

**Esther Sackett**

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**ACADEMIC POSITIONS**

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

**EDUCATION**

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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**

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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**

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1. **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.
2. 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.
3. 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.
4. 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.
5. 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 (TITLES MASKED)

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6. Nigam, A., **Sackett, E.**, & Golden, B. Role Expectations, Multifaceted Social Positions, and Change. 2<sup>nd</sup> R&R at *Organization Studies*.
7. **Sackett, E.**, & Cummings, J. Academic Entrepreneurship Teams. Revise and Resubmit at *Small Group Research*.
8. Wang, C., Deng, Y., Aime, F, **Sackett, E.**, Scott, E., Phillips, K., & Humphrey, S. Microdynamics of Diversity and Team Processes. Under Review and *Organization Science*.

## WORKING PAPERS

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9. **Sackett, E.**, Cronin, M., Awtrey E. A Goal Systems View of the Team.
10. **Sackett, E.**, & Rockmann, K. Goal System Awareness in Teams.

## RESEARCH IN PROGRESS

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11. Sackett, E. Leveraging distributed expertise in interorganizational collaboration: The role of inter-organizational transactive memory systems. Writing stage.
12. Gray, S., Sackett, E., & Howell, T. Avoiding the familiarity trap: How entrepreneurs can reach beyond their network to attract cofounders. Writing stage.
13. With Smith, N., & Ng, J. Using Social Network Visualization to Unlock Team Potential. Data analysis stage
14. Sackett, E., Janardhanan, N., Light, A., & Fitzsimons, G. Separate Roles or Parts of a Whole? The pros and cons of inter-role distinctiveness at work. Data collection stage.
15. Sackett, E. Motivation and Thriving as a Blogger. Data collection stage.

## ONLINE ARTICLES AND BLOG POSTS

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16. 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

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Northwestern University Office of the Provost: Using Social Network Visualizations to Unlock Team Potential (2017-2018, \$50,000). Co-Principal Investigator.

## TEACHING

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### Course Instructor

#### *Santa Clara University, Leavey School of Business (Undergraduate)*

Management 160: Managing in Organizations

Fall 2019, Winter 2020

#### *Northwestern University (Kellogg), MS in Management Studies Program (Masters)*

MORS 472: Negotiations Fundamentals

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
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## **INVITED TALKS**

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- 2019** Northwestern University, Social Psychology Brown Bag
- 2018** 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 Micro Brown Bag
- 2018** Northwestern University, Kellogg School of Management, MORS Macro Brown Bag
- 2017** Northwestern University, SONIC Speaker Series
- 2017** University of Michigan, Ross School of Business, Management and Organizations Brown Bag
- 2017** Duke University, Smart Women Securities Seminar Series
- 2017** Washington University in St. Louis, Olin Business School, Organizational Behavior Area
- 2017** University of Minnesota, School of Public Health, Division of Health Policy and Management
- 2017** Arizona State University, College of Integrative Sciences and Arts, Department of Leadership and Interdisciplinary Studies
- 2016** Fidelity Brokerage Services, LLC

## **CONFERENCE PRESENTATIONS**

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1. 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)
2. 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)
3. 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)
4. 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)
5. 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)

6. 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)
7. Sackett, E., & Cummings, J.N. A Configurational Model of Academic Entrepreneurship in Research Teams. Paper presented at the *INGROUP Conference*, Helsinki, Finland. (July, 2016)
8. Sackett, E. Updating Expertise Awareness in Multi-organizational Teams. Paper presented at the *Annual Meeting of the Academy of Management*, Vancouver, BC. (August, 2015)
9. Sackett, E. Expertise Awareness and Updating in Multi-Organizational Collaboration. Paper presented at the *INGROUP Conference*, Pittsburgh, PA. (July, 2015)
10. 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)
11. 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)
12. 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)
13. 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)
14. Sackett, E., & Fitzsimons, G.M. Perceiving the External Goals of Team Members: Antecedents and Implications. Poster presented at the *Association for Psychological Science (APS) Annual Convention*, San Francisco, CA. (May, 2014)
15. Sackett, E., & Cummings, J.N. To Exploit or Not to Exploit: Academic Research Teams and Entrepreneurial Opportunities. Poster presented at the *Darden and Judge Entrepreneurship and Innovation Research Conference*, Charlottesville, VA. (May, 2013)
16. 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**

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1. 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)
2. 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**

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Duke University: Graduate Award (5 years)	2011
NYU Wagner: Foster G. McGaw Scholarship	2008
Ithaca College: Oracle Society	2004
Ithaca College: Honors Program	2002-2005

## **PROFESSIONAL SERVICE**

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Editorial Board Member <i>Frontiers in Psychology – Organizational Psychology</i>	2018 - present
MOC Ambassador Academy of Management Managerial and Organizational Cognition (MOC) Division	2017-present
Graduate Student Board Member Interdisciplinary Network for Group Researchers (INGRoup)	2014-2016
Program Development Group Member Bass Connections Program, Duke University	2013-2016
Ad-hoc Reviewer <i>Journal of Organizational Behavior, Organization Science</i> , Academy of Management Annual Meeting (OB and MOC Divisions), INGRoup Conference	

## **PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Interdisciplinary Network for Group Research (INGRoup)

## **PROFESSIONAL EXPERIENCE**

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Tasman Consulting Independent Contractor (Data analysis)	2015
Behavioral Science and Policy Association, Durham, NC Consulting Doctoral Scholar	2013
Beth Israel Medical Center, New York, NY Clinical Program Coordinator, Integrative Medicine	2009-2011
Program Assistant/Research Associate, Integrative Medicine	2008-2009
Integrative Medicine Center, Ithaca, NY Administrative Assistant	2005-2007

## **NON-ACADEMIC SERVICE**

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Co-President, Wagner Health Network	2008-2009
Founding Steering Committee Member, Ithaca Free Clinic	2005-2007