

Part A. PERSONAL INFORMATION

CV date	20/12/2023
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First and Family name	José Ángel Zúñiga Vicente		
Social security, Passport, ID number	07968152D		
Researcher numbers	Researcher ID	H-2823-2015	
	Orcid code	0000-0002-6783-8348	

A.1. Current position

Name of University/Institution	Rey Juan Carlos University		
Department	Business Administration (ADO); Applied Economics II and Fundamentals of Economic Analysis		
Address and Country	Paseo de los Artilleros, s/n. Campus de Madrid-Vicalvaro, C.P. 28032 Madrid – Spain		
Phone number	+34 914 959 289	E-mail	joseangel.zuniga@urjc.es
Current position	Full Professor		
Espec. cod. UNESCO	5311		
Keywords	Human Resources, Gender diversity, Innovation, Internationalization, CSR and Sustainable development		

A.2. Education (title, institution, date)

Diploma/Degree/PhD	University	Year
Degree in Economics	University of Salamanca	1994
Advanced Course of European Integration (Diploma)	University of Salamanca	1996
Advanced Studies Diploma (Research-Proficiency Certificate of Doctoral programme)	University of Salamanca	1997
PhD	University of Salamanca (Highest Honors: <i>Sobresaliente 'Cum Laude'</i>)	2001

A.3. JCR articles, h index, theses supervised ...

- **4** acknowledged **six-year research terms** (sex.): 1998-2004, 2005-2010, 2011-2016 and 2017-2022.
- Articles according to **JCR Social Science Edition**, Clarivate Analytics Web of Science (WoS)*:
 - **17 Q1**: *Journal of International Business Studies, Journal of Management Studies, Long Range Planning, Journal of Economic Surveys, Journal of Business Research (JBR) (2), Corporate Social Responsibility and Environmental Management, British Journal of Management (3), Finance Research Letters, European Management Journal, Journal of Family Business Strategy, Gender in Management, Management Decision, European Research on Management and Business Economics, Case Studies in Construction Materials.*
 - **8 Q2**: *The International Journal of Human Resource Management, International Business Review, Journal of International Management, BRQ Business Research Quarterly, PLoS One, Research-Technology Management, Employee Relations, Heliyon.*
 - **3 Q3**: *JBR, Scandinavian Journal of Management, International Journal of Manpower.*
 - **5 Q4**: *Canadian Journal of Administrative Sciences, DYNA (2), Revista de Educacion, Universia Business Review.*
- Articles according to **SJR of SCIMago** (SCOPUS)*: **35, 28 Q1** in different categories (25 Q1-Q2 + 1 Q3 in JCR + *Leadership and Policy in Schools and Managerial and Decision Economics*).
- **2 publications** in the **List of 50 Journals** used in **FT (Financial Times) Research Rank**: *Journal of International Business Studies* and *Journal of Management Studies*.
- **3 publications** in the **top 100 journals** according to **Google Scholar Metrics (English)** (and several publications in the **top 20 journals** in several subcategories of *Economics, Business & Management*).
- **1 article** in *Academy of Management Proceedings: Best Papers of the Academy of Management* (Acceptance rate: approximately 10%).
- **16 book chapters**: **1** in SPRINGER and **1** in SPRINGER NATURE (Position in SPI Ranking 2022: 4/76 General and 1/32 in Economics); **2** in SAGE (Position 8/96 General and 14/26 in Economics); **1** in EMERALD (Position 51/96 General and 13/26 in Economics); **1** in ELSEVIER (Accepted; Position 5/76 General and 2/32 in Economics) **2** in CIVITAS-THOMSON REUTERS (12/104 General and 2/26 in Economics Ranking Spanish Publishers); and **4** in DYKINSON (3/99 General Ranking Spanish Publish. in 2022), among others.
- **6 articles** in *Conference Proceedings Citation Index-Social Sciences & Humanities (CPCI-SSH)*.
- **4 articles** in *Academy of Management Proceedings*. (Most prestigious conference in Management).
- **2 publications** appear or have appeared among **the most cited** articles in 2 journals: *Journal of Economic Surveys* and *European Research on Management and Business Economics*.
- **1 patent application**.
- **3 papers** published at SSRN.
- **Citations**: According to Google Scholar: 2,000; h index: 20; i10 index: 28; WoS: h index: 11.
- Supervision of **5 theses** with the highest assessment scores (with a special PhD. Prize and other with Doctorate degree international mention).

