Tamara Montag-Smit is an Assistant Professor of Management at Ball State University where she teaches courses in human resource management and organizational behavior. She earned her Ph.D. from Saint Louis University in Industrial and Organizational Psychology. Her two primary areas of research include workplace creativity and employee compensation. Her research has been published in Journal of Management, Human Relations, Academy of Management Proceedings, NACADA Journal, and Journal of Higher Education Theory and Practice. Her current creativity research projects examine contextual and psychological factors that influence the creative process. This includes how people with varying creative skill levels utilize new information to generate and refine ideas, and how goal specificity can enhance the creative process by focusing people’s attention on useful information for generating creative ideas.