
Tyler G. Okimoto, Ph.D.

Revised January 2024

UQ Business School
The University of Queensland
Brisbane QLD 4072, Australia

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EDUCATION

New York University – Doctorate in Psychology, awarded September 2005

Social and Organizational Psychology -- Dissertation Chair: Tom R. Tyler

*** *Douglas and Katherine Fryer Award for best dissertation in organizational psychology*

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 in Psychology; Minors in Cultural Anthropology and Music

ACADEMIC APPOINTMENTS

The University of Queensland, Australia

Faculty of Business, Economics, and Law

-- Associate Dean (Academic), January 2024 – current

UQ Business School

-- Acting Dean and Head of School, August 2023 – December 2023

-- Director of Teaching and Learning, April 2023 – August 2023

-- Deputy Head of School (Deputy Dean), January 2020 – March 2023

-- Acting Dean and Head of School, July 2021 – September 2021

Professor in Management, January 2020 – current

Associate Professor in Management, January 2017 – December 2019

Senior Lecturer in Management, January 2013 – December 2016

Lecturer in Management, June 2011 – December 2012

Yale University, USA, Yale School of Management

Postdoctoral Associate in Organizational Behavior, September 2008 – August 2011

Flinders University, Australia, School of Psychology

Postdoctoral Research Associate, September 2005 – August 2008

New York University, USA, Department of Psychology

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

UNIVERSITY ADMINISTRATION

Director of Teaching and Learning: UQ Business School (April 2023 – current)

- Strategic leadership as part of the school's Executive Committee
- Teaching and Learning Committee Chair, incl. oversight of school program governance
- Responsibility for UQs largest single education portfolio (\$230mil annual revenue)
- Design and implementation of revised Teaching and Learning governance in the school
- Leading development of revised quality assurance processes and practices in the school
- Oversight of ongoing academic program reviews and new program development
- Contributions to the broader Teaching and Learning team in the BEL Faculty
- Leading T&L data uplift project to enable stronger data-driven transparency and governance
- Decision maker for UQBS student misconduct cases
- Coordinating academic workload guidelines, incl. leading 2023 revisions to the model

Deputy Head of School (Deputy Dean): UQ Business School (Jan 2020 – March 2023)

- Strategic leadership as part of the school's Senior Leadership Team and Executive Committee
- Co-managing school operations as part of the Senior Leadership Team
- Steering committee for the 2022 school governance review
- Co-leading the 2021 strategic planning process, in parallel with UQ strategy
- Leading the 2019 and 2021 culture improvement initiatives and action planning process
- Direct supervision and mentorship of 8 Discipline Leaders in the school (200+ academics)
- Directing school-wide appraisal and promotion processes for all academics in the school
- Leading academic career development activities/workshops in the school
- Managing academic workload allocations in the school; led 2020 workload revision process
- Leading development of strategic hiring plans and recruitment initiatives in the school
- Leading the Academic Pathways initiative to advance Indigenous employment
- Directing the academic hiring strategy, approvals, and selection processes
- Organizing and chairing UQBS academic promotion panel and process
- Oversight and approvals for the school's casual workforce (400+ casual staff)
- Decision maker for UQBS student misconduct cases
- Wellbeing champion in the school, including wellbeing and social committee memberships
- Co-leading the school-level response and day-to-day management of the COVID19 crisis, including operational, financial, HR, and well-being implications.

Acting Dean and Head of School: UQ Business School (July–Sept 2021, Aug–Dec 2023, +ad hoc)

- Strategic leadership for the school; chair the Senior Leadership Team and Executive Committee
- Representing the interests and needs of the school to the university through membership on the Academic Board, Faculty Board(s) and other university groups and committees
- Developing and implementing school strategic plan, in alignment with UQ strategy
- Developing and maintaining strategic and academic planning functions, including setting goals, targets and key performance indicators in the context of strategic and operational plans
- Formulate and oversee the school's annual operating budget and load planning
- Fostering a collegial and collaborative culture for research, supervision and researcher development, teaching, and citizenship/service
- Promoting interdisciplinary collaboration with other schools, centers, faculties, and organizations, domestically and internationally
- Maintaining effective linkages to government departments and authorities, and ensuring relevant University leaders and stakeholders are informed of this contact
- Forging and maintaining productive relationships and research partnerships with business, commerce and industry organizations relevant to the School or Centre's research endeavors.
- Maintaining a suitable organizational, executive and committee structure, which supports effective decision-making and appropriate delegations
- Developing and maintaining quality assurance in teaching, research, and student supervision

Management Discipline Leader (Department Head): UQ Business School (Jan 2018 – Dec 2019)

- Supervisor for 30+ management faculty, plus casual staff, postdocs, PhDs, and tutors
- Leading initiatives to improve high performance norms, develop teaching/research capacity, and improve collaboration across a diverse faculty
- Led an aggressive recruitment strategy, hiring 9 continuing faculty members, 4 fixed-term lecturers, and 2 postdocs who will collectively help to support this vision for the discipline
- Discipline representative on the UQBS Executive Committee

Program Leader & Designer: MicroMasters Program in Business Leadership, UQx / edX (2017 – 2019)

- Creation, design and coordination of a new, multi-course postgraduate degree certificate, delivered by edX in Massive Open Online Course (MOOC) format
- Coordinated contributions from over 50 academics, industry leaders, and professional staff
- <https://www.edx.org/micromasters/uqx-business-leadership>

Chair of the Ethical Review Committee, UQ Business School (2013 – 2016)

- Coordinating and administering school-based ethics review committee
- Development and launch of new online ethics application procedures
- Mentoring school colleagues in ethics processes at the university

HONORS AND AWARDS

- Elected President of the International Society for Justice Research (2020-2023; Exec Committee 2019-2024)
 - Presidential Address delivered at 2021 biennial conference
- Award Outstanding Contributions to UQ Business School (2023), UQ Business School
- UQ Commendation for Excellence in Reconciliation (2022)
- UQ Award for Excellence in Mental/Physical Health, Safety, & Wellness (2021)
- UQ ‘Above and Beyond’ Award (2020), recognizing contributions to student learning during COVID19
- Finalist for the edX Global Prize for Exceptional Contributions in Online Teaching and Learning (2019)
- Gold Winner for Best Learning & Development Project: Leadership Capability, LearnX Live Awards (2019)
- Award for Excellence in Blended Learning (2018), UQ Business School
- Award for Excellence in Industry Engagement (2017), UQ Business School
- Award for Excellence in Postgraduate (MBA) Teaching (2015), UQ Business School
- Best Symposium Award (2015), Academy of Management, Organizational Behavior Division
- Distinguished Early Career Contribution Award, from the International Society for Justice Research (2012)
 - Early Career Award Keynote Address delivered at biennial conference
- Outstanding Author Contribution Award (2011), contribution to an edited book series, Emerald Publishing
- Outstanding Reviewer Award (2010), Academy of Management, Organizational Behavior Division
- Douglas and Katherine Fryer Thesis Fellowship in Psychology (2005-2006)
 - Best dissertation in the area of organizational psychology at New York University
- MacCracken Fellowship for graduate study, New York University (2000-2005)
- Psychology Engberg Fellowship Award, New York University (2000)

GRANT FUNDING

Nationally Competitive Grants:

- Discovery Grant, from the Australian Research Council (2024-2026)
“*Mapping the psychology of accent bias*”
[with Hornsey & Imuta; \$390K AUD] -- DP240100798
- Discovery Grant, from the Australian Research Council (2023-2025)
“*Well-being and productivity in metricized employee performance systems*”
[with Edwards, Parker & Anseel; \$320K AUD] -- DP230100331
- Discovery Grant, from the Australian Research Council (2019-2022)
“*Dynamics of forgiveness and self-forgiveness*”
[with Wenzel, Woodyatt & Worthington; \$240K AUD] -- DP190102283
- Discovery Grant, from the Australian Research Council (2013-2016)
“*Identifying and resolving challenges to the effectiveness of collective apologies*”
[with Wenzel & Hornsey; \$230K AUD] -- DP130101598
- Insight Grant, from the Social Sciences and Humanities Research Council of Canada (2013-2016)
“*Effective reintegration of wrongdoers in organizations: A restorative justice perspective*”
[with Aquino, Skarlicki, & Goodstein; \$172K CAD] -- #435-2013-0069

University-Level Competitive Grants:

- One UQ Research Infrastructure Investment Scheme, University of Queensland (2020)
“*UQ Business School Behavioural Science Lab*”
[with Broughton, Jetten, Walters, Jiang, & Hartley; \$400K AUD]
- Innovation Grant, from UQ Business School (2017-2018)
“*RAMP: Rapid Acculturation Mentoring Program*”
[with Pekerti, Moller, & van de Vijver; \$35K AUD]
- Major Equipment and Infrastructure Grant, University of Queensland (2016)
“*UQ Business School Research Laboratory*”
[with Walters, Dolnicar, McColl-Kennedy, Sanshi, Oliver, Hartley, & Indulska; \$87K AUD]
- Research Development Grant, from UQ Faculty of Business Economics & Law (2013)
“*Inclusive Acculturation*” [with Pekerti, Moller, & van de Vijver; \$10K AUD]
- Early Career Research Grant, from the University of Queensland (2012)
“*Why so few women in upper management? Impression management, social facilitation, and the enactment of stereotypical behavior*” [\$15K AUD]
- New Staff Research Start-Up Grant, from the University of Queensland (2012)
“*Ingroup bias in the enactment of fairness in organisations*” [\$12K AUD]

PROFESSIONAL MEMBERSHIPS

- Academy of Management
- International Society for Justice Research (*current president*)
- Society for Experimental Social Psychologists (*elected fellow*)
- Society for Organisational Behaviour in Australia (*elected fellow*)
- Society for Personality and Social Psychology
- Society of Australasian Social Psychologists
- Australia and New Zealand Academy of Management
- Society for Industrial and Organizational Psychology
- Association for Psychological Science

RESEARCH

Domains of Interest:

- *Understanding ethical “grey areas”* – antecedents and consequences of diverging reactions to deviance and diverse views about moral behavior
- *Building moral consensus* – bridging disagreement and divergent perspectives on injustice/conflict; promoting trust and value consensus within and between groups; improving the long-term effectiveness of prosocial responses to scandals, deviance, incivility, injustice, victimization, etc.
- *Justice repair* – understanding and reconciling diverse ideas about what is required to do “justice” in the aftermath of a transgression (e.g., compensation, punishment, forgiveness, apologies, revenge, restorative conferencing).
- *Social disadvantage and inequality* – understanding stigma and inequity in social, organizational, educational, and political domains.

