Katherine W Phillips

List of Publications by Year
in descending order

35 papers	3,244 citations

236925
25
h-index

377865
34
g-index

36 all docs	36 docs citations

36
times ranked

2247
citing authors

#	Article	IF	Citations
1	Managing Multiple Roles: Work-Family Policies and Individuals' Desires for Segmentation. Organization Science, 2005, 16, 243-258.	4.5	407
2	The White standard: Racial bias in leader categorization.. Journal of Applied Psychology, 2008, 93, 758-777.	5.3	315
3	Diverse groups and information sharing: The effects of congruent ties. Journal of Experimental Social Psychology, 2004, 40, 497-510.	2.2	255
4	When surface and deep-level diversity collide: The effects on dissenting group members. Organizational Behavior and Human Decision Processes, 2006, 99, 143-160.	2.5	245
5	Surface-Level Diversity and Decision-Making in Groups: When Does Deep-Level Similarity Help?. Group Processes and Intergroup Relations, 2006, 9, 467-482.	3.9	185
6	How Diversity Works. Scientific American, 2014, 311, 42-47.	1.0	164
7	The Effects of Categorically Based Expectations on Minority Influence: The Importance of Congruence. Personality and Social Psychology Bulletin, 2003, 29, 3-13.	3.0	151
8	Maximizing the Gains and Minimizing the Pains of Diversity. Perspectives on Psychological Science, 2015, 10, 742-748.	9.0	151
9	When What You Know Is Not Enough: Expertise and Gender Dynamics in Task Groups. Personality and Social Psychology Bulletin, 2004, 30, 1585-1598.	3.0	139
10	Is the Pain Worth the Gain? The Advantages and Liabilities of Agreeing With Socially Distinct Newcomers. Personality and Social Psychology Bulletin, 2009, 35, 336-350.	3.0	134
11	Social Category Diversity Promotes Premeeting Elaboration: The Role of Relationship Focus. Organization Science, 2013, 24, 757-772.	4.5	116
12	MOSAIC: A Model of Stereotyping Through Associated and Intersectional Categories. Academy of Management Review, 2019, 44, 643-672.	11.7	101
13	TO DISCLOSE OR NOT TO DISCLOSE? STATUS DISTANCE AND SELF-DISCLOSURE IN DIVERSE ENVIRONMENTS.. Academy of Management Review, 2009, 34, 710-732.	11.7	94
14	Getting Closer at the Company Party: Integration Experiences, Racial Dissimilarity, and Workplace Relationships. Organization Science, 2013, 24, 1377-1401.	4.5	87
15	To Disclose or Not to Disclose? Status Distance and Self-Disclosure in Diverse Environments. Academy of Management Review, 2009, 34, 710-732.	11.7	71
16	Rethinking the Baseline in Diversity Research. Perspectives on Psychological Science, 2014, 9, 235-244.	9.0	70
17	Working harder with the out-group: The impact of social category diversity on motivation gains. Organizational Behavior and Human Decision Processes, 2007, 103, 214-224.	2.5	66
18	Gender Profiling. Personality and Social Psychology Bulletin, 2015, 41, 853-868.	3.0	60

#	Article	IF	Citations
19	What "blindness" to gender differences helps women see and do: Implications for confidence, agency, and action in male-dominated environments. Organizational Behavior and Human Decision Processes, 2017, 142, 28-44.	2.5	58
20	Hair penalties: the negative influence of Afrocentric hair on ratings of Black women's dominance and professionalism. Frontiers in Psychology, 2015, 6, 1311.	2.1	55
21	A rose by any other name?. Journal of Experimental Social Psychology, 2015, 56, 183-190.	2.2	47
22	Biased Perceptions of Racially Diverse Teams and Their Consequences for Resource Support. Organization Science, 2015, 26, 1351-1364.	4.5	39
23	The double-edged sword of diversity: Toward a dual pathway model. Social and Personality Psychology Compass, 2017, 11, e12313.	3.7	35
24	Intersectional Escape: Older Women Elude Agentic Prescriptions More Than Older Men. Personality and Social Psychology Bulletin, 2019, 45, 342-359.	3.0	34
25	Who Can Lean In? The Intersecting Role of Race and Gender in Negotiations. Psychology of Women Quarterly, 2019, 43, 7-21.	2.0	31
26	Getting Even or Being at Odds? Cohesion in Even- and Odd-Sized Small Groups. Organization Science, 2011, 22, 738-753.	4.5	29
27	Secret conversation opportunities facilitate minority influence in virtual groups: The influence on majority power, information processing, and decision quality. Organizational Behavior and Human Decision Processes, 2016, 133, 17-32.	2.5	20
28	Blind to bias: The benefits of gender-blindness for STEM stereotyping. Journal of Experimental Social Psychology, 2019, 82, 294-306.	2.2	18
29	The Pros and Cons of Dyadic Side Conversations in Small Groups. Small Group Research, 2008, 39, 372-390.	2.7	17
30	Self-disclosure: Beneficial for cohesion in demographically diverse work groups?. Research on Managing Groups and Teams, 2008, , 143-166.	0.6	10
31	Delusions of Homogeneity? Reinterpreting the Effects of Group Diversity. Research on Managing Groups and Teams, 2012, , 185-207.	0.6	9
32	The Impact of Leader Eye Gaze on Disparity in Member Influence: Implications for Process and Performance in Diverse Groups. Academy of Management Journal, 2021, 64, 1873-1900.	6.3	8
33	Managing Perceptions of Ethical Behavior in Evaluative Groups: The Implications for Diversity in Organizations. Research on Managing Groups and Teams, 0, , 225-245.	0.6	4
34	Beauty is in the Eye of the Beholder: How Asymmetric Perceptions Color our Experience. Negotiation and Conflict Management Research, 2010, 3, 277-282.	1.0	3
35	The malleability of race in organizational teams. , 0, , 238-266.		2