CONTENTS

LIST OF CONTRIBUTORS vii

PREFACE ix

DEMOGRAPHIC FAULTLINES AND CREATIVITY IN DIVERSE GROUPS
Lisa H. Nishii and Jack A. Goncalo 1

A CONTEXTUAL REEXAMINATION OF WORK TEAM DIVERSITY RESEARCH: REVIEW AND FUTURE AGENDA
Aparna Joshi and Hyuntak Roh 27

TAKING ADVANTAGE OF DIFFERENCES: INCREASING TEAM INNOVATION THROUGH IDENTITY INTEGRATION
Chi-Ying Cheng, Jeffrey Sanchez-Burks and Fiona Lee 55

DUO STATUS: DISENTANGLING THE COMPLEX INTERACTIONS WITHIN A MINORITY OF TWO
Denise Lewin Loyd, Judith B. White and Mary Kern 75

IN SEARCH OF SIGNIFICANCE: A ROLE-SET APPROACH TO UNCOVERING THE SOCIAL IMPORTANCE OF DEMOGRAPHIC CATEGORIES
Ray Reagans 93

METAPERCEPTIONS IN DIVERSE WORK GROUPS: INTRAPERSONAL PERSPECTIVES AND INTRAGROUP PROCESSES
Eden B. King, Seth Kaplan and Steve Zaccaro 109
SELF-DISCLOSURE: BENEFICIAL FOR COHESION IN DEMOGRAPHICALLY DIVERSE WORK GROUPS?
   Tracy L. Dumas, Nancy P. Rothbard and Katherine W. Phillips 143

TO BE ENHANCED, UNDERSTOOD, DISTINCT, OR TO BELONG?: THE ROLE OF MULTIPLE IDENTITY MOTIVES IN HOMOGENEOUS AND DIVERSE GROUPS
   Margaret E. Ormiston and Elaine M. Wong 167

BEYOND INFORMATION EXCHANGE: NEW PERSPECTIVES ON THE BENEFITS OF RACIAL DIVERSITY FOR GROUP PERFORMANCE
   Samuel R. Sommers 195

DIVERSITY, NEWCOMERS, AND TEAM INNOVATION: THE IMPORTANCE OF A COMMON IDENTITY
   Floor Rink and Naomi Ellemers 221

HARNESSING THE POWER OF EMERGENT INTERDEPENDENCE TO PROMOTE DIVERSE TEAM COLLABORATION
   Heather M. Caruso and Anita Williams Woolley 245

THE LANGUAGE OF BIAS: A LINGUISTIC APPROACH TO UNDERSTANDING INTERGROUP RELATIONS
   Quinetta M. Roberson, Bradford Bell and Shanette C. Porter 267

CAPSTONE CHAPTER FOR THE VOLUME: INTEGRATING THEMES AND FUTURE RESEARCH OPPORTUNITIES IN WORK GROUP DIVERSITY
   Jennifer A. Chatman 295