NOTE: *According to ANECA criteria.

Part B. CV SUMMARY

José Ángel Zúñiga Vicente is Full Professor at Rey Juan Carlos University. Between 1997 and 2003 he was Assistant Lecturer at the University of Salamanca. Visiting Academic Scholar at Middlesex University London (2017, 2 months); Visiting Professor, Erasmus 'Staff Training' Programme, at the Copenhagen Business School (2009, 3 weeks) and Instituto Politecnico de Coimbra (2014, 1 week); Invited Professor at Universidad Carlos III de Madrid (1999, 4 months) and Visiting Fellow at Warwick Business School (2000, 10 months).

Positive Appraisal of Teaching Merits —5 five-year terms (quinquenios), and Favourable Report on the Appraisal of the Work of Teaching Staff (5 periods in the Docentia Programme; Docentia 2020 Score: 96.16 points over 100, Excellent). He has supervised 5 PhD theses —a further 3 are underway.

Co-director of UNESCO Chair in: "*Creative Economy for Sustainable Development and Transforming the World*" (Participants: Creative Spain Association Innovation Network, Rey Juan Carlos University, University of Alcalá and University of Las Palmas de Gran Canarias).

Director *Master's Degree in Creative Economy, Cultural Management and Development* (URJC)

He has been involved in 9 national projects funded by the Spain's Ministry of Science, Innovation and Universities/Ministry of Economy and Competitiveness (Principal Investigator of 2) (see **C.2.**), 4 projects funded by the Autonomous Community of Madrid and 3 by the Autonomous Community of Castilla y León (Coordinator of 1), and 5 projects at Rey Juan Carlos University (Director of 1). He has been member of the IberoAmerican Chair in Management and CSR —University of Salamanca— and Iberdrola Research Chair in Management and Business Organisation —Rey Juan Carlos University.

Research published as book chapters and articles in top-tier international (see **A.3.** and **C.1**) and Spanish journals (*Cuadernos de Economía y Dirección de la Empresa*, *Universia Business Review* (2), *Economía Industrial* (2), *ESIC Market Economic and Business Journal*, *Revista Europea de Dirección y Economía de la Empresa* (2) among others), 6 articles in *Conference Proceedings Citation Index-Social Sciences & Humanities* and 6 Working Papers —RePec: EconPapers (5) and FUNCAS. He has presented more than 90 papers at the most prestigious conferences on Management —*Academy of Management (AoM)*, *Strategic Management Society (SMS)*, *British Academy of Management (BAM)*, *Academy of International Business (AIB)*, *EurOMA*, *Eastern Academy of Management*, *European Academy of Management (EURAM)*, *Iberoamerican Academy of Management*, *IFSAM*, *ACEDE*, *INBAM*, *AEDEM* or *AECA*— and Education —*EDULEARN*, *INTEAD*, *ATINER* or *FECIES*, among others. He is or has been a member of several scientific associations —*AoM*, *SMS*, *BAM*, *AIB*, *EURAM*, *EurOMA* or *ACEDE*. Contributing author to the report "*Tecnologías orientadas a la movilidad: Valoración y tendencias*", published by the Vodafone España Foundation and Red.es (2014).

Guest editor in some journals and reviewer for top journals —*Organ. Sci.*, *J. Manag. Stud.*, *Organ. Stud.*, *Long Range Plann.*, *Int Bus Rev.*, *Br. J. Manag.*, *J Bus Res.*, *Bus. Ethics Environ. Responsib.*, *J. Fam. Bus. Strategy*, *Int. J. Hum. Resour. Manag.*, *Gend. Manag.*, *Eur. Res. Manag. Bus. Econ.*, *Leadership*, *Asia Pacific Manag. Rev.*, *Eur. Manag. J.*, *J. Multinatl. Financial Manag.*, *Eur. Manag. Rev.*, *Rev. Knowl. Econ.*, *J. Organ. Chang. Manag.*, *BRQ Bus. Res. Q. or Manag. Decis.* among others) — conferences —*AoM*, *AIB*, *SMS* and *ACEDE*— and assessment agencies —*ANECA*, *ANEP*, *AGAE*, *ACUCyL* and *DEVA*. He has received a research grant from the Banco Herrero Foundation (Feb. 1997-Feb. 1998), several grants (see **C.2.**) and awards (see **C.5**), and holds or has held several management positions at the university.

