TAMAR A. KREPS

Shidler College of Business
University of Hawai'i at Mānoa
2404 Maile Way
Honolulu, HI 96822
tkreps@hawaii.edu

ACADEMIC POSITIONS

Shidler College of Business, University of Hawai'i at Mānoa
Associate Professor of Management and Industrial Relations, 2022-present

Shidler College of Business, University of Hawai'i at Mānoa
Assistant Professor of Management and Industrial Relations, 2018-2022

David Eccles School of Business, University of Utah
Assistant Professor of Management, 2015-2018

EDUCATION

Stanford Graduate School of Business
Ph.D., Business Administration: Organizational Behavior

University of Hawai'i at Hilo
M.A., Counseling Psychology

Stanford University
B.A. with Honors and Distinction, Psychology

Yale University
Attended – Cognitive Science major

HONORS AND AWARDS

Shidler College Faculty Fellow, University of Hawai'i, 2018-2027

Ethics Center Fellow, Stanford University, 2013 and 2014-15

Jaedicke Family Fellowship, Stanford Graduate School of Business, 2009

Phi Beta Kappa, Stanford University, 2009

Sterling Award for Scholastic Achievement, Stanford University, 2009

Riggs Memorial Prize for Excellence in the Humanities, Yale University, 2006

PUBLICATIONS

Coll, K., Bain, K., Kreps, T.A., & Tenney, E.R. (2024) Silenced by incivility. In press at *Journal of Business Ethics.*

Phillips, L.T., Kreps, T.A., & Chugh, D. (2024). Different ally motivations lead to different outcomes: How self-transcendence and self-enhancement values predict effectiveness of self-identified allies. *Organizational Behavior and Human Decision Processes, 182,* 104333.

Trang, D., Swafford, C. E., Kreps, T. A., Vance, S. D., Davidson, J., Filiberto, J., … & Richey, C. R. (2024). A survey of the severity of mental health symptoms in the planetary science community. *Nature: Astronomy*, 1-6.

Lin, S. C., Reich, T., & Kreps, T. A. (2022). Feeling good or feeling right: Sustaining negative emotion following human suffering. *Journal of Marketing Research, 60*(3), 543–56.

Bain, K., Kreps, T. A., Meikle, N. L., & Tenney, E. R. (2021; all authors contributing equally). Research: Amplifying your colleagues' voices benefits everyone. *Harvard Business Review.*
*Covered in [Forbes](#).

Bain, K., Kreps, T. A., Meikle, N. L., & Tenney, E. R. (2021; all authors contributing equally). Amplifying voice in organizations. *Academy of Management Journal, 64*(4), 1288-1312. [*Featured in journal's [thematic issue](#) on research transparency*]

Jago, A. S., Kreps, T. A., & Laurin, K. (2019). Collectives in organizations appear less morally motivated than individuals. *Journal of Experimental Psychology: General, 148*(12), 2229–2244.

Halevy, N., Kreps, T.A., & De Dreu, C.K.W. (2019). Psychological situations illuminate the meaning of human behavior: Recent advances and application to social influence processes. *Social and Personality Psychology Compass, 13*(3), e12437.

Honaker, S., Schwichtenberg, A.J., Kreps, T.A., & Mindell, J.A. (2018). Real-world implementation of infant behavioral sleep interventions: Results of a parental survey. *Journal of Pediatrics, 199*, 106-111.

Kreps, T.A., Laurin, K., & Merritt, A.C. (2017). Hypocritical flip-flop, or courageous evolution? When leaders change their moral minds. *Journal of Personality and Social Psychology, 113*(5), 730-752.
*Covered in [The Economist](#), [Top of Mind with Julie Rose](#), [Research Digest by the British Psychological Society](#).

Halevy, N., Kreps, T.A., Weisel, O., & Goldenberg, A. (2015). Morality in intergroup conflict. *Current Opinion in Psychology, 6,* 10-14.

Kreps, T.A., & Monin, B. (2014). Core values vs. common sense: consequentialist explanations appear less rooted in morality. *Personality and Social Psychology Bulletin, 40,* 1529-1542.
*Covered in [Character & Context](#).

Kelman, M., & Kreps, T.A. (2014). Playing with trolleys: Intuitions about the permissibility of aggregation. *Journal of Empirical Legal Studies, 11,* 197-226.

Kreps, T.A., & Monin, B. (2011). "Doing well by doing good"? Ambivalent moral framing in organizations. *Research in Organizational Behavior, 31,* 99-123.

Kreps, T.A., & Monin, B. (2010). Are mental states assessed relative to what people "should" or "would" think? Prescriptive and descriptive components of

expected attitudes. [Commentary.] *Behavioral and Brain Sciences, 33*, 341-343.

Cooper, J.C., Kreps, T.A., Wiebe, T., Pirkl, T., & Knutson, B. (2010). When giving is good: Ventromedial prefrontal cortex activation for others' outcomes. *Neuron, 67,* 511-521.

Jarudi, I., Kreps, T., & Bloom, P. (2008). Is a refrigerator good or evil? The moral evaluation of everyday objects. *Social Justice Research, 21,* 457-469.

MANUSCRIPTS UNDER REVIEW OR NEAR SUBMISSION

Coll, K. Bain, K., Kreps, T.A., & Tenney, E.R. Using amplification to increase voice in uncivil groups. In preparation for submission to *Journal of Applied Psychology.*

RESEARCH IN PROGRESS

Lin, S.C., Bao, X., & Kreps, T.A. (data collection phase). People believe it is inappropriate to express too much emotion about socially distant events.

Lin, S.C., Reich, T., & Kreps, T.A. (data collection phase). Feeling the wrong amount of the right emotion.

