

ADVANCES IN GROUP PROCESSES

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INVESTOR IN PEOPLE

CONTENTS

<i>List of Contributors</i>	<i>ix</i>
<i>Preface</i>	<i>xi</i>
Gender Dynamics in Human-AI Role-Taking	1
<i>Jenny L. Davis, Daniel B. Shank, Tony P. Love, Courtney Stefanik and Abigail Wilson</i>	
Role Congruity in the Offender-Victim Dyad: The Effect of Gendered Expectations on Crime Clearance	23
<i>Tucker S. McGrimmon and Lisa M. Dilks</i>	
How Exchange Forms and Patterns Affect Perceptions of Predictability, Fairness, and Group Identification	51
<i>Scott V. Savage, Jacob Apkarian and Hyomin Park</i>	
The Legitimacy of Power in Status-Differentiated Groups	75
<i>Jeffrey W. Lucas, Kristin Kerns-D'Amore, Michael J. Lovaglia, Shane D. Soboroff and Jasmón Bailey</i>	
Are the Benefits of Self-Complexity Conditional? Evidence for the Strengthening (and Weakening) Role of Multiplex Ties	97
<i>Kelly L. Markowski</i>	
Comparing Models of Second-Order Expectations	119
<i>Lisa Slattery Walker, Will Kalkhoff and Murray Webster Jr.</i>	
Learning From Mistakes: How to Stage a Discussion Group Study	137
<i>Robert K. Shelly and Ann Converse Shelly</i>	

Individualistic Values Moderate Neural Responses to Social Exclusion Among African American Respondents: An FMRI Study	155
<i>Rengin B. Firat</i>	
<i>Index</i>	187

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PREFACE

Advances in Group Processes is a peer-reviewed annual volume that publishes theoretical analyses, reviews, and theory-based empirical chapters on group phenomena. The series adopts a broad conception of “group processes.” This includes work on groups ranging from the very small to the very large, and on classic and contemporary topics such as status, power, trust, justice, conflict, social influence, heuristics, identity, decision-making, intergroup relations, and social networks. Previous contributors have included scholars from diverse fields including sociology, psychology, political science, economics, business, philosophy, computer science, mathematics, and organizational behavior.

Several years ago, we added an editorial board to the series to broaden the review process and draw upon the collective expertise of some of the top scholars in the discipline. That board consists of Jessica Collett, Joseph Dippong, Ashley Harrell, Karen Hegtvedt, Will Kalkhoff, Jeff Lucas, Jennifer McLeer, and Jane Sell. This group of scholars has made the series better and we are grateful for their service, guidance, and advice.

Volume 39 opens with two chapters that focus on gender. First, in “Gender Dynamics in Human-AI Role-Taking,” Jenny Davis and her colleagues employ mixed methods and reveal that established gender differences in role-taking change, and are sometimes even reversed, for artificial intelligence (AI) narration as opposed to human narration. While participants, in general, tended to role-take more actively with human narrators than AI narrators, an interesting gender difference emerged. As past research would lead us to expect, women tended to role-take more actively with a human narrator; however, contrary to past work on gender and role-taking, men tended to role-take more actively with AI narrators. Given the increasing integration of AI into social transactions, this study has especially important practical implications for AI development. Second, in “Role Congruity in the Offender-Victim Dyad: The Effect of Gendered Expectations on Crime Clearance,” Tucker McGrimmon and Lisa Dilks use role congruity theory to guide a unique relational analysis of how the gender composition of the victim-offender dyad as well as the masculinization of certain types of crime affect “time to clearance” (i.e., the number of days between a criminal incident and an arrest). Most importantly, the approach taken by McGrimmon and Dilks helps make sense of conflicting results in past research on the role of gender in criminal justice outcomes. Looking to the future, the approach provides a useful template for sociologists and criminologists to explore how other relational differences in the victim-offender relationship “intersect” with gender to influence time to clearance and other important criminal justice outcomes.

