

## Isabel Rechberg, Ph.D.

### EDUCATION

#### Ph.D. in Management

Kent Business School, University of Kent, UK, 2014 (AACSB accredited)

#### Postgraduate Certificate in Higher Education

Unit of the Enhancement of Learning and Teaching, University of Kent, UK, 2011

#### M.A. in Labor Law and Relations

Sydney Law School, University of Sydney, Australia, 2008

#### B.A. in Business and Human Resources Management

Vesalius College, Belgium, 2006

### ACADEMIC EXPERIENCE

Associate Professor of Management, Anderson College of Business and Computing, Regis University, Denver, USA, 2023-present

Assistant Professor of Management, Chazanoff School of Business, City University New York, College of Staten Island, USA, 2016- 2023

Seminar Leader of Management, Kent Business School, University of Kent, UK, 2009-2012

### REFEREED PUBLICATIONS

Rechberg, I. and Essig, E. (2023), How Knowledge Sharing and Emotional Intelligence Drive Team Performance, *European Management Review*, 1–17. <https://doi.org/10.1111/emre.12614>

Rechberg, I. (2023), Mindfulness and Meaningfulness in Managing knowledge: A theoretical Model. *Knowledge and Process Management*, 30(2), 137-147  
<https://doi.org/10.1002/kpm.1697>

Ferger, K. and Rechberg I. (2022), Self-Determination Theory and its Predictors for Sharing Knowledge: A critical review. *VINE Journal of Information and Knowledge Management Systems*. Ahead-of-Print. <https://doi.org/10.1108/VJIKMS-01-2022-0030>

Acharya, C., Rechberg I. and Dong, X. (2020), Race to learn: knowledge characteristics and resource structure. *Journal of Knowledge Management*, 24 (5), 1059-1078.  
<https://doi.org/10.1108/JKM-10-2019-0575>

Rechberg, I. (2020), Emotional intelligence and knowledge management: A necessary link? *Knowledge and Process Management*, 27(1), 15-24. <https://doi.org/10.1002/kpm.1625>

Rechberg, I. (2018), Knowledge Management Paradigms, Philosophical Assumptions: An Outlook on Future Research, *American Journal of Management*, 8(3), 61-74.  
<https://doi.org/10.33423/ajm.v18i3.74>

Rechberg, I. and Syed, J. (2014), Appropriation or Participation of the Individuals in Knowledge Management, *Management Decision*, 52(3), 426-445.  
<https://doi.org/10.1108/MD-04-2013-0223>

Rechberg, I. and Syed, J. (2014), Knowledge Management Practices and the Focus on the Individual. *International Journal of Knowledge Management*, 10 (1), 26-42.  
<https://doi.org/10.4018/ijkm.2014010102>

Rechberg, I. and Syed, J. (2013), Ethical Issues in Knowledge Management: Conflict of Knowledge Ownership. *Journal of Knowledge Management*, 17(6), 828-847.  
<https://doi.org/10.1108/JKM-06-2013-0232>

Rechberg, I. and Syed, J. (2012), In Pursuit of the Individual in the Field of Knowledge Management. *International Journal of Learning and Change*, 6 (1/2), 33-48.  
<https://doi.org/10.1504/IJLC.2012.045855>

**REFEREED BOOK CHAPTERS**

- Hovhannisyan N. and Rechberg, I. (2023) Seeking Transformation vs. Focusing on Solutions. In Swart, J and Guirguis, C. (Eds.) *The Coach's Casebook: Skills, Tools and Techniques for Effective Coaching*. Kogan Page.
- Rechberg, I. and Hovhannisyan N. (2023) The power of non-directive questioning. In Swart, J and Guirguis, C. (Eds.) *The Coach's Casebook: Skills, Tools and Techniques for Effective Coaching*. Kogan Page.
- Rechberg, I. and Guo, S. (2019), The interpersonal challenges of the BRI: Developing people-to-people bonds, in Syed, Ying, Y. (Eds.) *China's Belt and Road Initiative in a Global Context*. (pp.177-209) Palgrave Macmillan, Cham.  
[https://doi.org/10.1007/978-3-030-14722-8\\_8](https://doi.org/10.1007/978-3-030-14722-8_8)
- Rechberg, I., (2018), Internalized values and fairness perception: Ethics in knowledge management. In Syed, J, Murray, P.A., Hislop, D., Mouzughy, Y. (Eds.) *The Palgrave Handbook of Knowledge Management* (pp. 249-272). Palgrave Macmillan, Cham.  
[https://doi.org/10.1007/978-3-319-71434-9\\_11](https://doi.org/10.1007/978-3-319-71434-9_11)

