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# Robert Zinko

College of Business Administration  
Texas A&M University--Central Texas  
1001 Leadership Place  
Killeen, TX 76549

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## **EDUCATION:**

Ph.D. (Management), Florida State University, 2007

Ph.D. (Marketing), Notre Dame, Australia, *Currently Enrolled*, ABD (est. 2018)

J.D. (Law) University of Newcastle, Australia, 2018

M.B.A. (Management) University of North Carolina at Greensboro, 2002

B.A. (English) Appalachian State University, 1999

## **EMPLOYMENT:**

### University Courses Lectured:

#### Graduate

- Comparative Management (face to face & on-line)
- Organizational Behavior and Design (face to face & on-line)
- Human Resources Management (face to face & on-line)
- Entrepreneurship (on-line)
- Business Research Methods (face to face)

#### Undergraduate

- Strategic Management and Business Policy (face to face)
- Cross Cultural Management (face to face)
- Human Resources Management (face to face)
- International Business (face to face)
- Internet Marketing (face to face)
- Management of Organizations (face to face)
- Negotiation (face to face)
- Leadership (on-line)

## Employment History:

2018 – Present

**Visiting Assistant Professor, Texas A&M University--Central Texas**  
Teaching primarily online. Research and publication as required.

2012 - 2018

### **Senior Lecturer, University of Newcastle**

Taught primarily on-line, graduate level classes. Student make up consists of predominately international students (e.g., China and the Middle East). Research and publication as required.

### *Head (Chair) of Management Discipline (2016 - 2018)*

Responsible for providing leadership toward the achievement of the highest possible level of excellence in the teaching, research and service activities of the department. Served as mentor to faculty colleagues and as collaborator with other college administrative officers, interpreted university policy, advocated for my department from a perspective of the best overall interests of the College, lead faculty in shaping the curriculum.

Management of 14 full-time lectures and professors and 20 casual academics across 5 campuses, and a robust on-line program. Reviewed more than 70 class offerings each year for quality assurance. Held monthly meetings to aid in information dissemination as well as continuing education of faculty. Reviewed application for potential new casual staff.

### *Program Convenor (Director), MBA (2014 – 2017)*

Aided in program development/alteration in order to gain AACSB accreditation. Appointed by the Pro Vice-Chancellor with overall responsibility for the management and quality of both the face to face as well as the on-line MBA programs (and the courses offered within these programs). This position included: writing annual reports on programs for submission to the faculty board each year, overseeing the development of the documentation required for an external review of the program and any other program related activity as required by the PVC, Chairing meetings regarding on-line teaching, etc.

Additionally, in conjunction with the Head of School, responsible for the quality and accuracy of course outlines and other materials used in the program, adequate staffing and resourcing of courses within the program and where a program is offered in

conjunction with a third-party provider, that they comply with any academic contractual agreements described in a memorandum of understanding.

*Online Teaching and Learning Coordinator (2013 – 2017)*

Assisting the faculty and departments in moving into online learning, while providing faculty development courses and consultation, and serving as a liaison with other distance learning units on campus. Additionally, responsibilities include quality control of on-line delivery for entire MBA program via trimester audits of each on-line class.

Designed and developed faculty introduction/workshop that every lecturer/professor is required to attend before he/she begins teaching on-line. This workshop provided the latest in information technology in order to guide instructors who may not have possessed an adequate level of computer literacy.

Designed pilot program for on-line proctoring program for the current eMBA degree. Networked with examination organizations across the world, developing a system of proctors for current student body.

2007 – 2012

**Assistant Professor, East Carolina University**

Taught primarily on-line, graduate level classes. Research and publication as required.

Allocated a \$16,000 Teaching Grant to develop video interviews of local entrepreneurs, in order to use as case studies in the MBA program. These videos were especially useful in reaching students, as they were personally familiar with the companies (i.e., as opposed to case studies presented in the textbooks).

Examined, developed and incorporated a variety of technologies for the distance learning classroom, to include “flipped classrooms”; interactive, live broadcasts; voice-over PowerPoints; embedded surveys; etc.

Inducted into the ECU Service Society for external community service, through working on the “Task Force to provide support for the Rape Prevention Education” (a Program of the United Way), while simultaneously working as a Presenter for Interact of Wake County (Domestic Violence Prevention).

2008 – 2010

**Owner, Triangle Scooters Inc.**

Developed and built business from start up, crafting and executing a successful business plan in a downturned economy. Established a strong 200-account customer base. Hired, trained, and supervised all employees. Oversaw day to day operations of the business. Responsible for analysis of daily, weekly, and monthly sales reports. Developed and

executed numerous marketing campaigns and on average, turned \$20,000 in inventory each month.

