
Tyler G. Okimoto, Ph.D.

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Academic appointments:

- Yale University, School of Management, September 2008 – current
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).
- New York University, Masters of Arts in Psychology, awarded September 2004
Industrial/Organizational Psychology Program
Masters 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

Journal publications:

- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (in press, pending minor revisions). Justice through consensus: Shared identity and the preference for a restorative notion of justice. *European Journal of Social Psychology*.
- Okimoto, T. G. & Wenzel, M. (in press). Punishment as restoration of group and offender values following a transgression: Value consensus through symbolic labelling and offender reform. *European Journal of Social Psychology*.
- Okimoto, T. G., Wenzel, M. & Feather, N.T. (in press). Beyond retribution: Conceptualizing restorative justice and exploring its determinants. *Social Justice Research*.
- Okimoto, T. G. (in press). The moderating and mediating role of group identification in observers' reactions to intragroup disrespect. *European Journal of Social Psychology*.

- 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.
- 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). Oxford, UK: Elsevier Ltd.
- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (2008). Retributive and restorative justice. *Law and Human Behavior*, 32, 375-389.
- Heilman M. E. & Okimoto, T. G. (2008). Motherhood: A potential source of bias in employment decisions. *Journal of Applied Psychology*, 93(1), 189-198.
- Liberman, 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.
- 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.
- 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.

Manuscripts under review:

- Wenzel, M. & Okimoto, T. G. (2nd round review, *European Journal of Social Psychology*). Does forgiveness sacrifice justice? Restoring justice by addressing the status/power and value concerns that follow transgressions.
- Okimoto, T. G. & Wenzel, M. (under review, *European Journal of Social Psychology*). The symbolic identity implications of inter and intra-group transgressions.

Working papers:

- Okimoto, T. G. Wenzel, M. & Feather, N.T. (under revision for resubmission). Conceptualizing retributive and restorative notions of justice: Personality, values, and preferences for judicial interventions.
- Okimoto, T. G. & Wrzesniewski, A. (under revision for resubmission). Effort in the face of negative expectations: Social connection motives and effort-based performance in groups.
- Okimoto, T. G. (under revision for resubmission). Compensation for the valued customer: The provision of compensation as a response to procedural fairness service failures.
- Wenzel, M. & Okimoto, T. G. (in preparation). Perceived outgroup projection as a precursor to social discrimination.

Conference organization:

- Conference Administrator (2008, August).
12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.
 - Conference organizing committee, academic program committee, social committee, and other administrative activities (event planning & coordination, promotions/marketing, finance/accounting, sponsorship, website content/design, program design, etc.)
- Conference Liaison, NYU (2005).
Annual 4-College Conference in Social Psychology (NYU, Yale, Princeton, and Columbia), Princeton, NJ.

Symposia organization:

- “Legitimacy: Theoretical and Empirical Foundations” (2008, August)
12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.
Participants: Jim Sidanius (Harvard), Norm Feather (Flinders), Tom Tyler (NYU), Aaron Kay (Waterloo), Dahlia Moore (College of Mgmt, Israel), Jolanda Jetten (UQ), James Liu (Wellington), Kate Reynolds (ANU), Eric Knowles (UCI), Curtis Hardin (CUNY Brooklyn)
- “Remedying, Restoring, and Recovering Organizational Justice” (2007, August)
67th annual conference for the Academy of Management (CM, OB), Philadelphia, Pennsylvania.
Participants: Laurie Barclay [co-chair] (UBC), Bob Bies (Georgetown), Jochen Reb (SMU)
- “Responses to Injustice: Retribution, Restoration, and Reconciliation” (2007, April)
36th annual conference for the Society of Australasian Social Psychologists, Brisbane, Australia.
Participants: Michael Wenzel [co-chair], Norm Feather, Kate Cameron (Flinders), Fiona Barlow, Catherine Philpot (UQ), Debra Slocum (Edith Cowen), Adela Ristovski (La Trobe)
- “New Theoretical Directions in Justice and Identity” (2007, January)
8th annual conference for the Society of Personality and Social Psychology, Memphis, Tennessee.
Participants: Michael Wenzel [co-chair], Tom Tyler (NYU), David De Cremer (Tilburg), Nyla Branscombe (Kansas)
- “The Desire for Social Standing: A Multilevel Examination of Membership and Status Motivations” –
Showcase Symposium (2006, August)
66th annual conference for the Academy of Management (CM, OB), Atlanta, Georgia.
Participants: Amy Wrzesniewski [co-chair] (Yale), David De Cremer (Tilburg), Caroline Bartel (UT Austin), Ya-Ru Chen (Rutgers)
- “Administrative Responses to Injustice” (2006, August)
66th annual conference for the Academy of Management (CM, OB), Atlanta, Georgia.
Participants: Tom Tripp (WSU), Helge Hoel (Manchester), Peter Carnevale (USC)
- “Examining the Cross-Roads of Justice and Status” (2006, July)
11th biennial conference for the International Society for Justice Research (ISJR), Berlin, Germany.
Participants: Steven Blader [co-chair] (NYU), Kees van den Bos (Utrecht), David Patient (UCP)
- “Understanding Preferences for Retributive versus Restorative Justice” (2006, July)
11th biennial conference for the International Society for Justice Research (ISJR), Berlin, Germany.
Participants: Michael Wenzel [co-chair] (Flinders), Jan-Willem van Prooijen (Free University Amsterdam), Dena Gromet (Princeton), Michael Platow (ANU)

