

2009-2010 Research Assistant, Management Department, St. John's University, NY

2004 –2008 Intern at JPMorgan Chase & Co., New York, NY

RESEARCH INTERESTS

- Executive Personality (e.g., Traits and Motives)
- Strategic Leaders and Organizational-Level Outcomes
- Analysis of Content for Macro OB Research (e.g., Content Analysis, Meta-Analysis, Historiometry, Qualitative Methods)
- Levels of Analysis in Theory Building and Testing

CONFERENCE PROCEEDINGS, ABSTRACTS/PRESENTATIONS

Jaussi, K.S., Knights, A.R., & Randel, A.E. (2012). Creative leadership: Leading for Creativity or Leading Creatively? *Academy of Management Conference*, 72 (Presentation).

Knights, A.R. & Gupta, V. K. (2013). Effect of Strategy on the Linkage between Upper Echelon Gender Diversity and Firm Performance. *Annual Meeting of the Mid-Atlantic Strategy Colloquium*, 7 (Presentation).

Jaussi, K.S., Knights, A. R., Gupta, A., & Kim, D.H. (2013). Positive and Purposeful: Fueling Incremental and Radical Creativity. *Association for Psychological Science Annual Convention*, 25 (Poster).

Knights, A.R., Gupta, A., & Spangler, W.D. (2013). Using A Content Analytic Measure of CEO Narcissism to Explicate the CEO Pay-Performance Linkage. *Academy of Management Conference*, 73 (Presentation).

Knights, A.R. (2013). Permanently Borrowing From Reference Groups: Firm-Level Predictors of Inter-Firm CEO Successions. *Southern Management Association Conference* (Presentation).

Gupta, A., Knights, A.R., Dionne, S.D., & Yammarino, F.J. (2013). Cognitive and Emotional Processes Effects on Crisis Perception and Decision Quality. *7th ISDSI (Indian Subcontinent Region of Decision Sciences Institute) & 5th OSCM (Operations and Supply Chain Management Forum) International Conference* (Presentation).

Spangler, W.D., Gupta, A., & Knights, A. R. (2014). Measuring the Dark Triad of World-Class Leaders at a Distance. *Society for Industrial and Organizational Psychology Conference*, 29 (Presentation).

LEAD 552 - Team Leadership (GRAD) Spring 2014, 1 section

Overall Instructor Rating: 4.33/5.00 (Scale: 0 = Very Poor to 5 = Very Good)

Overall Course Rating: 4.17/5.00 (Scale: 0 = Very Poor to 5 = Very Good)

MGMT 508 - Organizational Behavior (GRAD) Fall 2014, 1 section

Overall Instructor Rating: 4.90/5.00 (Scale: 0 = Very Poor to 5 = Very Good)

Overall Course Rating: 4.85/5.00 (Scale: 0 = Very Poor to 5 = Very Good)

SERVICE

Southern Management Association Reviewer: OB & Strategic Management Tracks 2012-Present

Academy of Management Conference Reviewer: OB & BPS Divisions 2012-Present

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (Division 14 of American Psychological Association) 2012 - Present

Academy of Management (OB, BPS and RM Divisions) 2012 – Present

Southern Management Association 2012 – Present

TECHNICAL SKILLS

MPLUS, SPSS, STATA & HLM

Computer Aided Text Analysis Programs (e.g., WordStat/SimStat, LIWC, Diction)

REFERENCES

William D. Spangler (Dissertation Chair)

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