

Adrienne A. Isakovic

Curriculum Vitae

1350 Bay Harbor Dr., #304
Palm Harbor, FL 34685
1-978-569-8615

adrienne.isakovic@gmail.com
www.adrienneisakovic.com
www.linkedin.com/in/adiisakovic/

EDUCATION

- Ph.D. Organization and Management, School of Business & Technology, Capella University, 2010
- M.S. Organization and Management, School of Business & Technology, Capella University, 2006
- M.S. Ed. Multilingual/Multicultural Education, Department of Education, Florida State University, 1997
- B.A. International Affairs, Department of Gov't & International Relations, University of South Florida, 1995

PROFESSIONAL EXPERIENCE

- 2018-present Associate Professor – Human Resources Management, Rasmussen College
- 2017-present Part-time Lecturer, College of Professional Studies, Northeastern University (Boston, MA)
- 2014-present Visiting Faculty, Executive MBA and Doctor of Research in Management Programs, Universitas Pelita Harapan (Jakarta, Indonesia)
- 2013-present Dissertation Mentor & Faculty, DBA Program, School of Business & Technology, Capella University (Minneapolis, MN)
- 2015-2017 Dissertation Chair, Ombuds Program, Northcentral University (San Diego, CA)
- 2012-2015 Assistant Professor, School of Business & Quality Management, Hamdan bin Mohammed Smart University (Dubai, United Arab Emirates)
- 2016-2017 Industry HRM practitioner and consultancy roles (*see pages 8-9 for details*)
2004-2012
- 2003-2004 Lecturer, University General Requirements Unit, UAE University (Al-Ain, United Arab Emirates)
- 2001-2002 Senior Instructor, International Language Institute, University of the Incarnate Word (San Antonio, Texas)
- 1999-2001 Instructor, Preparatory Program, Zayed University (Abu Dhabi, United Arab Emirates)
- 1997-1999 Lecturer, Institute of Public Administration (Riyadh, Saudi Arabia)

DISSERTATION AND THESIS SUPERVISION (CHAIR)

- Deloach, A. (2018). *Social media recruiting strategies and talent selection in small and medium-sized enterprises*. Doctoral Dissertation. Capella University.
- Correia, C. (2017). *Insurance sector transformational leadership, leader effectiveness, and voluntary employee turnover intention*. Doctoral Dissertation. Capella University.
- Maas, S. (2017). *Effectiveness of using an online remediation program to improve pass rates for at-risk nursing students*. Doctoral Dissertation. Northcentral University.
- Nakagawa, H. (2017). *Teacher perception and receptiveness of the Sheltered Instruction Observation Protocol (SIOP) model within a Japanese university context*. Doctoral Dissertation. Northcentral University.
- Paul, R. (2017). *The impact of personality on moral conation: A quantitative study*. Doctoral Dissertation. Northcentral University.
- Clark, S. (2016). *An analysis of the relationship between new employee onboarding and intent to leave of new employees at large healthcare systems*. Doctoral Dissertation. Capella University.
- Errico, C. (2016). *Root causal analysis of higher education business student engagement in academic dishonesty*. Doctoral Dissertation. Northcentral University.
- Allen, J. (2015). *Marketing matters: A quantitative study on whether online universities' use of different marketing messages in advertising can affect hiring managers' perceptions of online degrees*. Doctoral Dissertation. Capella University.
- Baker, J. (2015). *Human resource office grievance procedures: Trust versus intent to quit*. Doctoral Dissertation. Capella University.
- Chen, M. (2015). *How do national and organizational culture affect talent retention at the integration stage of an international merger and acquisition in Asian, European, and North American regions?* Doctoral Dissertation. Capella University.
- Rossington, S. (2015). *The propensity to pursue executive coaching: The variables of self-efficacy and transformational leadership*. Doctoral Dissertation. Capella University.
- Kaplan, O.Z. (2014). *Reflections on the determinants of voluntary turnover among Emirati employees in the UAE private sector*. Master's Thesis. Hamdan bin Mohammed Smart University.

TEACHING EXPERIENCE

Universitas Pelita Harapan (Face to face and online), 2014-present

Executive MBA Program

Courses taught: SHRM, Leadership, Change Management, Coaching and Mentoring.