2007-2008

**Owner, Carolina Ballroom of Cary**

Developed and built business from start up, established strong 120 account customer base, turned a profit in the first 90 days. Developed training schedules and classes for dance instructors. Developed dance curriculum with instructors for students. Ran weekly staff meetings. Assisted both instructors and students with competition preparation. Organized numerous community functions, to include charity dances.

2004 - 2007

**Lecturer (Ph.D. Candidate), Florida State University**

Taught a 2/2 (plus summer classes) throughout the program.

1999-2003

**Driver, ABC Roofing Supply**

Full-time position driving tractor trailers, while attending evening MBA program.

1997-1999

**Driver, Applecart**

Part-time position as a bus driver while attending undergraduate program.

1995 – 1997

**Manager, Genie's Salon and Boutique**

Oversaw day to day operations, managed employees, etc. Handled all merchandising, inventory control, ordering, cash control, and maintenance. Responsible for creating and maintaining schedules. Oversaw store opening and closing procedures. Directed sales floor activities and set up sales targets, analyzed weekly sales, assisted customers and addressed customer concerns. Maintained a training curriculum for all stylists.

1994-1995

**Ammunition Technician, U.S. Army**

Responsible for the logistical maintenance of the battalion armory (which supplied over 500 troops). Maintained inventory and issued out ammunition accordingly as well as properly storing ammunition according to guidelines. Trained junior troops in the operation and maintenance of weapons.

1989 – 1993

**Landing Support Specialist, U.S. Marines**

Managed over 2 million dollars in equipment, accountable for operational readiness of company logistics. Organized and maintained informational system of inventory control. Supervised support operations and training of unit personnel.

Responsible for more than a two dozen troops during the first gulf war conflict, serving in both Iraqi and also Turkey. During this time, maintained operational readiness of company supply depot.

Spent 4 months deployed to the Republic of Korea as instructor for helicopter operations and logistical strategies. Developed processes for increased load capacity of air lift operations.

**INTELLECTUAL CONTRIBUTIONS:**

**Refereed Articles**

Furner, C.P., Zinko, R., & Zhen, Z. (in press). Examining the role of Mobile Self-efficacy in the Word-Of-Mouth / Mobile Product Reviews Relationship. *International Journal of E-Services and Mobile Applications* (IJESMA).

Furner, C.P., Zinko, R. (2018). Willingness to pay and disposition toward paying for apps: The influence of application reviews. *International Journal of E-Services and Mobile Applications*, 10 (1), 13-33.

Furner, C. & Zinko, R. (2017). The Influence of Information Overload on the Development of Trust and Purchase Intention Based on Online Product Reviews in a Mobile vs. Web Environment. *Electronic Markets - The International Journal on Networked Business*. 27(3), 211-224.

Zinko, R., Furner, C., Prati, L. M., Heyden, M., & Tuchtan, C. (2017). A Study of Negative Reputation in the Workplace. *Journal of Career Assessment*, 25(4), 632-649.

Zinko, R., Tuchtan, C., Hunt, J., Meurs, J., Furner, C., Prati, L. (2017) Gossip: A Channel for the Development of Personal Reputation, *International Journal of Organizational Analysis*, 25(3) 516-535.

Zinko, R., Furner, Z., Hunt, J., & Dalton, A. (2017). Establishing a Reputation. *Journal of Employment Counseling*, 54(2) 87-96.

Furner, C.P., Zinko, R. & Zhu, Z. (2016). Electronic word-of-mouth and information overload in an experiential service industry. *Journal of Service Theory and Practice*, 26 (6), 788-810.

Zinko, R., Gentry, W., & Liard, M. D. (2016). A Development of the Dimensions of Personal Reputation. *International Journal of Organizational Analysis*, 24(4), 634-649.

Zinko, R., & Rubin, M. (2015). Personal Reputation and the Organization. *Journal of Management & Organization*, 21, 217-236.

Zinko, R. (2013). A Continued Examination of the Inverse Relationship between Political Skill and Strain Reactions: Exploring Reputation as a Mediating Factor. *Journal of Applied Social Psychology*, 43, 1750-1759.

Furner, C., McDowell, W. and Zinko, R. (2013). Media selection and the imposter phenomenon: A multinational investigation. *Communications of the International Information Management Association*, 13(4):17-34.

Zinko, R., Ferris, G. R., Humphrey, S. E., Meyer, C. J., & Amie, F. (2012). Personal reputation in organizations: Two-study constructive replication and extension of antecedents and consequences. *Journal of Occupational and Organizational Psychology*, 85, 156-180.

Zinko, R., Gentry, W. A., Hall, A., & Grant, G. L. (2012). Reputational change among managers. *Journal of Managerial Issues*, 24, 9-26.

