

ISAAC Y. ADDAE
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EDUCATION

Doctor of Philosophy – Business Administration (Fall 2021)

Morgan State University – Baltimore, MD

Dissertation – An exploratory study on compassion, intrinsic motivation, entrepreneurial imaginativeness, stakeholder diversity, and growth expectations of social impact for social entrepreneurs: A moderated-mediation examination

Master of Science – Systems Engineering (Summer 2006)

Tennessee State University – Nashville, TN

Thesis – Robotic Simultaneous Localization & Mapping Using Partial Knowledge

Bachelor of Science – Electrical & Computer Engineering (Spring 2004)

Tennessee State University – Nashville, TN

Capstone Senior Project – The Design of a Wireless Blood Pressure Monitoring System

ACADEMIC EXPERIENCE

Management Faculty – MBA Adjunct (Spring 2023 – Present)

Vanderbilt University, Owen Graduate School of Management – Nashville, TN

Management Faculty – Fulltime Temporary (Fall 2022 – Present)

Tennessee State University, College of Business – Nashville, TN

Management Faculty – Tenure Track Assistant Professor (Spring 2015 – Fall 2021)

Tennessee State University, College of Business – Nashville, TN

Management Faculty – Adjunct (Fall 2012 – Fall 2014)

Howard Community College, Center for Entrepreneurial & Business Excellence – Columbia, MD

Course Instructor (Spring 2012)

Morgan State University, Earl G. Graves School of Business & Management – Baltimore, MD

Graduate Research Assistant (Fall 2010 – Spring 2011)

Morgan State University, Earl G. Graves School of Business & Management – Baltimore, MD

Graduate Research Assistant (Fall 2004 – Summer 2006)

Tennessee State University, College of Engineering – Nashville, TN

PUBLICATIONS & MANUSCRIPTS UNDER REVIEW

- 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

- Addae, I. Y.**, & Simmons, L. L. (2023). Social Entrepreneurship and Opportunity Recognition: The Role of Social Networks and Social Technologies. Presented at the 2023 *Global Awareness Society International Conference*, Las Vegas, NV.
- Simmons, L. L., & **Addae, I. Y.** (2023). Using a Recorded Presentation to Attract Women and Minorities to the Information Systems Major. Presented at the 2023 *Global Awareness Society International Conference*, Las Vegas, NV.
- Simmons, L. L., & **Addae, I. Y.** (2020). Getting comfortable with virtual team meetings: Impacts for increased adoption of hybrid and online courses. Accepted for presentation at the 2020 *Global Awareness Society International Conference*, Las Vegas, NV.
- Addae, I. Y.**, & Simmons, L. L. (2019). Effective HR recruitment strategies: The attraction, selection & retention of minorities in science, technology, engineering, & math. Proceedings of the 2019 *Global Awareness Society International Conference*, Marrakesh, Morocco.
- 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.

TEACHING EXPERIENCE

Vanderbilt University – Nashville, TN
Owen Graduate School of Management
MGT 6556-01 - Introduction to Entrepreneurship (Spring 2023)

Tennessee State University – Nashville, TN
College of Business, Department of Business Administration
MGMT 1010 – Introduction to Business (Fall 2021 – Fall 2023)
MGMT 3010 – Management & Organization Behavior (Summer 2015 – Fall 2023)
MGMT 3200 – Entrepreneurship & New Venture Creation (Spring 2016 – Fall 2023)
MGMT 3240 – Entrepreneurial Consulting (Spring 2018 – Spring 2023)
MGMT 4120 – International Management (Fall 2015 – Spring 2023)
MGMT 4250 – Leadership (Fall 2015 – Fall 2021)
MGMT 4300 – Business Ethics (Spring 2021 – Spring 2023)
MGMT 4500 – Business Strategy (Spring 2015 – Spring 2023)

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
MBGU 499 – Business Policy (Fall 2023)
ENTR 351 – Entrepreneurship (Spring 2012, Evaluation: 4.82 / 5.00)

ACADEMIC / PROFESSIONAL AFFILIATIONS

Academy of Management,
Alpha Phi Alpha Fraternity, Inc.
KPMG PhD Project
Management Faculty of Color Association
Social Enterprise Alliance
United States Association for Small Business and Entrepreneurship (USASBE)