Symposia discussant:

- Okimoto, T. G. (2007, August). Discussant for session, “Trust in Leaders: The Role of Climate and Psychological Contracts, and the Impact on OCB’s”. *67th annual conference for the Academy of Management (CM), Philadelphia, Pennsylvania.*

Conference symposia presentations (peer-reviewed):

- Okimoto, T. G. (2008, August). The role of identification in observers’ reactions to intragroup disrespect. *12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.*
- Okimoto, T. G. (2008, August). Conceptualizing retributive and restorative notions of justice. *12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.*
- Okimoto, T. G., Wenzel, M., & Feather, N.T. (2008, March). Conceptualizing retributive and restorative justice: Personality, values, and preferences for judicial policy. *37th annual conference for the Society of Australasian Social Psychologists, Wellington, New Zealand.*

- Okimoto, T. G. & Wenzel, M. (2007, August). Do punishments address value concerns? Achieving value consensus through labeling and offender reform. *67th annual conference for the Academy of Management (CM/OB), Philadelphia, Pennsylvania.*
- Okimoto, T. G. & Heilman, M. E. (2007, August). Motherhood as a career obstacle: Enhanced femininity and the perceived lack of job-person fit. *67th annual conference for the Academy of Management (GDO), Philadelphia, Pennsylvania.*
- Okimoto, T. G. & Wenzel, M. (2007, April). Punishment and the maintenance of group value consensus following a transgression. *36th annual conference for the Society of Australasian Social Psychologists, Brisbane, Australia.*
- Okimoto, T. G., Wenzel, M., Feather, N. T. & Platow, M. J. (2007, January). Retributive versus restorative justice: Shared identity and preferences for justice responses. *8th annual conference for the Society of Personality and Social Psychology, Memphis, Tennessee.*
- Okimoto, T. G. & Wrzesniewski, A. (2006, August). Inclusionary motivations and effort based performance in groups. *66th annual conference for the Academy of Management (Showcase symposium – CM/OB), Atlanta, Georgia.*
- Okimoto, T. G., Wenzel, M., Feather, N. T. & Platow, M. J. (2006, August). Retributive and restorative justice. *66th annual conference for the Academy of Management (CM/OB), Atlanta, Georgia.*
- Okimoto, T. G. (2006, July). Outcomes as reaffirmation of membership status following the experience of a procedural injustice. *11th biennial conference for the International Society for Justice Research (ISJR), Berlin, Germany.*
- Okimoto, T. G. (2006, April). Compensation as an administrative response to procedural injustice: Reaffirmation of membership value and identity restoration. *35th annual conference for the Society of Australasian Social Psychologists, Canberra, Australia.*
- Okimoto, T. G. & Tyler, T. R. (2005, August). “It’s the thought that counts”: Outcomes as affirmation of membership value. *65th annual conference for the Academy of Management (OB), Honolulu, Hawaii.*
- Okimoto, T. G. & Heilman, M. E. (2005, August). Mitigating the penalties for women’s success: The perceived communality deficiency. *65th annual conference for the Academy of Management (GDO), Honolulu, Hawaii.*
- Okimoto, T. G. & Tyler, T. R. (2004, August). Adding insult to injury: Procedural justice in monetary equity restoration. *64th annual conference for the Academy of Management (OB), New Orleans, LA.*

Co-authored symposia presentations (peer-reviewed):

