology, awarded September 2004

Industrial/Organizational Psychology Program

Master's Thesis Advisor: Madeline E. Heilman

University of California, Santa Barbara, Bachelor of Arts in Psychology, awarded June 2000

Major: Psychology (social psychology emphasis)

Minors: Cultural Anthropology & Music

Undergraduate Research Advisor: Brenda Major

Current research interests:

- Justice restoration / Conflict management
- Psychological processes underlying unintentionally biased and unethical decision-making
- Affective and behavioral reactions to counter-normative behavior
- Inter- and intra-group processes

Key refereed articles:

Justice Restoration / Conflict Management

- Okimoto, T. G. (2008). Outcomes as affirmation of membership value: Monetary compensation as an administrative response to procedural injustice. *Journal of Experimental Social Psychology, 44*(5), 1270-1282. [Excellence in Research for Australia 2010 ranking (ERA): **A**]
- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (2008). Retributive and restorative justice. *Law and Human Behavior, 32*(5), 375-389. [ERA: **A**]
- Okimoto, T. G. (2009). The moderating and mediating role of group identification in observers' reactions to intragroup disrespect. *European Journal of Social Psychology, 39*(1), 69-81. [ERA: **A**]
- Okimoto, T. G. & Wenzel, M. (2009). Punishment as restoration of group and offender values following a transgression: Value consensus through symbolic labelling and offender reform. *European Journal of Social Psychology, 39*(3), 346-367. [ERA: **A**]
- Okimoto, T. G. & Wenzel, M. (2010). The symbolic identity implications of inter and intra-group transgressions. *European Journal of Social Psychology, 40*(3), 552-562. [ERA: **A**]
- Wenzel, M. & Okimoto, T. G. (2010). How acts of forgiveness restore a sense of justice: Addressing status/power and value concerns raised by transgressions. *European Journal of Social Psychology, 40*(3), 401-417. [ERA: **A**]
- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (in press). Justice through consensus: Shared identity and the preference for a restorative notion of justice. *European Journal of Social Psychology*. [ERA: **A**]
- Wenzel, M., Turner, J. K. & Okimoto, T. G. (in press). Is forgiveness an outcome or initiator of sociocognitive processes? Rumination, empathy, and cognitive appraisals following a transgression. *Social Psychological and Personality Science*. [ERA: n/a, new journal]

Biased and Unethical Decision-Making

- Heilman, M. E. & Okimoto, T. G. (2007). Why are women penalized for success at male tasks?: The implied communality deficit. *Journal of Applied Psychology, 92*(1), 81-92. [ERA: **A***]
- Featured on ABC's *Good Morning America*, December 4, 2007
 - Reviewed as a seminal article in the American Association of University Women 2010 report: *Why so few? Women in science, technology, engineering, and mathematics* (p.81-87).
- Heilman, M. E. & Okimoto, T. G. (2008). Motherhood: A potential source of bias in employment decisions. *Journal of Applied Psychology, 93*(1), 189-198. [ERA: **A***]
- Okimoto, T. G. & Brescoll, V. L. (2010). The price of power: Power-seeking and backlash against female politicians. *Personality and Social Psychology Bulletin, 36*(7), 923-936. [ERA: **A***]

Book chapters (peer-reviewed):

- Okimoto, T. G. & Wenzel, M. (2008). The symbolic meaning of transgressions: Towards a unifying framework of justice restoration. In K. A. Hegtvedt and J. Clay-Warner (Eds.), *Advances in Group Processes: Justice* (Vol. 25, pp. 291-326). Bingley, UK: Emerald Ltd.
- Okimoto, T. G., Wenzel, M. & Platow, M. J. (2010). Restorative justice: Seeking a shared identity in dynamic intragroup contexts. In M.A. Neale, E. Mannix, and E. Mullen (Eds.), *Research on Managing Groups and Teams: Fairness and Groups* (Vol. 13, pp. 201-238). Oxford, UK: Emerald Ltd.

