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# Tyler G. Okimoto, Ph.D.

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## **Academic appointments:**

The University of Queensland, UQ Business School

Lecturer in Management [Assistant Prof. equivalent], June 2011 – present

Yale University, Yale School of Management

Postdoctoral Associate in Organizational Behavior, September 2008 – August 2011

Flinders University of South Australia, School of Psychology

Postdoctoral Research Associate, September 2005 – August 2008

New York University, Department of Psychology

Assistant Adjunct Professor [Associate Lecturer equivalent], June 2002 – August 2005

## **Educational background:**

New York University – Doctorate in Psychology, awarded September 2005

Social Psychology (Organizational emphasis); Dissertation Chair: Tom R. Tyler

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

Industrial/Organizational Psychology; Thesis Advisor: Madeline E. Heilman

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

Major: Psychology; Minors: Cultural Anthropology & Music

## **Domains of research interest:**

- Justice restoration / Conflict management
  - Retributive, Restorative, and Compensatory Justice
  - Apologies / Forgiveness and Justice
  - The experience of injustice for victims, offenders, and third-party observers
- Psychological processes underlying biased and unethical decision-making
  - Affective and evaluative reactions to counter-normative behavior
  - Bias in the enactment of justice/fairness
  - Moral judgments and decision-making
- Inter- and intra-group processes

## Publications: <sup>1</sup>

- (24) Okimoto, T. G. & Heilman, M. E. (accepted into special issue, revisions pending). The “bad parent” assumption: How gender stereotypes affect reactions to working mothers. *Journal of Social Issues*. [B]
- (23) Wenzel, M., Okimoto, T. G. & Cameron, K. (accepted into special issue, revisions pending). Do retributive and restorative justice processes address different symbolic concerns? *Critical Criminology*. [B]
- (22) Gromet, D. M., Okimoto, T. G., Wenzel, M., & Darley, J. (in press, accepted June 30, 2011). A victim-centered approach to justice? Victim satisfaction effects on third-party punishments. *Law and Human Behavior*. [A]
- (21) Okimoto, T. G., Wenzel, M., & Feather, N. T. (in press, accepted April 28, 2011). Retribution and restoration as general orientations toward justice. *European Journal of Personality*.  
doi: 10.1002/per.831 [B]
- (20) Okimoto, T. G. & Wenzel, M. (2011). The other side of perspective-taking: Transgression ambiguity and victims’ revenge against their offender. *Social Psychological and Personality Science*, 2(4), 373-378.  
doi: 10.1177/1948550610393032 [n/r]
- (19) Okimoto, T. G. & Wenzel, M. (2011). Third-party punishment and symbolic intragroup status. *Journal of Experimental Social Psychology*, 47(4), 709-718.  
doi: 10.1016/j.jesp.2011.02.001 [A]
- (18) Lotz, S., Okimoto, T. G., Schlösser, T., & Fetchenhauer, D. (2011). Punitive versus compensatory reactions to injustice: Emotional antecedents to third-party interventions. *Journal of Experimental Social Psychology*, 47(2), 477-480.  
doi: 10.1016/j.jesp.2010.10.004 [A]
- (17) De Castella, K. C., Platow, M. J., Wenzel, M., Okimoto, T. G., & Feather, N. T. (2011). Retribution or Restoration? Anglo-Australian’s views towards domestic violence involving Muslim and Anglo-Australian victims and offenders. *Psychology, Crime, and Law*, 17(5), 403-420.  
doi: 10.1080/10683160903292253 [B]
- (16) Wenzel, M., Turner, J. K., & Okimoto, T. G. (2010). Is forgiveness an outcome or initiator of sociocognitive processes? Rumination, empathy, and cognitive appraisals following a transgression. *Social Psychological and Personality Science*, 1(4), 369-377.  
doi: 10.1177/1948550610376598 [n/r]
- (15) 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.  
doi: 10.1177/0146167210371949 [A\*]
- (14) Wenzel, M., Okimoto, T. G., Feather, N. T., & Platow, M. J. (2010). Justice through consensus: Shared identity and the preference for a restorative notion of justice. *European Journal of Social Psychology*, 40(6), 909-930.  
doi: 10.1002/ejsp.657 [A]
- (13) 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.  
doi: 10.1108/S1534-0856(2010)0000013011

