Andrew Knight, PhD
Campus Box 1156, One Brookings Drive
St. Louis, MO 63130-4899
knightap@wustl.edu | http://apknight.org

PROFESSIONAL EXPERIENCE

Administrative Positions, Washington University in St. Louis, Olin Business School

Vice Dean for Education & Globalization	2022-Present
Responsible for overseeing Undergraduate Programs, Graduate Programs, Global Programs, the Center for Experiential Learning, the Center for Digital Education, and Academic Affairs / Registrar	
Interim Director, Center for Digital Education	2023
Responsible for the Center for Digital Education, directly overseeing learning management system development, instructional design, media production, and publishing	
Interim Co-Lead, Graduate Programs	2022-2023
Responsible for the Graduate Programs Office, directly overseeing Operations & Strategy, Student Affairs & Academic Advising, and Financial Services	
Associate Dean for WashU at Brookings	2020-2022
Faculty leader responsible for Washington University's partnership with the Brookings Institution, including non-degree executive education and degree program immersions	
Academic Director for Lifelong Learning	2019-2022
Faculty leader responsible for Olin's initiative to provide alumni with lifelong learning opportunities	

Academic Positions, Washington University in St. Louis, Olin Business School

Professor of Organizational Behavior	2019-Present
Associate Professor of Organizational Behavior	2016-2018
Assistant Professor of Organizational Behavior	2010-2016

Non-Academic Experience, Pascal Metrics Inc.

Vice President of Applied Science	2009-2010
Director of Research & Product Development	2008-2009
Founding Team Member & Research Associate	2007-2008

EDUCATION

The Wharton School, University of Pennsylvania, Philadelphia PA	2004-2009
PhD in Managerial Science and Applied Economics (2009)	
MS in Managerial Science and Applied Economics (2006)	

University of Maryland, College Park MD   2002-2004
MA in Industrial-Organizational Psychology

University of Dayton, Dayton OH   1998-2002
BA in Psychology and Spanish

SCHOLARLY CONTRIBUTIONS

Refereed Journal Articles

Wong, M. N., Kenny, D. A., & Knight, A. P. (2024). SRM_R: A web-based shiny app for social relations analyses. *Organizational Research Methods*.

Ziegert, J. C., Knight, A. P., Resick, C. J., & Graham, K. A. (2022). Addressing performance tensions in multiteam systems: Balancing informal mechanisms of coordination within and between teams. *Academy of Management Journal, 65*, 158-185.

Knight, A. P., Greer, L. L., & de Jong, B. (2020). Start-up teams: A multi-dimensional conceptualization, integrative review of past research, and future research agenda. *Academy of Management Annals, 14*, 231-266.

Gray, S. M., Knight, A. P., & Baer, M. (2020). On the emergence of collective psychological ownership in new creative teams. *Organization Science*, *31*, 141-164.

Campagna, R., Dirks, K. T., Knight, A. P., Crossley, C., & Robinson, S. L. (2020). On the relation between felt trust and actual trust: Examining pathways to and implications of leader trust meta-accuracy. *Journal of Applied Psychology, 105*, 994-1012.

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]

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., Kennedy, D. M., & McComb, S. A. (2016). Using recurrence analysis to examine group dynamics. *Group Dynamics: Theory, Research, and Practice*, 20, 223-241.

Andrew Knight, PhD
Campus Box 1156, One Brookings Drive
St. Louis, MO 63130-4899
knightap@wustl.edu | http://apknight.org

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., & 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.

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 deindivididualized 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.

NON-REFEREED ARTICLES, CHAPTERS, AND COMMENTARIES

Umphress, E. E., Greer, L. L, Muir (Zapata), C. P., & Knight, A. P. (2021). From the editors—Publishing impactful research in AMJ: Winners of the 2020 and 2021 Impact Awards. *Academy of Management Journal, 64*, 1648-1653.