Journal Publications: ¹

- (70) Gloor, J. L., Okimoto, T. G., Li, X., Gazdag, B., & Ryan, M. (in press). How identity impacts bystander responses to workplace mistreatment. *Journal of Management*.
<https://doi.org/10.1177/01492063231177976> [IF= 13.508, ABDC=A*, SJR=7.21, Q1]
- (69) Dawson, N. E. A., Parker, S. L., & Okimoto, T. G. (2024). Profiles of diversity and inclusion motivation: Toward an employee-centered understanding of why employees put effort into inclusion and exclusion. *Human Resource Management*, 63(1), 45-66.
<https://doi.org/10.1002/hrm.22186> [IF= 6.235, ABDC=A*, SJR=2.34, Q1]
- (68) Wenzel, M., Rossi, C., Thai, M., Woodyatt, L., Okimoto, T. G. & Worthington, E. (in press). Let’s talk about this: Co-rumination and dyadic dynamics of moral repair following wrongdoing. *European Journal of Social Psychology*, 53(4), 623-644.
<https://doi.org/10.1002/ejsp.2927> [IF= 1.921, ABDC=A, SJR=1.337, Q1]
- (67) † Yan, H., Solnet, D., & Okimoto, T. G. (2023). Helping the organization but harming customers: A social identity perspective of unethical pro-organizational behavior. *Journal of Services Marketing*, 37(7), 927-943.
<https://doi.org/10.1177/01492063231177976> [IF= 4.115, ABDC=A*, SJR=1.58, Q1]
- (66) † Sultana, N., Pekerti, A., Härtel, C., & Okimoto, T. G. (2023). The effect of race and foreign accent on managers’ career progression. *International Journal of Cross Cultural Management*, 23(2), 247-278.
<https://doi.org/10.1177/14705958231180044> [IF= 1.737, ABDC=B, SJR=0.51, Q2]
- (65) Thai, M., Wenzel, M., & Okimoto, T. G. (2023). Transgression-related co-rumination: Scale validation and prediction of relational outcomes. *Journal of Family Psychology*, 37(3), 335-346.
<https://doi.org/10.1037/fam0001046> [IF= 3.302, SJR=1.06, Q1]
- (64) Thai, M., Wenzel, M., & Okimoto, T. G. (2023). Turning tables: Offenders feel like “victims” when victims withhold forgiveness. *Personality and Social Psychology Bulletin*, 49(2), 233-250.
<https://doi.org/10.1177/01461672211062401> [IF= 2.970, ABDC=A*, SJR=2.48, Q1]
- (63) Peterson-Gloor, J. L., Okimoto, T. G., & King, E. B. (2022). “Maybe baby?” The employment risk of potential parenthood. *Journal of Applied Social Psychology*, 52(8), 623-642.
<https://doi.org/10.1111/jasp.12799> [IF= 1.006, ABDC=B, SJR=0.857, Q2]

¹ *h-index* = 30. *i10-index* = 44. Total Google Scholar citations = 4650 (as of Nov 2021). IF = Web of Science journal impact factor. ABDC = journal rankings from the Australian Business Deans Council 2019. SJR = Scimago journal rank indicator + quartile within discipline.

- (62) Woodyatt, L., Wenzel, M., Okimoto, T. G., & Thai, M. (2022). Interpersonal transgressions and psychological loss: Understanding moral repair as dyadic, reciprocal, and interactionist. *Current Opinion in Psychology*, 44, 7-11.
<https://doi.org/10.1016/j.copsyc.2021.08.018> [IF= 4.162, SJR=2.39, Q1]
- (61) Okimoto, T. G., Konradt, U., Kryś, S., & Dawson, N. (2022). A person-centered approach to understanding endorsement of restorative justice in response to workplace mistreatment. *Social Justice Research*, 35(1), 62-87.
<https://doi.org/10.1007/s11211-021-00377-w> [IF= 1.000, ABDC=B, SJR=0.633, Q1]
 – Research program discussed in a 2-part podcast for *Negotiation and Conflict Management*:
<https://www.negotiationandconflictteam.com>
- (60) Gollwitzer, M. & Okimoto, T. G. (2021). Downstream consequences of post-transgression responses: A motive-attribution framework. *Personality and Social Psychology Review*, 25(4), 275–294.
<https://doi.org/10.1177/10888683211007021> [IF= 12.321, ABDC=A*, SJR=7.78, Q1]
 – Featured in “Revenge” on *SBS Insight* (April 2023), national current affairs TV news program
 – Interview on ABC Radio Brisbane Queensland Afternoons (April 2023)
- (59) Steffens, N. K., Wolniac, N., Okimoto, T. G., Mols, F., Haslam, S. A., & Kay, A. A. (2021). Knowing me, knowing us: Personal and collective self-awareness enhances authentic leadership and leader endorsement. *The Leadership Quarterly*, 32(6), 101498.
<https://doi.org/10.1016/j.leaqua.2021.101498> [IF= 6.642, ABDC=A*, SJR=3.13, Q1]
- (58) § Pekerti, A., Moeller, M., Van de Vijver, F., Okimoto, T. G., & Edwards, M. R. (2021). A peer mentoring social learning perspective of cross-cultural adjustment: The rapid acculturation mateship program. *International Journal of Intercultural Relations*, 84, 276-299.
<https://doi.org/10.1016/j.ijintrel.2021.08.010> [IF= 1.713, ABDC=A, SJR=0.697, Q1]
- (57) Wenzel, M., Woodyatt, L., Okimoto, T. G., & Worthington, E. (2021). Dynamics of moral repair: Forgiveness, self-forgiveness and the restoration of value consensus as interdependent processes. *Personality and Social Psychology Bulletin*, 47(4), 607-626.
<https://doi.org/10.1177/0146167220937551> [IF= 2.970, ABDC=A*, SJR=2.48, Q1]
- (56) Kanze, D., Conley, M. A., Okimoto, T. G., Phillips, D. J., Merluzzi, J. (2020). Evidence that investors penalize female founders for lack of industry fit. *Science Advances*, 6, eabd7664.
<https://doi.org/10.1126/sciadv.abd7664> [IF= 13.116, SJR=6.06, Q1]
- (55) Reynolds, T., Howard, C., Sjøstad, H., Zhu, L., Okimoto, T. G., Baumeister, R., Aquino, K., & Kim, J. (2020). Man up and take it: Gender bias in moral typecasting. *Organizational Behavior and Human Decision Processes*, 161, 120-141.
<https://doi.org/10.1016/j.obhdp.2020.05.002> [IF= 2.805, ABDC=A*, SJR=2.74, Q1]
- (54) Konradt, U., Okimoto, T. G., Garbers, Y., & Otte, K.-P. (2020). The shape of justice repair: Nonlinear retributive and restorative justice effects to unfair supervisor treatment. *International Journal of Conflict Management*, 31, 149-173.
<https://doi.org/10.1108/IJCM-06-2019-0096> [IF= 1.196, ABDC=A, SJR=0.414, Q2]
- (53) Hornsey, M. J., Wohl, M. J. A., Harris, E. A., Okimoto, T. G., Thai, M., & Wenzel, M. (2020). Embodied remorse: Physical displays of remorse increase positive responses to public apologies, but do not increase forgiveness. *Journal of Personality and Social Psychology*, 119, 367-389.
<https://doi.org/10.1037/pspi0000208> [IF= 6.335, ABDC=A*, SJR=4.302, Q1]
- (52) † Amir, S., Moeller, M., & Okimoto, T. G. (2020). Informal repatriate knowledge transfer: A qualitative analysis of Malaysian corporate executives. *Journal of Global Mobility*, 8, 107-140.
<https://doi.org/10.1108/JGM-09-2019-0043> [IF= 1.93, ABDC=B, SJR=0.612, Q1]