– Recipient of the 2011 Outstanding Author Contribution Award, Emerald Publishing

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<sup>1</sup> Excellence in Research for Australia 2010 Journal Rankings appear [in brackets]

- (12) 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.  
doi: 10.1002/ejsp.704 [A]
- (11) 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.  
doi: 10.1002/ejsp.629 [A]
- (10) 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.  
doi: 10.1002/ejsp.537 [A]
- (9) 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.  
doi: 10.1002/ejsp.474 [A]
- (8) 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.  
doi: 10.1007/s11211-009-0092-5 [C]
- (7) 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.  
doi: 10.1016/S0882-6145(08)25004-6
- (6) Wenzel, M., Okimoto, T. G., Feather, N. T., & Platow, M. J. (2008). Retributive and restorative justice. *Law and Human Behavior*, 32(5), 375-389.  
doi: 10.1007/s10979-007-9116-6 [A]
- (5) 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.  
doi: 10.1111/j.1559-1816.2008.00414.x [B]
- (4) 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.  
doi: 10.1016/j.jesp.2008.04.009 [A]
- (3) Heilman, M. E. & Okimoto, T. G. (2008). Motherhood: A potential source of bias in employment decisions. *Journal of Applied Psychology*, 93(1), 189-198.  
doi: 10.1037/0021-9010.93.1.189 [A\*]
- (2) 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.  
doi: 10.1037/0021-9010.92.1.81 [A\*]
- Featured on ABC's *Good Morning America*, December 4, 2007
  - Featured article in the American Association of University Women 2010 report: *Why so few? Women in science, technology, engineering, and mathematics* (pp.81-87).  
- <http://www.aauw.org/learn/research/whysofew.cfm>
- (1) 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.  
doi: 10.1177/1368430207078701 [B]

## Working manuscripts:

- Wenzel, M. & Okimoto, T. G. (under review). The varying meaning of forgiveness: Relationship closeness moderates how forgiveness effects feelings of justice.
- Okimoto, T. G., Wenzel, M., & Hedrick, K. (under review). Refusing to apologize can have psychological benefits (and we issue no mea culpa for this research finding).
- Okimoto, T. G. & Wrzesniewski, A. (under review). Effort in the face of difference: Feeling like a non-prototypical group member motivates effort.
- Okimoto, T. G. & Blader, S. L. (in preparation). Ingroup bias in the enactment of organizational justice.
- Okimoto, T. G. & Gromet, D. M. (in preparation). Punishing the deviant triangle: Categorical differentiation partially mediates the link between political ideology and desires for retribution against a criminal.

## Mentoring:

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

- Sebastian Lotz (2010, Feb-Aug), University of Cologne, Germany; Economics and Social Psychology  
– Currently a postdoctoral researcher at the German Institute for Economic Research
- Friederike Krümke (2009, April-May), University of Koblenz-Landau, Germany; Social Psychology  
– 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 (2006) – “Information regarding social-sexual behavior as an antecedent to attributions of incompetence in the workplace” (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:

Lecturer /Course coordinator, UQ Business School, The University of Queensland  
Managing Performance (Semester 2, 2011)

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 assistant 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)

## Professional Memberships:

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

## Invited seminar presentations:

- University of Massachusetts Amherst (Dept of Psychology; x2)
- Princeton University (Social Psychology)
- Columbia University (Social-Organizational Psychology, Teachers College)
- University of California Irvine (Center for Psychology and Law)
- New York University (Stern School of Business)
- Northwestern University (Kellogg School of Management)
- University of Melbourne (School of Behavioural Science)
- University of Queensland (Dept of Psychology)
- Australian National University (Social Psychology)
- Flinders University (School of Psychology; x2)