Doctor of Research in Management Program

Courses taught: Management Theory, Organizational Theory, Human Capital Management, Organizational Culture, Talent Management

Capella University (Face to face and online), 2013- present

Doctorate of Business Administration Program

Courses taught: Leadership, Introductory and Advanced Research Methods (quantitative and mixed methods), and Research Design, Doctoral Residency Seminars

Hamdan Bin Mohammed Smart University (Face to face and blended), 2012-2015

Master's level

Courses taught: Recruitment and Retention, Training & Development, HRM, International Human Resource Management

Undergraduate level

Courses taught: Introduction to Management, Recruitment & Selection, Applied HR Policies, Training & Development, HRM Capstone, Internship

Higher Colleges of Technology (Face to face), 2012

Course taught: MBA Strategic HR Management and Leadership

Other Teaching

EFL, UAE University, Al-Ain, UAE (2003-2004)

Graduate Academic Writing and ESL, International Language Institute, University of the Incarnate Word, San Antonio, TX (2001-2002)

Academic Writing, Research Skills, Critical Thinking Skills, Zayed University, Abu Dhabi, UAE (1999-2001)

EFL, Institute of Public Administration, Riyadh, Kingdom of Saudi Arabia (1997-1999)

PUBLICATIONS (current h-index of 4, total 105 citations)

Peer Reviewed Journal Articles

- 2018 Jabeen, F., and **Isakovic, A.A.** (early cite available). Examining the impact of organizational culture on trust and career satisfaction in the UAE public sector: A competing values perspective. *Employee Relations*.
- 2014 Alzouebi, K., and **Isakovic, A. A.**, Exploring the learner perspective of social media in higher education in the United Arab Emirates. *Global Education Journal*, 2014(2),13-32.
- 2013 **Isakovic, A. A.** and McNaught, A. G., Supporting learning through the use of self-reflection blogs: A study of the experience of blended learning students in the United Arab Emirates. *Open Praxis*, 5(4), 355-363.

- 2013 **Isakovic, A. A.** and Whitman, M. F., Self-initiated expatriate adjustment in the United Arab Emirates: A study of academics. *Journal of Global Mobility*, 1(2), 161-186.
- 2012 **Isakovic, A. A.**, and Al Mansoori, F., Tips & Toes: A total rewards strategy fuels growth. *Emerald Emerging Markets Case Studies*, 2(8), 1-10.
- 2012 Whitman, M. F. and **Isakovic, A. A.**, Can personality traits influence international experience success and stress management strategies of organizational and self-initiating expatriates? *Journal of Global Business Management*, 8(1), 102-110.
- 2005 An examination of the goodness-of-fit between the expatriate adjustment model and self-selecting expatriates. *Journal of Economic & Administrative Sciences*, 21(2), 52-67.

Book Chapters

- 2014 Investing in human capital through training & development: An experiential learning framework. In M.A. Gonzalez-Perez & V. Taras (Eds.), *Palgrave Handbook of Experiential Learning in International Business* (pp. 113-130). London: Palgrave MacMillan.
- 2011 Sheetz, D., and **Reynolds, A. A.** A pound of flesh every day: The effect of doctoral study on the work-life balance. In C. Coombe, S. A. Rmalieh, & L. Stephenson (Eds.), *Leadership and Management in ELT: Perspectives from the Gulf* (pp. 203-206). Dubai, UAE: TESOL Arabia Publications.
- 2005 Educational technology in the Middle East. In Howard, C., et al. (Eds.), *Encyclopedia of International Computer-Based Learning* (pp. 717-723). Hershey, PA: Idea Group Reference.

Conference Proceedings

- 2016 Al-Dhaafri, H., **Isakovic, A. A.**, and Alosani, M.S. The effect of TQM-HRM, organizational excellence and entrepreneurial organizational culture on performance. 28th Annual Conference of the International Academy of Business Disciplines, Las Vegas, Nevada (March 31-April 3).
- 2015 Jabeen, F., and **Isakovic, A. A.** Exploring the communication styles at the workplace: A UAE perspective. International Conference on Organization and Management (ICOM), Abu Dhabi, UAE (November 22-23).
- 2015 Teh, J., Al-Dhaafri, H., and **Isakovic, A. A.** Entrepreneurial attitudes and intentions of Dubai students. 9th Asia-Pacific Business Research Conference, Singapore (November 5-6).
- 2015 Emiratization. Part of the special topic panel presentation Middle East North Africa: Facts, misconceptions and opportunities for international business research. 2015 Annual Meeting of the Academy of International Business, Bangalore, India (June 27-30).

- 2013 **Isakovic, A. A.**, and Whitman, M. F. One size does not fit all: Evidence for tailoring HRM practices for self-initiated expatriates in the United Arab Emirates. 2nd International Conference on Emerging Research Paradigms in Business and Social Sciences. Middlesex University, Dubai, UAE (November 24-26).
- 2013 **Isakovic, A. A.**, Whitman, M. F., and Al Mansoori, F. The road to performance for female expatriate service workers in the UAE. The 2013 Academy of International Business – MENA Chapter Conference, East Meets West, Cairo, Egypt (January 12-14).
- 2012 Whitman, M. F., and **Isakovic, A. A.** A theoretical comparison of traditional expatriates and self-initiating expatriates stress and adjustment: A model for future research. Global Business and International Management Conference, Orlando, Florida (January 15-17).
- 2010 An empirical comparison of traditional expatriates and self-initiating expatriates: Implications for future research. The 2010 Academy of International Business- MENA Chapter Conference, Manara – Reigniting Growth. Dubai, UAE (December 10-12).

