

ANDREW P. KNIGHT

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PROFESSIONAL EXPERIENCE

Washington University in St. Louis, Olin Business School

- * Associate Professor of Organizational Behavior (2016-Present)
- * Assistant Professor of Organizational Behavior (2010-2016)

Pascal Metrics Inc. (2007-2010)

- * Founding member and head of Research & Product Development (2007-2010)

EDUCATION

University of Pennsylvania, The Wharton School

- * PhD (2009), MS (2006), Managerial Science & Applied Economics

University of Maryland, College Park

- * MA (2004), Organizational Psychology

University of Dayton

- * BA (2002), Psychology, Spanish, *summa cum laude*

HONORS AND AWARDS

- * *Small Group Research* Reviewer of the Year Award (2017)
- * *Academy of Management Journal* Best Reviewer Award (2016)
- * *Organization Science* Outstanding Reviewer Award (2016)
- * Outstanding Faculty Mentor Award, Washington University in St. Louis (2016)
- * Luke Vincent Powers Lecture, Beth Israel Deaconess, Harvard Medical School (2015)
- * Olin Award for Research that Transforms Business (2015)
- * *Administrative Science Quarterly* Award for Scholarly Contribution (2012)
- * Best Paper Based on a Dissertation, Academy of Management OB Division (2011)
- * Newman Award Nominee, Academy of Management (2011)
- * Outstanding Reviewer, Academy of Management OB Division (Awarded 6 times)
- * University of Pennsylvania Graduate Fellowship for Teaching Excellence (2006-2007)
- * Penn Prize for Excellence in Teaching by Graduate Students (2006)

REFEREED JOURNAL ARTICLES

Knight, A. P. *, Menges, J. I. *, & Bruch, H. (2018). Organizational affective tone: A meso perspective on the origins and effects of consistent affect in organizations. *Academy of Management Journal*, 61, 191-219. [*Authors contributed equally]

Huang, L. *, & Knight, A. P. * (2017). Resources and relationships in entrepreneurship: An exchange theory of the development and effects of the entrepreneur-investor relationship. *Academy of Management Review*, 42, 80-102. [*Authors contributed equally]

- Knight, A. P., Kennedy, D. M., & McComb, S. A. (2016). Using recurrence analysis to examine group dynamics. *Group Dynamics: Theory, Research, and Practice*, 20, 223-241.
- Erich, R., Eaton, M., Mayes, R., Pierce, L., Knight, A. P., Genovesi, P., Escobar, J., Mychalczuk, G., & Selent, M. (2016). The impact of environment and occupation on the health and safety of active duty Air Force members: Database development and de-identification. *Military Medicine*, 181, 821-826.
- Knight, A. P., & Eisenkraft, N. (2015). Positive is usually good, negative is not always bad: The effects of group affect on social integration and task performance. *Journal of Applied Psychology*, 100, 1214-1227.
- Joshi, A., & Knight, A. P. (2015). Who defers to whom and why? Implications of demographic differences and dyadic deference for team effectiveness. *Academy of Management Journal*, 58, 59-84.
- Knight, A. P. (2015). Mood at the midpoint: Affect and change in exploratory search over time in teams that face a deadline. *Organization Science*, 26, 99-118.
- Barsade, S. G., & Knight, A. P. (2015). Group affect. *Annual Review of Organizational Psychology and Organizational Behavior*, 2, 21-46.
- Knight, A. P., & Baer, M. (2014). Get up, stand up: The effects of a non-sedentary workspace on information elaboration and group performance. *Social Psychological and Personality Science*, 5, 910-917.
- Shteynberg, G., Hirsh, J., Galinsky, A., & Knight, A. P. (2014). Shared attention increases mood infusion. *Journal of Experimental Psychology: General*, 143, 123-130.
- Klein, K. J., Knight, A. P., Ziegert, J. C., Lim, B. C., & Saltz, J. L. (2011). When team members' values differ: The moderating effects of team leadership. *Organizational Behavior and Human Decision Processes*, 114, 25-36.
- Shteynberg, G., Leslie, L. M., Knight, A. P., & Mayer, D. M. (2011). But affirmative action hurts us! Race-related beliefs shape perceptions of White disadvantage and policy unfairness. *Organizational Behavior and Human Decision Processes*, 115, 1-12.
- Nundy, A., Mukherjee, A., Sexton, J. B., Pronovost, P. J., Knight, A. P., Rowen, L., Duncan, M., Syin, D., & Makary, M. (2008). Impact of preoperative briefings on operating room delays: A preliminary report. *Archives of Surgery*, 143, 1068-1072.
- Sexton, J. B., Makary, M., Tersigni, A., Pryor, D., Hendrich, A., Thomas, E., Holzmueller, C., Knight, A. P., Wu, Y., & Pronovost, P. (2006). Teamwork in the operating room: Frontline perspectives among hospital and operating room personnel. *Anesthesiology*, 105, 877-884.
- Sexton, J. B., Holzmueller, C., Pronovost, P. J., Thomas, E., McFerran, S., Nunes, J., Thompson, D., Knight, A. P., Penning, D., & Fox, H. (2006). Variation in caregiver perceptions of teamwork climate in labor and delivery units. *Journal of Perinatology*, 26, 463-470.
- Klein, K. J., Ziegert, J. C., Knight, A. P., & Xiao, Y. (2006). Dynamic delegation: Shared, hierarchical, and deindividuated leadership in extreme action teams. *Administrative Science Quarterly*, 51, 590-621.

