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# Tyler G. Okimoto, Ph.D.

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Revised February 2025

Faculty of Business, Economics, and Law  
The University of Queensland  
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## ACADEMIC APPOINTMENTS

### The University of Queensland, Australia

Faculty of Business, Economics, and Law -- Associate Dean (Academic),	January 2024 – <i>current</i>
UQ Business School -- Acting Dean and Head of School,	August 2023 – December 2023
-- Director of Teaching and Learning,	July 2021 – September 2021
-- Deputy Head of School (Deputy Dean),	April 2023 – September 2023
	January 2020 – March 2023
Professor in Management,	January 2020 – <i>current</i>
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
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### Flinders University, Australia, School of Psychology

Postdoctoral Research Associate,	September 2005 – August 2008
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### New York University, USA, Department of Psychology

Assistant Adjunct Professor [ <i>Associate Lecturer</i> ],	June 2002 – August 2005
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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

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## UNIVERSITY ADMINISTRATION

### Associate Dean (Academic): Faculty of Business, Economics, and Law (January 2024 – *current*)

- Strategic leadership, coordination of operational support, and quality assurance for all teaching, learning, and student experience activities across schools in the BEL Faculty
- University advisory as an ex officio member of UQ-level committees, including Academic Board; Teaching, Learning, and Student Experience Committee; Boards of Studies; etc.
- Accountability for teaching and learning policy development and implementation in the faculty.
- Development and implementation of the teaching and learning aspects of BEL Faculty strategy.
- Advancement of a strong culture for teaching and learning that emphasizes capability building, accountability, and an inclusive student experience.

### Dean and Head of School [Acting]: UQ Business School (July – Sept 2021, Aug – Dec 2023)

- Strategic leadership for the school; chair the Executive Committee
- Ex officio member of Academic Board and the BEL Faculty Leadership Team
- Development and implementation of the school strategic plan, in alignment with UQ strategy
- Formulated and oversaw the school's annual operating budget and load planning
- Fostered a collegial and collaborative culture for research, supervision and researcher development, teaching, and citizenship/service.
- Developed productive relationships and research partnerships with public and private organizations relevant to the school's research and teaching endeavors.
- Led the 2023 revisions to the academic workload model

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

- Responsibility for UQs largest single education portfolio (\$230mil annual revenue)
- Teaching and Learning Committee Chair, incl. oversight of school program governance
- Design and implementation of revised Teaching and Learning governance in the school
- Led development of revised quality assurance processes and practices in the school
- Oversight of ongoing academic program reviews and new program development

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

- Steering committee for the 2022 school governance review
- Co-led the 2021 strategic planning process, in parallel with UQ strategy
- Led the 2019 and 2021 culture improvement initiatives and action planning process
- Direct supervision and mentorship of 8 Discipline Leaders in the school (200+ academics)
- Directed school-wide appraisal and promotion processes for all academics in the school
- Led academic career development activities/workshops in the school
- Managed academic workload allocations in the school; led 2020 workload revision process
- Led development of strategic hiring plans and recruitment initiatives in the school
- Led the Academic Pathways initiative to advance Indigenous employment
- Directed the academic hiring strategy, approvals, and selection processes
- Organized and chaired 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
- Co-leading the school-level response and day-to-day management of the COVID19 crisis, including operational, financial, HR, and well-being implications.