ACADEMIC SERVICE

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

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 (2015-2021)
Intellectual Contributions Committee, College of Business (2015-2016)
International Committee, College of Business (2021)
Leadership (MGMT 4250) Course Redevelopment Committee, College of Business (2015)
Strategic Planning Committee, College of Business (2016-2021)
Student Recruitment and Retention Committee, College of Business (2015-2021)

COMMUNITY SERVICE

Political Treasurer – Ready for Freddie Committee

The Ready for Freddie Committee serves as the campaign mechanism to elect Freddie O’Connell, Nashville Metro Councilmember (District 19), as the 10th Mayor of Metropolitan Government of Nashville and Davidson County in 2023.

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.

Founder – 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.

Founder – 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.

Board Member – Corner To Corner (Nashville-based Nonprofit)

Corner To Corner (formed in 2011) encourages everyone to become part of the fabric of their neighborhood and connect with each other. It believes in the Ministry of Consistency and that happens by showing up for each other, just as we are, day in and day out. Corner to Corner also seeks to connect Justice with Truth, Love, and Grace.

Board Member – Knowledge Bank (Nashville-based Nonprofit)

The Knowledge Bank (formed in 2010) is committed to improving the financial literacy of youth and underserved communities. Programs are aimed at introducing new concepts, starting new

conversations and teaching life applications. Knowledge Bank creates economic hope equips program participants with the tools to adequately and healthily participate in free enterprise.

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

The Nashville Black Chamber of Commerce (formed in 1998) 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.

Board Member – Nashville Entrepreneur Center (Nashville-based Nonprofit)

The Nashville Entrepreneur Center (formed in 2010) serves as a steward of Nashville's entrepreneurial legacy by lifting the entrepreneur's voices and telling stories that celebrate how they make our world better and teach others as they give back—keeping the cycle of entrepreneurialism alive.

Former Board Chair – 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.

Former 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.

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

The Equity Alliance (formed in 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.

Former 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.

INDUSTRY EXPERIENCE

Small & Minority Business Engagement Liaison, Mayor's Office – Nashville, TN (2023-Present)

Chief Strategy Officer, Pivot Technology School – Nashville, TN (2020-2023)

Consultant, people3 (Diversity, Equity, Inclusion) – Nashville, TN (2021-2023)

Consultant, The Courage Collective (Diversity, Equity, Inclusion) – Nashville, TN (2021-2023)

Founder / CEO, Addae & Company Strategic Consulting Firm – Nashville, TN (2017-Present)

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)

CONSULTING EXPERIENCE

Nissan North America, Inc. – Franklin, TN (2022 – Present)

Advisor to Marketing and Brand Strategy leadership team on the formation and execution of a small business incubator to support the growth of minority-owned media companies. Conducted research on potential program partners, engaged with leadership team of selected partners to develop performance metrics, and deployed \$2 million in grant funding to selected partners.

Terracon Consultants, Inc. – Olathe, KS (2020 – Present)

Advisor to CEO and C-suite on the development and execution of corporate-wide diversity, equity, and inclusion (DEI) strategy. Revised employee engagement survey, led employee focus groups, consulted on formation of employee resource groups, conducted DEI educational workshops for 100+ senior leaders, and provided one-on-one executive coaching sessions for C-suite team.

Ingram Industries, Inc. – Nashville, TN (2022)

Advisor to Chairman and C-suite on the development and execution of corporate-wide DEI strategy. Conducted DEI educational workshops for C-suite leadership teams (Ingram Industries, Ingram Barge Company, Ingram Content Group) and led employee focus groups.

POWER Engineers, Inc. – Hailey, ID (2022)

Advisor to CEO and C-suite on the development and execution of corporate-wide DEI strategy. Conducted DEI educational workshops for senior leadership team.

Williamson, Inc. – Franklin, TN (2022)

Advisor to Leadership DEI cohort members. Conducted DEI educational workshops for program participants.

Daggerwing Group – New York, NY (2021)

Advisor to People and Talent leadership team on employee engagement strategy. Revised employee inclusion and belonging survey, and conducted data analysis to identify areas of improvement regarding employee engagement.

