

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 research draws from the disciplines of management and social psychology to investigate the intersection of collaboration, motivation, and interpersonal perception in many contexts, including healthcare, entrepreneurship, multinational corporations, and nonprofits. At its heart, my research addresses the question: How can people best navigate their diverse goals, characteristics, and perceptions to collaborate effectively? I use a variety of methodological and analytical approaches in my research, including qualitative methods, surveys, experiments, and social network analysis.

PEER-REVIEWED PUBLICATIONS

- Sackett, E., Gray, S., & Howell, T. (forthcoming). Unpacking Our Differences: The Contrasting Effects of Surface-level versus Deep-Level Diversity in New Venture Teams. *Group and Organization Management*.
- Sackett, E. & Mayo, A.T. (2025). Leveraging Expertise in Interorganizational Teaming: Exploring the Intertwined Roles of Goal Awareness and Expertise Awareness. *Health Care Management Review*, 50(4), 327-226.
- Gray, S., Howell, T., & Sackett, E. (2024). Talking Past Each Other: Construal Level, Utilitarian Motives, and Entrepreneurial Team Formation. *Organization Science*, 35(5), 1571-1955.

*Equal co-authorship; authors are listed alphabetically

- 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.

PRACTITIONER AND TEACHING FOCUSED ARTICLES

- Howell, T., Gray, S., & Sackett, E. (2024). Why Co-founder Partnerships Fail – and How to Make Them Last. *Harvard Business Review*. Digital Article. <https://hbr.org/2024/06/why-cofounder-partnerships-fail-and-how-to-make-them-last>
- 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>

MANUSCRIPTS UNDER REVIEW AND SELECT RESEARCH IN PROGRESS

- Sackett, E., Awtrey E., Cronin, M. [Topic: Goal alignment in teams]. Invited Revision at *Group and Organization Management*.
- Song, J., Cho, Y., Apker, K., Ghaedipour, F., Pillemer, J., & Sackett, E., & Sonal, R. [Topic: Mapping the Creator Economy]. Under 1st Review at *Organization Science*.

- Pearce, B., & Sackett, E. [Topic: Interorganizational Transactive Memory Systems]. Writing stage.
- Sackett, E. [Topic: Teaching Team Process in a Condensed Format]. Invited chapter in an edited book on Teaching Teamwork, Edward Elgar Publishing. Writing stage.
- Sackett, E. [Topic: strategic goal alignment within and across teams]. Data analysis stage.
- Kapadia, C., Sackett, E., & Jones, K. [Topic: Perceptions of Multitasking and Creative Evaluation]. Data Collection stage.
- Mayo, A., & Sackett, E. [Topic: Interorganizational Health Care Alliances]. Project conceptualization stage/in conversation with field site.

RESEARCH GRANTS

- Santa Clara University Summer Stipend Research Grant (2025)
- Santa Clara University Junior Faculty Development Leave Grant (2022)
- Leavey School of Business Research Grant (2022, 2025)
- Santa Clara University Provost Publication Grant (2020)
- Northwestern University Office of the Provost: Using Social Network Visualizations to Unlock Team Potential (2017-2018). Co-Principal Investigator.

TEACHING

Course Instructor

Santa Clara University, Leavey School of Business

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| • Management 3000: Leading People in Organizations (MBA) | 2020-present |
| • Management 160: Managing Human Dynamics in Organizations (UG) | 2019-present |
| • Management 175: Flourishing at Work (UG) | 2023-present |
| • Leavey Executive Center (custom programs) | 2022-present |

Northwestern University (Kellogg)

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| • MORS 472: Negotiations Fundamentals (Masters) | Fall 2018 |
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Duke University, Markets and Management Studies Program (Undergraduate)

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

Teaching Assistant

Duke University, Fuqua School of Business:

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| • 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

- Kapadia, C., Sackett, E., & Jones, K. I See You Multitasking: How Negative Attributions about Multitasking Influence Creative Evaluations.
 - Poster presented, *Annual Meeting of the Academy of Management*. (July, 2025)
 - Paper presented, *Wharton OB Conference* (November 2024)
- Sackett, E. Managing a Multiple Goal Portfolio: A qualitative investigation of disclosure in teams.
 - Paper presented, *Annual Meeting of the Academy of Management*. (July, 2025)
 - Paper presented, *INGRoup Conference*. (July, 2024)
 - Paper presented, *UC Irvine Teams Conference*. (February, 2023)
- 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., Awtrey E., Cronin, M. 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, *Annual Meeting of the Academy of Management*. (August, 2021)

