

Katherine W Phillips

List of Publications by Year in descending order

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35
papers

3,244
citations

236925

25
h-index

377865

34
g-index

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all docs

36
docs citations

36
times ranked

2247
citing authors

#	ARTICLE	IF	CITATIONS
1	The Impact of Leader Eye Gaze on Disparity in Member Influence: Implications for Process and Performance in Diverse Groups. <i>Academy of Management Journal</i> , 2021, 64, 1873-1900.	6.3	8
2	Intersectional Escape: Older Women Elude Agentive Prescriptions More Than Older Men. <i>Personality and Social Psychology Bulletin</i> , 2019, 45, 342-359.	3.0	34
3	Blind to bias: The benefits of gender-blindness for STEM stereotyping. <i>Journal of Experimental Social Psychology</i> , 2019, 82, 294-306.	2.2	18
4	MOSAIC: A Model of Stereotyping Through Associated and Intersectional Categories. <i>Academy of Management Review</i> , 2019, 44, 643-672.	11.7	101
5	Who Can Lean In? The Intersecting Role of Race and Gender in Negotiations. <i>Psychology of Women Quarterly</i> , 2019, 43, 7-21.	2.0	31
6	The double-edged sword of diversity: Toward a dual pathway model. <i>Social and Personality Psychology Compass</i> , 2017, 11, e12313.	3.7	35
7	What "blindness" to gender differences helps women see and do: Implications for confidence, agency, and action in male-dominated environments. <i>Organizational Behavior and Human Decision Processes</i> , 2017, 142, 28-44.	2.5	58
8	Secret conversation opportunities facilitate minority influence in virtual groups: The influence on majority power, information processing, and decision quality. <i>Organizational Behavior and Human Decision Processes</i> , 2016, 133, 17-32.	2.5	20
9	Hair penalties: the negative influence of Afrocentric hair on ratings of Black women's dominance and professionalism. <i>Frontiers in Psychology</i> , 2015, 6, 1311.	2.1	55
10	Maximizing the Gains and Minimizing the Pains of Diversity. <i>Perspectives on Psychological Science</i> , 2015, 10, 742-748.	9.0	151
11	Gender Profiling. <i>Personality and Social Psychology Bulletin</i> , 2015, 41, 853-868.	3.0	60
12	Biased Perceptions of Racially Diverse Teams and Their Consequences for Resource Support. <i>Organization Science</i> , 2015, 26, 1351-1364.	4.5	39
13	A rose by any other name?. <i>Journal of Experimental Social Psychology</i> , 2015, 56, 183-190.	2.2	47
14	How Diversity Works. <i>Scientific American</i> , 2014, 311, 42-47.	1.0	164
15	Rethinking the Baseline in Diversity Research. <i>Perspectives on Psychological Science</i> , 2014, 9, 235-244.	9.0	70
16	Getting Closer at the Company Party: Integration Experiences, Racial Dissimilarity, and Workplace Relationships. <i>Organization Science</i> , 2013, 24, 1377-1401.	4.5	87
17	Social Category Diversity Promotes Premeeting Elaboration: The Role of Relationship Focus. <i>Organization Science</i> , 2013, 24, 757-772.	4.5	116
18	Delusions of Homogeneity? Reinterpreting the Effects of Group Diversity. <i>Research on Managing Groups and Teams</i> , 2012, , 185-207.	0.6	9

#	ARTICLE	IF	CITATIONS
19	Getting Even or Being at Odds? Cohesion in Even- and Odd-Sized Small Groups. <i>Organization Science</i> , 2011, 22, 738-753.	4.5	29
20	Beauty is in the Eye of the Beholder: How Asymmetric Perceptions Color our Experience. <i>Negotiation and Conflict Management Research</i> , 2010, 3, 277-282.	1.0	3
21	Is the Pain Worth the Gain? The Advantages and Liabilities of Agreeing With Socially Distinct Newcomers. <i>Personality and Social Psychology Bulletin</i> , 2009, 35, 336-350.	3.0	134
22	TO DISCLOSE OR NOT TO DISCLOSE? STATUS DISTANCE AND SELF-DISCLOSURE IN DIVERSE ENVIRONMENTS.. <i>Academy of Management Review</i> , 2009, 34, 710-732.	11.7	94
23	To Disclose or Not to Disclose? Status Distance and Self-Disclosure in Diverse Environments. <i>Academy of Management Review</i> , 2009, 34, 710-732.	11.7	71
24	The Pros and Cons of Dyadic Side Conversations in Small Groups. <i>Small Group Research</i> , 2008, 39, 372-390.	2.7	17
25	The White standard: Racial bias in leader categorization.. <i>Journal of Applied Psychology</i> , 2008, 93, 758-777.	5.3	315
26	Self-disclosure: Beneficial for cohesion in demographically diverse work groups?. <i>Research on Managing Groups and Teams</i> , 2008, , 143-166.	0.6	10
27	Working harder with the out-group: The impact of social category diversity on motivation gains. <i>Organizational Behavior and Human Decision Processes</i> , 2007, 103, 214-224.	2.5	66
28	When surface and deep-level diversity collide: The effects on dissenting group members. <i>Organizational Behavior and Human Decision Processes</i> , 2006, 99, 143-160.	2.5	245
29	Surface-Level Diversity and Decision-Making in Groups: When Does Deep-Level Similarity Help?. <i>Group Processes and Intergroup Relations</i> , 2006, 9, 467-482.	3.9	185
30	Managing Multiple Roles: Work-Family Policies and Individuals'™ Desires for Segmentation. <i>Organization Science</i> , 2005, 16, 243-258.	4.5	407
31	When What You Know Is Not Enough: Expertise and Gender Dynamics in Task Groups. <i>Personality and Social Psychology Bulletin</i> , 2004, 30, 1585-1598.	3.0	139
32	Diverse groups and information sharing: The effects of congruent ties. <i>Journal of Experimental Social Psychology</i> , 2004, 40, 497-510.	2.2	255
33	The Effects of Categorically Based Expectations on Minority Influence: The Importance of Congruence. <i>Personality and Social Psychology Bulletin</i> , 2003, 29, 3-13.	3.0	151
34	Managing Perceptions of Ethical Behavior in Evaluative Groups: The Implications for Diversity in Organizations. <i>Research on Managing Groups and Teams</i> , 0, , 225-245.	0.6	4
35	The malleability of race in organizational teams. , 0, , 238-266.		2