Ghumman, S., & Kreps, T. A. (data collection phase). Microexclusions of women, Blacks, and religious minorities in the workplace.

Higa McMillan, C.K., Kreps, T.A., & Okamura, K.H. (data collection phase). Development and validation of a tool to improve health service psychologists' case conceptualization skills.

Kreps, T.A., Chambers, M.K., & Cheatham, L.B. (final data collection and writing phase). The persuasiveness of self-advocates vs. ally advocates.

CONFERENCE PRESENTATIONS AND CHAIRED SYMPOSIA

Kreps, T.A., Higa McMillan, C.K., & Okamura, K.H. Developing a case conceptualization support tool for youth mental health. Hawaiʻi Behavioral Health Wellness Convention, 2024, Honolulu, Hawaiʻi.

Coll, K., Bain, K., Kreps, T.A., & Tenney, E.R. Battling incivility: Increasing willingness to voice through amplification. Paper presentation, Academy of Management, 2020, online. [*"Outstanding Practical Implications for Management" Award winner, Organizational Behavior division*]

Kreps, T.A., & Chambers, M.K. Don't moralize unless you mean it: When taking a moral stance can cost managers. Symposium presentation, Academy of Management, 2020, online.

Kreps, T.A. *Allies' motives, merits and missteps: How dominant group members can promote inclusive organizations*. Symposium chair, Academy of Management, 2019, Boston, MA.

Kreps, T.A. *Persuasion and activism across moral divides.* Symposium chair, Society for Personality and Social Psychology, 2019, Portland, OR.

Kreps, T.A. *When "it's a moral issue" and why that matters: Morality in politics*. Symposium chair, Association for Psychological Science, 2017, Boston, MA.

Kreps, T.A., & Laurin, K. The most hypocritical flip-flop: Changing one's mind after a moral framing. Symposium presentation, Association for Psychological Science, 2017, Boston, MA.

Kreps, T.A., & Monin, B. When an issue becomes a lens: People who moralize an issue view their social world in terms of that issue. Poster, Society for Personality and Social Psychology, 2015, Long Beach, CA.

Kreps, T.A., Laurin, K., & Merritt, A.C. The most hypocritical flip-flop: Changing one's mind after a moral

framing. Conference presentation, Berkeley-Stanford OB Conference, 2015, Berkeley, CA.

Kreps, T.A. *Moral fire in the belly: How moralizing an issue affects interpersonal judgments and behavior.* Symposium chair, Academy of Management, 2014, Philadelphia, PA.

Kreps, T.A., & Monin, B. Moralizing an issue increases stereotyping of those on the other side. Symposium presentation, Academy of Management, 2014, Philadelphia, PA.

Kreps, T.A., & Monin, B. When an issue becomes a lens: People who moralize an issue view their social world in terms of that issue. Symposium presentation, International Society for Justice Research, 2014, New York, NY.

Kreps, T.A., & Monin, B. Consequentialist explanations appear less moralized. Poster, Society for Personality and Social Psychology, 2012, San Diego, CA. [*Student Poster Award winner*]

Kreps, T.A., & Monin, B. Morality vs. common sense: Utilitarian arguments do not appear moral. Poster, Society for Personality and Social Psychology, 2011, San Antonio, TX.

Kreps, T.A., & Monin, B. Morality vs. common sense: Utilitarian arguments do not appear moral. Conference presentation, Berkeley-Stanford OB Conference, 2010, Stanford, CA.

Kreps, T.A., & Monin, B. Utilitarian reasons feel less "moral" than deontological reasons. Poster, International Society for Justice Research, 2010, Banff, Canada.

Kreps, T., Cooper, J., & Knutson, B. Framing influences perceptions of public goods players. Poster, Psych Summer Poster Session, 2008, Stanford, CA.

INVITED TALKS	Panelist, Data Colada Seminar Series, University of California at Berkeley, 2021
	Seminar on Fairness and Organizational Justice, University of Utah David Eccles School of Business, 2020
	Research Seminar in Business, University of Hawai'i Shidler College of Business, 2018
	Management Department, University of Hawai'i Shidler College of Business, 2017
	Research Administration NAKAMA Program, University of Utah, 2017
	Management Department, University of Utah David Eccles School of Business, 2014
	Management Department, Santa Clara University Leavey School of Business, 2014
	Organizational Behavior group, Stanford Graduate School of Business, 2014
SERVICE TO THE FIELD	Ad hoc reviewer:

- *Academy of Management Journal*
- *Organization Science*
- *Journal of Personality and Social Psychology*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Experimental Psychology: General*
- *Journal of Experimental Social Psychology*
- *Personality and Social Psychology Bulletin*
- *Journal of Business Ethics*
- *Journal of Empirical Legal Studies*
- *Journal of Philosophical Psychology*
- Time-Sharing Experiments in the Social Sciences
- US-Israel Binational Science Foundation

Article editor, *SAGE Open*

Dissertation committee member:

- David Hunsaker (University of Utah, 2018)
- Kristin Bain (University of Utah, 2020)
- Darryn Wellstead (University of Ottawa, 2020)
- Michelle Chambers (University of Utah, 2020)
- Ashley Wampole (University of Hawai'i, 2022)
- Alysha Hachey (University of Hawai'i, 2023)
- Faris Albugami (University of Hawai'i, 2024)
- Peter Rowan (University of Hawai'i, 2024)

Master's thesis committee member:

- Jared Poole (University of Utah, 2016)
- Michelle Chambers (University of Utah, 2018)
- Kristin Bain (University of Utah, 2018)
- Rachael Goodwin (University of Utah, 2018)
- Samantha Dodson (University of Utah, 2019)
- Elizabeth Weitz (University of Hawai'i, 2023)