Additional refereed publications:

- Okimoto, T. G. & Tyler, T. R. (2007). Is compensation enough?: Relational concerns in responding to unintended inequity. *Group Processes and Intergroup Relations*, 10(3), 399-420. [ERA: **B**]
- Lieberman, B.E. & Okimoto, T. G. (2008). Information regarding social-sexual behavior as an antecedent to perceptions of ineffectiveness in the workplace. *Journal of Applied Social Psychology*, 38(11), 2787-2820. [ERA: **B**]
- Okimoto, T. G., Wenzel, M. & Feather, N.T. (2009). Beyond retribution: Conceptualizing restorative justice and exploring its determinants. *Social Justice Research*, 22(1), 156-180. [ERA: **C**]
- De Castella, K. C., Platow, M. J., Wenzel, M., Okimoto, T. G., & Feather, N. T. (in press). Retribution or Restoration?: Anglo-Australian views towards domestic violence involving Muslim- and Anglo-Australian victims and offenders. *Psychology, Crime, and Law*. [ERA: **B**]

Working manuscripts:

- Okimoto, T. G. & Wenzel, M. (under review). The other side of perspective-taking: Transgression ambiguity and victims' revenge against their offender.
- Okimoto, T. G. & Wenzel, M. (under review). Third-party punishment as symbolic intragroup status.
- Lotz, S., Okimoto, T. G., Schlosser, T. & Fetchenhauer, D. (under review). Punitive versus compensatory reactions to injustice: Emotional antecedents to third-party interventions.
- Okimoto, T. G., Hedrick, K. & Wenzel, M. (under review). "I make no apology": The psychological benefits of refusing to apologize.
- Okimoto, T. G. Wenzel, M. & Feather, N. T. (under review). Conceptualizing retributive and restorative justice.
- Okimoto, T. G. & Wrzesniewski, A. (under review). Effort in the face of difference: Being a non-prototypical group member motivates effort on behalf of the group.
- Okimoto, T. G. & Heilman, M. E. (under review). Psychological processes underlying the "bad parent" assumption ascribed to working mothers.
- Wenzel, M. & Okimoto, T. G. (under review). The varying meaning of forgiveness: Relationship closeness as a moderator of forgiveness effects on feelings of justice.
- Gromet, D. M., Okimoto, T. G., Wenzel, M., & Darley, J. (in preparation). A victim centered approach to justice? Victim satisfaction affects third-party punishment of offenders.
- Platow, M. J., Perussich, S.J., Wenzel, M., Okimoto, T. G., & Feather, N. T. (in preparation). The impact of offender group membership, offense intent and severity on victim pursuit of restorative justice.

Conference activities/presentations:

Academy of Management

2010: *Outstanding Reviewer Award, Organizational Behavior (OB) Division*

Paper session chair (invited) - "Procedural Justice" (OB)

Symposium chair - "Advances in the understanding of gender stereotyping and bias in organizations" (GDO/CAR/OB)

Showcase symposium presentation, selected as an "Academy Program Highlight" - "How the act of forgiveness restores a sense of justice following interpersonal and intergroup transgressions" (CM/MOC/OB)

*Presentation** - "The price of power: Power-seeking and backlash against women" (GDO/CAR/OB)

2009: *Awards Committee, Conflict Management (CM) Division*

Paper session chair (invited) - "Accounts, apologies, and other facets of uncertainty management" (CM)

Symposium chair - "Retribution and restoration" (CM/OB)

Showcase symposium presentation - "Descriptive and prescriptive stereotypes as obstacles for working mothers' career success" (GDO/CAR/OB)

Presentation - "Retributive versus restorative conceptualizations of justice and preferences for conflict management" (CM/OB)

2007: *Discussant* (invited) - "Trust in leaders: The role of climate and psychological contracts, and the impact on OCB's" (CM)

Symposium chair - "Remedying, restoring, and recovering organizational justice" (CM/OB)