## Conference activities and 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)

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\* 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”

Society of Experimental Social Psychology (SESP)

- 2011:** *Presentation* - “Forgiveness and justice in intergroup contexts”  
**2010:** *Presentation*\* - “The price of power: Power-seeking and backlash against female politicians”

Society for Industrial and Organizational Psychology (SIOP)

- 2011:** *Presentation* - “Behavioral tendencies toward offenders”  
*Presentation* - “Psychological processes underlying the “bad parent” assumption regarding working mothers”
- 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”

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\* Indicates a co-author presentation

Society for Personality and Social Psychology (SPSP)

- 2012:** *Presentation* - “Differences in the consequential justification of retribution among political conservatives versus liberals”
- 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)

- 2011:** *Presentation*\* - “Perspective-taking and revenge”
- 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”

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\* Indicates a co-author presentation

European Association for Social Psychology (EASP)

**2011:** *Presentation* - “Acts of forgiveness as a path to justice and reconciliation”

German Society of Psychology (Social Psychology Division)

**2011:** *Presentation*\* - “Cultural differences in the perception and the compensation of unfairness”

Industrial and Organisational Psychology (Australian Psychological Society)

**2011:** *Presentation* - “Third-party punishment and symbolic intragroup status”

*Presentation* - “Effort in the face of difference: Feeling like a non-prototypical group member and motivates effort”

Society for the Psychological Study of Social Issues (SPSSI)

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

International Association for Conflict Management (IACM)

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

Conference on Empirical Legal Studies (CELS)

**2010:** *Presentation* - “Conceptualizing retributive and restorative justice”

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”

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”

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”

Jena Workshop on Intergroup Processes

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

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”

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\* Indicates a co-author presentation

## Honors and Awards:

Outstanding Author Contribution Award, Emerald Publishing (2011)

Research on Managing Groups and Teams: Fairness and Groups (Vol. 13)

“*Restorative justice: Seeking a shared identity in dynamic intragroup contexts*” (with M. Wenzel & M.J. Platow)

American Association of University Women, research with M.E. Heilman featured in AAUW report (2010)

Why so few? Women in science, technology, engineering, and mathematics (pp.81-87)

– <http://www.aauw.org/learn/research/whysofew.cfm>

Douglas and Katherine Fryer Thesis Fellowship in Psychology (2005-2006)

Best dissertation in the area of organizational psychology

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

MacCracken Fellowship for graduate study, NYU (2000-2005)

Psychology Engberg Fellowship Award, NYU (2000)

## Other academic activities and service:

Grant reviewer:

- *Australian Research Council* (2006 – present)
- *National Science Foundation*

Ad hoc journal reviewing:

- *Psychological Science*
- *Journal of Personality and Social Psychology*
- *Journal of Experimental Social Psychology*
- *Personality and Social Psychology Bulletin*
- *European Journal of Social Psychology*
- *Asian Journal of Social Psychology*
- *Australian Journal of Psychology*
- *Group Processes and Intergroup Relations*
- *Basic and Applied Social Psychology*
- *Journal of Applied Social Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Business and Psychology*
- *International Journal of Conflict Management*
- *Review of Public Personnel Administration*
- *Regulation and Governance*
- *Law and Society Review*
- *Journal of Empirical Legal Studies*
- *Sex Roles*
- *Journal of Social Issues*
- *Social Justice Research*

Conference activities:

Conference Organizer, International Society for Justice Research (2008)

– Co-host, Organizing Committee, Academic Program Committee & Social Committee

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

– Outstanding Reviewer Award, Organizational Behavior Division (2010)

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

Graduate poster competition judge

- 8<sup>th</sup> 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)