

Derek R Avery

List of Publications by Year in descending order

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Version: 2024-02-01

45
papers

2,999
citations

236612

25
h-index

276539

41
g-index

46
all docs

46
docs citations

46
times ranked

1816
citing authors

#	ARTICLE	IF	CITATIONS
1	RACIAL DIFFERENCES IN EMPLOYEE RETENTION: ARE DIVERSITY CLIMATE PERCEPTIONS THE KEY?. <i>Personnel Psychology</i> , 2007, 60, 35-62.	2.2	380
2	MEAN RACIALÐNIC DIFFERENCES IN EMPLOYEE SALES PERFORMANCE: THE MODERATING ROLE OF DIVERSITY CLIMATE. <i>Personnel Psychology</i> , 2008, 61, 349-374.	2.2	285
3	Engaging the aging workforce: The relationship between perceived age similarity, satisfaction with coworkers, and employee engagement.. <i>Journal of Applied Psychology</i> , 2007, 92, 1542-1556.	4.2	282
4	TARGET PRACTICE: AN ORGANIZATIONAL IMPRESSION MANAGEMENT APPROACH TO ATTRACTING MINORITY AND FEMALE JOB APPLICANTS. <i>Personnel Psychology</i> , 2006, 59, 157-187.	2.2	252
5	What are the odds? How demographic similarity affects the prevalence of perceived employment discrimination.. <i>Journal of Applied Psychology</i> , 2008, 93, 235-249.	4.2	192
6	Does Diversity Climate Lead to Customer Satisfaction? It Depends on the Service Climate and Business Unit Demography. <i>Organization Science</i> , 2011, 22, 788-803.	3.0	159
7	UNEQUAL ATTENDANCE: THE RELATIONSHIPS BETWEEN RACE, ORGANIZATIONAL DIVERSITY CLUES, AND ABSENTEEISM. <i>Personnel Psychology</i> , 2007, 60, 875-902.	2.2	135
8	You Support Diversity, But Are You Ethical? Examining the Interactive Effects of Diversity and Ethical Climate Perceptions on Turnover Intentions. <i>Journal of Business Ethics</i> , 2011, 100, 581-593.	3.7	126
9	Warning! Diversity Recruitment Could Backfire. <i>Journal of Management Inquiry</i> , 2005, 14, 330-336.	2.5	110
10	It does not have to be uncomfortable: The role of behavioral scripts in Black&White interracial interactions.. <i>Journal of Applied Psychology</i> , 2009, 94, 1382-1393.	4.2	101
11	WHAT HAS RACE GOT TO DO WITH IT? UNRAVELING THE ROLE OF RACIOETHNICITY IN JOB SEEKERS' REACTIONS TO SITE VISITS. <i>Personnel Psychology</i> , 2006, 59, 395-429.	2.2	89
12	Diversity Climate in Organizations: Current Wisdom and Domains of Uncertainty. <i>Research in Personnel and Human Resources Management</i> , 2015, , 191-233.	1.0	67
13	Examining the Draw of Diversity: How Diversity Climate Perceptions Affect Job&Pursuit Intentions. <i>Human Resource Management</i> , 2013, 52, 175-193.	3.5	65
14	Innovative work behavior and sex&based stereotypes: Examining sex differences in perceptions and evaluations of innovative work behavior. <i>Journal of Organizational Behavior</i> , 2018, 39, 292-305.	2.9	58
15	A Meta-Analysis Integrating 25 Years of Diversity Climate Research. <i>Journal of Management</i> , 2021, 47, 1357-1382.	6.3	58
16	The subjective well-being political paradox: Happy welfare states and unhappy liberals.. <i>Journal of Applied Psychology</i> , 2014, 99, 1300-1308.	4.2	55
17	Systematic Subjectivity: How Subtle Biases Infect the Scholarship Review Process. <i>Journal of Management</i> , 2018, 44, 843-853.	6.3	52
18	Bargaining while Black: The role of race in salary negotiations.. <i>Journal of Applied Psychology</i> , 2019, 104, 581-592.	4.2	49

