

Curriculum Vitae

Michael Alan Sacks

phone: (404) 727-1850, e-mail: michael.sacks@emory.edu

ACADEMIC APPOINTMENTS

Professor in the Practice of Organization and Management, Goizueta Business School, Emory University, Sep. 2017-present.

Professor of Sociology (by courtesy), Department of Sociology, Emory University, Sep. 2017-present.

Academic Director, Woodruff Leadership Academy, Woodruff Health Sciences Center, Emory University, 2009-present.

Vice Provost, University Strategies, Emory University, April 2015-December 2017.

Associate Professor in the Practice of Organization and Management, Goizueta Business School, Emory University, August 2006-August 2017.

Associate Professor of Sociology (by courtesy), Department of Sociology, Emory University, August 2006-2017.

Interim Associate Dean and Director of the Evening MBA Program, Goizueta Business School, Emory University, December 2008-June 2009.

Assistant Professor of Organization and Management, Goizueta Business School, Emory University, August 2002-August 2006.

Assistant Professor of Sociology (by courtesy), Department of Sociology, Emory University, August 2002-August 2006.

Visiting Assistant Professor of Organization and Management, Goizueta Business School, Emory University, August 2000-July 2002.

EDUCATION

Ph.D. Organization Behavior and Sociology, Kellogg Graduate School of Management and Department of Sociology, Northwestern University, December 2001.

M.S. Organization Behavior and Sociology, Northwestern University, December 1996.

B.A. Sociology, University of California, Santa Barbara, June 1993.

AREAS OF TEACHING AND RESEARCH INTEREST

Negotiations and Conflict Management, Organizational Culture, Organizational Change, Organizational Theory and Behavior, Leadership Development.

PUBLICATIONS

Michael Alan Sacks (2025), "Inclusion vs. Exclusion in Gender Dynamics at Work," in *Elgar Encyclopedia of Gender and Management*, Sage Publications.

Kathryn Yount et al (2024), "Empowering Women for Leadership in Global Health (EMERGE): Pilot Evaluation Findings," *Medical Research Archives*, [S.I.], v. 12, n. 1, jan. 2024.

Kathryn Yount et al (2023), "Consortium for Violence Prevention Research, Implementation, and Leadership Training for Excellence (CONVERGE): A Protocol to Train Science Leaders in Gender-Based-Violence and Violence-Against-Children Research for Impact," *Frontiers in Public Health*.

Michael Alan Sacks (2016), "Complex Organizations and Their Environments," in *Organizations*, Ed. Shehan, Connie, Farmington Hills, MI: Gale, 2016. Gale Researcher.

Michael Alan Sacks (2015), "Six Degrees of Separation," in *Encyclopedia of Economics and Society*, Sage Publications.

Steve Walton and Michael Alan Sacks (2014), "Perception and Process Analysis: Teaching Kristen's Cookie Company from a Behavioral Point of View," In Elliot Bendoly (Ed.) *Behavioral Operations Handbook*.

Michael Alan Sacks (2013), "Cognitive Biases in Decision-Making," in Vicky Smith (Ed.), *Sociology of Work: An Encyclopedia*. Sage Publications.

Elliot Bendoly and Michael Alan Sacks (2013), "Reducing Human Error in Revenue Management Decision-Making," *E&Y Performance*.

Michael Alan Sacks and Nikki Graves (2012), "How Many 'Friends' Do You Need? Teaching Students How to Network Using Social Media," *Business Communications Quarterly*, 75: 80-88.

Michael Alan Sacks (2008), "Concession in Negotiations," in *Encyclopedia of Global Business*, Sage Publications.

Michael Alan Sacks (2002), "The Social Structure of Entrepreneurial Financing: Stratification and the Differential Liability of Newness in U.S. Venture Capital," *Research in the Sociology of Organizations* 19, 263-294.

Michael Alan Sacks and Marika Lindholm (2002), "A Room Without a View: Social Distance and the Structuring of Privileged Identity", in *Working Through Whiteness: International Perspectives*, edited by Cynthia Levine-Rasky, SUNY University Press.

Michael Alan Sacks, Marc Ventresca, and Brian Uzzi, (2001), "Global Institutions and Networks: Contingent Change in The Structure of World Trade Advantage, 1965-1980," *American Behavioral Scientist* 44 (10), 1579-1601.

Michael Alan Sacks and Andy Lewis (2001), “Turning Disputes into Corporate Advantage,” featured in “Mastering People Management” section of *Financial Times*, November 26, 2001.

-Reprinted in *Mastering People Management*, edited by James Pickford (2002), New York: Prentice Hall.

-2nd re-print in *CIMA Study System: Organizational Management*, edited by Alan Marsden and Neil Ritson (2003), London, U.K.: CIMA Publishing Company.

Michael Alan Sacks, Kara Reichart, and Trexler Proffitt (2000), “Broadening the Evaluation of Dispute Resolution: Context and Relationships Over Time,” *Negotiation Journal*, 15 (4).