† student-led paper

§ teaching and learning paper

- (51) § Pekerti, A., van de Vijver, F., Moeller, M., & Okimoto, T. G. (2020). Intercultural contacts and acculturation resources among international students in Australia: A mixed-methods study. *International Journal of Intercultural Relations*, 75, 56-81.
<https://doi.org/10.1016/j.ijintrel.2019.12.004> [IF= 1.713, ABDC=A, SJR=0.697, Q1]
- (50) Okimoto, T. G., Hornsey, M. J., & Wenzel, M. (2019). The power of grassroots expressions of remorse for promoting intergroup forgiveness. *Journal of Experimental Social Psychology*, 80, 39-51.
<https://doi.org/10.1016/j.jesp.2018.10.003> [IF= 2.500, ABDC=A, SJR=2.068, Q1]
– Featured “Character & Context” by the *Society for Personality and Social Psychology*:
www.spsp.org/news-center/blog/okimoto-grassroots
- (49) † Yates, M. S. & Okimoto, T. G. (2019). Changing beliefs about female leader advancement following the 2016 U.S. presidential election. *Social Psychological and Personality Science*, 10(4), 423-431.
<http://dx.doi.org/10.1177/1948550618766399> [IF= 2.633, ABDC=B, SJR=1.720, Q1]
– Featured “Character & Context” by the *Society for Personality and Social Psychology*:
www.spsp.org/news-center/blog/yates-okimoto-female-role-models
- (48) † Dat, M. C. & Okimoto, T. G. (2018). Exploring new directions in self-forgiveness research: Integrating self and other perspectives on moral repair. *Social Justice Research*, 31(2), 206-217.
<https://doi.org/10.1007/s11211-018-0308-7> [IF= 1.000, ABDC=B, SJR=0.633, Q1]
- (47) † van Doorn, J., Zeelenberg, M., Breugelmans, S. M., Berger, S., & Okimoto, T. G. (2018). Prosocial consequences of third-party anger. *Theory and Decision*, 84 (40), 585-599.
<https://dx.doi.org/10.1007/s11238-017-9652-6> [IF= 0.606, ABDC=A, SJR=0.583, Q1]
- (46) Brescoll, V. L., Okimoto, T. G., & Vial, A. C. (2018). You’ve come a long way... maybe: How moral emotions trigger backlash against women leaders. *Journal of Social Issues*, 74 (1), 144-164.
<http://dx.doi.org/10.1111/josi.12261> [IF= 2.080, ABDC=A, SJR=1.123, Q1]
- (45) Wenzel, M., Lawrence-Wood, E., Okimoto, T. G., & Hornsey, M. J. (2018). A long time coming: Delays in collective apologies and their effects on sincerity and forgiveness. *Political Psychology*, 39(3), 649-666.
<http://dx.doi.org/10.1111/pops.12421> [IF= 2.384, SJR=2.260, Q1]
- (44) Wenzel, M., Okimoto, T. G., Hornsey, M. J., Lawrence-Wood, E., & Coughlin, A.-M. (2017). The mandate of the collective: Apology representativeness and associated sincerity as determinants of intergroup forgiveness. *Personality and Social Psychology Bulletin*, 46 (6), 758-771.
<http://dx.doi.org/10.1177/0146167217697093> [IF= 2.970, ABDC=A*, SJR=2.48, Q1]
- (43) Hornsey, M. J., Okimoto, T. G., & Wenzel, M. (2017). The appraisal gap: Why victim and transgressor groups disagree on the need for a collective apology. *European Journal of Social Psychology*, 47(2), 135-147.
<http://dx.doi.org/10.1002/ejsp.2279> [IF= 1.921, ABDC=A, SJR=1.337, Q1]
- (42) § Zhu, Y., Okimoto, T. G., Roan, A., & Xu, H. (2017). Developing management student cultural fluency for the real world: A situated cultural learning approach. *Education + Training*, 59 (4), 353-373.
<http://dx.doi.org/10.1108/ET-03-2016-0059> [SJR=0.506, Q1]
- (41) Steffens, N. K., Mols, F., Haslam, S. A., & Okimoto, T. G. (2016). True to what we stand for: Championing collective interests as a path to authentic leadership. *The Leadership Quarterly*, 27, 726-744.
<http://dx.doi.org/10.1016/j.leaqua.2016.04.004> [IF= 6.642, ABDC=A*, SJR=3.13, Q1]
- (40) Okimoto, T. G. & Gromet, D. M. (2016). Differences in sensitivity to deviance partly explain ideological divides in social policy support. *Journal of Personality and Social Psychology*, 111 (1), 98-117.
<http://dx.doi.org/10.1037/pspp0000080> [IF= 6.335, ABDC=A*, SJR=4.302, Q1]
– Major media mentions: *Cosmos* (2017), *Guardian*, *Telegraph*, *Courier Mail*, *Quartz* (2015)
- (39) van den Bos, K., Cropanzano, R., Kirk, J., Jasso, G., & Okimoto, T. G. (2015). Expanding the horizons of social justice research: Three essays on justice theory. *Social Justice Research*, 28(2), 229-246.
<http://dx.doi.org/10.1007/s11211-015-0237-7> [IF= 1.000, ABDC=B, SJR=0.633, Q1]

- (38) Thomas, D.C., Liao, Y., Aycan, Z., Pekerti, A.A., Ravlin, E.C., Stahl, G.K., Lazaroa, M.B., Fock, H., Arli, D. Moeller, M., Okimoto, T.G., & van de Vijver, F. (2015). Cultural intelligence: A theory-based, short form measure. *Journal of International Business Studies*, 46(9), 1099-1118.
<http://dx.doi.org/10.1057/jibs.2014.67> [IF= 3.620, ABDC=A*, SJR=5.198, Q1]
- (37) Wenzel, M. & Okimoto, T. G. (2015). ‘We forgive’: A group’s act of forgiveness and its restorative effects on members’ feelings of justice and sentiments towards the offender group. *Group Processes and Intergroup Relations*, 18(5), 655-675.
<http://dx.doi.org/10.1177/1368430215586274> [IF= 1.333, ABDC=B, SJR=1.004, Q1]
- (36) Okimoto, T. G., Wenzel, M., & Hornsey, M. J. (2015). Apologies demanded yet devalued: Normative dilution in the age of apology. *Journal of Experimental Social Psychology*, 60, 133-136.
<http://dx.doi.org/10.1016/j.jesp.2015.05.008> [IF= 2.500, ABDC=A, SJR=2.068, Q1]
- Featured on *The Hidden Brain* (June 2021), top 20 most popular podcast globally (2-3 million downloads per episode, and syndication on 350+ U.S. public radio stations)
 - Featured on Netflix series, *Explained* (September 2021), episode on apologies; international viewership with 209 million paid subscriptions
- (35) Gromet, D. M. & Okimoto, T. G. (2014). Back into the fold: The influence of offender amends and victim forgiveness on reintegration. *Business Ethics Quarterly*, 24(3), 411-441.
<http://dx.doi.org/10.5840/beq20147814> [IF= 1.735, ABDC=A, SJR=1.098, Q1]
- (34) Okimoto, T. G. & Wenzel, M. (2014). Bridging diverging perspectives and repairing damaged relationships in the aftermath of workplace transgressions. *Business Ethics Quarterly*, 24(3), 443-473.
<http://dx.doi.org/10.5840/beq201471515> [IF= 1.735, ABDC=A, SJR=1.098, Q1]
- (33) Okimoto, T. G. (2014). Toward more interesting research questions: Problematizing theory in social justice. *Social Justice Research*, 27(3), 395-411.
<http://dx.doi.org/10.1007/s11211-014-0215-5> [IF= 1.000, ABDC=B, SJR=0.633, Q1]
- (32) Wenzel, M. & Okimoto, T. G. (2014). On the relationship between justice and forgiveness: Are all forms of justice made equal? *British Journal of Social Psychology*, 53(3), 463-483.
<http://dx.doi.org/10.1111/bjso.12040> [IF= 1.798, ABDC=A, SJR=1.189, Q1]
- (31) Okimoto, T. G., Wenzel, M., & Hedrick, K. (2013). Refusing to apologize can have psychological benefits (and we issue no mea culpa for this research finding). *European Journal of Social Psychology*, 43(1), 22-31.
<http://dx.doi.org/10.1002/ejsp.1901> [IF= 1.921, ABDC=A, SJR=1.337, Q1]
- Radio news features: *NPR Morning Show* (2013), *ABC Radio* (2018)
 - Major media mentions: *New York Times* (x2: 2019, 2017), *SBS News*, *Business Insider* (2010), *The Atlantic*, *Guardian* (2017), *NPR Morning Show*, *Rush Limbaugh*, *GloboTV News*, *UK Daily Mail*, *Huffington Post*, *London Evening Standard*, *Psychology Today*, *Scientific American* (2013)
- (30) Okimoto, T. G. & Heilman, M. E. (2012). The “bad parent” assumption: How gender stereotypes affect reactions to working mothers. *Journal of Social Issues*, 68(4), 704-724.
<http://dx.doi.org/10.1111/j.1540-4560.2012.01772.x> [IF= 2.080, ABDC=A, SJR=1.123, Q1]
- (29) Gromet, D. M., Okimoto, T. G., Wenzel, M., & Darley, J. (2012). A victim-centered approach to justice? Victim satisfaction effects on third-party punishments. *Law and Human Behavior*, 36(5), 375-389.
<http://dx.doi.org/10.1037/h0093922> [IF= 2.542, SJR=1.734, Q1]
- (28) Okimoto, T. G. & Wrzesniewski, A. (2012). Effort in the face of difference: Feeling like a non-prototypical group member motivates effort. *European Journal of Social Psychology*, 42(5), 628-639.
<http://dx.doi.org/10.1002/ejsp.1877> [IF= 1.921, ABDC=A, SJR=1.337, Q1]
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<http://dx.doi.org/10.1002/ejsp.657> [IF= 1.921, ABDC=A, SJR=1.337, Q1]
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<http://dx.doi.org/10.1177/0146167210371949> [IF= 2.970, ABDC=A*, SJR=2.48, Q1]
- Featured in the 2020 book by Julia Gillard (former Australian PM) & Ngozi Okonjo-Iweala (Director-General of the World Trade Organization), *Women and leadership* (Ch. 7, p.174-190); research finding presented to global leaders as a base for discussion about women in leadership.
 - Featured article in the Harvard Kennedy School, Women and Public Policy Program's *Gender Action Portal (GAP)* aimed at closing gender gaps in business, politics, health, and education.
 - Featured in Joireman & Van Lange's (2014) research methodology book, *How to publish high-quality research*. American Psychological Association.
 - Reviewed as part of a front page article in *The New York Times* (12 February, 2019)
 - Other major media mentions: *The New York Times* (2020), *The Atlantic* (x5: 2016-2020), *Chicago Tribune* (2019), *Washington Post*, *New York Magazine*, *Slate*, *National Post* (2016), *Business Insider* (2015), *Pacific Standard*, *World Science* (2010)
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<http://dx.doi.org/10.1002/ejsp.629> [IF= 1.921, ABDC=A, SJR=1.337, Q1]

