Curriculum Vitae

ALEXANDER R. KNIGHTS

Assistant Professor of Management Mario J. Gabelli School of Business Roger Williams University One Old Ferry Rd Bristol, RI 02809

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EDUCATION

2014	Ph.D.	State University of New York at Binghamton Major: Organizational Behavior and Leadership Minor: Analysis of Content for Macro OB Research
		Dissertation: "CEO Grandiose and Vulnerable Narcissism and Firm Performance: A Systematic Review, Theoretical Model and Empirical Test"
		Committee: William Spangler (Chair; SUNY Binghamton), Seth Spain (SUNY Binghamton), Vishal Gupta (SUNY Binghamton) and Arijit Chatterjee (ESSEC)
2011	M.B.A.	St. John's University, Queens, NY Major: Executive Management
2008	B.S.	St. John's University, Queens, NY Major: Management

PROFESSIONAL EXPERIENCE

2015-Present	Assistant Professor of Management, Mario J. Gabelli School of Business, Roger Williams University
2014-2014	Instructor of Organizational Behavior and Leadership, School of Management, State University of New York at Binghamton
2011–2013	Research Assistant and Teaching Assistant, Center for Leadership Studies and School of Management, State University of New York at Binghamton
2010-2011	Research Assistant, Marketing Department, St. John's University, NY

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).

Gupta, V. S., Knights, A. R., Gupta, A., & Javadian, G. (2014). Qualitative Research in Entrepreneurship: Comprehensive Review of Current Research Practices and Suggestions for the Future. *Babson College Entrepreneurship Research Conference*, 34 (Presentation).

RESEARCH IN PREPARATION FOR PUBLICATION

- Knights, A. R., Spangler, W.D., Spain, S.M., & Gupta, V.K. CEO Grandiose and Vulnerable Narcissism and Firm Performance: The Moderating Role of the Industry Environment. (UNDER REVIEW)
- Knights, A. R., & Spangler, W.D. Construct Clarity in Strategic Management Research: The Case of the CEO Narcissism Construct. TARGET OUTLET: *Administrative Science Quarterly*.
- Spangler, W.D., Knights, A. R., & Gupta, A. Measuring the Dark Triad of World-Class Leaders at a Distance. TARGET OUTLET: *Journal of Applied Psychology*.
- Spangler, W.D., Gupta, A., & Knights, A. R. Narcissism and the CEO Pay-for-Performance Controversy. TARGET OUTLET: *Journal of Management*.
- Gupta, V. S., Knights, A. R., Javadian, G., & Gupta, A. Qualitative Research in Entrepreneurship: Comprehensive Review of Current Research Practices and Suggestions for the Future. TARGET OUTLET: *Journal of Business Venturing*.
- Knights, A.R., & Gupta, V. K. Effect of Strategy on the Linkage between Upper Echelon Gender Diversity and Firm Performance. TARGET OUTLET: *Academy of Management Journal*.

HONORS AND AWARDS

JPMorgan Chase Thomas G. Labrecque Smart Start Full-Tuition Scholarship	(2004-2008)
St. John's University Undergraduate Summer Research Grant	(2008)
Clifford D. Clark Graduate Fellowship at SUNY Binghamton	(2011-2014)
Binghamton University Graduate Scholars Enhancement Award	(2011-2014)

TEACHING EXPERIENCE

Teaching Assistant and Guest Lecturer at State University of New York at Binghamton

MGMT 311 - Organizational Behavior (UNDERGRAD)	Fall 2012, 2 sections
MGMT 311 - Organizational Behavior (UNDERGRAD)	Spring 2013, 1 section

Instructor at State University of New York at Binghamton

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	2012-Present
Management Tracks	

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)

School of Management & Center for Leadership Studies State University of New York at Binghamton, P.O. Box 6000 Binghamton, New York 13902-6000 Phone: (607) 777-2563

spangler@binghamton.edu

Seth M. Spain (Dissertation Committee Member)

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Vishal K. Gupta (Dissertation Committee Member)

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