

ANDREW B. BLAKE

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Google Scholar · Citations: 957 · h-index: 9 · i10-index: 9

EDUCATION

Ph.D. in Strategy and Venture Innovation, 2022
University of Arkansas, Sam Walton College of Business
Committee: Oleg Petrenko, Jason Ridge, Aaron Hill, & Jake Grandy

B.A. in Psychology (*Magna Cum Laude*), 2016
Florida Atlantic University, Department of Psychology
Advisor: Ryne Sherman

ACADEMIC APPOINTMENTS

Assistant Professor of Management, 2022–Present
Rawls College of Business, Texas Tech University

PUBLICATIONS

Refereed Journal Articles

- 2025** Sanchez-Ruiz, P., **Blake, A.B.**, Maldonado-Bautista, I., Petrenko, O. V., & Collewaert, V. Courting the sharks: The influence of CEO narcissistic admiration and rivalry on new venture funding. *Organization Science*.
- 2023** Chandler, J., Petrenko, O., Hayes, N., **Blake, A.B.**, & Aime, F. Investment bankers and IPO pricing: Do the personal attributes of CEOs matter? *Strategic Entrepreneurship Journal*, 17(2), 266–290.
- 2022** **Blake, A.B.**, Luu, V., Petrenko, O.V., Gardner W., Moergen K., & Compagnone, M. Let’s agree about nice leaders: A literature review and meta-analysis of agreeableness and its relationship with leadership outcomes. *The Leadership Quarterly*, 33(1), 101593.
Nominated for best paper at The Leadership Quarterly (2022)
Featured in The Economist (September 2024)
- 2021** Twenge, J. M., Haidt, J., **Blake, A. B.**, McAllister, C., Lemon, H., & Le Roy, A. Worldwide increases in adolescent loneliness. *Journal of Adolescence*, 93, 257–269.
Featured in The Washington Post
- 2021** McAllister, C., Hisler, G. C., **Blake, A. B.**, Twenge, J. M., Farley, E., & Hamilton, J. L. Associations between adolescent depression and self-harm behaviors and screen media use in a nationally representative time-diary study. *Research on Child and Adolescent Psychopathology*, 49, 1623–1634.
- 2020** Cooper, A., **Blake, A. B.**, Pauletti, R., Cooper P., Sherman, R.A., & Lee, D. Personality assessment through the situational cues, characteristics, and classes of Instagram photos. *European Journal*

of Psychological Assessment, 36(6), 959–972.

- 2020** Twenge, J., **Blake, A. B.**, Haidt, J., & Campbell, W. Meaningful associations between time use diary measures of digital media use and psychological well-being: Commentary on Orben and Przybylski (2019). *Frontiers in Psychology*, 11(181).
- 2020** Twenge, J. M. & **Blake, A. B.** Increased support for same-sex marriage in the US: Disentangling age, period, and cohort effects. *Journal of Homosexuality*, 68(11), 1774–1784.
- 2017** Brown, N. A., **Blake, A. B.**, & Sherman, R. A. A snapshot of the life as lived: Lifelogging in social and personality psychological science. *Social Psychological and Personality Science*, 8(5), 592–600.

Editorials & Invited Commentary

- 2023** Quigley, T. J., Hill, A. D., **Blake, A. B.**, & Petrenko, O. V. Improving our field through code and data sharing. *Journal of Management*, 49(3), 875–880.
Invited editorial; developed the SMART Tool software featured in this piece

Working Papers

**indicates graduate student*

- R&R** **Blake, A. B.**, Petrenko, O.V., Abdurakhmonov, M., & Gupta A. [CEO ideology manuscript]. *Group and Organization Management*. (Round 3)
- Review** **Blake, A. B.**, Panda, A.*, Petrenko, O. V., & Ratnoo, M*. [Entrepreneur and Investor Dynamics]. *Administrative Science Quarterly*.
- Review** **Blake, A. B.**, Panda, A.*, Petrenko, O. V., & Ratnoo, M*. [Entrepreneur Personality Review]. *Journal of Applied Psychology*.
- Review** **Blake, A.B.**, Panda, A.*, Petrenko, O.V., & Waldron, T.. [Founder-Venture Decoupling]. *Strategic Management Journal*.
- Review** **Blake, A. B.**, Ratnoo, M*, Petrenko, O. V., & Panda, A. [CEO psychopath manuscript]. *Administrative Science Quarterly*.
- Review** Petrenko, O.P., Giardino, P., Abdurakhmonov, M., Cristofaro, M., & **Blake, A.B.** [Board-CEO Dynamics]. *Journal of Management*.
- Review** Petrenko, O.P., Fang H., Zhang, X., Skorodziyevskiy, V., & **Blake, A.B.** [Legitimacy debt]. *Organization Science*.
- Review** Panda, A., **Blake, A. B.**, Sinha, A. [Great Expectations, Greater Barriers: Status and the Diffusion of Reverse Innovations]. *Organization Science*.
- Target** Hubbard, T., **Blake, A. B.**, Quigley, T., & Harrison J. [AI in CEO personality research]. *Strategic Management Journal*.
- Target** Panda, A.*, **Blake, A.B.**, Ratnoo, M*, & Petrenko, O.V. [Entrepreneur status, narcissism, and handicapping]. *Journal of Business Venturing*.
- Target** **Blake, A.B.**, Hirshman, A., Petrenko, O. V., Hechviera, D., & Ratnoo, M* [CEO and Stakeholder Dynamics]. *Administrative Science Quarterly*.