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<http://dx.doi.org/10.1007/s10979-007-9116-6> [IF= 2.542, SJR=1.734, Q1]
- (11) 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.
<http://dx.doi.org/10.1016/j.jesp.2008.04.009> [IF= 2.500, ABDC=A, SJR=2.068, Q1]
- (10) Heilman, M. E. & Okimoto, T. G. (2008). Motherhood: A potential source of bias in employment decisions. *Journal of Applied Psychology, 93*(1), 189-198.
<http://dx.doi.org/10.1037/0021-9010.93.1.189> [IF= 3.810, ABDC=A*, SJR=4.694, Q1]
- (9) † 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.
<http://dx.doi.org/10.1111/j.1559-1816.2008.00414.x> [IF= 1.006, ABDC=B, SJR=0.857, Q2]
- (8) 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.
<http://dx.doi.org/10.1177/1368430207078701> [IF= 1.333, ABDC=B, SJR=1.004, Q1]
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<http://dx.doi.org/10.1037/0021-9010.92.1.81> [IF= 3.810, ABDC=A*, SJR=4.694, Q1]
- Television news features: *PBS News*, ABC's *Good Morning America*, December 4, 2007
 - Major media mentions: *The New York Times* (x2: 2019, 2020), *The Atlantic* (x2: 2014), *Forbes* (x2: 2019, 2021), *Sydney Morning Herald*, *Business Insider* (multiple), *Scientific American*
 - Featured article in the American Association of University Women 2010 policy report: *Why so few? Women in science, technology, engineering, and mathematics* (pp.81-87).
 - Reviewed in a National Academies Press 2014 policy report promoting equal opportunity in the U.S. military: *The context of military environments*.

Book Chapters:

- (6) Curtis, C., Gillespie, N., & Okimoto, T. G. (2023). Establishing trust in science communication. In S. Rowland and L. Kuchel (Eds.), *Teaching science students to communicate: A practical guide* (pp. 39-47). Switzerland: Springer Nature.
<https://doi.org/10.1007/978-3-030-91628-2>
- (5) Gillespie, N., Lockey, S., Hornsey, M. & Okimoto, T. G. (2021). Trust repair: A multilevel framework. In N. Gillespie, C.A. Fulmer, & R.J. Lewicki (Eds.), *Understanding trust in organizations: A multilevel perspective* (pp. 143-176). SIOP Organizational Frontiers Series. New York: Routledge.
<https://doi.org/10.4324/9780429449185>
- (4) Wenzel, M. & Okimoto, T. G. (2016). Retributive justice. In C. Sabbagh and M. Schmitt (Eds.), *Handbook of social justice theory and research* (pp. 237-256). New York, NY: Springer.
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- (3) Mullen, E. & Okimoto, T. G. (2015). Compensatory justice. In R. S. Cropanzano and M. Ambrose (Eds.), *Oxford handbook of justice in the workplace* (pp. 477-496). Oxford UK: Oxford University Press.
<http://dx.doi.org/10.1093/oxfordhb/9780199981410.013.23>
- (2) 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.
[http://dx.doi.org/10.1108/S1534-0856\(2010\)0000013011](http://dx.doi.org/10.1108/S1534-0856(2010)0000013011)
 – Recipient of a 2011 Outstanding Author Contribution Award, Emerald Publishing
- (1) 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.
[http://dx.doi.org/10.1016/S0882-6145\(08\)25004-6](http://dx.doi.org/10.1016/S0882-6145(08)25004-6)

TEACHING PROGRAM LEADERSHIP AND DEVELOPMENT

The University of Queensland:

- MicroMasters[®] Program in Business Leadership, Massive Open Online Course (MOOC), UQx / edX
 - *** *Finalist for the Global edX Prize for Exceptional Contributions in Online Teaching and Learning (2019)*
 - *** *Award for Excellence in Blended Learning, UQ Business School (2018)*
 - Program Leader & Designer (2017 – 2020)
 - Creation, design, and coordination of a new, 5-course postgraduate degree certificate
 - Launched October 2017 (ongoing): 60,000+ MOOC enrolments in Year 1
 - Forms the introductory courses of UQ's first ever fully-online master's degree program
 - <https://www.edx.org/micromasters/uqx-business-leadership>
- COVID19 Community Engagement Initiative:
 - *** *UQ Above and Beyond Award (2020) recognizing contributions to student learning during COVID19*
 - Academic Lead for UQ Business School's international marketing campaign to offer our three most popular online courses *free of charge*, to help support the devastated tourism and business community.
 - 56,596 enrolments across 3 courses (14,317 verified; 3295 successful completions)
 - Led to 39% increase in applications to online programs, and 11% increase to on-campus programs
 - Domestic media attention and numerous notes of thanks from students who utilized the course(s) to upskill after losing their jobs to COVID19 cutbacks.
- Liveris Academy for Innovation and Leadership, designed to cultivate future leaders
 - Leadership training designer and facilitator (2021 – ongoing)
 - Ongoing contributions to the strategy and development of the Liveris Academy
 - Development of a multi-year leadership training program for Liveris Scholars, consisting of top undergraduate scholarship students from across the university, with the goal of cultivating the next generation of leaders with the capacity to address grand challenges.
- Master of Cyber Security: "Leadership", new major within the Faculty of Engineering, Architecture, and IT
 - Leadership major leader & designer (2019 – 2020)
 - Creation, design, and coordination of a Leadership major within the new postgraduate program in Cyber Security (launched 2020)
 - Led recruitment of 2 academic staff in *Information Security, Governance, & Leadership*
- Bachelor of Business Management: "Leadership and Management Science", new undergraduate major
 - Leadership and Management Science, initiative leader & major designer (2018 – 2020)
 - Inception, design, and proposal of major and coursework (launched in 2021)

- Rapid Acculturation Mateship Program, UQBS peer mentorship program targeting international adjustment
 - Design and delivery of pilot program, later adopted as “UQBS Global Mates” (2018 – 2019)
 - Co-design, co-development, and co-delivery of an 18-week peer mentorship program targeting improved acculturative adjustment among the international student cohort
 - Validation research published in the *International Journal of Intercultural Relations* (2021)
- Bachelors of Advanced Business (Hons), new 4yr advanced honors undergraduate degree program
 - Preliminary research and program development work (2016), launched in 2018
- Teaching Development Grant, from the University of Queensland Business School (2012)
 - “*A reflective values-based approach for management education*” [with McKenna; \$4K AUD]

UNIVERSITY STAFF DEVELOPMENT PROGRAMS

University Level:

- Leading UQ (mk. II), Senior University Leadership Development Program (2023-current)
 - 6-day leadership development program for current and emerging university leaders
 - Design and facilitation of all modules; coordination of guest presenters
 - Development and delivery in collaboration with the university human resources division
- Leading UQ, Senior University Leadership Development Program (2015 – 2019)
 - 3-day workshop for heads of academic and administrative departments across the university
 - Co-development and facilitation, in collaboration with the university human resources division
- UQ Heads of School Forum, Office of the Vice-Chancellor and President (2020)
 - Guest facilitator, workshop on “change, collaboration, and motivation” for all UQ Heads of School
- UQ Human Resources: Client Services (2019)
 - Guest facilitator, workshop on “Improve your success in managing and supporting change” for 45+ human resource professionals at UQ
- UQ Early Career Academics Program (2018)
 - Guest facilitator, workshop on “Leadership and Influence” for early career academics across UQ
- UQ Career Progression for Women Program (2014)
 - Guest facilitator, skills workshop and interactive discussion on “Gender and Negotiations”

Interdisciplinary:

- UQ School of Information Technology and Electrical Engineering (2022)
 - Organizer/facilitator, 2-day staff academic development workshop for school leadership team; e.g., teams, culture, conflict management, complaints management, managing performance
- UQ Institute for Molecular Bioscience (2019)
 - Facilitator, workshop on “Influencing without power” for 40+ professional staff within IMB
- UQ Faculty of Science (2016)
 - Facilitator, staff development presentation on “Collaborating across teams”
- UQ Faculty of Health and Behavioural Sciences, Gender Equity Group (2015)
 - Facilitator, career development presentation, “When the glass ceiling meets the maternal wall”

School/Faculty:

BEL Faculty: Academic staff development (2023)

- Facilitator, panel session on “Academic confirmation process”

UQ Business School: Academic staff development (2023)

- Organizer/facilitator, workshop on “Best practice for academic development and mentorship”

UQ Business School: Academic staff development (2022)

- Organizer/facilitator, panel discussion on “Applying for Promotion to Level C/D”
- Organizer/facilitator, workshop on “Interview skills for academic promotion”
- Organizer/facilitator, workshop on “Academic appraisals: Best practice for supervisors”

UQ Business School: Academic staff development (2021)

- Organizer/facilitator, panel discussion on “Applying for Promotion to Professor”
- Organizer/facilitator, panel discussion on “Applying for Promotion to Level C/D”
- Organizer/facilitator, workshop on “Interview skills for academic promotion”

UQ Business School: Academic staff development (2020)

- Organizer/facilitator, panel discussion on “Discussion with the Deans: Academic Confirmation”
- Organizer/facilitator, workshop on “Developing your academic portfolio”
- Organizer/facilitator, workshop on “Developing your teaching philosophy”
- Organizer/facilitator, workshop on “Interview skills for academic promotion”

