CONTENTS

LIST OF CONTRIBUTORS vii

PREFACE ix

A MATTER OF INTRAGROUP STATUS: THE IMPORTANCE OF RESPECT FOR THE VIABILITY OF GROUPS
   David De Cremer and Tom R. Tyler 1

IT'S NOT JUST ABOUT DIFFERENCES: AN INTEGRATION OF ROLE IDENTITY THEORY AND STATUS CHARACTERISTICS THEORY
   Amy E. Randel, Lee Chay-Hoon and P. Christopher Earley 23

A BIG FISH IN A SMALL POND OR A SMALL FISH IN A BIG POND? IMPORTANCE OF INTRA-VERSUS INTERGROUP STATUS ACROSS CULTURES
   Ya-Ru Chen 43

MISPERCEIVING YOUR PLACE: HUMILITY AND HUBRIS IN SOCIAL HIERARCHIES
   Cameron P. Anderson and Sandra E. Spataro 69

TO BE SMART OR TO BE SOCIAL? THE CONTEXT-DEPENDENT EFFECTS OF COMMUNICATION STYLES ON STATUS CONFERRAL IN TASK GROUPS
   Alison R. Fragale 93
“I KNOW WHAT I’M DOING”: THE IMPACT OF GENDER STEREOTYPES ABOUT EXPERTISE ON TASK ASSIGNMENTS IN GROUPS
   Samuel N. Fraidin and Andrea B. Hollingshead 121

MEMBER STATUS AND INFORMATION EXCHANGE IN DECISION-MAKING GROUPS
   Gwen M. Wittenbaum and Jonathan M. Bowman 143

INTERNAL STATUS SORTING IN GROUPS: THE PROBLEM OF TOO MANY STARS
   Jennifer R. Overbeck, Joshua Correll and Bernadette Park 169

COSMOPOLITANS AND LOCALS: STATUS RIVALRIES, DEERENCE, AND KNOWLEDGE IN INTERNATIONAL TEAMS
   Martine R. Haas 201

HERE TODAY, GONE TOMORROW? EFFECTS OF NONSTANDARD WORK STATUS ON WORKGROUP PROCESSES AND OUTCOMES
   Heather C. Vough, Joseph P. Broschak and Gregory B. Northcraft 229

THE CAMOUFLAGE EFFECT: SEPARATING ACHIEVED STATUS AND UNEARNED PRIVILEGE IN ORGANIZATIONS
   Ashleigh Shelby Rosette and Leigh Thompson 259

FROM SYSTEM JUSTIFICATION TO SYSTEM CONDEMNATION: ANTECEDENTS OF ATTEMPTS TO CHANGE POWER HIERARCHIES
   Paul V. Martorana, Adam D. Galinsky and Hayagreeva Rao 283

ROLE OF STATUS IN GROUP PROCESSES
   Edward J. Lawler 315