#	ARTICLE	IF	CITATIONS
19	Similarity on Sports Sidelines: How Mentorship Prototypes Sex Similarity Affects Mentoring. <i>Sex Roles</i> , 2008, 58, 72-80.	1.4	42
20	Doing Diversity Right: An Empirically Based Approach to Effective Diversity Management. , 0, , 227-252.		40
21	And justice for all: How organizational justice climate deters sexual harassment. <i>Personnel Psychology</i> , 2018, 71, 519-544.	2.2	39
22	It is worse when you do it: Examining the interactive effects of coworker presenteeism and demographic similarity.. <i>Journal of Applied Psychology</i> , 2015, 100, 1107-1123.	4.2	36
23	Does voice go flat? How tenure diminishes the impact of voice. <i>Human Resource Management</i> , 2011, 50, 147-158.	3.5	35
24	Is Relational Demography Relative? How Employment Status Influences Effects of Supervisor-Subordinate Demographic Similarity. <i>Journal of Business and Psychology</i> , 2012, 27, 83-98.	2.5	31
25	Minimizing cross-cultural maladaptation: How minority status facilitates change in international acculturation.. <i>Journal of Applied Psychology</i> , 2018, 103, 249-269.	4.2	30
26	The role of proximal social contexts: Assessing stigma-by-association effects on leader appraisals.. <i>Journal of Applied Psychology</i> , 2016, 101, 68-85.	4.2	28
27	Held to a different standard: Racial differences in the impact of lateness on advancement opportunity. <i>Journal of Occupational and Organizational Psychology</i> , 2013, 86, 142-165.	2.6	27
28	Linkages Between Racioethnicity, Appraisal Reactions, and Employee Engagement. <i>Journal of Applied Social Psychology</i> , 2012, 42, 252-270.	1.3	26
29	Demography and disappearing merchandise: How older workforces influence retail shrinkage. <i>Journal of Organizational Behavior</i> , 2012, 33, 105-120.	2.9	21
30	Investigating why and for whom management ethnic representativeness influences interpersonal mistreatment in the workplace.. <i>Journal of Applied Psychology</i> , 2017, 102, 1545-1563.	4.2	17
31	A time-lagged investigation of the impact of coworker behavior on the effects of demographic dissimilarity. <i>Journal of Organizational Behavior</i> , 2015, 36, 582-606.	2.9	15
32	Racial Biases in the Publication Process: Exploring Expressions and Solutions. <i>Journal of Management</i> , 2022, 48, 7-16.	6.3	15
33	Improving organizational newcomers' creative job performance through creative process engagement: The moderating role of a synergy diversity climate. <i>Personnel Psychology</i> , 2019, 72, 421-444.	2.2	13
34	Exploring the Use of Credit Scores in Selection Processes: Beware of Adverse Impact. <i>Journal of Business and Psychology</i> , 2015, 30, 357-372.	2.5	12
35	Blaming the building: How venue quality influences consumer bias against stigmatized leaders.. <i>Journal of Applied Psychology</i> , 2016, 101, 1111-1121.	4.2	11
36	Hold the Torch: Shining a Light on the Lives of Black Management Faculty. <i>Journal of Management</i> , 2021, 47, 351-367.	6.3	9

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37	Composition and compensation: The moderating effect of individual and team performance on the relationship between Black team member representation and salary.. Journal of Applied Psychology, 2019, 104, 448-463.	4.2	9
38	Investigating the racioethnic differences in the link between workplace racioethnic dissimilarity and life satisfaction.. Cultural Diversity and Ethnic Minority Psychology, 2010, 16, 307-312.	1.3	7
39	Helping Misfits to Commit: How Justice Climate Attenuates the Effects of Personality Dissimilarity on Organizational Commitment. Journal of Business and Psychology, 2019, 34, 503-517.	2.5	6
40	Age diversity in teams: Examining the impact of the least agreeable member. Journal of Organizational Behavior, 2022, 43, 546-565.	2.9	6
41	Gender differences in the relationship between presenteeism and extra-role behaviors. Journal of Organizational Behavior, 2023, 44, 957-972.	2.9	4
42	A death in the family: a metaphor about race and police brutality. Equality, Diversity and Inclusion, 2020, 39, 769-773.	0.7	3
43	R.E.A.L. (Racialized Experiences in Academic Life) Talk: a Curated Conversation with Four Black Fellows. Journal of Business and Psychology, 0, , 1.	2.5	1
44	A Plea for Bystander Intervention. Industrial and Organizational Psychology, 2016, 9, 558-561.	0.5	0
45	Setting the Stage for Success: How Participation Diversity Can Help Teams Leverage Racioethnic Diversity. Journal of Management, 0, , 014920632210825.	6.3	0