Financial Research Network (FIRN) & Financial Economic Women (FEW) programs (2016)

- Facilitator, workshop on “Negotiations” for academic women in finance/accounting/economics

UQBS Management Staff Research Development Workshop Organizer

- “Modelling Longitudinal Panel Data in Mplus”; half-day workshop organizer (2020)
- “Longitudinal data analysis”; organizer, 2-day program for academics and PhD students (2016)
- “Publishing High Impact Research”; organizer, 2-day offsite for academic faculty (2013)
- “Crafting Interesting Research”; organizer, 2-day offsite for academic faculty (2012)

UNIVERSITY TEACHING

The University of Queensland: ³

MicroMasters[®] Program in Business Leadership, Massive Open Online Course (MOOC), UQx / edX

*** *Finalist for the edX Prize for Exceptional Contributions in Online Teaching and Learning (2019)*

*** *Award for Excellence in Blended Learning, UQ Business School (2018)*

- Program Leader & Academic Designer (2017 – 2020)
 - Creation, design, and coordination of a new, 5-course postgraduate degree certificate
 - Launched October 2017 (ongoing): 60,000+ MOOC enrolments in Year 1
 - <https://www.edx.org/micromasters/uqx-business-leadership>

Liveris Academy for Innovation and Leadership, UQ: extra-curricular program for scholarship students

- Extra-curricular leadership program for top scholarship students across the university
- Leadership stream, training program designer/coordinator

³ All course and instructor ratings out of 5, unless noted otherwise; school avg. = 3.9

- Facilitator for select leadership workshop topics:
 - “Leadership decision making”, 2023
 - “The leadership challenge”, 2021, 2022, 2023
 - “Leadership in teams”, 2021, 2022
 - “Collaboration for influence”, 2021

Masters of Sustainable Energy (MSE), UQ School of Chemical Engineering:

- Leadership training program designer/coordinator, embedded within the postgraduate program
- Facilitator for select leadership topics within the program:
 - “Group and Team Dynamics”: 2022
 - “Negotiations”: 2017, 2018, 2019, 2020, 2021, 2022
 - “Change management”: 2018, 2019
 - “Communication and conflict”: 2017, 2018, 2019, 2020
 - “Performance management”, 2019, 2020
 - “Introduction to leadership”, 2017

Masters of Business Administration (MBA), UQ Business School:

****Award for Excellence in Postgraduate (MBA) Teaching, UQ Business School (2015)*

- MGTS7810: Leading People and Teams (lecturer, coordinator)
 - Semester 2, 2017: course rating = 4.00; instructor rating = 4.90
 - Semester 2, 2016: course rating = 4.42; instructor rating = 4.75
 - Semester 2, 2015: course rating = 4.04; instructor rating = 4.38
 - Semester 2, 2014 (x2): course rating = 4.44; instructor rating = 4.69
 - Semester 2, 2013 (x2): course rating = 4.53; instructor rating = 4.85
- MBA Immersion Tour: Shanghai, China, 2015, 2016 (academic staff support)

Masters of Business (MBus), UQ Business School:

- ORGC7610: Communication and Organisation (lecturer)
 - Semester 1, 2012: course rating = 4.33; instructor rating = 4.33

Bachelor of Business Management, UQ Business School:

- MGTS3607: Managing Performance (lecturer, coordinator, developer)
 - Semester 2, 2017: course rating = 4.60; instructor rating = 5.00
 - Semester 2, 2016 (x2): course rating = 4.43; instructor rating = 4.81
 - Semester 2, 2015: course rating = 4.49; instructor rating = 4.81
 - Semester 2, 2014: course rating = 4.47; instructor rating = 4.77
 - Semester 2, 2013: course rating = 4.59; instructor rating = 4.93
 - Semester 2, 2012: course rating = 4.62; instructor rating = 4.89
 - Semester 2, 2011: course rating = 4.36; instructor rating = 4.79

Bachelor of Communication, UQ School of Journalism and Communication:

- COMU2020: Professional Practice and Ethics in Communications (lecturer, coordinator, developer)
 - Semester 2, 2012: course rating = 4.11; instructor rating = 4.72
- COMU2030: Research Methods in Communications (co-lecturer, co-coordinator)
 - Semester 1, 2012: course rating = 3.53; instructor rating = 4.25

Research Higher Degree (Honours / PhD), UQ Business School:

- MGTS6301: Theory and Research in Strategic Management (guest lecturer), March 2017
- RBUS6931: Scientific Method in Management (guest lecturer), Sept 2013 & Sept 2014

UQ Medical Leadership Program:

- Integrative Communication and Negotiation (lecturer, coordinator, developer)
 - May 2014: course rating = 9.00 (of 10); instructor rating = 5.00 (of 5)

New York University:

Undergraduate, Department of Psychology

- 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 for each semester: 4.70, 4.85, 4.67, and 4.75
- *Teaching assistant:* Introduction to Psychology (teaching assistant coordinator), Social Psychology, Industrial/Organizational Psychology, and Statistics (both undergraduate and masters levels)

EXECUTIVE EDUCATION

UQ Business School, Executive Education:

- Leading Effective Teams (lecturer, coordinator, developer)
 - - October, 2023: course rating = 9.40 (of 10)
 - April, 2023: course rating = 9.69 (of 10)
 - September, 2022: course rating = 9.09 (of 10)
- Leading High Performing Technical Teams, *Blended Delivery* (lecturer, coordinator, developer)
 - April, 2019: course rating = 2.91 (of 3); instructor rating = 3.91 (of 4)
- *** *Gold Winner, Best Learning & Development Project: Leadership Capability, LearnX Live Awards (2019)*
- Managing Complexity in the Workplace (co-designer, co-developer)
 - July-August, 2019; half-day leadership capability development workshops (multiple)
- Leading People and Teams (co-lecturer, co-developer)
 - October, 2018: course rating = 8.75 (of 10); instructor rating = 4.50 (of 5)
 - April, 2018: course rating = 10.0 (of 10); instructor rating = 5.00 (of 5)
 - November, 2017: course rating = 9.27 (of 10); instructor rating = 4.91 (of 5)
 - May, 2017: course rating = *n/a* (of 10); instructor rating = *n/a* (of 5)
 - October, 2016: course rating = 9.27 (of 10); instructor rating = 4.82 (of 5)
 - April, 2016: course rating = 8.78 (of 10); instructor rating = 4.78 (of 5)
 - November, 2015: course rating = 9.00 (of 10); instructor rating = 4.92 (of 5)
 - July, 2015: course rating = 8.80 (of 10); instructor rating = 4.93 (of 5)
 - March, 2015: course rating = 8.82 (of 10); instructor rating = 4.47 (of 5)
 - September, 2014: course rating = 9.08 (of 10); instructor rating = 4.62 (of 5)
 - April, 2014: course rating = 8.00 (of 10); instructor rating = *n/a* (of 5)
 - November, 2013: course rating = 9.00 (of 10); instructor rating = 4.88 (of 5)
 - June, 2013: course rating = 8.85 (of 10); instructor rating = 4.77 (of 5)
- Managerial Decision Making: two-day short course (lecturer, coordinator, developer)
 - October, 2014: course rating = 9.17 (of 10); instructor rating = 5.00 (of 5)

INDUSTRY ENGAGEMENT

***Award for Excellence in Industry Engagement, UQ Business School (2017)

Guest Speaker (non-academic audience):

Lotus Support Services, Micah Project Ltd (2023)

- Workshop on “justice-making” to a network of support and advocacy workers in QLD

Ambassador Conference, UQ Business, Economics, and Law (2021, 2022)

- Alumni ambassador engagement conference, Head of School presentation

InspireU Program, The University of Queensland (2021)

- Outreach program for Aboriginal and Torres Strait Islander high school students

UQBS Summit for Trust, Ethics, and Governance in an Age of Disruption (2020)

- “Moral consensus as a lens for ethical violations”, research insight speaker

Institute for Urban Indigenous Health, Deadly Choices Leadership Conference (2020)

- “Managing workplace conflict”, invited workshop facilitator

BDO, Psych@Work, Adelaide (2019)

- “A restorative justice approach to conflict management in organisations”, invited keynote speaker

Metro North Mental Health, Alcohol and Drug Service (2019)

- “Leading Change through Collaboration”, keynote for the “WOWS” conference for health professionals

Australian Owner Manager Program, Institute of Business Owners (2018, 2019)

- “Negotiations”, workshop delivery to residential retreat for company owner-managers

Children’s Health Queensland, Statewide Child Protection Clinical Partnership (2018) [*Pro Bono*]

- “Collaboration and Leadership”, keynote for child protection liaison officers and advisors

Turfbreed Growers Conference (2018)

- “Negotiating for Success”, business skills workshop for Australian turf growers

American Chamber of Commerce (2017)

- Invited panelist for discussion on workplace diversity

Thought Leadership Series, Australian Institute for Business and Economics, UQ Business School (2017)

- “Recovering from workplace conflicts”, alumni lecture series (Brisbane, Sydney, Melbourne)

Queensland Urban Utilities, Women in Leadership Group, public utilities organization (2014)

- “Gender expectations and their influence on subtle (and not so subtle) discrimination”

UniQuest Pty Ltd., leading commercialization company in Australia (2014)

- “Building and maintaining strategic alliances” (August)
- “Collaborating for organisational success” (March)

HR & Leadership Breakfast, UQBS Executive Education (2014)

- “Avoiding Decision Making Traps”, industry engagement workshop for HR executives

Centre for Organisational Psychology, UQ School of Psychology (2014)

- “Reconciliation and reintegration in the aftermath of workplace transgressions”, professional development symposium

Young Scholars Program, The University of Queensland (2013; 2014)

- “Leadership in Action”, outreach workshop for high achieving high school students

