

Curriculum Vitae

Andrew P. Knight
Washington University in St. Louis
Campus Box 1133, One Brookings Drive
St. Louis, MO 63130-4899
TEL +1 314 935 3366 | FAX +1 314 935 6359
knightap@wustl.edu | <http://apknight.org>

Professional Experience

Washington University in St. Louis (2010-Present)

- Assistant Professor of Organizational Behavior, Olin Business School (2010-Present)
- Faculty Fellow, Institute for School Partnership (2011-Present)
- Faculty Scholar, Institute for Public Health (2010-Present)

Pascal Metrics Inc. (2007-2010)

- Founding member and Vice President, Applied Science

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 (OH)

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

Honors and Awards

- *Administrative Science Quarterly* Award for Scholarly Contribution for the most significant paper published in *ASQ* five years earlier, for “Dynamic Delegation” (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 (2006,2007,2010,2011,2013)
- University of Pennsylvania Graduate Fellowship for Teaching Excellence (2006-2007)
- Penn Prize for Excellence in Teaching by Graduate Students (2006)

Key Refereed Journal Articles (Group Dynamics, Affect, Diversity)

Joshi, A., & Knight, A. P. (In Press). Who defers to whom and why? Implications of demographic differences and dyadic deference for team effectiveness. *Academy of Management Journal*.

Knight, A. P. (In Press). Mood at the midpoint: Affect and change in exploratory search over time in teams that face a deadline. *Organization Science*.

- An earlier version of this paper won the 2011 Best Paper Based on a Dissertation Award from the Organizational Behavior Division of the Academy of Management.

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.

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.

- Winner of the 2012 *ASQ* Award for Scholarly Contribution for the most significant paper published in *ASQ* five years earlier.

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

Other Refereed Journal Articles (Healthcare)

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., Holzmüller, 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., Holzmüller, 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.

Book Chapters, Conference Proceedings, and Book Reviews

Barsade, S. G., & Knight, A. P. (Forthcoming). Group affect. In H. W. Weiss (Ed.), *Handbook of work attitudes and affect*. New York, NY: 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. Humphreys (Ed.), *Proceedings of the 74th Annual Meeting of the Academy of Management*.

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.), *Proceedings of the 71st Annual Meeting of the Academy of Management*.

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.

Invited Research Seminars

Erasmus University, Rotterdam School of Management (NDLR Conference, 2014)
Pennsylvania State University, Smeal College of Business (2014)
University of North Carolina, Kenan-Flagler Business School (2014)
University of Michigan, Ross School of Business (2014)
University of Pittsburgh, Katz School of Business (2014)
Washington University in St. Louis, Department of Surgery Grand Rounds (2013)
University of Pennsylvania, The Wharton School's Baker Retailing Center (2013)
University of Pennsylvania, The Wharton School, *M²* (2012)
Washington University in St. Louis, Social Psychology (2011)
University of Missouri in St. Louis, College of Business (2011)
Harvard Business School (2010)
Case Western Reserve University, Weatherhead School of Management (2010)
Washington University in St. Louis, Olin Business School (2010)
London Business School (2009)
Boston University, School of Management (2009)
Johns Hopkins University, Quality and Safety Research Group (2005)

Teaching

Washington University in St. Louis, Olin Business School
- Managing Politics & Power, Full-Time MBA (2011-) and Professional MBA (2013-)
- Leadership in Organizations, Undergraduate (2011-)

University of Pennsylvania, The Wharton School
- Introduction to Management, Undergraduate (2006-2007)

Student Advising

Bret Sanner, Organizational Behavior Doctoral Dissertation (Committee Member), Washington University

Julia Langer, Psychology Doctoral Dissertation (Committee Member), Washington University (2014).

Brittany Marcus-Blank, Psychology Undergraduate Honors Thesis (Advisor), Washington University (2013). *Current*: PhD student in Industrial-Organizational Psychology, University of Minnesota

Professional Service Activities

Editorial Review Board Member, Academy of Management Journal (2013 – Present)

Webmaster, Academy of Management, Research Methods Division (2013 – Present)

Award Committee Member, Academy of Management, 2013 Outstanding Practitioner-Oriented Publication in Organizational Behavior (2014)

Award Committee Member, Academy of Management Organizational Behavior Division Best Paper with Practical Implications (2012, 2013)

Ad Hoc reviewer for *Administrative Science Quarterly*, *Organization Science*, *Organizational Behavior and Human Decision Processes*, *Management Science*, *Journal of Management*, *Group & Organization Management*, *European Journal of Work and Organizational Psychology*, *Human Factors*, *Organization Studies*, *Small Group Research*, *Social Networks*, Academy of Management Annual Meeting, INGroup Meeting.

University Service Activities

Washington University in St. Louis

- Member, Chancellor's Benefits Committee (2013-Present)
- Presenter, Olin Women in Business Mentor Program (2013)
- Presenter, Professional Leadership Academy & Network (2012)
- Member, New Building Technology Advisory Committee (2012)
- Presenter, iTeach Conference (2012)
- Steering Committee Member, "Evaluation for Social Impact: A St. Louis Summit" (2012)
- Presenter, Undergraduate Leadership Summit (2011)
- Faculty representative, First Year Undergraduate Convocation (2011)
- Member, Washington University Investor Responsibility Advisory Committee (2011-2013)
- Residential Life Faculty Associate (2011-2013)
- Discussion Leader, First Year Reading Program, (2011-Present)
- Member, Olin Dean's Scholarship Committee (2011, 2012)

University of Pennsylvania

- Member of Selection Committee, Penn Prize for Graduate Teaching Excellence (2007)
- Presenter, Wharton HR Continuing Education Program (2006-2007)
- Presenter, Wharton Leadership in the Business World (2006)
- Elected PhD Student Representative (2006)
- Member of PhD Student Selection Committee (2006)

Grants

Knight, A. P. (2013). Analyzing the entrepreneurial ecosystem in St. Louis. *Ewing Marion Kauffman Foundation*, \$10,000.

Gray, S., Knight, A. P., & Baer, M. (2013). Entrepreneurial team formation: Exploring the development of collective ownership. *Washington University in St. Louis, Skandalaris Center*, \$10,000.

Knight, A. P., & May, V. (2013). New venture club: An afterschool entrepreneurship club for middle school students. *Mastercard Worldwide Grant*, \$24,970.

Barsade, S.G., & Knight, A. P. (2012). Affective dynamics in entrepreneurial teams. *Center for Leadership and Change Management, The Wharton School, University of Pennsylvania*, \$7,000.

Knight, A. P. (2011-2013). Pacing innovation and execution in entrepreneurial groups over time: The role of affect. *Kauffman Foundation Research Grant, Washington University Skandalaris Center*, \$20,000.

Knight, A. P., & Klein, K. J. (2006). From exploration to exploitation: A longitudinal study of temporal transitions, leadership, and task performance in action teams. *Center for Leadership and Change Management, The Wharton School, University of Pennsylvania*, \$9,000.

Knight, A. P. (2001). Culture and second language acquisition. *Cordell W. Hull International Fellows Fund, University of Dayton*, \$2,500.

Knight, A. P. (2001). Culture and second language acquisition. *Learn, Lead, and Serve Fund, University of Dayton*, \$2,000.