Presentation - "Do punishments address value concerns? Achieving value consensus through labeling and offender reform" (CM/OB)

Presentation - "Motherhood as a career obstacle: Enhanced femininity and the perceived lack of job-person fit" (GDO)

2006: *Showcase symposium chair* - "The desire for social standing: A multilevel examination of membership and status motivations" (OB/CM)

Symposium chair - "Administrative Responses to Injustice" (CM/OB)

Showcase symposium presentation - "Inclusionary motivations and effort based performance in groups" (CM/OB)

Presentation - "Retributive and restorative justice" (CM/OB)

2005: *Presentation* - "It's the thought that counts: Outcomes as affirmation of membership value" (OB)

Presentation - "Mitigating the penalties for women's success: The perceived communality deficiency" (GDO)

2004: *Presentation* - "Adding insult to injury: Procedural justice in monetary equity restoration" (OB)

* Indicates a co-author presentation

International Society for Justice Research (ISJR)

2010: *Symposium chair* - “Intergroup conflict and reconciliation”

Presentation - “Victim reactions to third-party punishment: Justice, group identification, and symbolic intragroup status”

Presentation - “Interdependent self-construal and responses to injustice”

*Presentation** - “Victim awareness in altruistic intervention games: The effect of Justice Sensitivity on willingness to interfere”

*Presentation** - “The justice-restoring effects of forgiveness in intergroup contexts”

2008: **Conference Organizer** - *Co-host, Organizing Committee, Academic Program Committee, and Social Committee*

Symposium chair - “Legitimacy: Theoretical and empirical foundations” (double-length session)

Presentation - “The role of identification in observers’ reactions to intragroup disrespect”

Presentation - “Conceptualizing retributive and restorative notions of justice”

*Presentation** - “Victim emotions as determinants of third-party perceptions of victim power and offender punishment”

*Presentation** - “Does forgiveness sacrifice justice?”

*Presentation** - “Why he refused to apologize: Understanding the psychological consequences of apology”

*Presentation** - “Shared identity and restorative justice”

*Presentation** - “Pursuing restorative and retributive justice: Effects of offender group membership”

2006: *Symposium chair* - “Examining the cross-roads of justice and status”

Symposium chair - “Understanding preferences for retributive versus restorative justice”

Presentation - “Outcomes as reaffirmation of membership status following the experience of a procedural injustice”

*Presentation** - “Retributive versus restorative justice: Shared identity and the underlying concerns about a transgression”

International Association for Conflict Management (IACM)

2010: *Presentation* - “The psychological benefits of refusing to apologize”

Society for the Psychological Study of Social Issues (SPSSI)

2010: *Presentation** - “The price of power: Power-seeking and backlash against female politicians”

International Congress of Applied Psychology

2010: *Presentation** - “The justice-restoring effects of forgiveness in intergroup contexts”

Research on Managing Teams and Groups

2009: *Presentation* - “Restorative justice: Seeking a shared identity in dynamic intragroup contexts”

* Indicates a co-author presentation

Society for Personality and Social Psychology (SPSP)

- 2010:** *Presentation** - “The price of power: Power-seeking and backlash against female politicians”
*Presentation** - “The justice restoring effects of forgiveness in interpersonal and intergroup contexts”
- 2009:** *Presentation** - “Does forgiveness sacrifice justice?”
- 2007:** *Symposium chair* - “New theoretical directions in justice and identity”
Presentation - “Retributive versus restorative justice: Shared identity and preferences for justice responses”
*Presentation** - “Painting the deviant sheep black: Punishment and the restoration of group values”
- 2006:** *Presentation* - “Compensation as reaffirmation of membership value and identity restoration”
*Presentation** - “Motherhood: Adverse consequences for career advancement”
*Presentation** - “Social-sexual behavior and the devaluation of effectiveness: The assumption of low productivity”
*Presentation** - “Inclusionary concerns and effort-based performance in groups: Expectations and peripheral membership”
- 2005:** *Presentation* - “Monetary compensation for procedural injustice: Outcomes as affirmation of membership value”
- 2004:** *Presentation* - “Penalties for women’s success: A reaction to perceived violation of communality norms”