College of Organisational Psychologists, Australian Psychological Society (2012)

- “Restoring justice after workplace transgressions”, professional development symposium

Customized Training/Consultancy:

MMG Limited (2021-2022)

- Contributions to successful tender and design of executive leadership program + program welcome

Institute for Urban Indigenous Health (2018-2019)

- Development and delivery of half-day masterclass on “Leading People and Teams” (x3 deliveries)

Frosty Boy Australia, global food/beverage manufacturer and distributor (2016)

- Development and delivery of two half-day staff development courses, decision-making & negotiations

Queensland Department of Health, public health service for the state of Queensland (2016)

- Development and delivery of custom half-day course in “Evidence based decision-making”

Woollam Constructions, commercial construction firm (2015)

- Development and delivery of custom one-day course in “Decision-making” (x2 deliveries)

Vale S.A., multinational mining firm (2014)

- Development of firm-wide competency training course for managerial decision-making

Anglican Church Grammar School (“Churchie”), Brisbane (2014)

- Staff training and student workshop development, “Engaging through empowerment” [*Pro Bono*]

Munro Childcare Centre, Brisbane flood victim (2013)

- Communication practice assessment and staff development workshop [*Pro Bono*]

Yale University, School of Public Health, Health Policy Program (2009)

- Statistical consultant for research assessing public attitudes toward childhood obesity policies

STUDENT MENTORING

Doctoral thesis supervision:

University of Queensland, UQ Business School:

- Alexandria Macdade (current) – “Trust in wearable technology” (supported by Boeing fellowship)
- Patricia Sheehan (current) – “Business case for diversity in STEM academics”
- Asha Worsteling (current) – “Mutuality and transformational change in service organisations”
- Hongmin Yan (2023) – “Unethical pro-organisational behaviour among service employees”
- Hieu Nguyen (2020) – “Individual determinants of perceived abusive supervision”
- Miriam Yates (2018) – “Gender and power”
- Elise Bausseron (2018) – “The case for strategic emotional intelligence”
- Nasreen Sultana (2017) – “Barriers to the career progression of migrants”

- Sabrina Amir (2016) – “Knowledge transfer upon repatriation”

University of Queensland, School of Psychology:

- Samantha Campbell (current) – “Stereotype threat within equal opportunity programs”
- Niamh Dawson (2024) – “Self-determination theory and workplace diversity”
- Mylyn Dat (2023) – “Identity and organisational reintegration”

Master’s thesis supervision:

University of Queensland, School of Psychology (MOrgPsych):

- Zoe Weller (2019) – “Training a paradox mindset for women’s leadership advancement”
- Steven Pocock (2016) – “Distrust contagion following a within-industry scandal”
- Georgina Bosel (2014) – “Offender narratives and reintegration in the workplace”
- Jessica Beaton (2013) – “Justice resolution strategies and the conferral of leadership”

University of Queensland, School of Journalism and Communication:

- Pricia Horas (2012) – “Assessing social capital within family owned businesses in Indonesia”
- Sarah Cole (2012) – “Toward and understanding of the ‘beauty is beastly’ effect”

New York University, Department of Psychology:

- Benjamin Liberman (2006) – “Social-sexual behavior and attributions of incompetence at work”

Honors thesis supervision:

University of Queensland, UQ Business School:

- Alexandria Macdade (2019) – “Physiological bases of morality and mindfulness”
- Vanvilay Phommalath (2013) – “Employee satisfaction with performance appraisals in Laos”
- Man-Wai Tse (2013) – “Effective organisational responses to workplace injuries”
+ *Valedictorian and University Medalist*
- Kate Bertwistle (2013) – “Collective team identity and the impact of identity leadership”
- Lily Yew Hui Lim (2012) – “Uncovering the justice motives for deviant workplace behaviours”

University of Queensland, School of Psychology:

- Tayla Juric (2023) – “The role of gender in employee workplace complaints”
- Eng Zhi Low (2019) – “Understanding the motivation to forgive”
- Rachel Leong (2018) – “License to forgive: Justice agency in the #MeToo movement”
- Carla Magi-Prowse (2018) – “The impact of changing norms on gun control attitude polarization”
- Nevil Jones (2017) – “The effect of group affirmation on political apology effectiveness”
+ *Recipient of the Donald Tugby Prize in the Psychology of Peace*
- Nathan Cullinan (2017) – “The unintended consequence of a growing protest norm”
- Trent Henderson (2016) – “Feeling different amplifies gender stereotype conformity among women”
- Niamh Dawson (2016) – “The impact of prototypicality in leader responses to organisational crises”
- William Walker (2014) – “Intergroup reparations and (dis)empowerment”
- Craig Mumford (2013) – “Outgroup attitudes and metaperceptions among student groups”
+ *Recipient of the Donald Tugby Prize in the Psychology of Peace*

Flinders University, School of Psychology:

- 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?”

Visiting graduate student supervision:

- Jamie Lee Gloor (2015, Jan-April), University of Zurich, Switzerland
- Sebastian Lotz (2010, Feb-Aug), University of Cologne, Germany
- Friederike Krümke (2009, April-May), University of Koblenz-Landau, Germany

SERVICE

University Service:

See *University Administration* above (various)

See *University Staff Development* above (various)

See *Teaching Program Leadership and Development* above (various)

UQBS Governance Review Steering Committee (2022-2023)

UQBS Academic Workload Working Party, Chair (2023)

UQBS Assurance of Learning Working Party, Chair (2023)

UQ Complaints Management Pilot, stakeholder feedback (2023)

BEL Faculty Scholarship Selection Committee (2023)

UQBS Executive Education Portfolio Review Panel (2021-2022)

UQ-KPMG Partnership Committee (2021)

Governance Committee for KPMG Chair in Organizational Trust (2021)

Partnership for Online Teaching and Learning Working Party (2021)

UQBS Social Committee (2022-2023)

UQBS Health, Safety, and Wellness Committee (2020-2023)

UQBS Wellbeing Academic Group (2020-2021)

*** *UQ Award for Excellence in Mental and Physical Health, Safety and Wellness (2021)*

UQBS Workload Guidelines Review Committee, chair (2020)

BEL representative on the Human Capital Management (HR systems) Academic Reference Group (2019)

Consultation with Central HR, helping to evolve performance appraisal processes/training at UQ (2018)

Though Leadership Series, UQBS alumni engagement lectures (2017)

UQBS Journal Ranking Review Committee (2017)

Ethical Review Committee, UQBS (member, 2011 – 2012; chair, 2012 – 2016)

Research Committee, UQBS (member, 2013 – 2016)

PhD Student Liaison & Scholarship Committee, UQBS Management Discipline Rep (2014 – 2016)

Management Cluster Brown Bag Seminar Series, UQBS (coordinator, 2014 – 2015)

UQ Cross-Faculty Seminar Series in Psychology and Management (coordinator, 2012 – 2014)

University Recruitment and Selection: ⁴

Leading UQBS Academic Staffing & Hiring Strategy (2019 – 2023)

Coordinator and Chair of the UQBS Promotion Advisory Panel (2019-2022; panel member, 2017)

- Leading internal school review process for all promotion applications, incl. coordination of application process in the school and carriage of school recommendations
- Chairing internal promotion review panel and facilitation of feedback process
- Organizing school information panels on promotion and interview training sessions

⁴ T&R = teaching and research; TF = teaching-focused;

- 2023:
 - Postdoctoral Associate in HR, UQBS (selection committee)
 - Level B TF in Marketing, UQBS (recruitment lead & chair)
 - Level B/C T&R in Finance, UQBS (recruitment lead & chair)
- 2022:
 - Pathways initiative for Indigenous academics (x4), UQBS (recruitment lead)
 - Level A TF in Accounting, UQBS (recruitment lead & chair)
 - Level A TF in Finance, UQBS (recruitment lead & chair)
 - Level B TF in Marketing, UQBS (recruitment lead & chair)
 - Level B/C/D T&R in Strategy and Entrepreneurship (x4), UQBS (recruitment lead)
 - Level B/C T&R in Marketing, UQBS (recruitment lead & chair)
 - Level B/C T&R in Human Resource Management (x2), UQBS (recruitment lead & chair)
 - Level D/E T&R in “Digital Management & Marketing” (x3), UQBS (recruitment lead & selection comm)
 - Level D/E T&R in “Future of Commerce” (x3), UQBS (recruitment lead)
 - Level D/E T&R in “Responsible Governance, Growth & Innovation” (x2), UQBS (recruitment lead)
 - Postdoctoral Associate in Leadership, UQBS (recruitment lead & chair)
- 2021:
 - School Manager, UQBS (selection committee)
 - HR Client Partnering Manager, BEL Faculty (selection committee)
 - Senior Administration Officer, UQBS (selection committee)
 - Level B T&R in Marketing, UQBS (chair)
 - Level B TF in Marketing (x2), UQBS (chair)
 - Level B TF in Strategy and Entrepreneurship, UQBS (chair)
 - Level B TF in Finance Education, UQBS (chair)
 - Level B TF in Audit, UQBS (chair)
 - Postdoctoral Associate in Organizational Behavior, UQBS (chair)
 - Postdoctoral Associate in Digital Service Innovation, UQBS (chair)
 - Postdoctoral Associate in Trust and AI (x2), UQBS (chair)
 - Postdoctoral Associate in Sustainability (x3), UQBS (chair)
 - Postdoctoral Associate in Business Analytics, UQBS (chair)
 - Postdoctoral Associate in Strategy, UQBS (chair)
 - Postdoctoral Associate in Tourism, UQBS (chair)
- 2020:
 - Chair in Ethics, BEL Faculty (recruitment lead)
 - Postdoctoral Associate in Trust, UQBS (chair)
- 2019:
 - Pathways initiative for Indigenous academics (x4), UQBS (selection committee)
 - Learning Tools Programmer, Institute for Teaching and Learning Innovation (selection committee)
 - Level B/C T&R in Information Security Governance and Leadership (x2), UQBS (recruitment lead & chair)
 - Level B/C T&R in Online Business Education, UQBS (recruitment lead & chair)
 - Level B TF in Management (x2), UQBS (chair)
 - Level B TF in Management, UQBS (chair)
 - Postdoctoral Associate in Management (x2), UQBS (selection committee)
- 2018:
 - KPMG Chair in Organizational Trust, UQBS (recruitment lead & selection committee)
 - Level E T&R in Management (x2), UQBS (recruitment lead & selection committee)
 - Level B/C/D T&R in Management (x4), UQBS (recruitment lead & selection committee)
 - Level B T&R in Management (x2), UQBS (recruitment lead & selection committee)
 - Postdoctoral Associate (x3), Faculty of Health and Behavioural Science (selection committee)
 - MOOC Project Officer, UQBS (selection committee)
- 2017:
 - MOOC Project Officer (x2), UQBS (selection committee)
 - Learning Designer, UQBS (selection committee)
 - Director of Executive Education, UQBS (panel member)
- 2016:
 - Postdoctoral Associate, Faculty of Health and Behavioural Science (selection committee)

