

**ESTHER SACKETT**

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**ACADEMIC POSITIONS**

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

**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 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**

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- 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.

#### **PRACTICE FOCUSED ARTICLES**

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- Howell, T., Gray, S., & Sackett, E. (2024). Why Cofounder 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**

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- Sackett, E., Gray, S., & Howell, T. [Topic: Heterogeneity in entrepreneurial teams]. Invited for 2<sup>nd</sup> R&R at *Group and Organization Management*.
- Sackett, E. & Mayo, A.T. [Topic: Interorganizational Teaming and Leveraging Expertise]. Under 2<sup>nd</sup> Review at *Health Care Management Review*.
- Sackett, E., Awtrey E., Cronin, M. [Topic: Goal alignment in teams]. Under Review at *Group and Organization Management*.
- Cho, Y., Song, J., Ghaedipour, F., Sonal, R., Apker, K., Pillemer, J., & Sackett, E. [Topic: Mapping the Creator Economy]. Writing stage. Target: *Organization Science*.
- Sackett, E. [Topic: strategic goal alignment within and across teams]. Data analysis stage.

- Pearce, B., & Sackett, E. [Topic: Interorganizational Transactive Memory Systems]. Data analysis stage.
- Kapadia, C., Sackett, E., & Jones, K. [Topic: Perceptions of Multitasking and Creative Evaluation]. Data Collection stage.

## **RESEARCH GRANTS**

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- 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**

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### **Course Instructor**

#### ***Santa Clara University, Leavey School of Business***

- 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

#### ***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**

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- **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**

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- Kapadia, C., Sackett, E., & Jones, K. I See You Multitasking: How Negative Attributions about Multitasking Influence Creative Evaluations.
  - Poster to be 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 to be 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. Expertise Awareness and Updating in Multi-Organizational Collaboration. 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**

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- 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**

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- 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**

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### **Service to Santa Clara University**

- Undergraduate Honors Program: Speaker, 2025
- 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**

- Mock Class Instructor, LSB Discover SCU Day, 2024, 2025
- 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**

- 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
- Culture Task Force, 2021 – 2022
- Management Department Student Engagement Committee, 2020 - 2022

### **Service to the Profession:**

- 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
- 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*, *Group and Organization Management*, *Journal of Organizational Behavior*, *Organization Science*, *Personality and Social Psychology Bulletin*, *Small Group Research*, *Strategic Organization*, Academy of Management Annual Meeting (OB and MOC Divisions), INGRoup Conference

## **PROFESSIONAL AFFILIATIONS**

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

## **CONSULTING**

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

## **PROFESSIONAL EXPERIENCE**

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- 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