Session chair in different conferences: *EURAM*, *EurOMA*, *ACEDE* or *ATINER*, among others. Secretary-Treasurer of *ACEDE-Spanish Academy of Management* (september 2020-june 2022) and Knowledge Transfer Coordinator (Internationalization Division-ACEDE).

Part C. RELEVANT MERITS

C.1. Publications (including books)

1. Zúñiga-Vicente, J.Á., & Vicente-Lorente, J.D. (2006). Strategic moves and organizational survival in turbulent environments: The case of Spanish private banks (1983-1997). *Journal of Management Studies*, 43(3), 485-519. JCR-Q1; SJR-Q1; Level 1 ANECA*.
2. Vicente-Lorente, J.D., & Zúñiga-Vicente, J.Á. (2006). Testing the time-variability of explanatory factors of strategic change. *British Journal of Management*, 17(1), 93-114. JCR-Q1; SJR-Q1; Level 1 ANECA*.
3. Galán, J.I., González-Benito, J., & Zúñiga-Vicente, J.Á. (2007). Factors determining the location decisions of Spanish MNEs: An analysis based on the Investment Development Path. *Journal of International Business Studies*, 38(6), 975-997. JCR-Q1; SJR-Q1; Level 1 ANECA*.
4. Galán, J.I., Monje, J.C., & Zúñiga-Vicente, J.A. (2009). Implementing change in smaller firms. *Research-Technology Management*, 52(1), 59-67. JCR-Q2, SJR-Q1; Level 1 ANECA*.