The next three chapters in this volume focus on aspects of networks and exchange. In “How Exchange Forms and Patterns Affect Perceptions of Predictability, Fairness, and Group Identification,” Scott Savage, Jacob Apkarian, and Hyomin Park reveal how an “oversocialized” treatment of actor behavior in exchange relations can lead to misleading conclusions about the effects of the form of exchange on fairness perceptions. Using an experimental approach where they manipulate both the form of exchange (negotiated versus reciprocal) and the patterning of partner behavior (predictable/stable versus unpredictable/unstable), Savage and his colleagues show, most importantly, that the negative impact of negotiated exchange on fairness perceptions is actually overwhelmed when an exchange partner behaves in a predictable/stable manner. The chapter offers a fresh take on the mechanisms that can lead structurally disadvantaged actors to perceive unequal exchange relationships as nonetheless “just.” In “The Legitimacy of Power in Status-Differentiated Groups,” Jeffrey Lucas and his colleagues also focus on the nuancing effects of actor behavior, this time in connection with status, power, and legitimacy evaluations in exchange networks. They also provide us with a new, useful behavioral measure of legitimacy. Using a laboratory experiment, one of the study’s key findings is that the legitimacy evaluations of an exchange partner were “entirely driven” by the partner’s negotiating style (pro-group/unselfish versus selfish) and not their status. As with the chapter by Savage, Apkarian, and Park, the research conducted by Lucas and his colleagues reminds us that the patterned behavior of actors within power structures (i.e., how actors choose to use their power) has important consequences for outcomes that influence the stability of those structures, in this case legitimacy evaluations. Finally, in “Are the Benefits of Self-Complexity Conditional? Evidence for the Strengthening (and Weakening) Role of Multiplex Ties,” Kelly Markowski offers an innovative integration of social network analysis and identity theory that helps resolve mixed findings concerning the buffering role of self-complexity on the relationship between identity nonverification and distress. Self-complexity refers to having nonoverlapping meanings across multiple identities, such as when the adjectives a person uses to describe themselves as a professor are different from those they would use to describe themselves as a parent. Using egocentric network survey data from a nonprobability sample of US adults, Markowski shows how the buffering effect of self-complexity on distress depends on features of context – in this case on “multiplexity,” or whether an individual has interwoven role relationships (e.g., being friends with someone who is also a coworker). However, the results are not always the same across different identities: sometimes multiplex ties amplify buffering; sometimes they weaken it. Overall, the chapter highlights the often overlooked role of contextual factors in identity processes.

The last three chapters in Volume 39 improve our understanding of social inequalities through important theoretical and methodological advances. In “Comparing Models of Second-Order Expectations,” Lisa Slattery Walker and colleagues overview three, alternative approaches to how second-order expectations give rise to participation inequalities in task groups. As opposed to first-order status expectations (i.e., an actor’s own, personal beliefs about their

ability relative to others in a task group), second-order expectations refer to an actor's beliefs about others' beliefs with respect to relative abilities. The authors carefully articulate points of agreement and disagreement across the three models of second-order expectations in terms of theory, experimental protocols, and empirical findings. In addition, and perhaps most importantly, the authors offer specific suggestions for future research that will help adjudicate among the models and, in so doing, clarify how second-order expectations operate in task groups. Next, in "Learning from Mistakes: How to Stage a Discussion Group Study," Robert and Ann Shelly draw on their many years of experience and offer an insightful historical overview of the role of "open interaction" discussion group data in research on status-organizing processes. They identify best (and worst) practices for the collection of such data and present a number of specific recommendations for planning and carrying out face-to-face studies. This is an important, nontechnical methodological contribution that will improve the quality and generalizability of discussion group data collected by expectation state researchers. As such, it will advance our understanding of how participation inequalities arise and are sustained in small task group interaction. Finally, in "Individualistic Values Moderate Neural Responses to Social Exclusion among African American Respondents: An fMRI study," Rengin Firat provides a cutting-edge demonstration of the use of neuroscientific methods within a neurosocial psychological framework. Using functional magnetic resonance imaging (fMRI), she reveals the brain's role in representing and supporting historically rooted reactions to, and agentic coping strategies for dealing with, social exclusion among African Americans. Firat's study sheds new light on how the members of an oppressed racial group attempt to manage ongoing experiences of racism and systemic exclusion. The study's theory and findings have broad, interdisciplinary relevance to basic and applied research on social inequalities and, in particular, on adaptive coping strategies among historically oppressed racial groups.

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