- Lawrence-Wood, E., & Okimoto, T. G. (2008, August). Victim emotions as determinants of third-party perceptions of victim power and offender punishment. *12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.*
- Hedrick, K., Wenzel, M., & Okimoto, T. G. (2008, August). Why he refused to apologize: Understanding the psychological consequences of apology. *12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.*
- Wenzel, M., & Okimoto, T. G. (2008, August). Does forgiveness sacrifice justice? *12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.*
- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (2008, August). Shared identity and restorative justice. *12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.*
- Platow, M. J., Perussich, S. J., Wenzel, M., Okimoto, T. G., & Feather, N. T. (2008, August). Pursuing restorative and retributive justice: Effects of offender group membership. *12th biennial conference for the International Society for Justice Research (ISJR), Adelaide, Australia.*
- Wenzel, M., Okimoto, T. G., Polden, S., & Hedrick, K. (2008, March). What is an apology? *37th annual conference for the Society of Australasian Social Psychologists, Wellington, New Zealand.*

- Platow, M. J., Sugden, C. C., Prouse, N. L., Wenzel, M., Okimoto, T. G., & Feather, N. T. (2007, June). The effects of salient power and status violations on preferences for retributive and restorative practices. *3rd International Congress of Psych and Law, Adelaide, Australia.*
- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (2007, June). A social-psychological conception of restorative justice. *3rd International Congress of Psych and Law, Adelaide, Australia.*
- Wenzel, M. & Okimoto, T. G. (2007, June). Seeking justice after transgressions: Social identity, offence meaning and emotions. *10th Jena Workshop on Intergroup Processes, Schloß Oppurg, Germany.*
- Wenzel, M. & Okimoto, T. G. (2007, April). Does forgiveness sacrifice justice? Addressing status/power and value concerns following a transgression. *36th annual conference for the Society of Australasian Social Psychologists, Brisbane, Australia.*
- Cameron, K., Wenzel, M., & Okimoto, T. G. (2007, April). The role of punishment in addressing the psychological concerns of victims: A comparison of retributive and restorative justice processes. *36th annual conference for the Society of Australasian Social Psychologists, Brisbane, Australia.*
- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (2006, July). Retributive versus restorative justice: Shared identity and the underlying concerns about a transgression. *11th biennial conference for the International Society for Justice Research (ISJR), Berlin, Germany.*
- Wenzel, M., Okimoto, T. G., Feather, N. T. & Platow, M. J. (2006, April). Retributive versus restorative justice. *35th annual conference for the Society of Australasian Social Psychologists, Canberra, Australia.*

Invited addresses:

- *15th Brisbane Symposium on Social Identity (BSSI), Queensland, Australia.*
- *Spring Workshop in Social Psychology, Australia National University.*
- *Organizational Behavior and Psychology Colloquium Series, Stern School of Business, New York University.*
- *4-College Conference in Social Psychology, Princeton, NJ (with NYU, Princeton, Yale, and Columbia Universities).*
- Departmental seminars delivered at: *University of Queensland (Dept of Psychology), Flinders University (Dept of Psychology), University of Melbourne (School of Behavioural Science), University of Massachusetts Amherst (Dept of Psychology), New York University (Stern School of Business), Northwestern (Kellogg School of Management), University of California Irvine (Center for Psych and Law)*

Conference poster presentations (peer-reviewed):

- Wenzel, M. & Okimoto, T. G. (2007, January). Painting the deviant sheep black: Punishment and the restoration of group values. *8th annual conference for the Society of Personality and Social Psychology, Memphis, TN.*
- Heilman, M. E. & Okimoto, T. G. (2006, January). Motherhood: Adverse consequences for career advancement. *7th annual conference for the Society of Personality and Social Psychology, Palm Springs, CA.*
- Liberman, B. E. & Okimoto, T. G. (2006, January). Social-sexual behavior and the devaluation of effectiveness: The assumption of low productivity. *7th annual conference for the Society of Personality and Social Psychology, Palm Springs, CA.*
- Wrzesniewski, A. & Okimoto, T. G. (2006, January). Inclusionary concerns and effort-based performance in groups: Expectations and peripheral membership. *7th annual conference for the Society of Personality and Social Psychology, Palm Springs, CA.*
- Okimoto, T. G. & Tyler, T. R. (2006, January). Compensation as reaffirmation of membership value and identity restoration. *7th annual conference for the Society of Personality and Social Psychology, Palm Springs, CA.*
- Okimoto, T. G. & Tyler, T. R. (2005, February). Monetary compensation for procedural injustice: Outcomes as affirmation of membership value. *6th annual conference for the Society of Personality and Social Psychology, New Orleans, LA.*