Zinko, R., Furner, C.P., Herdman, A., Wikhamn, W., Grant, G., & Brees, J. (2012). Gossip: A vehicle for the development of personal reputation in organizations. *Journal of Organizational Moral Psychology*, 2, 1-16.

Zinko, R. (2010). Making the in-group: the application of political skill to LMX by new employees in reputation development. *The Journal of Global Business Management*, 6, 213-220.

Zinko, R., Furner, C. P., Royle, T., & Hall, A. (2010). Self-perceptions of our personal reputations: the mediating role of image in the development of organizational citizenship behaviors. *Journal of International Management Studies*, 5, 1-9.

Chang, L., Furner, C. P., & Zinko, R. (2010). A study of negotiations within the ethnic Chinese community between Taiwan and Hong Kong. *Management Research and Practice*, 2, 329-343.

Furner, C., Mason, R., Metha, N., Munyon, T., & Zinko, R. (2009). Cultural determinants of learning effectiveness from knowledge management systems: a multinational investigation. *Journal of Global Information Management, 12*, 30-52.

Hall, A. T., Zinko, R., Perryman, A. A., & Ferris, G. R. (2009). Organizational citizenship behavior and reputation: Mediators in the relationships between accountability and job performance and satisfaction. *Journal of Leadership and Organizational Studies, 15*, 381-392.

Laird, M. D., Perryman, A. A., Hochwarter, W. A., Ferris, G. R., & Zinko, R. (2008). The moderating effects of personal reputation on accountability--strain relationships. *Journal of Occupational Health Psychology, 14*, 70-83.

Ferris, G. R., Perrewe, P. L., Ranft, A. L., Zinko, R., Stoner, J. S., Brouer, R. L., Laird, M. D., (2008). Human resources reputation and effectiveness. *Human Resource Management Review, 17* (2), 117-130.

Ferris, G. R., Zinko, R., Brouer, R. H., Buckley, M. R., & Harvey, M. G. (2008). Strategic bullying as a supplementary, balanced perspective on destructive leadership. *Leadership Quarterly, 18*, 195-206.

Harvey, M. G., Buckley, M. R., Heames, J. T., Zinko, R., Brouer, R. L., G R Ferris, (2007). A bully as the archetypal destructive leader. *Journal of Leadership and Organizational Studies, 14*, 117-129.

Hochwarter, W. A., Ferris, G. R., Zinko, R., Arnell, B., & James, M. (2007). Reputation as a moderator of the political behavior--work outcomes relationships: A two-study investigation with convergent results. *Journal of Applied Psychology, 92*, 567-576.

Liu, Y., Ferris, G. R., Zinko, R., Perrewe, P. L., Weitz, B., Xu, J. (2007). Dispositional antecedents of political skill and reputation in organizations: A four-study investigation with convergence. *Journal of Vocational Behavior, 71*, 146-165.

Ranft, A.L., Zinko, R., Ferris, G. R., & Buckley, M.R. (2007). Marketing the image of management: The costs and benefits of CEO reputation. *Organizational Dynamics, 35*, 279-290.

Perrewe, P. L., Zellars, K. L., Rossi, A. M., Ferris, G. R., Kacmar, C. J., Zinko, R. Hochwarter, W.A. (2006). Political skill: An antidote in the role overload--strain relationship. *Journal of Occupational Health Psychology, 10*, 239-250.

## Book Chapters

Furner, C.P., Racherla, P., Babb, J. & Zinko, R (2018). Mobile Application Stickiness: Why do mobile applications get deleted so quickly? In Khosrow-Pour, M. (Ed.), *Optimizing Current Practices in e-Services and Mobile Applications* (Ch 6, pp. 114-138). Hershey, PA: IGI Global.

Zinko, R., Ferris, G. R., Blass, F. R., & Laird, M. D. (2007). "Toward a theory of reputation in organizations," In J.J. Martocchio (Ed.) *Research in Personnel and Human Resources Management*. Oxford, UK: JAI Press/Elsevier Science Ltd.

## Presentation of Refereed Papers

Zinko, R., Heyden, M., Furner, C., Dalton, A., (2017). *Seeing is believing: The effects of images on resulting trust and purchase intent in eWOM*. International Conference on Marketing and Tourism, Tokyo, Japan.

Hunt, J., Tughtan, C., Zinko, R., Heyden, M., Meurs, J., & Furner, C. P. (2016), *Capitalizing on Personal Reputation: Leveraging Celebrity Reputation to Engage Local Talent*. International Conference on Computer Science, Business, Economic, Bangkok, Thailand.

Furner, C.P., Zinko, R., & Zhu, Z. (2015). *The influence of information overload on the development of trust and purchase intention based on online product reviews in a mobile vs. web environment*. Wuhan International Conference on e-Business (WICEB).