Society of Australasian Social Psychologists (SASP)

- 2010:** *Presentation** - “When our group forgives: Justice and reconciliation in intergroup contexts”
- 2009:** *Presentation** - “Closing the injustice gap: A path to forgiveness?”
- 2008:** *Presentation* - “Conceptualizing retributive and restorative justice: Personality, values, and preferences for judicial policy”
*Presentation** - “What is an apology?”
- 2007:** *Symposium chair* - “Responses to injustice: Retribution, restoration, and reconciliation”
Presentation - “Punishment and the maintenance of group value consensus following a transgression”
*Presentation** - “Does forgiveness sacrifice justice? Addressing status/power and value concerns following a transgression”
*Presentation** - “The role of punishment in addressing the psychological concerns of victims: A comparison of retributive and restorative justice processes”
- 2006:** *Presentation* - “Compensation as an administrative response to procedural injustice: Reaffirmation of membership value and identity restoration”
*Presentation** - “Retributive versus restorative justice”

Brisbane Symposium on Social Identity

- 2007:** *Presentation* - “Punishment as a means to restore justice: Addressing the personal and social identity concerns that follow a transgression”

* Indicates a co-author presentation

International Congress of Psychology and Law

2008: *Presentation** - “A social-psychological conception of restorative justice”

*Presentation** - “The effects of salient power and status violations on preferences for retributive and restorative practices”

Jena Workshop on Intergroup Processes

2007: *Presentation** - “Seeking justice after transgressions: Social identity, offence meaning and emotions”

Australia National University Spring Workshop in Social Psychology

2005: *Presentation** - “Material compensation as an administrative response to procedural injustice: Outcomes as affirmation of membership value”

Association for Psychological Science (APS)

2005: *Presentation** - “Social-sexual behavior at work: Antecedent to attributions of incompetence”

2004: *Presentation* - “Monetary compensation for procedural injustice: Affirmation of membership value”

Society for Industrial and Organizational Psychology (SIOP)

2004: *Presentation** - “Adding insult to injury: Procedural justice in monetary equity restoration”

2003: *Presentation*- “Mitigating the penalties of women’s success: Providing information of communality”

Invited seminar presentations:

2009: Princeton University (Social Psychology)

Columbia University (Social-Organizational Psychology, Teachers College)

2008: University of California Irvine (Center for Psychology and Law)

New York University (Stern School of Business)

University of Melbourne (School of Behavioural Science)

Northwestern University (Kellogg School of Management)

2007: University of Massachusetts Amherst (Dept of Psychology)

University of Queensland (Dept of Psychology)

2006: Flinders University (School of Psychology)

2005: Organizational Behavior and Psychology Colloquium Series at NYU

Four-College Conference in Social Psychology, Princeton University

Professional Memberships:

- Academy of Management
- International Society for Justice Research
- International Association for Conflict Management
- Society for Personality and Social Psychology
- Society of Australasian Social Psychologists
- Society for Industrial and Organizational Psychology
- Association for Psychological Science

* Indicates a co-author presentation

Mentoring experience:

Visiting graduate student supervisor, Yale University, Visiting Assistant in Research program

Sebastian Lotz (2010, Feb-Aug), University of Cologne, Germany; Economics and Social Psychology
PhD candidate, “Justice Sensitivity, altruistic punishment, and moral emotions”

Friederike Krümke (2009, April-May), University of Koblenz-Landau, Germany; Social Psychology
Diplom psychologie candidate, “Linking the CAD triad hypothesis to punishment goals”
– Currently a PhD candidate at Princeton University.