5. Benito-Osorio, D., Guerras-Martín, L.A., & Zúñiga-Vicente, J.A. (2012). Four decades of research on product diversification: A literature review. *Management Decision*, 50(2), 325-344. JCR-Q1; SJR-Q1; Level 1 ANECA*.
6. Zúñiga-Vicente, J.Á., Alonso-Borrego, C., Forcadell, F.J., & Galán, J.I., (2014). Assessing the effect of public subsidies on firm R&D investment: A survey. *Journal of Economic Surveys*, 28(1), 36-67. JCR-Q1; SJR-Q1; Level 1 ANECA*.
7. Benito-Osorio, D., Colino, A., Guerras-Martín, L.Á., & Zúñiga-Vicente, J.Á. (2016). The international diversification-performance link in Spain: Does firm size really matter? *International Business Review*, 25(2), 548-558. JCR-Q2, SJR-Q1; Level 1 ANECA*.
8. Vicente-Lorente, J.D., & Zúñiga-Vicente, J.Á. (2018). The U-shaped effect of R&D intensity on employee downsizing: Evidence from Spanish manufacturing firms (1994-2010). *The International Journal of Human Resource Management*, 29(15), 2330-2351. JCR-Q2; SJR-Q1; Level 1 ANECA*.
9. Forcadell, F.J., Úbeda, F., & Zúñiga-Vicente, J.Á. (2018). Initial resource heterogeneity differences between family and non-family firms: Implications for resource acquisition and resource generation. *Long Range Planning*, 51(5), 693-719. JCR-Q1; SJR-Q1; Level 1 ANECA*.
10. Campos-García, I., & Zúñiga-Vicente, J.Á. (2019). The female presence in different organisational positions and performance in secondary schools: Does a woman leader function as mediator? *PloS One*, 14(9). JCR-Q2; SJR-Q1; Level 1 ANECA*.
11. Zúñiga-Vicente, J.Á., Benito-Osorio, D., Guerras-Martín, L.Á., & Colino, A. (2019). The effects of international diversification on the link between product diversification and performance in a boom and bust cycle: evidence from Spanish firms (1994-2014). *Journal of International Management*, 25(4), 100687. JCR-Q2; SJR-Q1; Level 1 ANECA*.
12. Rodríguez, G.C., Román, C.P., & Zúñiga-Vicente, J.Á. (2019). The relationship between identification and loyalty in a public university: Are there differences between (the perceptions) professors and graduates? *European Research on Management and Business Economics*, 25(3), 122-128. JCR-Q1; SJR-Q1; Level 1 ANECA*.
13. Campos-García, I., & Zúñiga-Vicente, J.Á. (2019). The impact of a leader's demographic and professional characteristics on employee motivation. *Employee Relations*, 41(1), 119-141. JCR-Q2; SJR-Q1; Level 1 ANECA*.
14. Campos-García, I., Muñoz-Bullón, F., Sanchez-Bueno, M.J., & Zúñiga-Vicente, J.Á. (2020). Exploring the exporting-downsizing link: Does the type of export strategy and firm efficiency in foreign markets matter? *Journal of Business Research*, 108, 324-336. JCR-Q1; SJR-Q1; Level 1 ANECA*.
15. Guerras-Martín, L.Á., Ronda-Pupo, G.A., Zúñiga-Vicente, J.Á., & Benito-Osorio, D. (2020). Half a century of research on corporate diversification: A new comprehensive framework. *Journal of Business Research*, 114, 124-141. JCR-Q1; SJR-Q1; Level 1 ANECA*.
16. Benito-Osorio, D., Colino, A., Guerras-Martín, L.Á., & Zúñiga-Vicente, J.Á. (2020) The combined effects of product and geographical diversification on performance: Evidence in manufacturing SMEs. *BRQ-Business Research Quarterly*, 23(2), 91-106. JCR-Q2; SJR-Q1; Level 1 ANECA*.
17. Campos-García, I., Muñoz-Bullón, F., Sanchez-Bueno, M.J., & Zúñiga-Vicente, J.Á. (2022). Do employees boost opportunities to compete abroad? A longitudinal study of family and non-family firms. *European Management Journal*, 40(5), 741-757. JCR-Q1; SJR-Q1; Level 1 ANECA*.
18. Campos-García, I., & Zúñiga-Vicente, J. Á. (2023). The gender diversity–performance linkage at the board of directors and the workforce levels: testing two competing curvilinear models. *Gender in Management: An International Journal*, 38(3), 373-393. JCR-Q1; SJR-Q1; Level 1 ANECA*.
19. Tragant Espeche, J.F., Sacristán-Navarro, M., Zúñiga-Vicente, J.A., & Fernandes Crespo, N. (2023). Innovation and internationalisation during times of economic growth, crisis, and recovery prior to Covid-19: A configurational approach comparing Spanish manufacturing family and non-family firms. *Journal of Family Business Strategy*, 14(1), 100513. JCR-Q1; SJR-Q1; Level 1 ANECA*.
20. Galan, J.I., & Zúñiga-Vicente, J.A. (2023). Discovering the key factors behind multi-stakeholder partnerships for contributing to the achievement of sustainable development goals: Insights around the electric vehicle in Spain. *Corporate Social Responsibility and Environmental Management*, 30(2), 487-1023 <https://doi.org/10.1002/csr.2391>. JCR-Q1; SJR-Q1; Level 1 ANECA*.
21. Perote, J., Vicente-Lorente, J.D., & Zúñiga-Vicente, J.A. (2023). How reactive is investment in US green bonds and ESG-eligible stocks in times of crisis? Exploring the COVID-19 crisis. *Finance Research Letters*, 53, 103638, <https://doi.org/10.1016/j.frl.2023.103638>. JCR-Q1; SJR-Q1; Level 1 ANECA*.

*According to ANECA criteria.

C.2. Research projects and grants

Project: Corporate strategies for internationalization, innovation and social responsibility in the face of the challenge of sustainability in a global context.

Funding: Spain's Ministry of Science and Innovation (Reference: PID2021-124641NB-I00).

Duration: 3 years (from 01/09/2022 to 31/08/2025); Amount of the subsidy: €114,950.

Principal investigators: Professors Luis Ángel Guerras Martín and Francisco Javier Forcadell Martínez.

Project: Estrategias corporativas, internacionalización y factores estratégicos clave en un contexto institucional global: Determinantes del rendimiento y sostenibilidad empresarial.

Funding: Spain's Ministry of Science, Innovation and Universities (Reference: RTI2018-097447- B-I00).