Book Chapters and Other Publications

- 2024** **Blake, A. B.**, Petrenko, O. V., Quigley, T. J., Hill, A. D., & Panda, A. The SMART Tool: Encouraging Standardized and Replicable Research in Management to Enhance Credibility. In *Delving Deep:*

Techniques We Wished We Had Known as Emerging Scholars (pp. 43–55). Emerald Publishing Limited.

- 2020** **Blake, A. B.**, Lee, D., De la Rosa, R., & Sherman R. A. Wearable cameras, machine vision, and big data analytics: Insights into people and the places they go. In Woo, S. E., Tay, L., & Proctor, R. (Eds.) *Big Data in Psychological Research*. Washington DC: APA Books.

CONFERENCE PRESENTATIONS

- 2024** Betts, M. [chair]. *Varied Approaches to Assessing Executives and Validating the Impact*. [Symposium]. Society for Industrial and Organizational Psychology, Chicago.
- 2023** **Blake, A.B.**, Panda, A., & Ridge, J. CEO narcissism and the top management team. *Strategic Management Society 43rd Annual Conference*.
- 2023** **Blake, A. B.**, Petrenko, O. V., Aime, F., Waldron, T., & Smith, J. B. The cost of CEO conflict orientation: Exploring the ramifications of CEO agreeableness. *Academy of Management Proceedings* (Vol. 2023, No. 1, p. 14270).
- 2022** **Blake, A. B.**, Hansen, H., Fried, Y., Bradley, C., & Raub, S. P. When are you coming home? A study on essential worker time interference and individual performance. *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 18052).
- 2022** Moergen, K. J. N., **Blake, A. B.**, Doiguchi, T., Petrenko, O. V., & Sherman, R. #Happy: Job seekers' personality, happiness on Instagram, and recruiters' evaluations of hireability. *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 14109).
- 2021** **Blake, A. B.**, Petrenko O. V., Aime, F., Waldron T., & Akter, M. Keeping nice in check: When a nice CEO is not so nice for the firm. *Academy of Management Proceedings*.
- 2021** **Blake, A. B.**, Petrenko, O. V., & Moergen K. The effect of CEO political ideology on the COVID-19 response. *Strategic Management Society 41st Annual Conference*.
- 2021** **Blake, A. B.**, Good, S., Walker J., & Lemming, M. Research incubator: Linking c-suite personality/behavior to firm-level metrics. *Society for Industrial and Organizational Psychology Annual Conference*.
- 2021** **Blake, A. B.**, Hundley, N., & Sherman, R. A. Personality in the workplace: How much does the situation matter? *Society for Industrial and Organizational Psychology Annual Conference*.
- 2020** Peretz, H., **Blake, A. B.**, Ganzach, Y., & Fried, Y. Does pay matter to everyone? A national culture analysis of pay, sex, and job satisfaction. *Academy of Management Proceedings*.
- 2020** **Blake, A. B.**, Petrenko, O. V., Waldron, T. & Aime, F. CEO agreeableness: An investigation of managerial fit and TMT pay disparity in technologically intensive industries. *Strategic Management Society Annual Conference*.
Nominated for best student conference paper (2020)
- 2019** **Blake, A. B.** Insight from over 20 years of CEO personality measurement in strategic management: Current and future direction. *Southern Management Association Annual Conference*.
- 2019** **Blake, A. B.**, Cooper, A., Ireland, M. E., & Sherman, R. A. Instagram: A window into personality? *Society for Personality and Social Psychology Annual Conference*.
- 2018** **Blake, A. B.** & Sherman, R. A. The relationship between personality traits and situations. *Society for Personality and Social Psychology Annual Conference*.