Other Publications

- 2003 The employment of people with disabilities: A modular training curriculum. Funded by the National Institute for Disability and Rehabilitation Research, U.S. Department of Education. Distributed by the Cerebral Palsy Research Foundation of Wichita, Kansas.
- 2003 Lengnick-Hall, M.L., Gaunt, P.M., and **Brooks, A.A.R.** Why employers don't hire people with disabilities: A survey of the literature. Distributed by the Cerebral Palsy Research Foundation of Wichita, Kansas.
- 2002 Women in the Emirati military: Spearhead of change. *Military Review*, 82(2), 103-104.
- 1998 Saudi Arabia presents particular challenges to women. *TESOL Placement Bulletin*, 8(5),5-6.
- 1997 Learning strategies as learning inhibitors for Chinese speakers. Tallahassee, FL: Florida State University. (ERIC Document Reproduction Service No. ED411680)

In Preparation

Breaking free from PowerPoint: Student-created apps provide greater engagement in course projects. To be submitted to *Journal of Management Education*.

Isakovic, A.A., Whitman, M.F., and Al Mansoori, F. The road to performance for female expatriate service workers in the UAE. To be submitted to the *Journal of Global Mobility*.

Isakovic, A.A., Jabeen, F., and Al-Dhaafri, H. Research methodology in IHRM: Does the impact of quantitative inquiry really overshadow that of other methods? To be submitted to the *International Journal of Human Resource Management*.

GRANTS AND AWARDS

- 2017 Stephen Shank Faculty Recognition Award (student nominated), Capella University, Minneapolis, MN
- 2013 ICDE Prize for Innovation and Best Practice (Impact), International Council for Distance Education, Tianjin, China
- 2013 Best Practice Exemplar, Hamdan Bin Mohammed Smart University, Dubai, UAE
- 2012 Internal research grant, Hamdan Bin Mohammed Smart University, 5,000 AED.
- 2012 Global HR Leadership Award, 20th World HRD Congress, Mumbai, India
- 2011 Regional HR Leadership Award, 10th Asia Pacific HRM Congress, Bangalore, India
- 2002 Award of Teaching Excellence, International Language Institute, University of the Incarnate Word, San Antonio, TX
- 2002 Award of Appreciation for Service, International Language Institute, University of the Incarnate Word, San Antonio, TX
- 2001 “Above and Beyond” Service Recognition Award, Zayed University, Abu Dhabi, UAE

CONFERENCE ACTIVITY

Invited Talks

- 2015 HR Hacks for Entrepreneurs. 60th Annual International Council for Small Business World Conference, Dubai UAE, June 6-9.
- 2014 From “Yes, Let’s Do It” to “Yes, We Did It”: Ensuring 2014 HR Employee Engagement Forum, Dubai, UAE. 2014 HR Employee Engagement Forum, Dubai, UAE, December 7-8.
- 2014 Using HR Metrics to drive business results. HR Conference at Al Ain Women’s Conference, Al Ain, UAE, May 13.
- 2013 How to write an HR policy that supports your organization's culture. HR for Startups and SMEs Forum, 2013 Middle East HR Summit and Exposition, Dubai, UAE, October 7-9.
- 2012 Assessment methods in selection and recruitment: What really works and what doesn’t. Recruitment and Talent Acquisition Forum, 2012 Middle East HR Summit and Exposition, Dubai, UAE, November 18-22.
- 2012 Expatriate sociocultural adjustment: What every HR manager needs to know. 20th World HRD Congress, Mumbai, India, February 15-17.
- 2011 Development and implementation of a successful orientation program for self-initiating expatriate employees. SHRM Annual Conference & Exposition, Las Vegas, Nevada, June 26-29.

Papers

- 2014 **Isakovic, A. A.**, and Al Mansoori, F. Implications of the adjustment curve on designing HR support practices for self-initiated expatriates. 7th Quality Conference in the Middle East, Dubai, UAE, March 3-5.
- 2014 Al Tukmachy, H., and **Isakovic, A. A.** Best practices in pre-departure expatriate training at Nokia Dubai: A case study. 7th Quality Conference in the Middle East, Dubai, UAE, March 3-5.
- 1997 Learning strategies as learning inhibitors for Chinese speakers. The Thirty-First International TESOL Convention and Exposition, Orlando, Florida, March 11-15.