Duration: from 01/01/2019 to 30/09/2022; Amount of the subsidy: €55,500.

Principal investigators: Professors Luis Ángel Guerras Martín and José Ángel Zúñiga Vicente.

Project: Estrategias corporativas ante la recuperación económica: Relaciones entre diversificación, reestructuración e internacionalización e impacto en la competitividad empresarial.

Funding: Spain's Ministry of the Economy and Competitiveness (Reference: ECO2015-67434-R).

Duration: from 01/01/2016 to 31/12/2018; Amount of the subsidy: €57,000.

Principal investigators: Professors Luis Ángel Guerras Martín and José Ángel Zúñiga Vicente.

Project: Estrategias de reestructuración empresarial como respuesta a la crisis económica. Un análisis del contexto europeo. (Shared contribution).

Funding: Spain's Ministry of Economy and Competitiveness (Reference: ECO2012-36775).

Duration: from 01/01/2013 to 31/12/2015; Amount of the subsidy: €37,500.

Principal investigator: Professor Luis Ángel Guerras Martín.

Project: Estudio comparado de los efectos reputacionales y sociales de la relación estrategia-estructura en entornos pre y post- crisis económica. (Shared contribution).

Funding: Spain's Ministry of Science and Innovation (Reference: ECO2010-21473).

Duration: from 01/01/2011 to 31/12/2014; Amount of the subsidy: €43,560.

Principal investigator: Professor José Ignacio Galán Zazo.

Project: Análisis de las estrategias de reestructuración empresarial y sus implicaciones en la competitividad de las empresas españolas (2000-2010).

Funding: Spain's Ministry of Science and Innovation (Reference: ECO2009-10358)

Duration: from 01/01/2010 to 31/12/2012; Amount of the subsidy: €72,000.

Principal investigator: Professor Luis Ángel Guerras Martín.

Project: Las decisiones estratégicas de crecimiento y reestructuración y sus implicaciones sobre la competitividad de las empresas españolas.

Funding: Spain's Ministry of Education and Science (Reference: SEJ2005-08805/ECON).

Duration: from 31/12/2005 to 31/12/2008; Amount of the subsidy: €46,529.

Principal investigator: Professor Luis Ángel Guerras Martín.

Project: Proyecto de investigación para la consolidación semántica de los términos económicos y empresariales del Diccionario Panhispánico de Economía y Finanzas.

Funding: Real Academia de Ciencias Económicas y Financieras de España (Reference: RACEF/001/11).

Duration: from 01/01/ 2011 to 31/12/ 2012; Amount of the subsidy: €300,000.

Principal investigator: Professor José Antonio Redondo López.

Grant funded by the Rey Juan Carlos University 2017: Program for the Promotion and Development of Research. Academic year 2016-2017 (Amount: €3,250).

Grant funded by the European Union within the 'Lifelong Learning Program/Erasmus Teaching Staff Exchange for training mobility for teaching staff'. Academic year 2013-2014 (Amount: €360).

Grant funded by the European Union within the 2nd. Call for Staff Mobility for teaching (STA) within the 'Lifelong Learning Program. Erasmus sub-program' (Lifelong Learning Program/Erasmus Teaching Staff Exchange). Academic year 2008-2009 (Amount: €1,020).

Grant awarded by the Real Colegio Complutense in Harvard (july, 2007) (Amount: \$400).

Research Grant awarded by the University of Salamanca in 2000 (Amount: €1,200).

'**Research Scholarship**' granted by Banco Herrero Foundation (1997-1998) (Amount: €2,400).

C.3. Contracts

Contract/Project: El Sector Agroalimentario en Castilla y León.

Type of contract: Research chair involving a partnership agreement.

Company/Funding: CONSEJO ECONOMICO Y SOCIAL DE CASTILLA Y LEÓN.

Participants: CES CyL y Universidad de Salamanca; Duration, from February 2021 to September 2021.

Principal investigator: Professor Fernando María Vicente Amores (Director).

Number of researchers involved: 5; Total amount: €14,999.

Publication: <https://www.cescyl.es/es/publicaciones/informes-iniciativa-propia/sector-agroalimentario-castilla-leon>

Contract/Project: Iberoamerican Chair in Management and CSR.

