

ESTHER SACKETT

Leavey School of Business, Santa Clara University
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ACADEMIC POSITIONS

Santa Clara University, Leavey School of Business Assistant Professor of Management	2019 - Present
Northwestern University, Kellogg School of Management Postdoctoral Fellow, Dispute Resolution Research Center Lecturer of Management & Organizations	2017 - 2019
Duke University Instructor of Sociology (Markets and Management Studies)	2015 - 2016

EDUCATION

PhD	Duke University, Fuqua School of Business (2017) Business Administration (Management and Organizations)
MPA	NYU Robert F. Wagner Graduate School of Public Service (2009) Health Policy and Management
BA	Ithaca College (2005) Major: Anthropology, Minor: Integrative Health Studies <i>Magna cum Laude</i>

RESEARCH INTERESTS

My work focuses on the interpersonal dynamics of motivation and collaboration and intersects the topics of goal systems, teams, and perceptions. I use a variety of methodological and analytical approaches in my research, including qualitative methods, surveys, experiments, and social network analysis.

PUBLICATIONS

- Gray, S., Howell, T., & **Sackett, E.** (Forthcoming). Talking Past Each Other: Construal Level, Utilitarian Motives, and Entrepreneurial Team Formation. *Organization Science*.
- **Sackett, E.**, & Amoroso, L. M. (2024). A little “edutainment” goes a long way: Leveraging *Among Us*, a popular multiplayer game, to teach persuasion virtually. *Management Teaching Review*, 9(1), 7-21.
- Nigam, A., **Sackett, E.**, & Golden, B. (2022). Duality & social position: Role expectations of people who combine outsider-ness and insider-ness in organizational change. *Organization Studies*, 43(3), 413-435.
- **Sackett, E.**, & Fitzsimons, G.M. (2021). The Effects of Extra-Team Goal Disclosure on Team Performance, Viability, and Satisfaction. *Frontiers in Psychology*, 11, 3876.

- **Sackett, E., & Cummings, J.N.** (2018). When Team Members Perceive Task Interdependence Differently: Exploring Centrality Asymmetry and Team Success. *Group Dynamics: Theory, Research, and Practice*, 22(1), 16-31.
- Fitzsimons, G.M., **Sackett, E., & Finkel, E.J.** (2016). Transactive Goal Dynamics Theory: A Relational Goals Perspective on Work Teams and Leadership. *Research in Organizational Behavior*, 36, 135-155.
- Nigam, A., **Sackett, E., & Golden, B.** (2015). The Role of Outside Consultants in Shaping Hospital Organizational Change. In Waldorff, S.B., Pedersen, A. R., FitzGerald, L., & Ferlie, E. (Eds.), *Managing Change – From Health Policy to Practice*. Hampshire, UK. Palgrave Macmillan.
- Kligler, B., McKee, M.D., **Sackett, E.,** Levenson, H., Kenney, J., & Karasz, A. (2012). An integrative medicine approach to asthma: who responds? *Journal of Alternative and Complementary Medicine*, 18(10), 939-945.
- Kligler, B., Homel, P., Harrison, L., **Sackett, E.,** Levenson, H., Kenney, J., Fleishman, S., Serra, D., & Merrell, W. (2011). Impact of the Urban Zen Initiative on Patients' Experience of Admission to an Inpatient Oncology Floor: A Mixed Methods Analysis. *Journal of Alternative and Complementary Medicine*, 17(8), 729-34.

PAPERS IN THE REVIEW PROCESS AND WORKING PAPERS

- **Sackett, E. & Mayo, A.T.** [Topic: Interorganizational Teaming and Leveraging Expertise]. Under Review at *Journal of Management*.
- **Sackett, E.,** Awtrey E., Cronin, M. [Topic: Goal alignment in teams]. Under Review at *Academy of Management Review*

RESEARCH IN PROGRESS

- Sackett, E., & Hardin, A. Goal Disclosure in Teams. Data collection stage.
- Gray, S., Sackett, E., & Howell, T. Goal alignment and familiarity in entrepreneurial teams. Writing stage.
- Sackett, E., Pearce, B, & Hinds, P. Transactive Memory Systems and Interorganizational Alliances. Data analysis stage.
- Sackett, E. Motivation and Thriving as a Blogger. Data collection stage.
- Sackett, E., & Mayo, A.T. [translational piece for medical audience]. Conceptualization stage.

ONLINE ARTICLES AND BLOG POSTS

- How to incorporate effective team-based learning into any course. *Duke University Bass Connections Blog*. 2017. <https://bassconnections.duke.edu/about/news/how-incorporate-effective-team-based-learning-any-course>

RESEARCH GRANTS

- Santa Clara University Junior Faculty Development Leave Grant (2022)
- Leavey School of Business Research Grant (2022)
- Santa Clara University Provost Publication Grant (2020)
- Northwestern University Office of the Provost: Using Social Network Visualizations to Unlock Team Potential (2017-2018, \$50,000). Co-Principal Investigator.