- Paper presented, *INGRoup Conference*, Lisbon, Portugal. (July, 2019)
- 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, *International Association of Conflict Management Conference*. (July, 2021)
 - Paper presented, *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, *Annual Meeting of the Academy of Management*, Anaheim, CA. (August, 2016)
 - Paper presented, *INGRoup Conference*, Helsinki, Finland. (July, 2016)
- Sackett, E. Updating Expertise Awareness in Multi-organizational Teams.
 - Paper presented, *Annual Meeting of the Academy of Management*, Vancouver, BC. (August, 2015)
 - Paper presented, *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)
- 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, *Annual Meeting of the Academy of Management*, Philadelphia, PA. (August, 2014)
 - Paper presented, *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, *People and Organizations Conference*, Philadelphia, PA. (September, 2012)

SYMPOSIA ORGANIZED

- Publishing Innovative Research on Teams and Groups: A Multidisciplinary, Multimethod Discussion. Co-organized with Roebuck, A., & Gupta, P. INGRoup Conference, *INGRoup Conference*, Rotterdam (July, 2025)
- Defining the Creator Economy. Co-organized with Song, J., Cho, Y., Pillemer, J., Thomas, N., Christin, A., Clair, J., and Sonal, R. *Annual Meeting of the Academy of Management*, Chicago (August, 2024)
- 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

- Best Reviewer Award, Academy of Management OB Division (2025)
- Outstanding Reviewer Award, Academy of Management MOC Division (2024)
- 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 the Department of Management & Entrepreneurship

- Management Major Revision Task Force Co-Chair, Spring 2025 – present
- Course Coordinator for MGMT 3000, Summer 2024 – present
- Lecturer Faculty Search Committee, 2024
- Leadership Faculty Search Committee, 2023
- Management Department Elective Task Force, 2022
- Leading Innovative Organizations Concentration Taskforce, 2022
- Chair, Faculty Retreat Planning Committee, 2021-2022
- Culture Task Force, 2021 – 2022
- Organizer, First Friday Co-Working Retreats, 2020-2023
- Management Department Student Engagement Committee, 2020 - 2022

Service to the Leavay School of Business

- Graduate Policy Committee (GPC) Representative, Fall 2025 - present
- Mock Class Instructor, LSB Discover SCU Day, 2024, 2025
- Member, TESE Task Force, Fall 2023- Winter 2024
- Mentor, Hackworth Grant Student Research (Keren Boiman, MBA), 2022-2023
- Participant, Recruitment Process of MarCom Assistant Dean search, 2022
- 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 Santa Clara University

- Workshop Facilitator: Mindset Scholars Orientation, 2024, 2025
- Speaker: Undergraduate Honors Program, 2025
- Advisor/Mentor, Honors Thesis (Michael Garabedian, Finance), Fall 2022- Spring 2023
- Panelist: Faculty Development Café, 2022
- Panelist: “Near Peer Panel” at New Faculty Orientation, 2020, 2021
- Presenter: Faculty Development Café, 2020

Service to the Profession:

- Mentor, AOM OB Division “Welcome-A-Member” program, 2025
- Facilitator, “Reviewing in the Rough” PDW, AOM, Summer 2024, 2025
- Hackman Dissertation Award Selection Committee, INGRoup, Spring 2024
- Teaching Resources Committee Member, INGRoup, Spring 2024 – present
 - Committee Chair, Spring 2025 – present
- 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
- Graduate Student Board Member, Interdisciplinary Network for Group Researchers (INGRoup), 2014-2016
- Program Development Group Member, Bass Connections, Duke University, 2013-2016

Editorial and Reviewing Activities:

- Editorial Board Member, *Organization Science*, 2025 - present
- Editorial Board Member, *Frontiers in Psychology – Org. Psychology*, 2018 – 2021
- Ad-hoc Reviewer: *Academy of Management Review*, *Group and Organization Management*, *Journal of Organizational Behavior*, *Personality and Social Psychology Bulletin*, *Small Group Research*, *Strategic Organization*, Academy of Management Annual Meeting (OB, CM, and MOC Divisions), INGRoup Conference

PROFESSIONAL AFFILIATIONS

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

CONSULTING

- Forio Online Simulations (facilitated teamwork retreats at companies such as Stripe and Citadel Securities)

PROFESSIONAL EXPERIENCE

- Beth Israel Medical Center, New York, NY 2008-2011
- Integrative Medicine Center, Ithaca, NY 2005-2007
- Ithaca Free Clinic, Ithaca, NY
 - Founding Steering Committee Member 2005-2007