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

- Supervisor for 30+ management faculty, plus casual staff, postdocs, PhDs, and tutors
- Led 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

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## HONORS AND AWARDS

- Elected President of the International Society for Justice Research (2020-2023; Exec Committee 2019-2025)
  - Presidential Address delivered at the 2021 biennial conference
- Award for 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 organizational psychology at New York University
- MacCracken Fellowship for graduate study, New York University (2000-2005)
- Psychology Engberg Fellowship Award, New York University (2000)

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## GRANT FUNDING

### Nationally Competitive Grants:

- Discovery Grant, from the Australian Research Council (2024-2026)  
“*Mapping the psychology of accent-based discrimination*”  
[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:

- Teaching Innovation Grant, University of Queensland (2024)  
“*Advancing an Identity Leadership Model of Teaching to Enhance Belongingness*”  
[with Thai, Steffens, & Shevellar; \$28K AUD]
- 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, UQ Business School and UQ Faculty of Business Economics & Law (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, UQ Faculty of Business Economics & Law (2013)  
“*Inclusive Acculturation*” [with Pekerti, Moller, & van de Vijver; \$10K AUD]
- Teaching Development Grant, UQ Business School (2012)  
“*A reflective values-based approach for management education*”  
[with McKenna; \$4K AUD]
- Early Career Research Grant, 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, University of Queensland (2012)  
“*Ingroup bias in the enactment of fairness in organisations*” [\$12K AUD]

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## 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: <sup>1</sup>

- (77) Okimoto, T. G. & Gollwitzer, M. (2025). The social psychology of justice repair. *Annual Review of Psychology*, 76.  
<https://doi.org/10.1146/annurev-psych-030124-114525> [IF= 24.8, ABDC=A\*, SJR=9.44, Q1]
- (76) Houwelingen, G. G., Bobocel, D. R. & Okimoto, T. G. (2025). Conflicting loyalties: Cognitive abstraction drives whistleblowing behavior among those who value loyalty. *Social Justice Research*.  
<https://doi.org/10.1007/s11211-024-00447-9> [IF= 1.000, ABDC=B, SJR=0.633, Q1]
- (75) † Yan, H., Okimoto, T. G. & Solnet, D. (2025). Recovery and recidivism: The aftermath of helping the organization unethically. *Journal of Business and Psychology*.  
<https://doi.org/10.1007/s10869-024-09988-x> [IF= 3.7, ABDC=A, SJR=2.04, Q1]
- (74) Quinney, B., Wenzel, M., Thai, M., Okimoto, T. G., & Woodyatt, L. (2024). Is it genuine or pseudo-forgiveness? Offenders' appraisals of victims' expressed forgiveness as a function of engagement in co-reflection. *International Review of Social Psychology*, 37(1): 15, 1–17.  
<https://doi.org/10.5334/irsp.887> [IF= 2.0, SJR=1.16, Q1]
- (73) Thai, M., Wenzel, M., Quinney, B., Woodyatt, L., & Okimoto, T. G. (2024). Keeping score: Past victimization reduces offenders' conciliatory sentiments for their present transgressions. *European Journal of Social Psychology*.  
<https://doi.org/10.1002/ejsp.3075> [IF= 1.921, ABDC=A, SJR=1.337, Q1]  
– Research translation piece published in *Character and Context* (2024), Society for Personality and Social Psychology
- (72) Edwards, M., Zubielevitch, E., Okimoto, T. G., Parker, S. L., & Anseel, F. (2024). Managerial control or feedback provision: How perceptions of algorithmic HR systems shape employee motivation, behavior, and well-being. *Human Resource Management*.  
<http://doi.org/10.1002/hrm.22218> [IF= 6.24, ABDC=A\*, SJR=2.34, Q1]
- (71) Gloor, J. L., Okimoto, T. G., Li, X., Gazdag, B., & Ryan, M. (2024). 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]  
– Co-authored research translation piece published in *Harvard Business Review* (2024).  
– Research translation piece published in *Psychology Today* (2024).
- (70) † Dawson, N. E., 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= 6.24, ABDC=A\*, SJR=2.34, Q1]
- (69) † 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/10.1108/JSM-01-2023-0004> [IF= 5.02, ABDC=A\*, SJR=1.58, Q1]
- (68) † 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]
- (67) Wenzel, M., Rossi, C., Thai, M., Woodyatt, L., Okimoto, T. G. & Worthington, E. (2023). 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]

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<sup>1</sup> *h-index* = 36. *i10-index* = 58. Total Google Scholar citations = 6664 (as of March 2023). 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.

