

SARAH M. G. OTNER, PH.D., FHEA, CMBE, FRSA

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ACADEMIC POSITIONS

- 2020-x **Kingston Business School, Kingston University London**
2022-x Associate Professor Pre-Tenure (Senior Lecturer) in Organisational Behaviour
2023-24 [British Academy Innovation Fellow](#)
2020-22 Assistant Professor (Lecturer) in Organisational Behaviour[†]
- 2016-20 **Imperial College Business School, Imperial College London**
2016-20 Junior Research Fellow[†],
2019-20 Visiting Lecturer, ESMT Berlin
2018-20 Affiliate Fellow, Data Science Institute, Imperial College London
2018 Visiting Scholar, Northwestern Institute on Complex Systems (NICO) & Kellogg School of Management at Northwestern University
- 2015-16 **Henley Business School, University of Reading[†]**
Postdoctoral Fellow in Organisational Behaviour
- 2013-15 **Saïd Business School, University of Oxford**
Research Fellow (Postdoctoral Research Associate), Oxford University Centre for Corporate Reputation

[†]Career Break Total: 2 Years

QUALIFICATIONS

- 2014 **Ph.D.**, Management (Organizational Behavior), London School of Economics (LSE)
Dissertation: *Only Another Way Station: Status Allocation in Electronic Networks of Practice*
- 2009 **PGCertHE**, LSE
- 2007 **M.Sc.**, Organizational & Social Psychology (Research). High Merit. LSE
- 2006 **A. B.**, Psychology, Harvard College (*cum laude*)

RESEARCH OVERVIEW

Topics: Status; Prizes; Hierarchies & Networks; Innovation; Cultural & Creative Industries; Meta-Research

Disciplines: Org. Theory; Economic Sociology; Sociology of Culture; Evaluation & Categorization

Methods: Quantitative Analysis; Field, Lab, & Natural Experiments; Archival Panel Data; Mixed Methods

PUBLICATIONS

Refereed Publications - <http://bit.ly/ScholarSMGO>

Betancourt, N. E., Jochem, T., & Otner, S. M. G. (2023). Standing on the shoulders of giants: How star scientists influence their co-authors. [Research Policy](#), 52(1), 104624.

Schweinsberg, M., ... **Otner, S. M. G.**, ... Uhlmann, E. L. (2021). Same data, different conclusions: Radical dispersion in empirical results when independent analysts operationalize and test the same hypothesis. [Organizational Behavior and Human Decision Processes](#), 165, 228-249.

Landy, J. F., Jia, M., Ding, I. L., Viganola, D., ... **Otner, S. M. G.**, ... Uhlmann, E. L. (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results. [Psychological Bulletin](#), 146(5), 451-479.

- Betancourt, N. E., Kovács, B., & **Otner, S. M. G.** (2018). The perception of status: How we infer the status of others from their social relationships. *Network Science*, 6(3): 319-347.
- Otner, S. M. G. (2018). Near-winners in status competitions: Neglected sources of dynamism in The Matthew Effect. *The Journal of Management Inquiry*, 27(4): 374-377.
- Otner, S. M. G. (2018). Older, but wiser? “The Matthew Effect” at 50 – Introduction to the dialog. *The Journal of Management Inquiry*, 27(4): 359-361.

Manuscripts Under Review

- Kennedy, M. T., Vernet, A., Chaturvedi, S., & **Otner, S. M. G.** Social Astuteness: How people picking happens in social networks. *Revise & Resubmit at Academy of Management Review*.
- ☆ Finalist for Academy of Management OMT Division 2023 Best Paper Award

COMPETITIVE RESEARCH FUNDING (SELECTED, EXTERNAL) *Cum. Approx. £375,000*

2023	Innovation Fellowship	The British Academy	£118,043
2023	Research Grant	Innovate UK	£32,152
2020	Program Evaluation Consultancy	Nesta Challenges	£26,400
2018	Impact Acceleration Award	Economic and Social Research Council	£12,798
2018	Project Grant	Russell Sage & Alfred P. Sloan Foundations	US\$1237
2016	Junior Research Fellowship	Imperial College London	£166,250

FELLOWSHIPS, HONORS, AND AWARDS (SELECTED)

- 2023 Candidate, The OMT Ned [Smith](#) Rising Star Award
- 2022 Winner, Early Career Research Award (Faculty of Business & Social Sciences, Kingston University)
- 2022 [Winner](#), Poets&Quants For Undergrads’ 2022 50 Best Undergrad Professors
- 2022 Runner-Up, The Karen [Legge](#) Prize (Society for the Advancement of Management Studies)
- 2022 Candidate, The Sebastian [Hoenen](#) Research Prize (The SEI Consortium)
- 2022 Candidate, The European Award for Excellence in Teaching in the Social Sciences and Humanities
- 2019 Above and Beyond the Call of Duty (ABCD) Award, AOM OMT Division
- 2019 Candidate, The Robert K. Merton Award in Analytical Sociology

PRESENTATIONS (SELECTED)

