



Press release

Berlin, July 15, 2025

ESMT Berlin welcomes Rebecca Schaumberg to faculty

On July 1, 2025, Rebecca Schaumberg joined ESMT Berlin as an assistant professor of organizational behavior.

Rebecca Schaumberg's research combines psychological theory with business practice and focuses on the role of self-conscious emotions such as shame, guilt, pride, and embarrassment in organizational contexts. Her work shows how these emotions shape decision-making, leadership processes, and organizational cultures. Her research has been published in leading academic journals, including *Psychological Science*, *Academy of Management Journal*, and *Organizational Behavior and Human Decision Processes*.

Schaumberg received her PhD from the Stanford Graduate School of Business. Prior to her appointment at ESMT, she was an assistant professor at the Wharton School of the University of Pennsylvania and previously at the NYU Stern School of Business. For her teaching in the field of negotiation, she received multiple Teaching Excellence Awards at the Wharton School. At ESMT, she will teach organizational behavior in the school's master's programs. With her addition, the ESMT international faculty has grown to 47 members from 18 countries.

In light of her recent appointment, Rebecca Schaumberg says, "ESMT inspired me from the moment I walked in its doors. It is forward-focused while also rich with history. The institution and my fellow colleagues foster interdisciplinary thinking and global engagement, making it an ideal and invigorating research environment."

About ESMT Berlin

ESMT Berlin is a leading global business school with its campus in the heart of Berlin. Founded by 25 global companies, ESMT offers master, MBA, and PhD programs, as well as executive education on its campus in Berlin, in locations around the world, online, and in online blended format. Focusing on leadership, innovation, and analytics, its diverse faculty publishes outstanding research in top academic journals. Additionally, the international business school provides an interdisciplinary platform for discourse between politics, business, and academia. ESMT is a non-profit private institution of higher education with the right to grant PhDs and is accredited by AACSB, AMBA, EQUIS, and ZEvA. It is committed to diversity, equity, and inclusion across all its activities and communities. [esmt.berlin](https://www.esmt.berlin)

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