Michael Alan Sacks, Marc Ventresca, and Brian Uzzi (2000), “Stateness and System in the Global Structure of Trade: A Network Approach to Assessing Nation Status” in *Questioning Geopolitics: Political Projects in a Changing World-System*, edited by Georgi M. Derluguian and Scott Greer, Greenwood Press.

Michael Alan Sacks and Brian Uzzi (2000), “The Structuration of Interfirm Ties: The Case of Stick Versus Switch Decisions”, in *Embedded Organizations: Sociological Conceptions on Organizational Evolution in Three Transitioning Economies*, edited by Rueyling Tzeng, Peter Lang Publishing.

MEDIA APPEARANCES

Bloomberg: “Signs It’s Time to Step Down From Your Leadership Role.”

<https://www.bloomberg.com/news/articles/2023-01-21/3-signs-its-time-to-step-down-from-your-leadership-role?leadSource=uverify%20wall>

Fast Company: “There’s reason to be skeptical of Elon Musk’s Twitter polls.”

https://www.fastcompany.com/90827067/theres-reason-to-be-skeptical-of-elon-musks-twitter-polls?partner=rss&utm_source=rss&utm_medium=feed&utm_campaign=rss+fastcompany&utm_content=rss

Atlanta Journal-Constitution: “This Georgia CEO is no quack. Aflac boss is longest-serving in Fortune 250.”

<https://www.ajc.com/business/2026/01/this-georgia-ceo-is-no-quack-aflac-boss-is-longest-serving-in-fortune-250/>

Atlanta Journal-Constitution: “Everyone’s ditching their phones and ‘going analog.’ Here’s why.”

<https://www.ajc.com/wellness/2026/01/everyones-ditching-their-phones-and-going-analog-heres-why/>

Atlanta Journal-Constitution: “Homegrown AI ‘unicorn’ with a high-tech Beltline HQ announces new CEO”

<https://www.ajc.com/business/2026/02/homegrown-ai-unicorn-with-a-high-tech-beltline-hq-announces-new-ceo/>

Bloomberg: “AI Courses Fuel Surge in Fast-Track Executive Education at Elite Schools”

<https://www.bloomberg.com/news/features/2026-05-19/ai-courses-fuel-surge-in-fast-track-executive-education-at-elite-schools>

GRANTS RECEIVED

NIH/ Fogarty International Center Grant, Henry Blumberg PI, “Ethiopia-Emory TB Research Training Program,” Project #: 5D43TW009127-12

NIH/ Fogarty International Center Grant, Henry Blumberg PI, “Training on ImplementatioN and team Science for NCD Control (TITANS) program,” Project #: 5D43TW012459-02

NIH/ Fogarty International Center Grant, Kathryn Yount PI, “Consortium for Violence Prevention Research, Implementation, and Training for Excellence,” \$1,350,000.

NIH Grant, Henry Blumberg PI, “Emory-Georgia TB Research Training Program,” \$298,082, Project #: 2D43TW007124-16A1.

NIH Grant, Nael McCarty PI, “Beyond the Professoriate: Transforming Pathways for Biomedical Research Careers,” \$1,851,146. Project #: 1DP7OD018424-01.

Women of Emory Impact Circle grant, Kathryn Yount PI, “EMERGE, Empowering Women for Leadership in Global Health,” This grant will fund a leadership development program for diverse women graduate students in global health at Emory.

Arthur M. Black Family Foundation Grant. Major grant to incorporate the study of park usage in the Atlanta Parks system with the core MBA leadership class. Co-directed with Karen Mumford in the Rollins School of Public Health.

TEACHING AWARDS

University Course: Selected to convene one of four high-profile “University Courses” highlighting cross-disciplinary teaching at Emory. “The Commercial Neglect of Treatable Disease: A Global Health Perspective on Neglected Disease and Drug Development” with Dennis Liotta (Chemistry), Tim Holbrook (Law), Steve Culler (Public Health), Deb McFarlen (Public Health), George Painter (School of Medicine), and Steve Sencer (General Counsel). Spring semester, 2014.

Service-Learning Grant: Emory University Office of Community Partnerships/Kenneth Cole Foundation, awarded to support the incorporation of service-learning in the MBA core management course, 2004-2005 academic year.

Teaching Grant: Violence Studies Program, Emory University, awarded to support the incorporation of violence studies in my negotiations and dispute resolution course, 2002-2003 academic year.

Doctoral Teaching Award: Kellogg Graduate School of Management, Northwestern University, 1998-1999, 1999-2000 academic years.

College of Arts and Sciences Teaching Assistant of the Year, 1998 Northwestern University.

University Teaching Fellow: Searle Center for Teaching Excellence, Northwestern University,

1998-99 academic year.

Robert F. Winch Memorial Award for Outstanding Graduate Student Instructor: Department of Sociology, Northwestern University, 1997-98 academic year.

Robert F. Winch Memorial Award for Outstanding Teaching Assistant: Department of Sociology, Northwestern University, 1996-97, 1997-98, 1998-99 academic years.

Curricular Enhancement Grant: College of Arts and Sciences, Northwestern University, 1998.

Fellow: Preparing Future Faculty Program, funded by Pew Charitable Trust, 1995-96.

