

Oscar Jerome Stewart

Assistant Professor of Management
San Francisco State University
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Education

University of North Carolina at Charlotte | Charlotte, NC

Ph.D., Organizational Science (AACSB)

Spring 2016

- Dissertation: A market for vice: Uncovering strategic corporate irresponsibility

- Chair: Dr. Denis Arnold, Professor of Management & Surtman Distinguished Professor of Business

Ethics (*University of North Carolina at Charlotte*)

University of Minnesota | Twin Cities

B.A., Finance & African American Studies (Double Major)

2007

Academic Awards and Honors

Nominated by the Strategic Management Society for Best Conference Paper Award, 2016

Nominated by the Society for Business Ethics as a Finalist for Best Dissertation Award, 2016

Nominated by the European Group for Organizational Studies for Best Dissertation Award, 2016

Research Program

Research Interests

I am primarily interested in the business-society relationship, particularly in how organizations contribute to shaping economic, environmental, political, and social outcomes, and vice versa. As such I primarily draw on business ethics, CSR scholarship, strategy, and organizational theory.

Peer-Reviewed Journal Article Publications

Long, S.D., Doerer, S. & **Stewart, O.** (2015). Virtual Ethnography: Corporate Virtual Diversity Communication. *Qualitative Research in Organizations and Management*. 10(2), 175-200.

Thornton, M., **Stewart, O.**, Rupp, D., & Rogelberg, S. (2014). Catalyzing Ethical Behavior among Journal Editors in the Organizational Sciences and Beyond. *Journal of Information Ethics*. 23(2), 9-21.

Blanchard, A.L., **Stewart, O.** & Cann, A. Follman, L. (2013). Making Sense of Humor at Work. *The Psychologist-Manager Journal*. 17(1), 49-68.

Manuscripts under Review

Minefee, I., Rabelo, V., **Stewart, O.**, Taylor, R., & Young, N. (equal author contribution, manuscript in preparation). Leaks in the Business School Pipeline: A Social Closure Perspective on Racial/Ethnic Minority Recruitment and Retention. Under 2nd review at *Academy of Management Learning & Education*

Manuscripts in Preparation

Arnold, D.G., Goodstein, J., Beck, T.E., **Stewart, O.**, & Thomas, J. (In Preparation). Organizational Integrity: A Study of the Pharmaceutical Industry.
Target Journal: *Administrative Science Quarterly*

Arnold, D.G., & **Stewart, O.** (In Preparation). Environmental Sustainability and Organizational Scholarship. Target Journal: *Organization*

Haley, M., **Stewart, O.**, Beck, T.E., & Zellers, K. (In Preparation). An Ethnographic Exploration of Inter-Organizational Relationships, Social Capital, and Organizational Resilience. Targeting *The Journal of Operations Management*

Stewart, O., & Blanchard, A.L. Employee Constructions of CSR Discourse and Perceptions of Moral Justice. Targeting *Business & Society*

Peer-Reviewed Book Chapters

Askay, D.A., Blanchard, A., & **Stewart, O.** (2013). Managing Entitativity through Social Media. In T. Bondarouk and M.R. Olivas- Luján (Eds.), *Social Media and Management*, in the *Advanced Series in Management*. Emerald.

Peer-Reviewed Book Reviews

Stewart, O. (2016). Corporations and Citizenship. Ed. Greg Urban (University of Pennsylvania Press). 25(4), 392. *Business Ethics Quarterly*.

Invited Encyclopedia Entries

Stewart, O. (2016). *A Description and Critique of Triple Bottom Line Rhetoric*. The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd Edition.

Stewart, O. (2016). *Strategy*. SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd Edition.

Stewart, O. (2016). *Stakeholder Theory*. SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd Edition.

Stewart, O. (2016). *Occupational Licensure*. SAGE Encyclopedia of Business Ethics and Society, 2nd Edition.

Stewart, O. (2016). *Freelance Services Industry*. SAGE Encyclopedia of Business Ethics and Society, 2nd Edition.

Conference Presentations

Stewart, O. & Arnold, D.G. (October, 2016). *Strategic Irresponsibility and Firm Performance*. Paper to be presented at the Strategic Management Society in Berlin, Germany.
(Nominated by the Strategic Management Society for Best Conference Paper Award)

Arnold, D.G., Goodstein, J., Beck, T.E., **Stewart, O.**, & Thomas, J. (Aug., 2016). *An Institutional Perspective on Organizational Integrity: A Study of the Pharmaceutical Industry*. Paper presented at the Annual Meeting of the Academy of Management in Anaheim, CA.

Stewart, O. & Arnold, D.G. (July, 2016). *The Strategic Foundations of Corporate Irresponsibility*. Paper to be presented at the European Group for Organizational Studies in Naples, Italy.
(Nominated as a Finalist for Best Dissertation Award, 2016)

Woznyj, H. & **Stewart, O.** (Nov., 2015). *Social Capital and Organizational Resilience: A Non-Profit Case-Study*. Paper presented at the Southern Management Association in Saint Pete's Beach, FL.

Arnold, D.G., Goodstein, J., Beck, T.E., **Stewart, O.**, & Thomas, J. (Oct., 2015). *Organizational Integrity: An Analysis of the Pharmaceutical Industry*. Paper presented at the Annual International Conference for the Strategic Management Society.

Stewart, O. (August 2015). *Employee Constructions of CSR Discourse*. Paper Presented at the annual meeting of the Academy of Management in Vancouver, Canada.

Arnold, D.G., & **Stewart, O.** (July, 2015). *The Psychology of Environmental Sustainability and Responsible Business Leadership*. Paper presented at the European Group of Organizational Studies in Athens, Greece.

