

**ISAAC Y. ADDAE**  
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Website: www.isaacaddae.com

## EDUCATION

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**Doctor of Philosophy – Business Administration** (Expected Completion: 2019)  
Morgan State University – Baltimore, MD  
Dissertation Title: *Illuminating the social entrepreneurship process: A social networks and stakeholder perspective*

**Master of Science – Systems Engineering** (August 2006)  
Tennessee State University – Nashville, TN

**Bachelor of Science – Electrical & Computer Engineering** (May 2004)  
Tennessee State University – Nashville, TN

## ACADEMIC EXPERIENCE

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**Assistant Professor** (Spring 2015 – Present)  
Tennessee State University – Nashville, TN  
College of Business

**Adjunct Faculty** (Fall 2012 – Fall 2014)  
Howard Community College – Columbia, MD  
Center for Entrepreneurial & Business Excellence

**Course Instructor** (Spring 2012)  
Morgan State University – Baltimore, MD  
Earl G. Graves School of Business & Management

**Graduate Research Assistant** (Fall 2010 – Spring 2011)  
Morgan State University – Baltimore, MD  
Earl G. Graves School of Business & Management

**Graduate Research Assistant** (Fall 2004 – Summer 2006)  
Tennessee State University – Nashville, TN  
College of Engineering, Technology & Computer Science

## RESEARCH INTERESTS

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Entrepreneurship, opportunity recognition, social networks, social enterprises, strategy, international business, entrepreneurship education, technology entrepreneurship

## PUBLICATIONS & MANUSCRIPTS UNDER REVIEW

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- Addae, I. Y.**, Singh, R. P., & Abbey, A. (2014). Cultivating black technology entrepreneurs through HBCU engineering & business programs. *Journal of Entrepreneurship Education*, 17(2): 12-30.
- Prieto, L. C., Phipps, S. T. A., & **Addae, I. Y.** (2014). Is Wal-Mart a social enterprise: An exploration of the relationship between corporate reputation, corporate social responsibility & financial performance. *Academy of Strategic Management Journal*, 13(2): 51-60.
- Addae, I. Y.**, & Addae, M. V. (2013). MNE entry modes in sub-Saharan Africa: An Eclectic Paradigm perspective. *Journal for the Advancement of Developing Economies*, 2(1): 35-50.
- Addae, I. Y.**, & Austin, N. K. (2013). To leave, or not to leave: The choice of an unfulfilled employee. *Journal of Business Cases and Applications*, 9: 1-16.
- Javadian, G., & **Addae, I. Y.** (2013). The impact of bureaucracies & occupational segregation on participation of Iranian women in the workforce. *Equality, Diversity & Inclusion*, 32(7): 654-670.
- Singh, R. P., & **Addae, I. Y.** (2012). Job satisfaction & the aging U.S. workforce. *Academy of Taiwan Business Management Review*, 8(2): 9-17.

## CONFERENCE PRESENTATIONS

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- Simmons, S. A., Redd, T. C., **Addae, I. Y.**, & Shu, C. (2016). The resources entrepreneurs access from online social networks: Do networking ability, gender & venture stage matter? Presented at the 2016 *International Council for Small Business World Conference* in Hoboken, NJ.
- Addae, I. Y.** (2016). The impact of compensation practices on productivity & performance in small firms: A resource-based perspective. Presented at the 2016 *U. S. Association for Small Business & Entrepreneurship (USASBE) Conference* in San Diego, CA.
- Javadian, G., **Addae, I. Y.**, & Hechavarria, D. M. (2015). The role of national economy & institutional environment on the enactment of social & commercial entrepreneurship among women. Presented at the 2015 *Eastern Academy of Management Meeting* in Philadelphia, PA.
- Addae, I. Y.** (2014). Social entrepreneurship & opportunity recognition: The role of social networks & technology. Presented at the 2014 *Social Entrepreneurship Conference* in Boston, MA.
- Addae, I. Y.**, Redd, T. C., Simmons, S. A., & Singh, R. P. (2014). The influence of online social networks on the stages of new venture creation. Presented at the 2014 *Babson College Entrepreneurship Research Conference (BCERC)* in Ontario, Canada.
- Addae, I. Y.**, & Addae, R. A. (2014). The aging phenomenon: Assessing the impact of older workers on organizations. Presented at the 2014 *Global Awareness Society International Conference* in Montego Bay, Jamaica.
- Addae, I. Y.**, & Singh, R. P. (2014). Older entrepreneurs, online social networking, & opportunity recognition: A conceptual discussion. Presented at the 2014 *U. S. Association for Small Business & Entrepreneurship (USASBE) Conference* in Fort Worth, TX.