Klein, K. J., & Knight, A. P. (2005). Innovation implementation: Overcoming the challenge. *Current Directions in Psychological Science*, 14, 243-246.

BOOK CHAPTERS, PROCEEDINGS, PRACTITIONER PUBLICATIONS & BOOK REVIEWS

Knight, A. P., & Humphrey, S. E. (2019). Dyadic data analysis. In S. E. Humphrey and J. M. LeBreton (Eds.), *The Handbook for Multilevel Theory, Measurement, and Analysis*, pp. 423-448. Washington, DC: American Psychological Association.

* Accompanying R functions for the social relations model: <http://apknight.org/pdSRM.R>

Knight, A. P. (2018). Innovations in unobtrusive methods. In A. Bryman and D. A. Buchanan (Eds.), *Unconventional Methodology in Organization and Management Research*, pp. 64-83. Oxford: Oxford University Press.

Joshi, A., & Knight, A. P. (2014). Who defers to whom and why? Implications of demographic differences and dyadic deference for team effectiveness. In S. Humphrey (Ed.), *Best Paper Proceedings of the 74th Meeting of the Academy of Management*.

Watkins, K. W., Knight, A. P., & King, R. (2014). Olin School experiments with wearable technology. *BizEd Magazine*, March/April, 72-74.

Knight, A. P. (2013). Book review: Elements of influence: The art of getting others to follow your lead, by Terry Bacon. *Personnel Psychology*, 66, 515-518.

Leonard, M. W., Frankel, A. S., & Knight, A. P. (2012). What facilitates or hinders team effectiveness in organizations. In E. Salas and K. Frush (Eds.), *Improving patient safety through teamwork and team training* (pp. 27-38). New York, NY: Oxford University Press.

Knight, A. P. (2011). Mood at the midpoint: How team positive mood shapes team development and performance. In L. A. Toombs (Ed.), *Best Paper Proceedings of the 71st Meeting of the Academy of Management*.

Sernick, T. H., & Knight, A. P. (2010). An integrated and forward-looking approach to risk management in healthcare. *The Risk Management Quarterly*, Spring, 7-11.

Frankel, A. S., & Knight, A. P. (2009). Using direct observation and feedback to monitor team performance. In A. S. Frankel, M. W. Leonard, T. Simmonds, C. Haraden, and K. B. Vega (Eds.), *The essential guide for patient safety officers* (pp. 61-68). Boston, MA: Joint Commission on Accreditation of Healthcare Organizations.

Knight, A.P. (2007). McDonaldization. In L. Alexandre, G. Fry, Y. Kamalipour, A. Kislenko, E. Langer, D. Makarov, B. O'Connor, W. Okumu, & M. Rockland (Eds.), *Exploring global perspectives on the United States* (pp. 214-216). Massachusetts: Congressional Quarterly Press.

Knight, A.P., & Imai, L. (2007). Equality. In L. Alexandre, G. Fry, Y. Kamalipour, A. Kislenko, E. Langer, D. Makarov, B. O'Connor, W. Okumu, & M. Rockland (Eds.), *Exploring global perspectives on the United States* (pp. 106-109). Massachusetts: Congressional Quarterly Press.

Gelfand, M.J., & Knight, A.P. (2005). Cross-cultural perspectives on work-family conflict. In S. Poelmans (Ed.), *Work and family: An international research perspective* (pp. 401-414). Mahwah, New Jersey: Lawrence Erlbaum Associates.