Stewart, O. (July, 2015). *Firm Strategy, Institutional Expectations and Market Failures: An Exploration of Irresponsibility*. Paper presented at the 6th Annual Tacoma Research Conference on CSR.

Long, S.D., Doerer, S. & **Stewart, O.** (June, 2015). *Virtual Ethnography and Diversity Communication*. Paper presented at the Global Communication Association Conference in Berlin, Germany.

Schmidt, P., Blanchard, A., **Stewart, O.** (April, 2014). *Sense of Community: Reconceptualizing a Problem Construct*. Paper Presented at the annual meeting of the Southern Sociological Society, Charlotte, NC.

Stewart, O. (April, 2014). *Employee Sensemaking Perspectives on Corporate Social Responsibility and Moral Virtues Justice*. Paper Presented at the annual meeting of the Southern Sociological Society, Charlotte, NC.

Myers, H., **Stewart, O.**, & Hall, J. (Feb, 2014). *Friendship Trays: The Creation of Friendship Goods and a Campus Farmer's Market*. Report presented at the 2014 UNC System Social Entrepreneurship Conference.

Chaired Conference Professional Development Workshops

Minefee, I., Rabelo, V., **Stewart, O.**, Taylor, R., & Young, N. (2014, Aug. 2). *Fixing Leaks in the Pipeline: Increasing Retention of Minority Students and Faculty in Management*. PDW facilitated at the annual meeting of the Academy of Management, Philadelphia, PA.

Jones, O., **Stewart, O.**, & Taylor, R. (2013, Aug. 10). *Making the Most of Mentoring Moments: A Career Development Workshop*. PDW facilitated at the annual meeting of the Academy of Management, Orlando, FL.

Creary, S., Jones, N., & **Stewart O.** (2012, Aug. 4). *Networking & Mentorship in Academia for Minorities*. PDW at the annual meeting of the Academy of Management, Boston, MA.

Teaching & Industry Experience

San Francisco State University, College of Business

– *Instructor, Seminar on Business & Society (Fall 2016, Spring 2017)*

Villanova University School of Business, Online MBA Program

– *Instructor, Ethical Business Practices-Online MBA, (spring 2016)*

Appalachian State University, Walker College of Business

– *Instructor, Organizational Behavior (spring 2016)*

University of North Carolina at Charlotte | Charlotte, NC

Instructor, Introduction to Management & Organizational Behavior, Summer 2013

– Average Student Evaluation of Effectiveness: 4.57/5

Instructor, Industrial & Organizational Psychology, Fall 2012 & Spring 2013

– Average Student Evaluation (College mean – 4.14/5): Fall 2012 – 4.64/5; Spring 2013 – 4.62/5

Teaching Assistant & Section Instructor, Organizational Communication, 2011-2012

– Average Student Evaluation (College mean 4.29/5): Fall 2011 – 4.78/5; Spring 2012 – 4.00/5

Corporate Experience

Talent Development Trainer and Facilitator, Travelers Insurance, 2009 – 2010

– Facilitated workshops and seminars in leadership and diversity

Talent Acquisition, Travelers Insurance, 2008 – 2010

– Coordinated talent acquisition strategies at the University of Minnesota

- Conducted professional development workshops for prospective employees on campuses

Commercial Underwriting Supervisor, Travelers Insurance, 2007 – 2010

- Managed \$15 million of business with primarily two external agency partners
- Trained & supervised 8+ agency partners in compliance (internal & regulatory) & sales

Commercial Underwriting Account Manager, Travelers Insurance, 2006-2007

- Audited \$10+ million of agency partners commercial policies
- Conducted risk assessment analysis for new commercial business applicants

Consulting Experience

RRTQ, LLC – Employee Selection System Project

- Part of a 4 person team that designed an ethical and scientifically-driven selection & recruitment plan.

Organizational Science Consulting & Research – Chancellor’s Office Employee Rewards & Recognition Project

- Part of a 4-person team that designed a plan to ethically motivate and retain UNC Charlotte staff.

Professional Development

- Late Stage Doctoral Student Consortium, Southern Management Association
- Annual Management Doctoral Student Association Conference, PhD Project
- Early Stage Doctoral Student Consortium, Academy of Management
- Organizational Science Teaching Enrichment Program, UNC Charlotte

Service

Reviewing

- Ad Hoc Reviewer: *Business & Society, Business Ethics Quarterly, Journal of Business Ethics, and Journal of Business & Psychology*
- Conference Reviewer: Tacoma Academic Conference on Good Business; Academy of Management Conference, SIM & BPS Divisions; Southern Management Association; European Group for Organizational Studies; Strategic Management Society

Organizational Science Summer Institute

Mentor, 2011, 2012, 2013, 2016

- Mentored underrepresented undergraduate students on applying to graduate programs, conducting qualitative research, and developing transdisciplinary research interests.

Assistant Coordinator, 2013-2014

- Assisted in the facilitation and organization for a weeklong summer institute to bring ten undergraduates from underrepresented racial and ethnic backgrounds to the University of North Carolina at Charlotte for mentoring & graduate school training.

Co-Coordinator, 2014-2015

- Facilitate and organize logistics for a weeklong summer institute to bring undergraduates from

underrepresented racial and ethnic backgrounds to the University of North Carolina at Charlotte for professional mentoring & graduate school training.

UNC – System Social Entrepreneurship Program

Participant

- Provided the local meals-on-wheels program with a comprehensive assessment of new growth opportunities and of opportunities for process improvements.

Professional Affiliations

- Academy of Management
- The PhD Project
- Society for Business Ethics
- Southern Management Association
- Southern Sociological Society
- Strategic Management Society

References

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