Conferences, Symposia, Workshops

- Otner, S. M. G.** (2023). Enigma, or Elysium? Identity tensions and the talent pipeline in the UK Fragrance Industry. Creative Industries Conference (CIC), INSEAD (France).
- Otner, S. M. G.** (2023) “The Smell of Victory: Prizes in the Fragrance Industry”. Workshop on Social Evaluations in Organization Studies. European Group for Organizational Studies (EGOS).
- Otner, S. M. G.** (2023) Workshop on Digital Data for Research in Organization Studies. HEC Paris.
- Otner, S. M. G.** (2022). Grant-Giving Governance: Do Near-Winners Make Better Judges? The Conference on Field Experiments in Strategy (CFXS).
- Otner, S. M. G., & Gloor, J. L.** (2022). That’s a (Science) Riot! Cultivating research impact through stand-up comedy. Academy of Management (AOM) Annual Meeting. *Postponed*.
- Otner, S. M. G., & Stoltz, D. S.** (2019). Spanning and coherence in cultural evaluations. ASA Annual Meeting.

Invited Talks

- Otner, S. M. G. (2022). The Smell of Victory: Prizes in the fragrance industry. Department of Management, Bayes Business School, City, University of London.
- Otner, S. M. G. (2022). Networks for innovation & business growth. Innovate UK.
- Otner, S. M. G. (2018). Peer effects and status effects for Nobel Prize “near-winners”. Organization Science Colloquium, University of North Carolina at Charlotte.
- Otner, S. M. G. (2018). The economic sociology of prizes: Structural determinants of prestige in shared awards. Ideas in the Rough (IIR) seminar, Behavioral Research at Darden Lab, Darden Business School, University of Virginia.
- Otner, S. M. G. (2015). The perception of status: How third-party observers infer status from network position. Department of Organization & Management, The Paul Merage School of Business, University of California, Irvine.

REVIEWING (SELECTED)

<https://www.webofscience.com/wos/author/record/A-9647-2012>

Editorial Boards

2022-x Administrative Science Quarterly (ASQ)

Ad-hoc

Organization Science, Academy of Management Journal, Academy of Management Review, Management Science, Journal of Management Studies, Organizational Behavior and Human Decision Processes

TEACHING INTERESTS

Organization Theory & Economic Sociology, Organizational Behavior/Behavioral Science, Negotiations, Research Methods & Ethics, Networks, Leadership

TEACHING EXPERIENCE (RECENT)

Approval Rating: **85% or higher; ***90% or higher ◇ Above Department Mean

External Examining

2022-26	Queen Mary University of London	People Analytics; Research Methods; Resourcing & Talent Management; International Reward Management
2021-25	Newcastle University Business School	Leadership; Independent Research (MBA, MSc., MA) Lead Examiner (MBA)
2020-22	University of Roehampton	Research Methods; Dissertation; Consultancy

Kingston Business School, Kingston University

2021-23	Organizational Behavior (UG, Core)	Module Leader** ◇	Enrolment: 160 + 157
2022-23	Org. in a Global Context (MBA, Core)	Instructor ^{N/E}	Enrolment: 57
2021-22	Leading Organizations (UG, Core)	Module Leader ^{N/E}	Enrolment: 4

ESMT Berlin

2019	Organizational Behavior (MiM, Core)	Module Leader	Enrolment: 111
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Imperial College Business School, Imperial College London

2016-19 Strategy Implementation (MSc, Core) Module Leader** Enrolment: 172

Henley Business School, University of Reading

2016 People & Org. (Undergraduate, Core) Module Leader Enrolment: 442

Saïd Business School, University of Oxford

2015 Negotiations (EMBA & MBA, Elective) Course Assistant*** ◊ Owen Darbshire

2015 Organizational Behavior (UG, Tutorial) Module Leader*** ◊ Enrolment: 1

2014-15 Early Career Researchers' Seminar Module Leader*** Enrolment: 12

SUPERVISION & MENTORING

Period	Beneficiary	Current Position
2023-x	Noor Burhan	Research Assistant, Kingston Business School
2022-23	Vittorio Scuderi	Associate Fellow (HEA) & Ph.D. Candidate, Kingston Univ.
2018-22	Roland Adorjani	Postdoctoral Researcher, Institute of Sociology, University of Bern
2019-x	MSc. Theses (5)	

MEDIA & PRESS

2021-x **Otner, S. M. G.** *Talking About Organizations Podcast (TAOP)*. (Recurring cast member)

2021 **Otner, S. M. G.** Coronavirus: Interview for [TRT World](#).

2020 **Otner, S. M. G.**, & Monteiro, P. *Talking About Organizations Podcast (TAOP)*. (Guest Host)

2018 **Otner, S. M. G.**, & Piezunka, H. [Business Podcast at Imperial College London](https://youtu.be/C3nflGQPcOw).
<https://youtu.be/C3nflGQPcOw>

2017 Kennedy, M. T., & **Otner, S. M. G.** What can we learn from umbrellas? Why social data science matters. [IB Knowledge](#).

2017 Otner, S. M. G. The Flight Simulator [ImpactLab™](#) in Management and Leadership Development.

REFERENCES

Mrs. Deborah Pinder-Young
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