Gray, S. M., Knight, A. P., & Baer, M. (2020). What kind of startup founder are you? *Harvard Business Review (Online)*. https://hbr.org/2020/11/what-kind-of-startup-founder-are-you

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. 423-447. 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.

Software

Wong, M. N., Kenny, D. A., & Knight, A. P. (2022—Present). SRM_R: A web-based shiny app for social relations analyses. Current version available https://davidakenny.shinyapps.io/SRM_R/.

Knight, A. P. (2021—Present). zoomGroupStats: Analyze Text, Audio, and Video from 'Zoom' Meetings. Package for *R* available through the Comprehensive R Archive Network (CRAN). Also see http://zoomgroupstats.org for a multi-part guide to using the software.

Knight, A. P. (2021). roundRobinR: Manipulate and Analyze Round Robin Dyadic Data. Current version available https://github.com/andrewpknight/roundRobinR.

Knight, A. P. (2019—Present). pdSRM: Use the nlme package to fit the social relations model. Functions for *R* available through my website. See http://apknight.org/pdSRM.R.

TEACHING

Doctoral Courses

Organizational Research Methods	2015-2020
Organizational Field Research	2018

Masters Courses

Teamwork & Leading Organizations (Online MBA Core)	2022-Present

People Metrics (Masters of Science in Business Analytics, Talent Analytics Core)	2019-2022
Leadership (Shanghai EMBA Core)	2021-2022
Foundations for Impactful Teamwork (Full Time MBA Core)	2019-2022
Leadership Development (Full Time MBA Core)	2017-2019
Foundations of Leadership Effectiveness (Full Time MBA Core)	2016-2018
Organizational Behavior (Professional MBA Core)	2017-2018, 2023
Managing Politics & Power in Organizations	2011-2016

Undergraduate Courses

People Metrics	2019-2022
Identity Literacy (1st Year Experimental University Course)	2017
Leadership in Organizations	2011-2016
Introduction to Management (Wharton Undergraduate Core)	2006-2007

Non-Degree Executive Education

Foundations of Trust for Team Performance	Olin EE
People Analytics	Olin EE
Leading Diverse Teams	Olin EE
Leading across Generations	Brookings EE
Leading through Influence	Brookings EE
Leading Inclusively	Olin EE
Managing the Millennial Wave	Olin EE
Ethics: Leading with Integrity	Brookings EE

ADVISING

Doctoral Dissertations

Emily Hsu (Washington University in St. Louis, Organizational Behavior)	Present

WonBin Sohn (University of Texas, Austin, Management & Organizations)	2023
Brendon Cummiskey (Washington University in St. Louis, Organizational Behavior)	2022
TaeJin Hwang, Chair (Washington University in St. Louis, Organizational Behavior)	2021
Patrizia Vecchi (Washington University in St. Louis, Organizational Behavior)	2020
Jonathan Lee (Washington University in St. Louis, Organizational Behavior)	2020
Natalie Longmire (University of Texas, Austin, Management & Organizations)	2019
Ravi Kudesia (Washington University in St. Louis, Organizational Behavior)	2017
Kelci Harris (Washington University in St. Louis, Psychology)	2017
Steven Gray (Washington University in St. Louis, Organizational Behavior)	2017
Patricia Satterstrom (Harvard Business School, Organizational Behavior)	2016
Karoline Evans (Washington University in St. Louis, Organizational Behavior)	2016
Daisung Jang (Washington University in St. Louis, Organizational Behavior)	2016
Bret Sanner (Washington University in St. Louis, Organizational Behavior)	2015
Julia Langer (Washington University in St. Louis, Psychology)	2014

Undergraduate Theses

Brittany Marcus-Blank (Washington University in St. Louis, Psychology)	2013

PROFESSIONAL SERVICE ACTIVITIES

Editorial Roles

Distinguished Editorial Review Board, *Academy of Management Discoveries*	2020-Present
Associate Editor, *Academy of Management Journal*	2019-2022