Honors thesis advisor, Flinders University

Kyli Hedrick (2007) – “Requests for and refusals to grant apology”

Sally Polden (2007) – “Perceptions of justice as a mediator of the apology-forgiveness relationship”

Tarneem Sarkes (2007) – “Forgiveness and perceived justice”

Kate Cameron (2006) – “The function of punishment as a response to transgressions”

Elsbeth Treacy (2006) – “What do victims seek from an apology?”

Master’s thesis advisor, New York University

Benjamin Liberman, M.A. (2003-2004), Currently a PhD candidate at Columbia University.

“Information regarding social-sexual behavior as an antecedent to attributions of incompetence in the workplace” – Thesis published in the *Journal of Applied Social Psychology*.

Dissertation committee member, Flinders University

Ellie Lawrence-Wood (2006), “Social determinants of fear”

Master’s thesis committee member, Flinders University

Emily Bashah (2007), “Social identification and collective trauma”

Honors thesis committee member, Flinders University (multiple, 2006-2008)

Teaching experience:

Instructor/Workshop leader, Australasian Social Psychology Post-Graduate Summer School (Feb. 2008)

6-day workshop on “Justice”, (the Australian version of the SPSP & EAESP summer schools)

Instructor/Lecturer, Department of Psychology, New York University

Industrial/Organizational Psychology (Summer 2002, 2003, 2004, 2005)

In all 4 academic terms, 100% of students indicated that they would recommend the instructor

Overall instructor ratings (*out of 5*): 4.70, 4.85, 4.67, and 4.75

Teaching coordinator/mentor, Department of Psychology, New York University

Introduction to Psychology (Spring 2005)

Teaching assistant, Department of Psychology, New York University

Social Psychology (Summer 2004)

Masters-Level Statistics (Spring 2004)

Statistics for the Behavioral Sciences (Spring 2002)

Introduction to Psychology (Spring 2001, Fall 2002)

Industrial/Organizational Psychology (Fall 2001)

Honors seminar lecturer, School of Psychology, Flinders University (October 2006, August 2007)

MBA grader, Stern School of Business, NYU – Management & Organizations (Fall 2003, 2004)

Participant in the Negotiation Teaching Workshop, Dispute Resolution Research Center (Kellogg School of Management) and the Program on Negotiation (Harvard Law School)

Other academic activities and service:

Ad hoc reviewer:

- *Australian Journal of Psychology*
- *Basic and Applied Social Psychology*
- *European Journal of Social Psychology*
- *International Journal of Conflict Management*
- *Journal of Applied Social Psychology*
- *Journal of Business and Psychology*
- *Journal of Experimental Social Psychology*
- *Law and Society Review*
- *Organizational Behavior and Human Decision Processes*
- *Personality and Social Psychology Bulletin*
- *Psychological Science*
- *Regulation and Governance*
- *Sex Roles*
- *Social Justice Research*

Grant reviewer:

- *Australian Research Council* (2006 – present)

Submission reviewer for Academy of Management conferences (annually in OB, CM, & GDO divisions)

- Outstanding Reviewer Award, Organizational Behavior Division (2010)

Conflict Management Division (CMD) awards committee, Academy of Management (2009)

Graduate poster competition judge

- 8th annual conference of the Society for Personality and Social Psychology (2007)
- Annual MA Psychology Research Conference at NYU (2003 & 2004)

Statistical consultant, Yale School of Public Health, Health Policy Program (2009)

Academic references:

Primary supervisors

Tom R. Tyler, Ph.D., University Professor of Psychology, New York University - [*Ph.D. supervisor*]
+1 (212) 998-7816, tom.tyler@nyu.edu

Michael Wenzel, Ph.D., Senior Lecturer in Psychology, Flinders University, Adelaide, Australia
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Additional referees available

Madeline E. Heilman, Ph.D., Professor of Psychology, New York University
+1 (212) 998-7813, madeline.heilman@nyu.edu

Norman T. Feather, Ph.D., Emeritus Professor of Psychology, Flinders University, Australia
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