- (66) 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]
- (65) 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]  
 – Research translation piece published in *Psychology Today* (2024).
- (64) 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]  
 – Research translation piece published in *Psychology Today* (2024).
- (63) 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]
- (62) Okimoto, T. G., Konradt, U., Krysz, 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*.
- (61) 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]
- (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) § 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]
- (58) 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]
- (57) 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]  
 – Featured in a research brief by the Queensland Department of Tourism, Innovation, and Sport, and presented to the Queensland Office for Women (2024).
- (56) 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]

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† student-led paper

§ teaching and learning paper

- (55) 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/IJCMA-06-2019-0096> [IF= 1.196, ABDC=A, SJR=0.414, Q2]
- (54) 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]
- (53) † 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]
- (52) § 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]
- (51) 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]  
 – Research translation piece published in *Character and Context* (2019), Society for Personality and Social Psychology
- (50) † 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]  
 – Research translation piece published in *Character and Context* (2019), Society for Personality and Social Psychology
- (49) † 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]
- (48) † 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]
- (47) 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]
- (46) 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]
- (45) 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]
- (44) 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]
- (43) § 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]

- (42) 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]
- (41) 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)
- (40) 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]
- (39) 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]
- (38) 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]
- (37) 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 & December 2023), top 20 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
- (36) 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]
- (35) 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.  
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<http://dx.doi.org/10.1002/ejsp.1901> [IF= 1.921, ABDC=A, SJR=1.337, Q1]  
 – Research translation piece published in *Psychology Today* (2024)  
 – 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)



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<http://dx.doi.org/10.1177/1948550610393032> [IF= 1.883, ABDC=B, SJR=1.720, Q1]
- (23) 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.  
<http://dx.doi.org/10.1016/j.jesp.2010.10.004> [IF= 2.500, ABDC=A, SJR=2.068, Q1]
- (22) † 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.  
<http://dx.doi.org/10.1080/10683160903292253> [IF= 1.009, SJR=0.792, Q1]
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<http://dx.doi.org/10.1177/1948550610376598> [IF= 1.883, ABDC=B, SJR=1.720, Q1]
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<http://dx.doi.org/10.1177/0146167210371949> [IF= 2.970, ABDC=A\*, SJR=2.48, Q1]
- Research translation piece published in *Psychology Today* (2024)
  - 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.
  - Featured in 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)
- (19) 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.  
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- (15) 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.  
<http://dx.doi.org/10.1002/ejsp.537> [IF= 1.921, ABDC=A, SJR=1.337, Q1]
- (14) 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.  
<http://dx.doi.org/10.1007/s11211-009-0092-5> [IF= 1.000, ABDC=B, SJR=0.633, Q1]
- (13) Wenzel, M., Okimoto, T. G., Feather, N. T., & Platow, M. J. (2008). Retributive and restorative justice. *Law and Human Behavior*, *32*(5), 375-389.  
<http://dx.doi.org/10.1007/s10979-007-9116-6> [IF= 2.542, SJR=1.734, Q1]
- (12) 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]
- (11) 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]
- (10) †Lieberman, B.E. & Okimoto, T. G. (2008). Information regarding social-sexual behavior as an antecedent to perceptions of ineffectiveness in the workplace. *Journal of Applied Social Psychology*, *38*(11), 2787-2820.  
<http://dx.doi.org/10.1111/j.1559-1816.2008.00414.x> [IF= 1.006, ABDC=B, SJR=0.857, Q2]
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<http://dx.doi.org/10.1177/1368430207078701> [IF= 1.333, ABDC=B, SJR=1.004, Q1]
- (8) 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.  
<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*.
- Recipient of a 2011 Outstanding Author Contribution Award, Emerald Publishing