TEACHING EXPERIENCE

Goizueta Business School, Emory University:

- Leading Organizations and Strategy: MBA core course, Fall 2008, 2009, 2014, Summer 2011, 2012, 2013, 2014, 2015.
- Leading People and Organizations: MBA core course, Fall 2003, 2004, 2005, 2006, 2007. Evening MBA core course, Summer 2007, 2008, 2010, 2011, 2016, 2017. BBA core course Spring 2001, 2002, Fall 2011.
- Negotiations and Dispute Resolution: Executive MBA elective course, summer 2009, 2010, 2011, 2012, 2021, 2022, 2023, 2024, 2025, 2026. Spring 2013, 2014, 2018, 2019, 2020, Fall 2017. Evening MBA Accelerated (ACE) course, January 2009, 2015, May 2025, August 2006, 2020. MBA elective course, Fall 2002, 2012, 2013, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, Spring 2013, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026. BBA elective course, Fall 2000, 2001, 2002, 2021. Spring 2018, Summer 2020.
- Leading and Managing Change: MBA elective course, Fall 2010, 2011. BBA elective course, Fall 2010, 2011.

Pontifica Universidad de Chile, Santiago, Chile:

- Negotiations and Dispute Resolution: MBA elective course, Winter 2014.

Vienna University of Economics and Business, Vienna, Austria:

- Negotiations and Dispute Resolution: MBA elective course, Summer 2012.
- Leading People and Organizations: MBA core course, summer 2012.

Helsinki School of Economics, Helsinki, Finland:

- Managing Non-profit Organizations: MBA elective course, Spring 2006.
- Negotiations and Dispute Resolution: MBA elective course, Winter, 2006.

HEC School of Management, Paris, France:

- Negotiations and Dispute Resolution: MBA elective course, Winter, 2004, Spring 2005.

Kellogg Graduate School of Management, Northwestern University:

- Negotiations and Dispute Resolution: MBA elective course, Summer 1999, Winter 2000.

Department of Sociology, Northwestern University:

Activism and Social Change in the 21st Century: Freshman Seminar, Spring 1998.

Social Basis for Environmental Change: University College, Summer, 1997; Spring 1999.

Research Methods: Graduate Seminar (co-taught with Tom Cook), Fall 1998.

Seminar on Teaching: Doctoral Seminar (the department's TA training course), Spring 1999.

ACADEMIC AND SERVICE ACTIVITIES

Academic Director of Woodruff Leadership Academy, School of Medicine, Emory University, November 2009 – present.

Faculty Director of Healthcare Leadership partnership programs with Emeritus and Emory Executive Education, 2021-present.

Faculty Director of multiple custom and open enrollment programs: Emory Executive Development, Goizueta Business School, various dates in 2005-present.

Co-Director of Emory VR Negotiation experimental zone initiative (with Nicola Barrett), 2021-2024.

Faculty Member of Professor of Practice search committee, Organization & Management area, Goizueta Business School, 2021-2022.

Faculty Member of Executive Search Committee, Emory Chief Wellness Officer, 2021-2022.

Chair, Faculty academic review committee, Organization & Management area, Goizueta Business School, 2019-2020.

Chair, Faculty search committee, Organization & Management area, Goizueta Business School, 2017.

Leadership team member, BEST (Broadening Experiences in Scientific Training) Steering Committee, Emory University, Fall 2013-fall 2017).

Faculty Director of Emory/South Africa Business of Biotechnology Program, South Africa, 2008 – 2017.

Faculty Member of Emory University Faculty Council: Fall 2013-Spring 2015.

Co-Chair, Faculty Council Committee on Peer Mediation, Spring 2014-Spring 2015.

Faculty Member of Emory University Commission on the Liberal Arts (COLA): 2015.

Faculty Member, Ad Hoc Committee on Faculty Governance, Goizueta Business School, 2015.

Faculty Member of Executive MBA Program Committee: Goizueta Business School, May 2011-2015.

Faculty Member of Emory University Commission on the Liberal Arts: May 2013-August 2013.

Faculty Member of MBA New Curriculum Committee, Goizueta Business School, 2008-2010.

Faculty Member of Dean's Leadership Steering Committee: Goizueta Business School, April 2007-2010.

Faculty Co-director of MBA Leadership Academy, Goizueta Business School, September 2007.

Faculty Co-director of MBA Orientation and Leadweek Programs, Goizueta Business School, August-September 2007.

Faculty Member of Goizueta Honor Council: Goizueta Business School, August 2004-May 2011.

Advisory Board Member of Violence Studies Program: Emory University, May 2002-May 2010.

Faculty Member of Joint College Negotiations Committee: College of Arts & Sciences/Goizueta Business School, March-May, 2006.

Faculty Member of BBA Program Committee: Goizueta Business School, August 2002-2004.
Faculty Advisor: Emory Peace By Peace (student conflict resolution club), September 2001-2005.
Chair: Membership committee of the Organizations, Occupations, and Work section of the American Sociological Association, 1998-1999.

REFERENCES AVAILABLE UPON REQUEST

September, 2026