- Liberman, B. E. & Okimoto, T. G. (2005, July). Social-sexual behavior at work: Antecedent to attributions of incompetence. *17th annual conference for the Association for Psychological Science, Los Angeles, CA.*
- Okimoto, T. G. & Tyler, T. R. (2004, May). Monetary compensation for procedural injustice: Affirmation of membership value. *16th annual conference for the Association for Psychological Science, Chicago, IL.*
- Okimoto, T. G. & Tyler, T. R. (2004, April). Adding insult to injury: Procedural justice in monetary equity restoration. *19th annual conference for the Society of Industrial and Organizational Psychology, Chicago, IL.*
- Okimoto, T. G. & Heilman, M. E. (2004, February). Penalties for women's success: A reaction to perceived violation of communality norms. *5th annual conference for the Society of Personality and Social Psychology, Austin, TX.*
- Okimoto, T. G. & Heilman, M. E. (2003, April). Mitigating the penalties of women's success: Providing information of communality. *18th annual conference for the Society of Industrial and Organizational Psychology, Orlando, FL.*

Teaching experience:

- Instructor/Workshop Leader, Australasian Social Psychology Post-Graduate Summer School
 - 6-day workshop on "Justice", Australian National University (February 2008)
- Instructor/Lecturer, Department of Psychology, New York University
 - Industrial/Organizational Psychology (Summer 2002, 2003, 2004, 2005)
 - 100% recommended instructor for all 4 academic terms
 - 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), Industrial/Organizational Psychology (Fall 2001), Introduction to Psychology (Spring 2001, Fall 2002), Statistics for the Behavioral Sciences (Spring 2002), Masters-Level Statistics (Spring 2004)
- Honors seminar lecturer, School of Psychology, Flinders University (October 2006, August 2007)
- MBA grader, Stern School of Business, NYU – Management & Organizations (Fall 2003, 2004)

Mentoring experience:

- Masters Thesis Advisor, New York University
 - Benjamin Liberman, M.A. (2003-2004), "Information regarding social-sexual behavior as an antecedent to attributions of incompetence in the workplace" – Research published in the *Journal of Applied Social Psychology*. Currently a doctoral student at Columbia University.
- Honors Thesis Advisement, Flinders University
 - Kyli Hedrick (2007), Sally Polden (2007), Tarneem Sarkes (2007), Kate Cameron (2006), Elsbeth Treacy (2006)
- Dissertation Committee Member, Flinders University
 - Ellie Lawrence-Wood (2006-current), "Social determinants of fear"
- Masters Thesis Committee Member, Flinders University
 - Emily Bashah (2007), "Social Identification and Collective Trauma"
- Honors thesis committee member & honors thesis marker, Flinders University (multiple, 2006-2008).

Media coverage:

- *Good Morning America* (2007, December 4). “Hidden bias against female bosses?” – coverage of Heilman & Okimoto (2007) article in *Journal of Applied Psychology*.

Academic reviewing:

- Australian Research Council (ARC) discovery project reviewer (INTREADER - expert assessor of international standing), 2006, 2007, 2008
- Ad hoc reviewer: *Australian Journal of Psychology*, *International Journal of Conflict Management*, *Journal of Applied Social Psychology*, *Journal of Business and Psychology*, *Regulation and Governance*, *Sex Roles*, and *Social Justice Research*.

Honors and awards:

- Douglas and Katherine Fryer Thesis Fellowship in Psychology
 - Best dissertation in the area of organizational psychology (2005-2006)
- MacCracken Fellowship for graduate study (2000-2005)
- The Psychology Engberg Fellowship (2000)
- Campbell Award, Travel Grant (2003 & 2005)
- NYU-GSAS Student Travel Fellowship (Spring 2003, Spring 2004, Spring 2005)

Other academic activities and service:

- Professional Memberships: Society for Personality and Social Psychology, International Society for Justice Research, Academy of Management, Society of Australasian Social Psychologists, Society for Industrial and Organizational Psychology, Association for Psychological Science
- Regular submission reviewer for Academy of Management conferences (OB, CM, & GDO divisions)
- Graduate Poster Competition Judge
 - 8th annual conference of the Society for Personality and Social Psychology (February 2007)
 - Annual MA Psychology Research Conference at NYU (April 2003 & April 2004)
- Social psychology lab coordinator, NYU, 2002-2005
- Social psychology program event coordinator and graduate program treasurer, NYU, 2003-2005

Academic references:

- Tom R. Tyler, Ph.D., University Professor of Psychology, Department Chair, New York University
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- Michael Wenzel, Ph.D., Senior Lecturer in Psychology, Flinders University of South Australia
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- Amy Wrzesniewski, Ph.D., Associate Professor of Organizational Behavior, Yale University
 - +1 (203) 432-5979, amy.wrzesniewski@yale.edu
- Madeline E. Heilman, Ph.D., Professor of Psychology, New York University
 - +1 (212) 998-7813, madeline.heilman@nyu.edu
- Steven L. Blader, Ph.D., Assistant Professor of Management and Organizations, New York U.
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