### Book Chapters:

- (7) Cooms, S. & Okimoto, T. G. (2025). Indigenous perspectives on workplace inclusion in Australia. In E.B. King, Q.M. Connally, and M.R. Hebl (Eds.), *Research on Social Issues in Management: International Perspectives of Diversity, Equity, and Inclusion* (pp. XX-XX). Information Age Publishing.
- (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.  
[http://dx.doi.org/10.1007/978-1-4939-3216-0\\_13](http://dx.doi.org/10.1007/978-1-4939-3216-0_13)
- (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. Hegtvædt 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)

### Other Publications: (not peer-reviewed)

- o Gloor, J. L., Okimoto, T., Li, X., Gazdag, B., & Ryan, M. (2024, May 3). Uncovering what's driving 'undercover' gender discrimination at work. *Harvard Business Review*.
- o Yates, M. S. & Okimoto, T. G. (2019, August 29). Failure of female role models affects beliefs about women more generally. *Character & Context*, Society for Personality and Social Psychology.
- o Okimoto, T. G. (2019, May 31). Grassroots actions promote forgiveness by victim groups. *Character & Context*, Society for Personality and Social Psychology.
- o Okimoto, T. G. (various). Regular contributor to *Psychology Today*.
  - I'm sorry, why is apologizing so difficult? (2024, March 14)
  - Are you blind to subtle forms of workplace discrimination? (2024, April 8).
  - Women without children still face a "motherhood penalty". (2024, April 29).
  - Watching out for sexism on the campaign trail. (2024, August 2).
  - The social costs of withholding forgiveness. (2024, December 16).

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## TEACHING PROGRAM LEADERSHIP AND DEVELOPMENT

### The University of Queensland:

- MicroMasters<sup>®</sup> 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
    - Formed the introductory courses of UQ's first fully online master's degree program
- 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, extra-curricular seminars to cultivate future leaders
  - Leadership training designer and facilitator (2021 – 2024)
    - 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.
- 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)
- 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*
- Rapid Acculturation Mateship Program, extra-curricular peer mentorship targeting international adjustment
  - Co-design and co-delivery of pilot program, later adopted as "UQBS Global Mates" (2018–2019)
    - 18-week peer mentorship program targeting international student acculturative adjustment
    - 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]

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## UNIVERSITY STAFF DEVELOPMENT PROGRAMS

### University Level:

- Leading UQ (mk. II), Senior University Leadership Development Program (2023-current)
  - 6-day leadership development program for university leaders, unit heads, and directors
  - Co-design, delivery, and facilitation of all modules (x2 cohorts per year)
  - Developed 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 Advancement Leadership Forum (2024)
  - Facilitator, workshop on “Collaborative Leadership” for 40+ staff in UQ Advancement
- UQ Integrity Week, Panel Discussion Event for all-UQ event
  - Panel moderator for “Act with Integrity: Every Decision Matters” (2025)
  - Panel moderator for “Hypothetical Dilemma Discussion” (2024)
- 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”
- Financial Research Network (FIRN) & Financial Economic Women (FEW) programs (2016)
  - Facilitator, workshop on “Negotiations” for academic women in finance/accounting/economics
- 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: Staff development

- Facilitator, workshop for Extended Faculty Leadership Team on “Leadership and Trust” (2024)
- Guest Speaker, BEL Early Career Academic Development Program (2021, 2024)
- Organizer/facilitator, panel discussion on “Applying for Promotion to Professor” (2021, 2024)
- Organizer/facilitator, panel discussion on “Applying for Promotion to Level C/D” (2021-2023)

### UQ Business School: Staff development

- Organizer/facilitator, workshop on “Best practice for academic appraisals” (2022-2023)
- Organizer/facilitator, workshop on “Interview skills for academic promotion” (2020-2022)
- Organizer/facilitator, panel discussion on “Academic Confirmation” (2020)
- Organizer/facilitator, workshop on “Developing your academic portfolio” (2020)
- Organizer/facilitator, workshop on “Developing your teaching philosophy” (2020)
- Organizer, half-day workshop on “Modelling Longitudinal Panel Data in Mplus” (2020)
- Organizer, 2-day workshop on “Longitudinal data analysis” (2016)
- Organizer, 2-day management discipline retreat on “Publishing High Impact Research” (2013)
- Organizer, 2-day management discipline retreat on “Crafting Interesting Research” (2012)