- Addae, I. Y.** (2013). MNE entry modes in sub-Saharan Africa: An Eclectic Paradigm perspective. Presented at the 2013 *International Academy of African Business & Development Conference* in Accra, Ghana.
- Addae, I. Y.**, Singh, R. P., & Abbey, A. (2013). Cultivating black technology entrepreneurs through HBCU engineering programs. Presented at the 2013 Academy of Entrepreneurship Annual Conference in San Antonio, TX. *\*Distinguished Research Award\**
- Javadian, G., Gupta, V. K., **Addae, I. Y.**, & Aban, N. (2013). Attraction to entrepreneurial firms in Iran: The role of recruit's gender, entrepreneur's gender & leadership style. Presented at the 2013 *Eastern Academy of Management Meeting* in Baltimore, MD. *\*Outstanding Empirical Paper\**
- Zoogah, D. B., & **Addae, I. Y.** (2013). Entrepreneurship in Africa: The impact of relative deprivation on entrepreneurial activity. Presented at the 2013 *Academy of Management Africa Conference* in Johannesburg, South Africa.
- Addae, I. Y.** (2012). To leave, or not to leave: The choice of an unfulfilled employee. Presented at the 2012 *Eastern Academy of Management / CASE Association Meeting* in Philadelphia, PA.
- Addae, I. Y.** (2012). HBCU engineering programs and entrepreneurship education. Presented at the 2012 *Mason Entrepreneurship Research Conference* in Fairfax, VA.
- Addae, I. Y.** (2012). The impact of older workers on organizations. Presented at the 2012 *Management Faculty of Color Association Annual Meeting* in Murfreesboro, TN.
- Javadian, G., & **Addae, I. Y.** (2012). The impact of bureaucratic & gendered division of labor on women's careers in Iran. Presented at the 2012 *Eastern Academy of Management Meeting* in Philadelphia, PA.

## RESEARCH IN PROGRESS

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- Addae, I. Y.** (Working paper). Effective HR recruitment strategies for minorities in STEM fields.
- Addae, I. Y.**, & Addae, R. A. (Working paper). The aging phenomenon: Assessing the impact of older workers on organizations.
- Addae, I. Y.**, & Prieto, L. C. (Working paper). The importance of social entrepreneurship education within minority-serving higher education institutions.
- Addae, I. Y.**, Kungu, K., & Cannonier, C. (Working paper). The impact of compensation practices on productivity & performance in small firms: A resource-based perspective.
- Javadian, G., **Addae, I. Y.**, & Hechavarria, D. M. (Working paper). The role of national economy & institutional environment on the enactment of social & commercial entrepreneurship among women.

## TEACHING INTERESTS

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Entrepreneurship, strategy, org. behavior, international business, human resources, tech. management

## TEACHING EXPERIENCE

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Tennessee State University – Nashville, TN  
College of Business, Department of Business Administration  
MGMT 3010 – Management & Organization Behavior (Summer 2015 – Online)  
MGMT 3200 – Entrepreneurship & New Venture Creation (Spring 2016 – Present)  
MGMT 4120 – International Management (Spring 2015 – Online)  
MGMT 4250 – Leadership (Fall 2015 – Present)  
MGMT 4500 – Business Strategy (Spring 2015 – Present)

Howard Community College – Columbia, MD  
Center for Entrepreneurial & Business Excellence  
ENTR 101 – Entrepreneurship & Creativity (Fall 2012, Spring 2013 - Hybrid, Fall 2014)

Morgan State University – Baltimore, MD  
School of Business & Management, Department of Business Administration  
ENTR 351 – Entrepreneurship (Spring 2012, Evaluation: 4.82 / 5.00)

## ACADEMIC AFFILIATIONS

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Academy of Management, Eastern Academy of Management, CASE Association,  
KPMG PhD Project Management Doctoral Student Association

## ACADEMIC SERVICE

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Ad Hoc Reviewer, Journal for the Advancement of Developing Economies  
Panelist, KPMG PhD Project Annual November Conference (2011, 2012, 2014)  
President, KPMG PhD Project Management Doctoral Student Association (2013-2014)  
Program Facilitator, 2014 MSU Innovation & Entrepreneurship Program (TMCF / OFC Affiliate)  
Reviewer, 2012 Academy of Management Conference, Entrep. / Intl. Mgmt. Divisions – Boston, MA  
Reviewer, 2012 Annual Southern Management Association Meeting, Entrep. Division – Orlando, FL  
Reviewer, 2013 Academy of Management Africa Conference – Johannesburg, South Africa  
Reviewer, 2013 – present, Eastern Academy of Management Meeting \*Outstanding reviewer\*  
Track Chair, 2014 Eastern Academy of Management Meeting – Newport, RI  
Track Chair, 2015 Eastern Academy of Management Meeting – Philadelphia, PA

## UNIVERSITY SERVICE

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### Tennessee State University

Accounting Department Search Committee, College of Business (2016)  
Facilitator, Engineering Concepts Institute Entrepreneurship Program, College of Engineering (2016)  
Instructional Resources and Responsibilities Committee, College of Business (2015-Present)  
Intellectual Contributions Committee, College of Business (2015-2016)  
Leadership (MGMT 4250) Course Redevelopment Committee, College of Business (2015)  
Strategic Planning Committee, College of Business (2016-Present)  
Student Recruitment and Retention Committee, College of Business (2015-Present)

## COMMUNITY SERVICE

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### Founding Board Member – The Hub for Urban Entrepreneurship, Inc. (Tennessee-based Nonprofit)

The Hub for Urban Entrepreneurship (formed in 2016) is a social enterprise focused on providing resources and support to urban entrepreneurs. In 2016, HUE created Black Entrepreneurship Week, which was launched during Global Entrepreneurship Week (November 14 - 20). HUE led the effort to bring recognition to the efforts of Black entrepreneurs in urban communities across the U. S., starting with Nashville, TN.