TEACHING

Course Instructor

Santa Clara University, Leavey School of Business

- Management 3000: Leading People in Organizations (MBA) 2020-present
- Management 160: Managing in Organizations (Undergraduate) 2019-present
- Management 175: Flourishing at Work (Undergraduate) 2023-present

Northwestern University (Kellogg)

- MORS 472: Negotiations Fundamentals (Masters) Fall 2018

Duke University, Markets and Management Studies Program (Undergraduate)

- Sociology 358: Markets and Marketing Spring 2016
- Sociology 355: Organizations and Management Fall 2015

Teaching Assistant

Duke University, Fuqua School of Business:

- Leadership, Ethics, & Organizations, Weekend Executive MBA 2012-2015
- Leadership & Development, Weekend Executive MBA 2012-2015
- Managing Innovation, Daytime MBA 2011, 2013, 2015, 2016
- Managerial Effectiveness, Cross-Continent MBA 2011
- Negotiations, Daytime MBA 2014

NYU, Robert F. Wagner Graduate School of Public Service:

- Managing Public Service Organizations 2008-2010

INVITED TALKS

- **Santa Clara University**, Leavey School of Business Seminar Series, 2023
- **The WIE Suite**, Webinar Series, 2021
- **Ivy Exec**, Webinar Series, 2021
- **Northwestern University**, Social Psychology Brown Bag, 2019
- **Santa Clara University**, Leavey School of Business, Management Department, 2018
- **George Mason University**, School of Business, Management Area, 2018
- **Northwestern University**, Kellogg School of Management, MORS, 2018
- **Northwestern University**, SONIC Speaker Series, 2017
- **University of Michigan**, Ross School of Business, Management and Organizations, 2018

- **Duke University**, Smart Women Securities Seminar Series, 2017
- **Washington University in St. Louis**, Olin Business School, Organizational Behavior, 2017
- **University of Minnesota**, School of Public Health, Health Policy and Management, 2017
- **Arizona State University**, Leadership and Interdisciplinary Studies, 2017
- **Fidelity Brokerage Services, LLC**, 2016

SELECTED CONFERENCE PRESENTATIONS

- Sackett, E. & Mayo, A.T. Leveraging expertise in interorganizational collaboration: Exploring the intertwined roles of goal awareness and expertise awareness
 - Paper presented, *Annual Meeting of the Academy of Management*. (August, 2023)
 - Paper presented, *INGRoup Conference*. (July, 2023)
- Sackett, E. Goal Disclosure in Teams. Paper presented at the UC Irvine Teams Conference. (February, 2023)
- Sackett, E., Awtrey E., Cronin, M., & Rockmann, K. Re-thinking the Structure and Process of Goal Alignment in Modern Teams.
 - Paper presented, *Annual Meeting of the Academy of Management*. (August, 2022)
 - Paper presented, *INGRoup Conference*, Virtual (October, 2022)
- Gray, S., Sackett, E., & Howell, T. Avoiding the familiarity trap: How entrepreneurs can reach beyond their network to attract cofounders. Paper presented at the *Annual Meeting of the Academy of Management*. (August, 2021)
- Deng, Y., Wang, C., Aime, F, Humphrey, S., Sackett, E., Scott, E., Phillips, K., & When birds flock too close together: Work style differences between socially-similar members disrupt team performance. Paper presented at the *International Association of Conflict Management Conference*. (July, 2021)
- Gray, S., Sackett, E., & Howell, T. Avoiding the familiarity trap: How entrepreneurs can reach beyond their network to attract cofounders. Paper presented at the *INGRoup Conference*, Lisbon, Portugal. (July, 2019)
- Wang, C., Deng, Y., Aime, F, Sackett, E., Scott, E., Phillips, K., & Humphrey, S. When birds flock too close together: Work style differences between socially-similar members disrupt team performance. Paper presented at the *INGRoup Conference*, Lisbon, Portugal. (July, 2019)
- Sackett, E. A goal systems view of the team: Taking a network perspective on team goal pursuit. Paper presented at the *INGRoup Conference*, Bethesda, MD. (July, 2018)
- Sackett, E., & Fitzsimons, G.M. The Effects of Extra-Team Goal Disclosure on Individual Perceptions and Team Performance. Poster presented at the *INGRoup Conference*, St. Louis, MO. (July, 2017)
- Sackett, E., & Fitzsimons, G.M. Multifinal Goal Pursuit and Team Viability. Paper presented at the *Annual Meeting of the Academy of Management*, Anaheim, CA. (August, 2016)