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## UNIVERSITY TEACHING

### The University of Queensland:<sup>3</sup>

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 & 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
- Facilitator for select leadership workshop topics:
  - “Fairness in Leadership Decision Making”, 2024
  - “Group decision making”, 2023
  - “Avoiding decision making biases”, 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

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

- “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 (co-lecturer, co-coordinator)
  - 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 (instructor), Summer Term: 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

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## EXECUTIVE EDUCATION

### UQ Business School, Executive Education:

- Leading Effective Teams (facilitator, coordinator, developer)
    - October, 2024: course rating = 10.0 (of 10)
    - April, 2024: course rating = 9.65 (of 10)
    - 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* (facilitator, 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-facilitator, 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 (facilitator, coordinator, developer)
    - October, 2014: course rating = 9.17 (of 10); instructor rating = 5.00 (of 5)

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## INDUSTRY ENGAGEMENT

### Guest Speaker (non-academic audience):

University of Queensland, Alumni ChangeMakers Event

- “Does the 4-day work week work?” (2024), Panel discussion moderator for 1100+ alumni attendees
  - Also aired on Big Ideas, ABC National Radio (18 November)
- “How to be a (better) leader” (2023), Panel discussion moderator for 1100+ alumni attendees

UQBS Industry Partnership Lunch (2023)

- Host and Master of Ceremony, ~250 industry collaborators from across the school

Department of Tourism, Innovation, and Sport, Queensland Government (2023)

- Research insights presentation “Barriers for Female Founders”

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)

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

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

Margarete Cribb Early Learning (2021)

- Staff development workshop on collaboration and consultation [*Pro Bono*]

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

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## STUDENT MENTORING

### Post-Doctoral supervision:

University of Queensland, UQ Business School:

- Jessica Spence (2024 – 2027), postdoc funded by ARC DP240100798
- Belen Alvarez (2023 – 2026), postdoc funded by ARC DP230100331
- Elena Zubielevitch (2022 – 2024)

### 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

### Doctoral thesis supervision:

University of Queensland, UQ Business School:

- Francesca Wilkinson (current) – “Wellbeing in algorithmic employee performance systems”
- Asha Worsteling (current) – “Social connection on the service frontline”
- Alexandria Macdade (current) – “Trust in wearable technology” (supported by Boeing fellowship)
- Patricia Sheehan (withdrawn) – “Business case for diversity in STEM academics”
- 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?”

#### Research student thesis committee member: (UQBS unless noted otherwise)

- Richard O’Quinn [*chair*], Preston Teeter [*chair*], Geof Hill [*chair*], Maryam Al Hasani [*chair*], Barbara Heilemann [*chair*], Mike Silverstone [*chair*], Jemaine Tsoi, Jemma King, Maria Beamond, Janice Terrill, Peter Zambelli, Jo’Anne Langham, Mark Chong (UQ psychology), Ellie Lawrence-Wood (Flinders Uni, psychology), Emily Bashah (Flinders Uni, psychology)

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## SERVICE

See *University Administration* above (various)

See *University Staff Development* above (various)

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

### University Governance:

UQ Academic Board, ex officio member (2023-*current*)

UQ Teaching, Learning, and Student Experience Committee, ex officio member (2024-*current*)

UQ Committee for Academic Programs and Policy (2024-*current*)

UQ College Education Committee (2024-*current*)

UQ Cyber Security Steering Committee (2024-*current*)

UQ Course Evaluations System Replacement Project Control Group (2024-*current*)