Editorial Board Memberships

Academy of Management Journal	2013-Present
Organization Science	2015-2019, 2023-Present
Journal of Management	2017-2019

Group & Organization Management	2014-2019
Small Group Research	2015-2019

Service to the Academy of Management

Organizational Behavior Division Representative-at-Large (Elected)	2017-2020
Organizational Behavior Division 5-Year Strategic Planning Committee	2019-2020
Organizational Behavior Division Awards Chair	2018-2019
Organizational Behavior Division Professional Development Workshop Chair	2017-2018
Organizational Behavior Division Best Dissertation Paper Award Committee	2017
Research Methods Division Awards Committee	2015, 2016
Teaching and Learning Conference Committee	2015
Organizational Behavior Division Making Connections Committee	2014-2016
Organizational Behavior Division Outstanding Practitioner Publication Committee	2014
Organizational Behavior Division Best Paper with Practical Implications Committee	2012, 2013

Service to Washington University in St. Louis

New School of Public Health Internal Advisory Committee	2022-Present
Undergraduate Academic Advisory Board	2022-Present
Arts & Sciences Literacies for Life and Career Advisory Committee	2022-Present
Provost's Faculty Advisory Board to the Center for Teaching & Learning	2022-Present
Faculty Advisory Council, Beyond Boundaries Programs	2018-Present
University Career Center Redesign Committee	2022
Research Advisory Board	2020-2022
Strategic Planning Working Group for Public Health	2021
Strategic Planning Working Group on the Research Enterprise	2021
Co-Director, Team Science, Institute of Clinical & Translational Sciences	2017-2019
Institute of Clinical & Translational Sciences Faculty Liaison	2017-2019
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	2015-2016
University Sexual Assault Inquiry Board	2015
Student Affairs Strategic Planning Committee	2015-2016
Co-Organizer, Provost's BYO Idea Series: Creativity	2013-2014
University Chancellor's Benefits Committee	2013-2014
Brown School Evaluation for Social Impact Summit Steering Committee	2012
Washington University Investor Responsibility Advisory Committee	2011-2013
Residential Life Faculty Associate	2011-2013

Service to Olin Business School

Accreditation Committee (Chair)	2022-Present
Academic Review Committee (Chair)	2022-Present
Academic Integrity Committee	2022-Present
Undergraduate Curriculum Committee	2022-Present
MBA Curriculum Committee	2016-Present
Brookings Advisory Committee	2020-2022
5-Year Decanal Review Committee	2021
COVID Instructional Task Force (Chair)	2020
Organizational Behavior New Faculty Search Committee (Chair)	2019-2020
Organizational Behavior New Faculty Search Committee	2013-2020
Olin MBA Program Redesign Task Force	2018-2019
Masters of Science in Business Analytics Development Committee	2017-2018
Olin Weston Career Center Implementation Committee	2017-2018
Olin FTMBA Program Strategic Planning Committee	2017-2018
Committee to Reimagine the Business Library	2015

| Olin Dean's Scholarship Committee | 2011, 2012, 2015 |
| New Building Technology Advisory Committee | 2012 |

Service to University of Pennsylvania

| University of Pennsylvania, Selection Committee for Penn Prize | 2007 |
| PhD Student Representative (Elected) | 2006 |

HONORS & AWARDS

Missouri Academic Advising Associate Pacesetter Award	2023
Finalist and 2nd Place Winner, EBS Best Paper	2020
Small Group Research Reviewer of the Year	2017
Academy of Management Journal Best Reviewer	2016
Organization Science Best Reviewer	2016
Washington University in St. Louis Outstanding Faculty Mentor	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
AOM Organizational Behavior Division Best Paper Based on a Dissertation	2011
AOM Newman Award Nominee	2011
AOM Organizational Behavior Division Outstanding Reviewer	6 awards
University of Pennsylvania Graduate Fellowship for Teaching Excellence	2006-2007
Penn Prize for Excellence in Teaching by Graduate Students	2006