Academia Service:

Academic Leadership:

- International Society for Justice Research
 - Executive Committee: President (2020-2023), Executive Committee (2019-2024)
 - Organizing committee of 2023 biennial conference, Munich, Germany
 - Implementation of transition to new member management system and website
- Australia and New Zealand Academy of Management
 - Head of School representative (2018-2021), Institutional Member representative (2018-2021)

Academic program and governance reviews:

- School of Psychology, University of Queensland (upcoming 2023)
 - School review committee, cognate member
- Research School of Management, Australian National University (2023)
 - School review committee, external member and committee chair

Ad hoc journal reviewing:

- *Journal of Personality and Social Psychology*
- *Journal of Experimental Social Psychology*
- *Personality and Social Psychology Bulletin*
- *Social Psychological and Personality Science*
- *Psychological Science*
- *Current Directions in Psychological Science*
- *Perspectives on Psychological Science*
- *Social and Personality Psychology Compass*
- *European Journal of Social Psychology*
- *British 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*
- *Journal of Social and Political Psychology*
- *Journal of Business and Psychology*
- *Journal of Managerial Psychology*
- *Journal of Personnel Psychology*
- *Journal of Economic Psychology*
- *Journal of Political Economy*
- *Judgment and Decision Making*
- *Journal of Experimental Psychology: Applied*
- *Applied Psychology: An International Review*
- *Social Psychology Quarterly*
- *Social Psychology*
- *Psychology of Women Quarterly*
- *Cognition*
- *Sex Roles*
- *Proceedings of the National Academy of Sciences (PNAS)*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Occupational and Organizational Psychology*
- *Organizational Psychology Review*
- *Administrative Science Quarterly*
- *Academy of Management Journal*
- *Academy of Management Learning and Education*
- *Academy of Management Discoveries*
- *Organization Science*
- *Management Science*
- *Journal of Organizational Behavior*
- *Journal of Vocational Behavior*
- *European Management Journal*
- *The Leadership Quarterly*
- *Business Ethics Quarterly*
- *International Journal of Conflict Management*
- *Negotiation and Conflict Management Research*
- *Group and Organization Management*
- *Journal of Management Studies*
- *Australian Journal of Management*
- *Journal of Small Business Management*
- *Review of Public Personnel Administration*
- *Regulation and Governance*
- *Journal of Empirical Legal Studies*
- *Law and Society Review*
- *The Sociological Quarterly*
- *Social Problems*
- *Journal of Social Issues*
- *Social Justice Research*

Grant reviewer:

- *Australian Research Council*
- *National Science Foundation (USA)*
- *Social Sciences and Humanities Research Council (Canada)*

Editorial service:

- Editorial Board, *Personality and Social Psychology Bulletin* [A*] (2014 – present)
- Editorial Board, *Organizational Psychology Review* [A] (2020 – present)
- Editorial Board, *Social Justice Research* [B] (2013 – present)
- Guest Editor (invited), *Proceedings of the National Academy of Science* [IF = 9.58] (2020)
- Book Review Editor, *Social Justice Research* [B] (2013 – 2017)
- Newsletter Editor, Society for Australasian Social Psychologists (2013 – 2015)

Conference service:

- Conference Organizing Committee, Society for Australasian Social Psychologists, Noosa QLD (2023)
- PhD Bootcamp Panelist, “Landing your first academic job”, UQ Business School (2021)
- Conference Organizer (Chair), Society for Organisational Behaviour in Australia (2020)
- PhD Bootcamp Panelist, “Life after PhD”, UQ Business School (2019)
- Conference Organizing Committee, Society for Australasian Social Psychologists, Brisbane QLD (2016)
- Preconference Organizer (Chair), “Forgiveness”, Society for Australasian Social Psychologists (2016)
- Postgraduate Workshop Panelist, Society for Australasian Social Psychologists (2014)
- Conference Organizing Committee, International Society for Justice Research (2008)
- Theme Leader (“justice”), Australasian Social Psychology PhD Summer School (2008)

INVITED PRESENTATIONS

- International Society for Justice Research (Keynote x2)
- New York University (Stern School of Business)
- University of British Columbia (Sauder School of Business x2)
- Northwestern University (Kellogg School of Management)
- University of New South Wales (School of Management)
- Australian National University (Research School of Management x2)
- Australian National University (Psychology)
- University of California Irvine (Psychology and Law)
- Philipps University of Marburg, Germany (Psychology)
- University of Massachusetts Amherst (Psychology x2)
- University of Illinois Chicago (Psychology)
- Princeton University (Psychology)
- Columbia University (Psychology)
- University of Queensland (Psychology)
- University of Melbourne (Psychology)
- Flinders University (Psychology x2)

CONFERENCE ACTIVITIES

Academy of Management

2021: *Panelist* - “Toward a restorative justice approach for ‘bringing the manager back in management’” (CM, GDO)

2020: *Presentation* - “Understanding the motivation to forgive” (CM, OB, SIM) -- COVID19 withdrawn

*Presentation** - “Maybe baby?” The risky business of potential parenthood” (GDO)

- 2019:** *Showcase symposium presentation* - “The right to reconcile: Victim-group member agency following workplace injustice” (OB/CM)
*Presentation** - “Man up and take it: Gender bias in moral typecasting” (SIM)
*Presentation** - “Missed, dissed, or dismissed? Why incivility towards women goes (un)noticed” (OB/GDO/HR)
- 2018:** *Symposium chair* - “Third party reactions to the justice responses of others” (OB/MOC/CM)
Presentation - “Third party evaluations of managers who adopt a restorative approach to justice recovery” (OB/MOC/CM)
*Presentation** - “Our common enemy: The role of team member exchange in employees’ affective reaction to and coping with abusive supervision” (OB) [unlisted coauthorship]
PDW Facilitator - “Behavioral ethics research: A third annual pecha kucha springboard and networking session” (OB)
PDW Facilitator - “Connect & Collaborate” (CM)
- 2017:** *Showcase symposium presentation** - “Easier lie the heads: Differences in third parties’ support for the reintegration or punishment of male vs. female transgressors in organizations” (MOC/CM/OB)
*Presentation** - “Do migrants perceive managers’ perceptual bias in their career progression?” (GDO)
- 2016:** **Service** – Most Influential Article Award Committee, Conflict Management (CM) Division
Symposium chair - “Interpersonal dynamics of forgiveness” (CM/OB/SIM)
Presentation - “Forgiveness as revenge in disguise? Offering forgiveness to offenders diminishes their moral status” (CM/OB/SIM)
*Presentation** - “Organizational repair strategies to employees relational harm from work-related injuries” (HCM/OB/ODC)
- 2015:** **Award Recipient** - Best Symposium Award, Organizational Behavior (OB) Division
Showcase symposium chair - “Offender morality in the aftermath of wrongdoing” (CM/OB/SIM)
Showcase symposium presentation - “The impact of offender narratives on workplace reintegration” (CM/OB/SIM)
Showcase symposium presentation - “The social costs and benefits of (non)forgiveness” (CM/OB/SIM)
*Presentation** - “Young women are risky business? The ‘maybe baby’ effect in employment decisions” (GDO)
- 2014:** *Presentation** - “The influence of offender amends and victim forgiveness on third-party willingness to reintegrate” (CM, OB, SIM)
*Presentation** - “Appraisal reactions: A Lao perspective” (HR)
- 2013:** *Presentation** - “Back into the fold: The influence of offender amends and victim forgiveness on reintegration” (CM)
- 2012:** *Presentation* - “On the relationship between justice and forgiveness: Are all forms of justice made equal?” (CM/OB)
- 2010:** **Award Recipient** - 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*, and 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:** **Service** – Most Influential Article Award 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)

International Society for Justice Research (ISJR)

- 2023:** **Service** – Society President duties, incl. AGM
- Service** – Lifetime Achievement Award Committee Chair
- Service** – Early Career Research Award Committee Chair
- Service** – Travel Fellowship Committee Chair
- Presentation* - “Understanding the motivation to forgive”
- 2021:** **Keynote Address** - “Presidential Address”
- Service** – Society President duties, incl. AGM