Knight, A.P., Shteynberg, G., & Hanges, P.J. (2004). *Path-goal analysis*. In J.M. Burns, G. R. Goethals, & G. J. Sorenson (Eds.), *Encyclopedia of leadership*. Massachusetts: Sage Reference.

TEACHING AND STUDENT ADVISING (Date) [Mean instructor rating]

Doctoral Courses

- * Olin OB600A, Organizational Field Research (2018) [TBD]
- * Olin OB630, Organizational Research Methods (2017) [10/10]
- * Olin OB630, Organizational Research Methods (2015) [10/10]

Full-Time MBA Courses

- * Olin OB5621, Leadership Development (2nd Year OB Core) (2018) [TBD]
- * Olin OB5620, Foundations for Leadership Effectiveness (1st Year OB Core) (2018) [TBD]
- * Olin OB5621, Leadership Development (2nd Year OB Core) (2017) [9.54/10]
- * Olin OB5620, Foundations for Leadership Effectiveness (1st Year OB Core) (2017) [9.56/10]
- * Olin OB5620, Foundations for Leadership Effectiveness (1st Year OB Core) (2016) [9.61/10]
- * Olin OB523, Politics and Power in Organizations (2016) [9.6/10]
- * Olin OB523, Politics and Power in Organizations (2015) [9.5/10]
- * Olin OB523, Politics and Power in Organizations (2014) [9.48/10]
- * Olin OB523, Politics and Power in Organizations (2013) [9.6/10]
- * Olin OB523, Politics and Power in Organizations (2012) [9.81/10]
- * Olin OB523, Politics and Power in Organizations (2011) [9.4/10]

Part-Time MBA Courses

- * Olin OB5601, Organizational Behavior (1st Year OB Core) (2018) [9.77/10]
- * Olin OB5601, Organizational Behavior (1st Year OB Core) (2017) [9.36/10]
- * Olin OB523, Politics and Power in Organizations (2015) [9.45/10]
- * Olin OB523, Politics and Power in Organizations (2014) [9.43/10]
- * Olin OB523, Politics and Power in Organizations (2013) [9.55/10]

Undergraduate Courses

- * WUSTL Inter D 150, Identity literacy (2017) [N/A]
- * Olin OB462, Leadership in Organizations (2016) [9.7/10]
- * Olin OB462, Leadership in Organizations (2015) [9.45/10]
- * Olin OB462, Leadership in Organizations (2014) [8.72/10]
- * Olin OB462, Leadership in Organizations (2013) [9.65/10]
- * Olin OB462, Leadership in Organizations (2012) [9.85/10]
- * Olin OB462, Leadership in Organizations (2011) [9.41/10]
- * Wharton, MGMT101, Introduction to Management (2007)
- * Wharton, MGMT101, Introduction to Management (2006)

Dissertation and Thesis Committees

- * Patrizia Vecchi, Washington University in St. Louis, Organizational Behavior, PhD (current)

- * Natalie Longmire, University of Texas, Austin, Management & Organizations, PhD (current)
- * Ravi Kudesia, Washington University in St. Louis, Organizational Behavior, PhD (2017)
- * Kelci Harris, Washington University in St. Louis, Psychology, PhD (2017)
- * Steven Gray, Washington University in St. Louis, Organizational Behavior, PhD (2017)
- * Patricia Satterstrom, Harvard Business School, Organizational Behavior, PhD (2016)
- * Karoline Evans, Washington University in St. Louis, Organizational Behavior, PhD (2016)
- * Daisung Jang, Washington University in St. Louis, Organizational Behavior, PhD (2016)
- * Bret Sanner, Washington University in St. Louis, Organizational Behavior, PhD (2015)
- * Julia Langer, Washington University in St. Louis, Psychology, PhD (2014)
- * Brittany Marcus-Blank, Washington University in St. Louis, Psychology, BSBA (2013)