Poster

- 2018 **Isakovic, A. A.** Forget the course paper: Have student “build” an app instead! 2018 Teaching Professor Conference, Atlanta, GA, June 1-3.

CAMPUS TALKS

- 2011 Academic Expatriate Sociocultural Adjustment: Challenging Assumptions. Research Seminar Series, Abu Dhabi Men’s College, Higher Colleges of Technology, Abu Dhabi, UAE
- 2010 The academic expatriate in the United Arab Emirates: A new lens through which to view expatriate sociocultural adjustment. Research Colloquia Series, Khalifa University of Science, Technology & Research, Abu Dhabi, UAE
- 1996 Chinese literacy and second language learning: A roundtable discussion. Moderator and Presenter, The Florida State University

RESEARCH EXPERIENCE

- 2002-2003 Wrote *The employment of people with disabilities: A modular training curriculum*. Funded by the National Institute for Disability and Rehabilitation Research, U.S. Department of Education. Advisor: Mark Lengnick-Hall.
- Researched and developed a table of tax incentives for hiring individuals with disabilities as well as rated qualitative factors used in one of the survey instruments for the 2003 SHRM research monograph *Employer Incentives for Hiring Individuals with Disabilities* (acknowledgement given). Advisor: Mark Lengnick-Hall.
- Assisted in a project funded by the U.S. Department of Education’s National Institute for Disability and Rehabilitation Research, which examined *Why Employers Don’t Hire the Disabled: A Survey of the Literature*. Significant contribution included conducting and documenting a comprehensive literature review. Advisor: Mark Lengnick-Hall.

PROFESSIONAL SERVICE

Peer Review

Reviewer for the *Journal of Global Mobility*, 2012-present

Reviewer for the annual Academy of Management conference, 2013-present (HR, OB and Management Education divisions)

Reviewer for the annual Academy of International Business conference, 2014-present (tracks: People and Careers in Cross-Cultural Business and Organization, Management and Human Resources of the MNE)

Reviewer for the International Conference on Entrepreneurship (IConEnt) 2016, Jakarta, Indonesia

Reviewer for the 3rd AIB-MENA Conference, 2013

Department/University

IRB Reviewer, Capella University, 2014-present

Scientific Merit Reviewer, Capella University, 2016-present

DBA Faculty Development Committee, Capella University, 2014-present

DBA Revitalization Committee, 2017-present

Academic Integrity Committee, Walden University, 2015-2016

QFD Committee for mapping course goals and program outcomes for all courses in BHRM and MHRM programs, Hamdan bin Mohammed Smart University, 2013

Technical Committee, 7th Quality Conference, Hamdan bin Mohammed Smart University, 2014

Plenary Chair, and session Chair, 7th Quality Conference, Hamdan bin Mohammed Smart University, 2014

Coordinator, Master's in HRM program, Hamdan bin Mohammed Smart University, 2012-2015

Coordinator, Australian Human Resources Institute (AHRI) FHR program, Hamdan bin Mohammed Smart University, 2012-2015

Internal Grant Application Review, Hamdan bin Mohammed Smart University, 2012-2015

To Community

Judge, SHRM Foundation Student Scholarship 2013 and 2014 Competitions

INDUSTRY EXPERIENCE

Senior HR Business Partner, Department of Human Resources, Tufts University, Medford, MA, 2016 – 2017

Senior Trainer and SME Consultant, Bluevisions Consulting/Institute of Management, Australasia and MENA region, 2015 – 2016

Advisor, Strategic Workforce Planning and Retention, Manager, Organizational Development, Acting Vice President, Acting Director, Office of Human Resources, Khalifa University of Science, Technology and Research, Abu Dhabi, UAE, 2009-2012

Consultant, Business Development, Learning & Innovation, SunGard Higher Education, Dubai, UAE, 2008 –2009

Manager, Learning and Development, Alfahim Group, Abu Dhabi, UAE, 2007 –2008

Professional Development and Learning Manager, Manager, Human Resources, HRHIS Specialist, Office of Human Resources, UAE University, Al Ain, UAE, 2004-2007

Veteran – U.S. Army, Military Intelligence, 1987-1991

INDUSTRY CERTIFICATIONS

Senior Certified Professional (SCP), Society for Human Resources Management

Senior Professional in Human Resources, international (SPHRi), HR Certification Institute

PROFESSIONAL ASSOCIATIONS

Academy of Management (2006-present)

Academy of International Business (2007-present)

Society for Human Resource Management (2004-present)

Association for Talent Development (2007-2012; 2016-present)

LANGUAGES

Korean: Intermediate reading, writing, speaking

Mandarin: Beginning reading, writing, speaking

Arabic: Beginner reading, writing, speaking