**REFEREED CONFERENCE PRESENTATIONS**

- Rechberg, I. (2023), Coaching the knowledge processing enabler. *In the Proceedings of the Eastern Academy of Management*. Philadelphia, USA, May 16-19.
- Rechberg I. and Ferger, K., (2022), Self-Determination Theory and its Predictors for Sharing Knowledge: A critical review. *Proceedings of the Eastern Academy of Management*. Portland Maine, USA. May 17-19 2022.
- Rechberg, I. and Mullins, L., Shim, H. (2021), Entrepreneurship Training Effect and the Intersectionality of Race and Gender: A GATE analysis. *Proceedings of the Eastern Academy of Management*. Online. May 19-22.
- Rechberg, I. (2021), Mindfulness and Meaningfulness in Managing Knowledge: A Theoretical Model. *In the Proceedings of the Eastern Academy of Management*. Online. May 19- 22.
- Rechberg, I. and Essig, E. (2020), The Impact of Emotional Intelligence on Knowledge Sharing in Teams. *Proceedings of the European Academy of Management Conference*, Online, Dec 4-8.
- Rechberg I., Acharya, C., and Dong, X. (2019), Learning Race in International Joint Ventures. *Proceedings of the International Research Meeting in Business and Management*, Nice, France, July 8-10.
- Rechberg, I. (2019), Merging Emotional Intelligence and Knowledge Management: A success story?. *Proceedings of the European Academy of Management Conference*, Lisbon, Portugal, June 26-28.
- Rechberg, I. and Guo, S. (2019), The interpersonal challenges of the BRI: Developing people-to-people bonds. *Proceedings of the International Conference on Business & Economic Development (ICBED)*, New York, NY, USA, April 8-9.
- Rechberg, I. (2018), Personal values and fairness perception: An ethical view on knowledge management. *Proceedings of the European Academy of Management Conference*, Reykjavik, Iceland, June 20-23.
- Rechberg, I. (2018), Knowledge management paradigms, philosophical assumptions an outlook on future research. *Proceedings of the Eastern Academy of Management Conference*, Providence, RI, USA, May 2-5.
- Rechberg, I. (2013), An Individual-Centric Approach to Knowledge Management: A Case Study. *Proceedings of the British Academy of Management Conference*, Liverpool, UK, Sep 10-13
- Rechberg, I., and Cacciolatti, L. (2013), How does Involvement in Decision Making affect Individual Participation in Knowledge Management?' *Proceedings of the Academy of Management Conference*, Orlando, FL, USA, Aug 9-13.

- Rechberg, I. and Syed, J. (2013), Conflict of Knowledge Ownership: Ethical issues in Knowledge Management. *Proceedings of the European Academy of Management Conference*, Istanbul, Turkey, June 26-29.
- Rechberg, I. and Syed, J. (2012), Approaches to Knowledge Management and the Role of Individuals. *Proceedings of the British Academy of Management Conference*, Cardiff, UK. Sep 10-13
- Rechberg, I. and Syed, J. (2011), Appropriation or Participation of the Individual in the Knowledge Management Debate: A Philosophical Prospective, *Proceedings of the British Academy of Management Conference*, Birmingham, UK, Sep 10-13.
- Rechberg, I. and Syed, J. (2011), In Pursuit of the Individual in the Field of Knowledge Management. *Proceedings of the British Academy of Management Conference*, Birmingham, UK, Sep 10-13.

### **UNREFEREED CONFERENCE PRESENTATIONS**

- Rechberg, I. (2023), Andy, if... then ... go tend to your the garden, *Proceedings of the Anderson College Conference*, Denver, Oct 6
- Rechberg, I. (2022), The Power of Positive Intelligence: Enabling High Performance and Well Being.” *Proceedings of the CUNY Professional Development Conference*, Online, Nov 3-4.