Furner, C. P., Zinko, R, Zhu, Z., McDowell, W., & Dalton, A. (2014) *Online Word-Of-Mouth and Mobile Product Reviews: An Experimental Investigation of the Mediating Role of Mobile Self Efficacy*. WHICEB 2014 Proceedings.

Zinko, R. & Hall, A. T. (2013). *Negative reputation: An overview*. Academy of Management Annual Conference, Orlando, Florida.

Hall, A., Wikhamn, W., Zinko, R., & Piszczek, M. M. (2013). *Examining antecedents to employee legal claiming: The role of demographics and social influence*. Academy of Management Annual Conference, Orlando, Florida.

Vesey, J., Hall, A. T., Elkins, T., Zinko, R., Langford, C., Canedo-Soto, J., Wikhamn, W., (2011). *Social Influence and Legal Claiming: Examining of Antecedents to Invocation of Legal Rights*. Academy of Management Annual Conference, San Antonio, Texas.

Zinko, R. Meyer, C. J., Aime, F., & Hall, A. (2010). *Personal Reputation in Organizations: Two-Study Constructive Replication and Extension of Antecedents and Consequences*. Academy of Management Annual Conference, Montreal, Canada.



Zinko, R. Furner, C. P., Royle, T., & Hall, A. (2010). *Self-perceptions of Our Personal Reputations: The Mediating Role of Image in the Development of Organizational Citizenship Behaviors*. Global Business & International Conference, Portland, Oregon.

Zinko, R. & Gentry, W. (2009). *Using Reputational Measures in Leadership Evaluation: A Theoretical Perspective*. Society for Industrial & Organizational Psychology, New Orleans, Louisiana.

Hall, A., Royle, T., & Zinko, R. (2009). *Pre-employment Personality Testing*. Southern Management Association, Ashville, North Carolina.

Laird, M. D., Hochwarter, W. A., Zinko, R., & Ferris, G. R. (2008). *The moderating effects of reputation on the accountability as stressor-strain relationship*. Academy of Management, Philadelphia, Pennsylvania.

Hochwarter, W. A., Arnell, B., Ferris, G. R., Zinko, R., & James, M. (2006). *Reputation as a moderator of the political behavior work outcomes relationships: A two-study investigation with convergent results*. Society for Industrial & Organizational Psychology, Dallas, Texas.

## **SERVICE:**

### **PhD Supervision:**

Adam Dalton (current)  
*The Effects of Imposterism on Career Development*

Charles Tuchman (current)  
*The Effects of PsyCap on Career Development*

### **DBA Supervision:**

Victoria Lo (current)  
*Social Contracts and the Casual Academics*

Rose Remedios (current)  
*Religion in the Workplace*

Martin Feulner (2016)  
*Employer brand management: Identifying the employer attractiveness attributes of potential and existing employees*

Christopher Clarke (2015)

*The Role of Organisational Safety Culture in a Water Utility Corporation in Australia: A review of trust, commitment and empowerment*

**Other Service:**

- 2015-Present: Editorial Board, Journal of Employment Counseling (ABDC A)
- 2016-2018: Chair, Management Department
- 2015-2016: PhD Thesis Reviewer, Curtin University
- 2014-2017: Program Convenor, MBA programs
- 2013-2017: Online Teaching and Learning Coordinator
- 2009-2012: University Service-Learning Committee
- 2007-2012: Peer Evaluator
- 2010-2011: Board Member, Lucille W. Gorham Intergenerational Community Center
- 2008-2010: University Library Committee
- 2007-2009: Task Force for Rape Prevention Education of Wake County (United Way)
- 2009-2010: Reviewer: Research in Careers
- 2007-2009: Presenter for Interact (Domestic Violence Prevention)

**SPEAKING INVITATIONS / CONSULTING:**

- 2016: Glencore Mining, NSW  
2-day executive education workshop (implementing new OH&S strategy)
- 2006: Center for Creative Leadership, Greensboro NC  
1-day executive education workshop (political skill)

**HONORS-AWARDS-GRANTS:**

**Awards**

- 2014: Best poster, “Packers’ Prize” by the University Gallery staff in the Faculty of Business and Law Research Showcase Poster Exhibition, University of Newcastle, Australia.
- 2009: Inducted into the ECU Servire Society (performed in excess of 100 hours of service for a community agency).

**Grants**

- 2016: Enhancing university retention and success for first-in-family, low SES students through a flipped classroom learning model (\$89,800.00)
- 2013: University of Newcastle New Staff Grant (\$10,000.00)

2011: East Carolina University Teaching Grant	(\$16,000.00)
2008: College of Business Summer Research Grant	(\$12,000.00)
2007: College of Business Summer Research Grant	(\$12,000.00)