Type of contract: Research chair involving a partnership agreement.

Company/Funding: SANTANDER GROUP.

Participants: Salamanca University and Santander Group.

Duration: from March 2006 to: December 2020.

Principal investigator: Professor José Ignacio Galán Zazo (Director).

Number of researchers involved: 10; Total amount: €120,000.

Contract/Project: Iberdrola Research Chair in Management and Business Organisation

Type of contract: Research chair involving a partnership agreement.

Company/Funding: IBERDROLA, S.A.

Participants: URJC and Iberdrola; Duration, from December 2005 to December 2008.

Principal investigator: Professor Luis Ángel Guerras Martín (Director).

Number of researchers involved: 20; Total amount: €108,000.

Contract/Project: 16 Technological Diagnoses in Industrial Organisation.

Type of contract: Articles 83 of Spain's Organic Law on Universities (LOU).

Company/Funding: Municipal Company for Economic Development (EMPESA) of the Mostoles Local Authority.

Participants: Rey Juan Carlos University (CINTTEC) and EMPESA.

Duration: from May 2007 to September 2007.

Principal investigator: Francisco Castro Soler (Director of CINTTEC, Rey Juan Carlos University).

Number of researchers involved: 22; Total amount: €16,000.

C.4. Patents

— **Application Number: P202231042** (in collaboration with Universidad Politecnica de Madrid).

C.5. Other merits

Awards and accolades:

Winner of the "II Premio Internacional PYME Juan Antonio Maroto Acín" (2023); Outstanding Reviewer, Management Education and Development Division (Academy of Management Annual Meeting, August 2023); Winner of the '2021 Financial Studies Award' granted by CEF (category: Human Resources); Winner of the '2012 Financial Studies Award' granted by CEF (category: Accounting and Business Administration); Prize for the Best Paper in the International Management section at ACEDE's 24th and 28th Conferences (September 2014, June 2018, respectively); Winner of the JOHN YANOUZAS Outstanding Paper Award at the Eastern Academy of Management-International Conference (June 2013); Award for the Best Paper in the Human Resources Track at the 28th Spanish-Portuguese Symposia on Science Management (February 2017); 1st Prize in the ESIC Award for Research in Management and Business Administration at AEDEM 22nd Annual Conference and the 6th IABD International Conference (June 2008); AEDEM prize for the Best Article in Educational Innovation at the 29th AEDEM Conference (June 2015); Diploma in Recognition of Excellence in Research, awarded by the Faculty of Business and Economics at the University of Salamanca (2007); 2nd Prize (Accésit) granted by CEF in 2018 (category: Human Resources); 'ROBERT H. SCHAFFER Best Paper Finalist in Applied International Management' granted by the Academy of Management Annual Meeting (International Management Division) and 'SKOLKOVO Best Paper Award Finalist' granted by the Academy of Management Annual Meeting (International Management Division) (August 2012); Finalist for the 27th and 29th editions AECA Award (2021, 2023); Finalist for the ACEDE Prize at its 23rd and 24th Conferences (September 2013, 2014); Finalist for the Prize in the Business Strategy section at the 24th ACEDE Conference (September 2014) and in the Human Resources section at the 28th ACEDE Conference (June 2018); Nominated for the USERN (Universal Scientific Education and Research Network) Prize 2022; Paper nominated for the 'Best paper' (50 "Welcome to the Jungle"-managing, Organizing) in the EURAM Conference (May 2006); Paper nominated for the 'Track Prize' (Strategic Management Track) in the British Academy of Management Conference (September 2003); and Recognition for "Excellent Teachers" (Docentia Programme 2020, Rey Juan Carlos University).

Invited seminars and courses:

- *Invited Seminars:* Copenhagen Business School, University of Salamanca, University Carlos III of Madrid, University of Burgos, University Autònoma of Barcelona, Universidad Complutense de Madrid, SAFER (Sociedad Española de Investigadores en Empresa Familiar).
- *Empirics of Management: An Academic Excellence Programme at LSE* held at LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE (LSE) from 9th to 13th September 2019.
- *Summer Course on Management Research* held at HARVARD UNIVERSITY (REAL COLEGIO COMPLUTENSE) from 9th to 14th July 2007.