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**Robert N. Zacca, PhD**  
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### **Academic Employment**

- *Assistant Professor of Entrepreneurship, Alfaisal University, (August 2014 – Present)*. Full time faculty member in the College of Business: Engaged in research, teaching and service activities.
- *Assistant Professor of Management and Entrepreneurship, United Arab Emirates University (UAEU), AACSB Accredited (2008 – 2014)*. Full time faculty member in the Business Administration Department of the College of Business and Economics: Engaged in research, teaching and service.
- *Visiting Faculty, Jiangxi University of Finance and Economics, Nanchang, China (2012 - 2014)*. Providing undergraduate courses in Management, International Corporate Management and E-Commerce.
- *Visiting Faculty, Institut Supérieur de Gestion, Paris, France (2008 - 2011)*. Provided MBA courses in Corporate Entrepreneurship.
- *Faculty of Management, Cracow University of Economics (1998 - 2008)*. Provided instruction to undergraduate and graduate students of management; Involvement in project and program development work.

### **Refereed Journal Publications and Conference Proceedings**

- Dayan, M. Ng, P.Y. and Zacca, R. (2016). The Effects of EO and Market Turbulence on SMEs Performance through Political Behavior: Moderated Mediation Model. *Academy of Management Conference*.
- Almazrouei, H., Zacca, R., Bilney, C., and Antoine, G. Expatriate Managers Decision-Making Practices within the UAE: A Qualitative Study. *International Journal of Organizational Analysis* (in press).
- Dayan, M., Zacca, R., Hussain, Z., Benedetto, A. and Ryan, J. (2016). The Effect of Entrepreneurial Orientation, Willingness to Change, and Development Culture on New Product Exploration in Small Enterprises. *Journal of Business and Industrial Marketing*, 31 (5).
- Zacca, R. and Dayan, M. Entrepreneurship: An Evolving Conceptual Framework. *International Journal of Entrepreneurship and Innovation Management* (in press).

- Zacca, R. and Dayan, M. (2015). Linking Managerial Competencies and Performance. *Babson College Entrepreneurship Research Conference (BCERC)*.
- Almazrouei, H. and Zacca, R. (2015). Expatriate Leadership Competencies and Performance: A Qualitative Study. *International Journal of Organizational Analysis*, 23(3): 404-424.
- Zacca, R., Dayan, M. and Ahrens, T. (2015). Impact of Network Capability on Small Business Performance: The Mediating Role of Knowledge Creation and EO. *Management Decision*, 53(1): 2-23.
- Almazrouei, H., Kunnanatt, J.T. and Zacca, R. (2015). Cultural Adaptation of Expatriate Managers: Empirical Insights from the UAE. *International Journal of Strategic Management*, 15(2): 91-102.
- Dayan, M., Zacca, R., and Benedetto, A. (2013). An Explorative Study of Entrepreneurial Creativity: Its Antecedents and Mediators in the context of UAE Firms. *Creativity and Innovation Management* 22(3): 223-240.
- Dayan, M., Zacca, R., and Benedetto, A. (2012). *An Exploratory Study of Entrepreneurial Creativity: Role of External Factors in the Context of UAE Firms*. IEEE ITMC Conference, Managing Technology during a Business Recovery, Dallas, Texas.
- Zacca, R. Selen, W., (2011). Unraveling a Manager's Proclivity to Innovate: An Exploratory Study. *International Journal of Entrepreneurship and Innovation*, 12(3): 157-167.
- Zacca, R., (2011). *The Framing of Entrepreneurship*. IEEE ITMC Conference, Managing Technology in Challenging Times, San Jose, California.
- Zacca, R., (2010). *Classifying Entrepreneurship within a Business Development Framework*. ICSB Conference on Entrepreneurship: Bridging Global Boundaries, Cincinnati, Ohio.
- Zacca, R., (2010). *An Essay on the Conceptual Framework of Entrepreneurship*. 2<sup>nd</sup> Research Symposium in Business and Economics, American University of Sharjah.
- Zacca, R., (2009). *Reconciling the Managerial Dichotomy to Growth*. International Association of Management of Technology Conference, Orlando, Florida.