- Sackett, E., & Cummings, J.N. A Configurational Model of Academic Entrepreneurship in Research Teams. Paper presented at the *Annual Meeting of the Academy of Management*, Anaheim, CA. (August, 2016)
- Sackett, E., & Cummings, J.N. A Configurational Model of Academic Entrepreneurship in Research Teams. Paper presented at the *INGRoup Conference*, Helsinki, Finland. (July, 2016)
- Sackett, E. Updating Expertise Awareness in Multi-organizational Teams. Paper presented at the *Annual Meeting of the Academy of Management*, Vancouver, BC. (August, 2015)
- Sackett, E. Expertise Awareness and Updating in Multi-Organizational Collaboration. Paper presented at the *INGRoup Conference*, Pittsburgh, PA. (July, 2015)
- Sackett, E., Vidyarthi, A., Kitzmiller, R., & Sitkin, S. Physicians as leaders of patients: Effects of physician leadership behavior on medical and business outcomes. Paper presented at the *New Directions in Leadership Conference*, Durham, NC. (June, 2015)
- Sackett, E. Multiple Team Membership and Multiple Goal Pursuit: Exploring the Role of Team Mental Models of Extra-Team Goals. Paper presented at the *Annual Meeting of the Academy of Management*, Philadelphia, PA. (August, 2014)
- Cummings, J.N., & Sackett, E. When Members See Their Team Differently: How Asymmetric Perceptions Undermine Team Success. Paper presented at the *Annual Meeting of the Academy of Management*, Philadelphia, PA. (August, 2014)
- Sackett, E. Multiple Team Membership and Multiple Goal Pursuit: Exploring the Role of Team Mental Models of Extra-Team Goals. Paper presented at the *INGRoup Conference*, Raleigh, NC. (July, 2014)
- Nigam, A., Huising R., Sackett, E., & Golden, B. The Strengths of Strangers: The Role of Consultants in Facilitating Schema Change. Paper presented at the *People and Organizations Conference*, Philadelphia, PA. (September, 2012)

SYMPOSIA ORGANIZED

- Antecedents and Outcomes of Awareness in Organizations: Multiple Perspectives. Co-organized with Meyer, S. *Annual Meeting of the Academy of Management*, Vancouver, BC. (August, 2015)
- Multiple Goal Pursuit in Organizations: Perspectives from Multiple Levels of Analysis. *Annual Meeting of the Academy of Management*, Philadelphia, PA. (August, 2014)

HONORS AND AWARDS

- Poets & Quants: 50 Best Undergraduate Business Professors (2022)
- ACE Leadership Program: Outstanding Faculty Member Award (2022)
- Duke University: Graduate Award (2011-2016)
- NYU Wagner: Foster G. McGaw Scholarship (2008)
- Ithaca College: Oracle Society (2004)
- Ithaca College: Honors Program (2002-2005)

PROFESSIONAL SERVICE

Service to Santa Clara University

- Faculty Development Café: Panelist, 2022
- Panelist, “Near Peer Panel” at New Faculty Orientation, 2020, 2021
- Faculty Development Café: Presenter, 2020

Service to the Leavey School of Business

- Member, TESE Task Force, Fall 2023- Winter 2024
- Advisor/Mentor, Honors Thesis (Michael Garabedian, Finance), Fall 2022- present
- Mentor, Hackworth Grant Student Research (Keren Boiman, MBA), 2022-2023
- Faculty Panelist, Preview Week “Transition to College” Session, 2022
- Undergraduate Leadership Team (ULT) Representative, Fall 2021- Summer 2023
- Leavey School of Business Mission and Vision Task Force Member, 2020
- Life and Times of COVID-19 Speaker Series: Virtual Teams in a Pandemic Era, 2020

Service to the Department of Management & Entrepreneurship

- Leadership Faculty Search Committee, 2023
- Management Department Elective Task Force, 2022
- Leading Innovative Organizations Concentration Taskforce, 2022
- Culture Task Force, 2021 – 2022
- Management Department Student Engagement Committee, 2020 - 2022

Service to the Profession:

- Panelist, Symposium on Online Mentoring, Academy of Management Conference, 2023
- Pre-conference workshop organizer, INGRoup Conference, 2022, 2023
- Panelist, Conflict Management Division Doctoral Consortium, 2021
- Editorial Board Member, *Frontiers in Psychology – Org. Psychology*, 2018 – 2021
- Graduate Student Board Member, Interdisciplinary Network for Group Researchers (INGRoup), 2014-2016
- Program Development Group Member, Bass Connections, Duke University, 2013-2016
- Ad-hoc Reviewer: *Academy of Management Review*, *Journal of Organizational Behavior*, *Organization Science*, *Small Group Research*, *Strategic Organization*, Academy of Management Annual Meeting (OB and MOC Divisions), INGRoup Conference

PROFESSIONAL AFFILIATIONS

- Academy of Management (MOC, OB, and CM divisions)
- Interdisciplinary Network for Group Research (INGRoup)

PROFESSIONAL EXPERIENCE

- Beth Israel Medical Center, New York, NY
 - Clinical Program Coordinator, Integrative Medicine 2009-2011
 - Program Assistant/Research Associate, Integrative Medicine 2008-2009

- Ithaca Free Clinic, Ithaca, NY
Founding Steering Committee Member 2005-2007
- Integrative Medicine Center, Ithaca, NY
Administrative Assistant 2005-2007