- 2018** **Blake, A. B.** & Sherman, R. A. The exploration of within-person variability across 12 personality state aspects. *Society for Personality and Social Psychology Annual Conference*.
- 2017** **Blake, A. B.**, Sherman, R. A., & Brown N. A. The effects of situations on emotion and personality expression. *Society for Personality and Social Psychology Annual Conference*.
- 2016** **Blake, A. B.**, Sherman, R., & Brown N. A. The effects of situations on emotion and personality expression. *Florida Atlantic University Undergraduate Research Symposium*.

TEACHING EXPERIENCE

Texas Tech University (2022–Present)

- Strategic Management – Spring 2025 (3 sections)
- Ph.D. Strategic Management Seminar – Fall 2024 (1 section)
- Strategic Management – Spring 2024 (3 sections)
- Strategic Management – Spring 2023 (2 sections)
- Organizational Behavior – Fall 2022 (1 section)

University of Arkansas (2021–2022)

- Strategic Management – Spring 2022 (4 sections)
- Strategic Management – Fall 2021 (4 sections)
- Strategic Management – Spring 2021 (4 sections)

Texas Tech University (2019–2020)

- Principles of Management – Summer 2020
- Leadership Ethics – Spring 2020
- Organizational Behavior – Fall 2019
- Managing Organizational Behavior/Organizational Design (MBA) – *Teaching Assistant*, Fall 2018; Spring 2019; Fall 2019

GRANTS, FELLOWSHIPS, AND AWARDS

Research Grants

- Diversity & Inclusion Summer Research Grant (\$3,500), 2021
- Diversity & Inclusion Summer Research Grant (\$2,000), 2021

Academic Honors & Awards

- J. T. and Margaret Talkington Graduate Fellowship Recipient, 2018
- APAGS / Psi Chi Junior Scientist Fellowship Recipient, 2017
- Florida Atlantic University Undergraduate Research Symposium Award, 2016

Publication Awards

- "Let's agree about nice leaders" – Nominated for best paper at *The Leadership Quarterly* (2022)

Conference Awards

- "CEO Agreeableness" – Nominated for best student conference paper, Strategic Management Society (2020)

PROFESSIONAL SERVICE

Editorial Activities

- Ad hoc Reviewer: *Strategic Organization* (2025)
- Ad hoc Reviewer: *Academy of Management Journal* (2025)
- Ad hoc Reviewer: *Journal of Personality* (2023, 2024)
- Ad hoc Reviewer: *Journal of Personality and Social Psychology* (2024, 2025)
- Ad hoc Reviewer: *Entrepreneurship Theory and Practice* (2024)

Professional Leadership

- Academy of Management Research Methods Division: *Student Representative* (2019–2022)
- Strategic Leadership & Governance Group IG Member Circle Champion (2023)
- Research Excellence Committee (2023)
- Innovation Hub Mentor (2024)

University Service

- Ph.D. Committee (2024)
- Research Excellence Committee (2022)
- Undergraduate Curriculum Review Committee (2023)

Professional Memberships

- Academy of Management
- Strategic Management Society
- Society for Personality and Social Psychology
- Society for Industrial and Organizational Psychology
- Southern Management Association

MEDIA & PUBLIC ENGAGEMENT

Policy Citations

- **U.S. Surgeon General's Advisory on Social Media and Youth Mental Health** (2023): Research on adolescent loneliness cited in federal health advisory

Media Coverage

- **The Economist** (September 2024): Featured research on agreeableness and leadership outcomes
- **The Washington Post** (July 2021): Featured research on adolescent loneliness
Link to article

Industry Engagement

- Hogan Assessment Systems (2019–present)

ADDITIONAL RESEARCH ACTIVITIES

Research Collaborations

- Reliable data collection workshop in R (University of Florida, Notre Dame, Oklahoma State University, University of Arkansas)

Mentored Student Research

- Amrit Panda – Ph.D. student supervision
- Mahija Ratnoo – Ph.D. student supervision
- Sophia Persad – TrUE Scholars Undergraduate Research Mentor

Research Tools & Open Science

- SMART Tool for reliable archival data collection
- GitHub smartRtool package repository

PROFESSIONAL DEVELOPMENT

- Hogan Assessments Certification

LANGUAGES & TECHNICAL SKILLS

- R (fluent)
- Python (advanced)
- Stata (intermediate)
- Natural Language Processing (advanced)