GOBIERNO DE ESPAÑA | MINISTERIO DE CIENCIA E INNOVACIÓN

CURRICULUM VITAE

CV date	31/12/2025

Part A. PERSONAL INFORMATION

First and Family name	José Ángel Zúñiga Vicente		
Social security, Passport, ID number			
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 Fundaments of Economic Analysis		
Address and Country	Paseo de los Artilleros, s/n. Campus de Madrid-Vicalvaro, C.P. 28032 Madrid – Spain		
Phone number		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: *Sobresaliente 'Cum Laude'*)	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)*:

- **20 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* (2), *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*, *European Journal of Management and Business Economics*, *Resources Conservation & Recycling Advances*, *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)*: 38, **31 Q1** in different categories (28 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%).
— **17 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**.
— **4 papers** published at SSRN.
— **Citations**: According to Google Scholar: 2,644; h index: 25; i10 index: 39; 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 (6 periods in the Docentia Programme; Docentia 2020 and 2023: Excellent). He has supervised 5 PhD theses —a further 3 are underway. Nominated for the Educa ABANCA Awards as Best Teacher in Spain 2025 in the University category.

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 is or 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.**), 6 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 (Last 5 years)

C.1. Publications (including books)

1. 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*.
2. 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*.
3. 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*.

4. 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*.
5. 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*.
6. 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*.
7. 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*.
8. 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*.
9. 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*.
10. 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*.
11. 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*.
12. Galan, J.I., & Zuñiga-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*.
13. Perote, J., Vicente-Lorente, J.D., & Zuñiga-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*.
14. Tragant-Espeche, J. F., Sacristan-Navarro, M., & Zuñiga-Vicente, J. A. (2025). An analysis of technological and non-technological innovations that empower the exports of family firms. ***European Journal of Management and Business Economics***, 1-17. https://doi.org/10.1108/EJMBE-02-2024-0037. JCR-Q1; Level 1 ANECA*.
15. Ochaita-Gonzalez, J., Zuñiga-Vicente, J. A., Hendriks, G., & Benito-Osorio, D. (2025). Boards of Directors That Transform: A Study on How Specific Architectural Components Drive ESG Performance. ***Corporate Social Responsibility and Environmental Management.*** https://doi.org/10.1002/csr.70339. JCR-Q1; SJR-Q1; Level 1 ANECA*.

*According to ANECA criteria.

C.2. Conferences

C.3. Research projects and grants (Last 5 years)

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.

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

C.4. Contracts and patents

Contracts:

Contract: 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: 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.

Patent:

— **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 Programmes 2020, 2023, Rey Juan Carlos University).

Invited seminars and courses:

- *Invited Seminars*: 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.