George Butler Associates (GBA) – Lexington, KS (2021)

Advisor to CEO and C-suite on the development and execution of corporate-wide DEI strategy. Conducted DEI educational workshops for senior leadership team.

Senior Ride Nashville – Nashville, TN (2021)

Advisor to CEO on operational expansion strategy. Consulted on approaches to regional market expansion, and customer / stakeholder engagement.

TRAINING EXPERIENCE

Tennessee Department of TennCare – Fall Creek Falls, TN (October 2023)

Facilitated workshop on **Inclusion and Emotional Intelligence** for the Commissioner's Leadership Academy

Tennessee Department of Agriculture – Buchanan, TN (September 2023)

Facilitated workshop on **Process Management** for the Commissioner's Leadership Academy

Young Leaders Council Belmont Massey Cohort – Nashville, TN (May 2023)

Facilitated workshop on **Diversity, Equity & Inclusion**

Vanderbilt University Owen Graduate School of Management – Nashville, TN (October 2022)

Facilitated executive education workshop on **Diversity, Equity & Inclusion Strategy**

Tennessee Department of Labor and Workforce Development – Buchanan, TN (September 2022)

Facilitated workshop on **Managing and Measuring Work** for the Bureau of Workers' Compensation Leadership Academy

Tennessee Department of Treasury – Nashville, TN (September 2022)

Facilitated workshop on **Innovation Management** for the Commissioner's Leadership Academy

STEM Success Summit – Virtual (November 2021)

Facilitated workshop on **Purpose Driven Profits: Using Purpose to Generate Revenue**

Tennessee Department of Financial Institutions – Burns, TN (January 2020)

Facilitated workshop on **Managerial Courage** for the Commissioner's Leadership Academy

Tennessee Department of Health – Nashville, TN (December 2019)

Facilitated workshop on **Business Acumen** for the Commissioner's Leadership Academy

Tennessee Division of TennCare – Murfreesboro, TN (November 2019)

Facilitated workshop on **Building Effective Teams** for the Commissioner's Leadership Academy

Tennessee Department of Mental Health and Substance Abuse – Dickson, TN (September 2019)

Facilitated workshop on **Diversity Management** for the Commissioner's Leadership Academy

Tennessee Department of Human Services – Burns, TN (May 2019)

Facilitated workshop on **Process Management** for the Commissioner's Leadership Academy

Tennessee Department of Human Services – Burns, TN (March 2019)

Facilitated workshop on **Drive for Results** for the Commissioner's Leadership Academy

Tennessee Department of Agriculture – Burns, TN (November 2018)

Facilitated workshop on **Managing Vision and Purpose** for the Commissioner's Leadership Academy

Tennessee Bureau of Workers Compensation – Nashville, TN (October 2018)

Facilitated workshop on **Decision Quality and Dealing with Ambiguity** for the Commissioner's Leadership Academy

Tennessee Department of Mental Health and Substance Abuse – Pickwick Landing, TN (October 2018)
Facilitated workshop on **Diversity Management** for the Commissioner’s Leadership Academy

Tennessee Department of Human Services – Burns, TN (November 2017)
Facilitated workshop on **Process Management** for the Commissioner’s Leadership Academy

Tennessee Department of Human Services – Buchanan, TN (November 2017)
Facilitated workshop on **Drive for Results** for the Commissioner’s Leadership Academy

Health Industry Representatives Association – Indianapolis, IN (October 2017)
Facilitated workshop on **Strategic Planning** for Executive Leadership Team

HONORS, ACHIEVEMENTS & AWARDS

TSU National Alumni Association Top 40 Under 40 Award (2021)
Teaching Excellence Award, TSU National Society of Leadership & Success (2019)
Nashville Business Journal Top 40 Under 40 Award (2019)
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)
Outstanding Reviewer, Eastern Academy of Management (2014)
Outstanding Empirical Paper, Eastern Academy of Management (2013)
Outstanding Reviewer, Eastern Academy of Management (2013)
Distinguished Research Award, Academy of Entrepreneurship (2013)
Research Award, Management Faculty of Color Association (2012)
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)