## Working Papers

- Zacca, R. and Dayan, M. Linking Managerial Competence to Small Enterprise Performance: The Role of Entrepreneurial Orientation and Willingness to Change. *Journal of Small Business Management* (in 3rd review).
- Dayan, M. Ng, P.Y. and Zacca, R. The Effects of EO and Market Turbulence on SMEs Performance through Political Behavior: Moderated Mediation Model. *Entrepreneurship Theory and Practice* (in 1<sup>st</sup> review).
- Zacca, R., Dayan, M. and Elbanna, S. The Influence of Conflict and Intuition on Explorative New Products and Performance in SMEs. *International Small Business Journal* (in 1<sup>st</sup> review).
- Zacca, R. Case Study: The Juice Palace (UAE). *Academy of Entrepreneurship Journal* (in 1<sup>st</sup> review).
- Zacca, R. and Dayan, M. The Role of Risk-Taking on the Intuition – SME Performance Relationship. Preparing final draft for *European Management Journal*.
- Jeong, Y., Ali, M., Park, K. and Zacca, R. The Effect of Entrepreneurship on Financial Performance: A Multi Mediation Model. Preparing final draft for *International Entrepreneurship and Management Journal*.

### **Research Grants - Awards**

- Zacca, R. (2015). The Impact of Network Capabilities on Innovative Start-up Enterprises within the Kingdom of Saudi Arabia, Alfaisal University grant.
- (2014) Outstanding Research Award for paper published in A Ranked Journals, College of Business, UAEU.
- (2013) Nominated for the Tudor Rickards and Susan Moger Best Paper Award *Creativity and Innovation Management*.
- Zacca, R. (2013) *Case Study: The Juice Palace*. College of Business and Economics, UAEU grant.
- Dayan, M. and Zacca, R., (2013) *Determinants of Innovative Capabilities of Entrepreneurial Business within the UAE*. National Research Foundation and UAEU grant; ranked ‘highly-competitive’, (Co-Investigator).
- Zacca, R., Dayan, M., and Ahrens, T., (2011) *Drivers and Enablers of Innovative Start-up Enterprises within UAE*. National Research Foundation and UAEU grant; ranked ‘highly-competitive’, (Principle Investigator).

- Zacca, R. and Dayan, M., (2010) *Extending the Dialog on the Conceptual Framework of Entrepreneurship*; UAEU research grant (Principle Investigator).
- Dayan, M. and Zacca, R., (2010) *Creativity in Entrepreneurship: Its Antecedents and Mediators*; UAEU research grant (Co-Investigator).

### **Education**

- *Ph.D. in Management*, Cracow University of Economics, Cracow, Poland, 2007
- *M.B.A.*, Plymouth State University, Plymouth, New Hampshire, 1992
- *B.S. in Mechanical Engineering*, Tulane University, New Orleans, Louisiana, 1985

### **Professional Interests**

- *Research interest*: research investigates the drivers and enablers of innovative start-up enterprises; the determinants of innovative capabilities of entrepreneurial businesses; creativity in entrepreneurship; and the theoretical framework of entrepreneurship.
- *Teaching interest*: Entrepreneurship, Innovation and Creativity, Value Innovation Strategy, Strategic Management, Managing Entrepreneurship Ventures, Corporate Entrepreneurship, International Entrepreneurship, International Corporate Management, E-Commerce, and Management.
- *Service interest*: Training and mentoring aspiring young entrepreneurs at the Center for Innovation and Entrepreneurship; contributing to departmental and college level committees; supervising internship students; organizing student scientific trips; supervising the Entrepreneurship Club, and developing entrepreneurship curriculum.

### **Industry Work Experience**

- *Business Advisor, US Peace Corps Advanced Business Development Program for Eastern Europe (May, 1996 - May, 1998)*. Provided technical assistance to Romanian business consultants and effected growth within their business consulting center; participated in the training of business managers and educators.
- *Business Advisor, Global Business Services Limited (1994 - 1996)*. Affected a turnaround of a US company realizing an increase in recurring revenue, a reduction in costs, and an increase in profits (Miami, 1995-96). Assisted US and Chinese companies in trade related activities and market research (Beijing, 4/1994-10/1994).

- *Mechanical Engineering Consultant, BWS Architects and Engineers (1992 - 1994).* Mechanical engineering design work for Bell South Corporation and AT&T Corporation.
- *Mechanical Engineering Consultant, HJ Ross and Associates (1988 - 1990).* Mechanical engineering design work for National Aeronautics and Space Administration and other commercial and industrial clients.
- *Application Engineer, Johnson Controls, Inc. (1985 - 1988).* Designed automated digital control systems for commercial and industrial sector.

### **Professional Development**

- 2016 *Workshop on Partial Least Squares Path Modeling with SmartPLS* presented by Marko Sarstedt, Otto-von-Guericke University
- 2012 and 2013 *ICPSR Summer Program in Quantitative Methods of Social Research, at the University of Michigan, Ann Arbor*
- 2012 *Stanford Graduate School of Business Executive Summit in Dubai: 'Leading Organizations to Global Competitiveness'*.