UQ Scholarship's Implementation Plan Steering Committee (2024-*current*)

UQ-KPMG Partnership Committee (2021)

Partnership for Online Teaching and Learning Working Party (2021)

Human Capital Management (HR systems) Academic Reference Group (2019)

### Faculty Governance:

BEL Faculty Executive Committee (2024-*current*)

BEL Faculty Teaching and Learning Committee, Chair (2024-*current*)

BEL Faculty Board of Studies, Chair (2024-*current*)

BEL Faculty Scholarship Selection Committee (2023-*current*)

### School Governance:

UQBS Executive Committee (2019-2023), Chair (2023)

UQBS Teaching and Learning Committee, Chair (2023)

UQBS Governance Review Steering Committee (2022-2023)

UQBS Academic Workload Working Party, Chair (2020, 2023)

UQBS Assurance of Learning Working Party, Chair (2023)

UQBS Executive Education Portfolio Review Panel (2021-2022)

Governance Committee for KPMG Chair in Organizational Trust (2021)

UQBS Journal Ranking Review Committee (2017)

Research Committee, UQBS (member, 2013-2016)

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

### Misc. Service:

UQ First Responder Network

UQ Ally Network

UQ-Boeing Scholarship Selection Committee (2024)

UQBS Complaints Management Initiative, led stakeholder feedback (2023)

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)*

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

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:** <sup>4</sup>

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

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

- Coordinating internal school promotions review process
- Evaluations, interviews, feedback, and carriage of school-level recommendations

2024: · Level B/C in Leadership, UQBS (selection committee)

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)

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<sup>4</sup> T&R = teaching and research; TF = teaching-focused;

- 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)

## Service to Academia:

### Academic Society Leadership:

- International Society for Justice Research
  - Executive Committee: President (2020-2023), Executive Committee (2019-2025)
    - 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 (2023)
  - School review committee, cognate member
- Research School of Management, Australian National University (2023)
  - School review committee, external member and committee chair

### 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* (2020)

- Book Review Editor, *Social Justice Research* [B] (2013 – 2017)
- Newsletter Editor, Society for Australasian Social Psychologists (2013 – 2015)

#### Ad hoc journal reviewing (social psychology):

- *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*
- *Australian Journal of Psychology*
- *Asian Journal of Social Psychology*
- *Group Processes and Intergroup Relations*
- *Basic and Applied Social Psychology*
- *Journal of Social and Political Psychology*
- *Social Psychology Quarterly*
- *Social Psychology*
- *Psychology of Women Quarterly*
- *Cognition*
- *Sex Roles*

#### Ad hoc journal reviewing (organizational psychology):

- *Journal of Applied Social Psychology*
- *Journal of Business and Psychology*
- *Journal of Managerial Psychology*
- *Journal of Personnel Psychology*
- *Journal of Economic Psychology*
- *Journal of Experimental Psychology: Applied*
- *Applied Psychology: An International Review*
- *Organizational Psychology Review*
- *Journal of Occupational and Organizational Psychology*

#### Ad hoc journal reviewing (management):

- *Administrative Science Quarterly*
- *Academy of Management Journal*
- *The Leadership Quarterly*
- *Business Ethics Quarterly*
- *Organization Science*
- *Management Science*
- *Journal of Organizational Behavior*
- *Journal of Vocational Behavior*
- *European Management Journal*
- *Academy of Management Learning and Education*
- *Academy of Management Discoveries*
- *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*

#### Ad hoc journal reviewing (interdisciplinary):

- *Review of Public Personnel Administration*
- *Regulation and Governance*
- *Journal of Empirical Legal Studies*
- *Law and Society Review*
- *The Sociological Quarterly*
- *Proceedings of the National Academy of Science*
- *Social Problems*
- *Journal of Social Issues*
- *Social Justice Research*

#### 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)

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## PROFESSIONAL MEMBERSHIPS

- Academy of Management
- International Society for Justice Research (*past 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