### **AWARDS AND RECOGNITIONS**

- 2021 Easter Academy of Management Best Conceptual Paper Award
- 2021 PSC-CUNY Grant
- 2020 Recognition for my research being among the 10 most downloaded papers in *Knowledge and Process Management* between Jan 2019 and Dec 2020.
- 2011 British Academy of Management Best Full Paper Award
- 2011 Kent Business School Best Research Poster Award

### **TEACHING RESPONSIBILITIES**

#### **Graduate courses**

- MGT 790 Seminar in Contemporary Business Topics (hybrid) (Spring 2020-2022)
- CB 935 Organizational Behavior and Human Resources Management (2011-2012)

#### **Undergraduate courses**

- BA 3399 Management Essentials
- MGT 320 Organizational Behavior (2019- 2023)
- MGT 210 Management Processes (2016-2019)
- CB 302 Managers and Organizations (2010-2011)
- CB 312 Introduction to Management (2010-2011)
- CB 601 The Psychology of the Workplace (2009-2010)
- CB 658 Diversity in Organizations (2011-2012)
- CB 682 Managing People (2010-2011)

#### **Independent studies**

Honor Bachelor Student Supervision (2018 - 2023)

Project titles:

- The Critical Role of Ethical Leadership in Combat
- Do Human Resource Systems Institutionalize Gender Inequality at the Workplace?
- Offshore Financing and Tax Evasion: A Call for Ethical Citizenship Behavior
- Corporate Social Responsibility: A Universal Competitive Business Strategy
- Leadership's Influence on Employee Motivation and Performance
- Reasons for Employee Attrition and Ways of Prevention in Small and Medium-Sized Enterprises

- The Glass Ceiling's Power Over Women's Success
- What Motivates Millennials in the Workplace
- Leadership Styles Effect on Employees' Work Ethics.
- Telecommunication and Covid-19: working from home
- Management in the Age of Millennials and Gen Z

### **SERVICE TO PROFESSION**

Ad-Hoc Reviewer for the Academy of Management; the European Academy of Management; the British Academy of Management; the Eastern Academy of Management; the Journal of Knowledge Management Practices; the Journal of Knowledge Management; Knowledge and Process Management; VINE Journal of Information and Knowledge Management Systems, Business Process Management

### **COLLEGE SERVICES**

Regis/ Anderson College, Academic Council (2023-)  
 CUNY/CSI Mindset GPS Ambassador (2022- 2023)  
 CUNY/CSI Academic Advisor for Undergraduate Students (2021- 2023)  
 CUNY/CSI Search Committee for the Position of Associate or Assistant Professor (2022)  
 CUNY/CSI Search Committee for the Position of Associate or Assistant Professor (2019)  
 CUNY/CSI Search Committee for the Position of Full or Associate Professor (2018)  
 CUNY/CSI College Council and Faculty Senate (2019- 2023)  
 CUNY/CSI Undergraduate Curriculum Committee (2019- 2023)  
 CUNY/CSI Course and Standing Committee Member (2017-2019)  
 CUNY/CSI Library Committee Member (2016- 2023)  
 CUNY/CSI Relationship Coordinator for the Double Master's Degree in Business Program between CSI and IPAG, France (2016- 2022)  
 CUNY/CSI Relationship Coordinator for the International Student Exchange Program between CSI and University of Copenhagen (2016- 2023)  
 Kent PhD student representative (2011-2013)

### **INDUSTRY EXPERIENCE**

2022- Association on Coaching, accredited Coach  
 Freelance  
 2014- 15 Administrative Assistant  
 Valley Electronics GmbH, Murnau, Germany  
 2012 Field researcher studying the role of individuals in corporate KM practices  
 Anonymous Manufacturing Company, Ramsgate, UK  
 2008 Recruitment Consulting Trainee  
 Michael Page International, Zurich, Switzerland  
 2006- 07 Human Resources Intern  
 AXA AG, Cologne, Germany