

## Esther Sackett

Kellogg School of Management, Northwestern University  
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### ACADEMIC POSITIONS

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<b>Kellogg School of Management, Northwestern University</b>	<b>2017 - Present</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	<b>Fuqua School of Business, Duke University, 2017</b> Business Administration (Management and Organizations) Dissertation Title: <i>Goal Interdependence and the Role of Team Goal System Awareness</i> Committee: Jonathon Cummings, Grainne Fitzsimons, Sim Sitkin, Kyle Lewis, Matthew Pearsall
MPA	<b>NYU Robert F. Wagner Graduate School of Public Service, 2009</b> Health Policy and Management
BA	<b>Ithaca College, 2005</b> 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.

### PAPERS IN THE REVIEW PROCESS

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4. Nigam, A., **Sackett, E.,** & Golden, B. The Strengths of Strangers: Leveraging Dual Insider-ness and Outsider-ness to Influence Organizational Change. Revise and Resubmit.
5. **Sackett, E.** Here for the “Right” Reasons? Exploring the Double-Edged Sword of Goal System Awareness in Teams. Under Review.

## WORKING PAPERS

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6. **Sackett, E.**, & Fitzsimons, G.M. The Effects of Extra-Team Goal Disclosure on Team Performance, Viability, and Satisfaction. In preparation for *Academy of Management Discoveries*.
7. **Sackett, E.** A Goal Systems View of the Team: Implications of a Network Perspective on Team Goal Pursuit and Coordination.
8. **Sackett, E.**, & Cummings, J. A Configurational Model of Academic Entrepreneurship in Research Teams.

## RESEARCH IN PROGRESS

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9. **Sackett, E.** Leveraging distributed expertise in interorganizational collaboration: The role of inter-organizational transactive memory systems. Writing stage.
10. With Gray, S., & Howell, T. Goal Diversity in New Venture Teams. Data analysis stage.
11. With Wang, C., Humphrey, S., Aime, F., & Scott, E. Effects of Similarity and Familiarity on Microdynamics of Team Processes. Data analysis stage.
12. With Smith, N., & Ng, J. Using Social Network Visualization to Unlock Team Potential. Data collection and analysis complete for 2 experiments; additional data collection in progress.

## PAPERS PUBLISHED PRIOR TO ENTERING ACADEMIA

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13. 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.
14. 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.

## 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

*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  
Teaching Evaluation: 4.83/5

Sociology 355: Organizations and Management Fall 2015  
Teaching Evaluation: 4.54/5

*Duke University, LEAD Summer Business Institute (High School)*

Guest Lecturer on Negotiations Summer 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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- 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. Sackett, E. A goal systems view of the team: Taking a network perspective on team goal pursuit. Paper to be presented at the *INGRoup Conference*, Bethesda, MD. (July, 2018)
2. 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)
3. 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)
4. 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)
5. Sackett, E., & Cummings, J.N. A Configurational Model of Academic Entrepreneurship in Research Teams. Paper presented at the *INGRoup Conference*, Helsinki, Finland. (July, 2016)
6. Sackett, E. Updating Expertise Awareness in Multi-organizational Teams. Paper presented at the *Annual Meeting of the Academy of Management*, Vancouver, BC. (August, 2015)
7. Sackett, E. Expertise Awareness and Updating in Multi-Organizational Collaboration. Paper presented at the *INGRoup Conference*, Pittsburgh, PA. (July, 2015)

8. Sackett, E., Vidyarathi, 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)
9. 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)
10. 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)
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 *INGRoup Conference*, Raleigh, NC. (July, 2014)
12. 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)
13. 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)
14. 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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<i>MOC Ambassador</i>	
Academy of Management Managerial and Organizational Cognition (MOC) Division	2017-present
<i>Graduate Student Board Member</i>	
Interdisciplinary Network for Group Researchers (INGRoup)	2014-2016
<i>Program Development Group Member</i>	
Bass Connections Program, Duke University	2013-2016
<i>Ad-hoc Reviewer</i>	
Academy of Management Annual Meeting (OB and MOC Divisions)	
INGRoup Conference	

Journal of Organizational Behavior  
Organization Science

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**PROFESSIONAL AFFILIATIONS**

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Academy of Management  
Interdisciplinary Network for Group Research (INGRoup)

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**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

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**NON-ACADEMIC SERVICE**

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

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