### Founding Board Member – The Domestiques Cycling Club (Tennessee-based Club)

The Domestiques Cycling Club (formed in 2015) exists to promote cycling in Middle Tennessee and encourage the development of cyclists at all levels through an inclusive and supportive community.

### Founder – 260 Change Fund (Tennessee-based Giving Circle)

The 260 Change Fund (formed in 2017) was organized for the purposes of collective philanthropy. The Fund's members are focused on delivering their time, talent and treasure to support underrepresented communities in urban Nashville. The Fund is an official member of the Community Investment Network and is housed within the Community Foundation of Middle Tennessee.

### Creator – Conscious Conversation (Nashville-based Community Discussion Series)

Conscious Conversation (formed in 2016) is focused on galvanizing the general public around issues of community and economic development in metropolitan communities. We accomplish this goal by organizing community events on issues such as gentrification, social justice and the digital divide.

### Board Member – The Equity Alliance (Nashville-based Nonprofit)

The Equity Alliance (formed in January 2017) proactively advocates for African Americans and other communities of color to have a fair and just opportunity at realizing the American dream. We are a Nashville-based grassroots non-profit advocacy group that seeks to equip citizens with tools and strategies to engage in the civic process and empower them to take action on issues affecting their daily lives.

### Board Member – Power of 10 PAC (Nashville-based Political Action Committee)

The Power of 10 PAC recruits, funds and supports African Americans and other ethnic minorities seeking local and state public elected office in Davidson County, Tennessee.

### Board Member – Nashville Health and Educational Facilities Board (Nashville-based Nonprofit)

The Health and Educational Facilities Board of The Metropolitan Government of Nashville and Davidson County, Tennessee is a public, nonprofit corporation organized under the laws of the State of Tennessee for the benefit of the citizens to encourage and promote the improvement and maintenance of their health and living conditions.

### Board Member – Walk Bike Nashville (Nashville-based Nonprofit)

Since 1998, Walk Bike Nashville has sought to make active transportation an option for Nashvillians, no matter where they live or where they're trying to go. We want our sidewalks and bikeways to support active living, additional commuting options, and recreational opportunities. We use a mix of educational programs focused on safety and skills, encouragement events for all ages and abilities, and grassroots advocacy to achieve our goals.

Board Member – Nashville Black Chamber of Commerce (Nashville-based Nonprofit)

Established in 1998, the Nashville Black Chamber of Commerce exists to economically empower the Black community through the promotion, education, and advancement of its businesses and their partners, while focusing on the development of business opportunities, alliances, and legislative advocacy in the greater Nashville community.

INDUSTRY EXPERIENCE

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Technology Consultant, CACI Technologies, Inc. – Glen Burnie, MD (2013 – 2014)  
Associate Consultant, Booz Allen Hamilton (BAH) – Belcamp, MD (2011 – 2013)  
Systems Engineer, Raytheon Integrated Defense Systems – San Diego, CA (2009 – 2010)  
Systems Engineer, Raytheon Intelligence & Information Systems – Falls Church, VA (2007-2009)  
Development Engineer, IBM Systems & Technology Group – Austin, TX (2005-2007)  
Engineering Intern, IBM Systems & Technology Group – Tucson, AZ (2004)  
Engineering Intern, Delphi Automotive Systems, Delco Electronics Division – Kokomo, IN (2002)  
Engineering Intern, Ford Motor Company, Romeo Engine Plant – Romeo, MI (2001)

HONORS, ACHIEVEMENTS & AWARDS

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Nashville Chamber of Commerce Leadership Connect Cohort (2018-2019)  
Alpha Kappa Alpha Sorority, Inc. South Eastern Region Connector Award (2018)  
NAACP Nashville Branch Legacy Award (2017)  
NashvilleBusiness.Net 100 Most Leading African Americans (2017)  
Nashville's Black 40 Under 40 Maynard Excellence Award (2017)  
Nashville Black Chamber of Commerce Rising Star Award (2017)  
Distinguished Research Award, Academy of Entrepreneurship (2013)  
Morgan State University Graduate Assistantship (2010-2014)  
Tennessee State University Engineering Concepts Institute Scholarship (1999-2004)  
Tennessee State University Graduate Assistantship (2004-2006)  
United Negro College Fund Corporate Scholars Program Scholarship (2001-2004)