Non-degree Executive Education Courses

- * Olin Executive Education, Power, Influence, and Informal Organizations (June, 2018) [TBD]
- * Olin Executive Education, Leading Inclusively (June, 2018) [4.7/5]
- * Brookings Executive Education, Leading through Influence (USAMDA) (June, 2018) [5/5]
- * Olin Executive Education, Leadership and Stakeholder Influence (May, 2018) [4.7/5]
- * Brookings Executive Education, Leading through Influence (open) (May, 2018) [4.91/5]
- * Brookings Executive Education, Leading through Influence (NASA) (April, 2018) [5/5]
- * Brookings Executive Education, Leading through Influence (Fellows) (March, 2018) [4.75/5]
- * Olin Executive Education, Effective Research Execution (March, 2018) [4.9/5]
- * Olin Executive Education, Managing the Millennial Wave (February, 2018) [4.9/5]
- * Brookings Executive Education, Leading through Influence (November, 2017) [4.84/5]
- * Brookings Executive Education (DFAS), Leading through Influence (July, 2017) [4.90/5]
- * Brookings Executive Education, Leading through Influence (May, 2017) [4.92/5]
- * Olin Executive Education, Managing the Millennial Wave (April, 2017) [4.9/5]
- * Brookings Executive Education, Leading through Influence (March, 2017) [4.76/5]
- * Brookings Executive Education, Leading through Influence (November, 2016) [4.86/5]
- * Brookings Executive Education, Leading through Influence (May, 2016) [4.8/5]
- * Brookings Executive Education (NASA), Ethics: Leading with Integrity (May, 2016) [5/5]
- * Brookings Executive Education (ONI), Ethics: Leading with Integrity (January, 2016) [4.94/5]
- * Brookings Executive Education, Ethics: Leading with Integrity (November, 2015) [4.65/5]
- * Olin Executive Education (Wells Fargo Advisors), Leading across Differences (October, 2015) [5/5]

PROFESSIONAL SERVICE ACTIVITIES

Editorial Board Membership and Ad Hoc Reviewing

- * Editorial Board Member for *Academy of Management Journal* (2013-Present), *Organization Science* (2015-Present), *Journal of Management* (2017-Present), *Group & Organization Management* (2014-Present), *Small Group Research* (2015-Present)
- * Ad hoc reviewer for many journals in management and psychology

Service to the Academy of Management

- * Awards Chair, OB Division (2018-2019)
- * Elected Representative-at-Large, OB Division (2017-Present)
- * PDW Chair, OB Division (2017-2018)

- * Best Dissertation-Based Paper Award Committee, OB Division (2017)
- * Research Methods Division Executive Committee (2013-2017)
- * Academy of Management Teaching and Learning Conference Committee (2015)
- * Research Methods Division Awards Committee (2015, 2016)
- * Making Connections Committee, OB Division (2014-2016)
- * Outstanding Practitioner-Oriented Publication Committee, OB Division (2014)
- * Best Paper with Practical Implications Committee, OB Division (2012, 2013)

Service to Washington University in St. Louis

- * Faculty Advisory Council, WUSTL Beyond Boundaries Program (2018-Present)
- * Co-Director, Team Science Function, Institute of Clinical & Translational Sciences (2017-Present)
- * Institute of Clinical & Translational Sciences Liaison (2017-Present)
- * Washington University Undergraduate Education Committee Phase II (2017-2018)
- * Co-Organizer, Provost's BYO Idea Series: Team Science (2017-2018)
- * Global Health Leadership Advisory Committee (2016-2017)
- * Social Justice Center, Advisory Board Member (2015-2016)
- * University Sexual Assault Inquiry Board (2015-Present)
- * Student Affairs Strategic Planning Committee (2015-2016)
- * Co-Organizer, Provost's BYO Idea Series: Creativity (2013-2014)
- * University Chancellor's Benefits Committee (2013-2014)
- * Steering Committee, "Evaluation for Social Impact: A St. Louis Summit" (2012)
- * Washington University Investor Responsibility Advisory Committee (2011-2013)
- * Residential Life Faculty Associate (2011-2013)

Service to Olin Business School

- * Olin MBA Program Redesign Task Force (2018-Present)
- * Olin MBA Committee (2016-Present)
- * Olin Weston Career Center Implementation Committee (2017-2018)
- * Olin Strategic Planning Subcommittee, MBA Program (2017-2018)
- * Organizational Behavior New Faculty Search Committee (2013-14, 2014-15, 2016-17, 2018-2019)
- * Committee to Reimagine the Business Library (2015)
- * Olin Dean's Scholarship Committee (2011, 2012, 2015)
- * New Building Technology Advisory Committee (2012)

Service to the University of Pennsylvania

- * Selection Committee, Penn Prize for Graduate Teaching Excellence (2007)
- * PhD Student Representative and member of PhD Student Selection Committee (2006)