- Service** – Lifetime Achievement Awards Committee
- Service** – Early Career Research Awards Committee
- Symposium chair* - “New perspectives on forgiveness and self-forgiveness”
- Presentation** - “Embodied remorse”
- Presentation** - “Dyadic dynamics of forgiveness and self-forgiveness”
- 2018:** **Service** – Early Career Research Awards Committee
- Symposium chair* - “Third party reactions to the justice responses of others”
- Presentation* - “Third-party evaluations of managers who adopt a restorative approach to justice recovery”
- Presentation** - “Introducing a justice motives inventory: Measuring why victims reintegrate and punish transgressors”
- 2016:** *Presentation** - “The appraisal gap: Why victim and transgressor groups disagree on the need for a collective apology”
- 2014:** **Service** – Early Career Research Awards Committee
- Symposium chair* - “Reintegration in organizational contexts”
- Presentation** - “Back into the fold: Offender amends, victim forgiveness, and third-party reintegration”
- Presentation** - “What makes collective apologies sincere?”
- Presentation* - “Deviance perception partly explains ideological differences in punishment”
- 2012:** **Award Recipient** - Early Career Research Contribution Award
- Keynote Address* - “Restoring justice after interpersonal transgressions”
- Presentation* - “Political orientation differences in moral dilemma scenarios: Is it the principle or the practice that matters?”
- Presentation** - “Closing the justice gap: A path to forgiveness?”
- 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-Chair)**
- 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 for Personality and Social Psychology (SPSP)

- 2020:** *Invited presentation** - “Embodied remorse: The effects of crying, kneeling and bowing on responses to public apologies” + SPSP Preconference on Conflict and Conflict Resolution
- Presentation** - “Dyadic dynamics of forgiveness and self-forgiveness”
- 2019:** *Presentation* - “Beliefs about female leader advancement in the context of the 2016 U.S. presidential election”
- Presentation** - “Man up and take it: Greater concern for female than male suffering”
- 2017:** *Invited presentation* - “Promoting the reintegration of offenders in the workplace”
+ SPSP Preconference on Morality and Justice
- Invited presentation** - “Why collective apologies promote forgiveness less than interpersonal apologies”
+ SPSP Preconference on Group Processes and Intergroup Relations
- 2014:** **Service** – Graduate Student Travel Award Committee
- 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 for Organisational Behaviour in Australia (SOBA)

2020: **Conference Organizer (Chair)**

2019: *Presentation* - “Dynamics of forgiveness and self-forgiveness: Moral repair as an interactive process”

2016: *Presentation* - “Workplace reintegration”

2014: *Presentation* - “New member presentation”

Society of Experimental Social Psychology (SESP)

2016: *Presentation** - “Why collective apologies promote forgiveness less than interpersonal apologies”

2015: *Symposium chair* - “The power of the people: New insights in the active pursuit of intergroup reconciliation”

Presentation - “The power of grassroots gestures of remorse for promoting intergroup forgiveness”

2011: *Presentation* - “Forgiveness and justice in intergroup contexts”

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

Society of Australasian Social Psychologists (SASP)

2023: **Conference Organizing Committee**

2019: *Presentation* - “The right to reconcile: Victim-group member agency following workplace injustice”

*Presentation** - “Dynamics of moral repair: Forgiveness, self-forgiveness and the restoration of value consensus as interdependent processes”

2017: *Symposium Chair* - “Prototypicality and leadership effectiveness: Shedding light on novel links in non-traditional domains”

Presentation - “The impact of prototypical leader characteristics on reactions to public apologies”

2016: **Conference Organizer (co-Chair)**

Pre-conference Organizer (Chair): “Forgiveness”

Symposium Chair - “Intergroup perspectives on prosocial behaviour”

Presentation - “The impact of offender narratives on workplace reintegration”

*Presentation** - “Authentically feminine or masculine? Authenticity and perceived gender expectations”

*Presentation** - “The appraisal gap: Why victim and transgressor groups disagree on the need for a collective apology”

2015: *Presentation** - “Young women are risky business? The ‘Maybe Baby’ effect in employment decisions”

*Presentation** - “Offender group division about an apology undermines its perceived sincerity: Are there benefits of subtyping dissenters?”

2014: **Service** - Panelist for postgraduate workshop on academic early career success

*Presentation** - “The group’s voice counts: Perceived sincerity of intergroup apologies”

Presentation - “Looking soft to look good: Feelings of marginality provoke stereotype congruent behaviour”

- 2013:** *Presentation* - “Implicating the ‘ought’ underlying backlash: Disgust primes trigger negative evaluations of gender norm deviants”
- 2012:** *Presentation* - “On the deviance of triangles: Political ideology, punishment, and categorical evaluation”
- 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”

Industrial and Organisational Psychology (IOP)

- 2019:** *Presentation* - “Third-party evaluations of managers who adopt a restorative approach to justice recovery”
- Presentation** - “The importance of employee evaluations and motivation in achieving organisational diversity and inclusion success”
- 2017:** *Presentation** - “Leader prototypicality: Improving public evaluations following a crisis”
- Presentation** - “Responding to jerks at work: When and why employees prefer to reintegrate or punish workplace offenders”
- 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”

European Association for Social Psychology (EASP)

- 2023:** *Presentation** - “Conflicting loyalties: Cognitive abstraction drives whistleblowing behavior among those who value loyalty”
- Presentation** - “An employee-centered approach to diversity and inclusion at work”
- Presentation** - “Transformative moral repair following interpersonal transgressions”
- 2020:** *Presentation** - “An attributional framework for understanding the effects of punishment and forgiveness”
- Presentation** - “The roles of forgiveness and self-forgiveness in dyadic dynamics of moral repair”
- 2017:** *Presentation** - “The timing of collective apologies”
- 2011:** *Presentation** - “Acts of forgiveness as a path to justice and reconciliation”

European Association of Work and Organizational Psychology (EAWOP)

2023: *Presentation** - “Control versus feedback provision: HR attributions for monitoring, privacy violations and their relationship with well-being, job meaning, and motivation”

*Presentation** - “How do we include? An investigation into employee inclusivity”

First International Network on Trust (FINT)

2023: *Presentation** - “Understanding adoption of wearable technology in the workplace: A systematic review”

European Academy of Management (EURAM)

2019: *Presentation** - “Migrants’ perspectives of managerial career progression: Lessons from Australia”

European International Business Academy (EIBA)

2019: *Presentation** - “Rapid Acculturation Mateship Program: An 18-Week Peer Mentoring Intervention to Facilitate Adjustment”

International Self-Determination Theory Conference

2019: *Presentation** - “Examining a model of employee diversity motivation: A person-centered approach to understanding organisational diversity and inclusion success”

International Academy for Intercultural Research

2019: *Presentation** - “Intercultural contacts and acculturation resources among international students in Australia: A mixed-methods study”

Southern Management Association (SMA)

2019: *Presentation** - “Coping with demons: Does abusive supervision dispersion matter?”

European Group for Organizational Studies (EGOS)

2017: *Presentation** - “Think power, Think androgynous? Revisiting assumptions underpinning bias against women with power”

2016: *Presentation** - “The role of gender and source of power in perceivers’ impression formation process”

Proceedings of Global Applied Business Research Conference

2017: *Presentation** - “The paradox of power for women: The (in)compatibilities between being a woman and being powerful”

British Academy of Management (BAM)

2016: *Presentation** - “A situated learning approach to cultural learning”

International Congress of Psychology

2016: *Presentation** - “The appraisal gap: Why victim and transgressor groups disagree on the need for a collective apology”

International Society for Political Psychology (ISPP)

2016: *Presentation** - “The appraisal gap: Why victim and transgressor groups disagree on the need for a collective apology”

2014: *Presentation* - “On the deviance of triangles: Deviance perception partly explains the ideological divide in social policy”

Academy of International Business (AIB)

2015: *Presentation** - “Experiences of international students in the Australian higher education system: An extreme groups comparison”

2014: *Presentation** - “Measuring cultural intelligence: Validation of a new scale”

Australian and New Zealand International Business Academy (ANZIBA)

2018: *Presentation** - “The role of intercultural contacts and resources in acculturation: A study of international students in Australia”

2015: *Presentation** - “Experiences of international students in the Australian higher education system: An extreme groups comparison”

Association for Psychological Science (APS)

2015: *Presentation** - “The bad apple defense: Why victim groups don’t buy it, and why perpetrators do.”

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

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

Small Group Meeting on Collective Harmdoing (sponsored by SPSSI and SASP)

2015: *Presentation** - “Intergroup apologies from the perpetrator’s perspective”

Society for Business Ethics (SBE)

2014: *Presentation** - “The influence of offender amends and victim forgiveness on third-party willingness to reintegrate”

International Association for Conflict Management (IACM)

2014: *Service* - Best student paper award committee

*Presentation** - “The influence of offender amends and victim forgiveness on third-party willingness to reintegrate”

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

International Association for Cross-Cultural Psychology (IACCP)

2018: *Presentation** - “Role of intercultural contacts and resources in acculturation: A study of international students in Australia”

2014: *Presentation** - “The influence of intercultural contact on cross-cultural identification and well-being among student groups”

*Presentation** - “Experiences of international students in the Australian higher education system: An extreme groups comparison”

Australian and New Zealand Academy of Management (ANZAM)

2017: *Presentation** - “The effect of migrant status on managerial career progression in Australia”

2013: *Presentation* - “Ingroup bias in the enactment of organizational fairness”

Presentation - “The influence of offender amends and victim forgiveness on reintegration”

Society for Judgment and Decision Making (SJDMD)

2013: *Presentation** - “On the deviance of triangles: Differences in deviance perception partly explain ideological divides in social policy support”

Brisbane Symposium on Social Identity (BSSI)

2012: *Presentation* - “Intergroup apology and forgiveness”

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

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”

German Society of Psychology (Social Psychology Division)

2017: *Presentation** - “Forgiveness as revenge in disguise”

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

Society for the Psychological Study of Social Issues (SPSSI)

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

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”

Jena Workshop on Intergroup Processes

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