

# Oscar Jerome Stewart

Assistant Professor of Management  
Affiliate Faculty in African American Studies  
College of Charleston  
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## Education

*University of North Carolina at Charlotte* | Charlotte, NC  
Ph.D., Organizational Science (AACSB)

*University of Minnesota* | Twin Cities  
B.A., Finance & African American Studies (Double Major)

## Academic Awards and Honors

Selected for the Inaugural 2022 Arthur M. Blank Foundation values-based leadership retreat  
Selected for the Inaugural 2022 Cohort of the [Tenure Project](#)  
Nominated for the Academy of Management Fellows 2021 Responsible Research in Management Award  
Awarded the [2020 Ideas Worth Teaching Award](#) from The Aspen Institute Business & Society Program  
Awarded the 2019-2020 SF State CEETL High Impact Teaching Award  
Granted a Visiting Professorship in 2019 at Monash University with emphasis on D&I in Business Schools  
Selected to attend the 2019 Bentley Global Business Ethics Teaching Workshop and Symposium  
Selected as a 2019 ELEVATE Fellow at the Penn Center for Minority Serving Institutions  
Awarded the SF State Affordable Instructional Materials (AIM) Grant, 2019  
Nominated by the Aspen Institute Business & Society Program for the 2019 Aspen Ideas Festival  
Selected as one of three university attendees for the 2018 Aspen Institute Business & Society Program  
Nominated by the Strategic Management Society for Best Conference Paper Award, 2016  
Nominated by the European Group for Organizational Studies as a finalist for Best Dissertation, 2016

## Research Program

### **Research Interests**

I am interested in interrogating power, primarily within the context of how organizations shape economic, environmental, political, and social outcomes. As such I primarily draw on business ethics, CSR scholarship, strategy, sociology, and organizational theory.

### **Peer-Reviewed Journal Article Publications**

Arnold, D.G., Amato, T., **Stewart, O.**, Troyer, J. (2022). Corporate Misconduct as a Substitute for Innovation. *Journal of Business Research*.

**Stewart, O.**, Desa G., Dunham, I. Interrogating Systemic (in)Justice Through Public Art & Creative Writing: Student-Led Art Exhibitions in a Senior Seminar in Business & Society. (2021). *Prompt: A Journal of Academic Assignments*.

**Stewart, O.**, & Blanchard, A.L. Employee Perceptions of CSR & Moral Virtues Justice: A Case of Financial Services (2021). *International Journal of Business & Management Studies*.

Arnold, D.G., **Stewart, O.J.**, & Beck, T.E. (2020). Financial Penalties Imposed for Illegal Activities on Large Pharmaceutical Firms. *Journal of American Medical Association*.

Arnold, D.G., Beck, T.E. & **Stewart, O.J.**, & (2020). Whistle-Blowing and Misconduct at Large Pharmaceutical Firms. *Journal of American Medical Association* (Follow up invited article).

\*Minefee, I., Rabelo, V., **Stewart, O.**, & Young, N. (2018). Repairing Leaks in the Business School Pipeline: A Social Closure Perspective on Underrepresented Racial/Ethnic Minority Recruitment and Retention. (2018). *Academy of Management Learning & Education*

\*equal author contribution, names alphabetically

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**

Rabelo, V., Bonner, R., **Stewart, O.** An Exercise for Expanding Privilege Awareness Among Management Students and Faculty. Under 3<sup>rd</sup> Review at the *Journal of Management Education*.

Rice, D., **Stewart, O.**, Jones-Young, N. & Melaku, T. The Advancement of Black Scholarship within Management and Organization Studies: Dismantling Performative Allyship and Clarifying Roles. 2<sup>nd</sup> R&R at *Human Relations* as of April 2022.

Haley, M., **Stewart, O.**, & Beck, T.E. A Case Study of Organizational Resilience: The Role of Humility and Networks. Under review at the *Journal of Management Inquiry* as of Fall 2021. First author went into labor early in December. I have not bothered her for the submission date.

Herbert Walker, D., Rabelo, V., **Stewart, O.**, & Herbert, D. Social determinants of mental health among business students: The roles of traumatic events, financial strain, housing instability, food insecurity, and commute time. Under Review at *Journal of American College Health* as of 05/09/2022.

Dunham, I. **Stewart, O.J.** Thomas, T. Bray, L. Foster, A. DeBoer, J. Wissman, N. Ergene, S. & Kunches, D. Environmental justice and its potential contributions to organization and the natural environment research: A systematic review. Proposal accepted for special issue at *Organization and Environment*.

### **Manuscripts in Preparation for Submission**

**Stewart, O.**, Jones-Young, N. & Minefee, I. Keep on Knocking You Just Might Get In: Reducing Mechanisms of Exclusion for Entry into Doctoral Programs in Business for Prospective Underrepresented Racial Minorities. Targeted at the *Journal of Diversity in Higher Education*.

**Stewart, O.,** McGuigan, N., Desa, G., & Rabelo, V.R. Moving Beyond Individual Responsibility in Business Schools. Targeted at *Management Learning*.

### **Manuscripts Under Construction**

**Stewart, O.** & Arnold, D.G. Strategic Foundations of Corporate Irresponsibility.

Dunham, I.M., Foster, A., Kunches, D., & **Stewart, O.J.** An Interdisciplinary, Critical Review of Environmental Justice. Proposal Accepted at *Organization & Environment*. Targeted submission is Fall 2022.

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

**Stewart, O.** & Arnold, D.G. The Empirical Foundations for Strategic Corporate Irresponsibility. Target: *Strategic Management Journal*

### **Peer-Reviewed Book Chapters**

Speights, S., **Stewart, O.,** Ruggs, E.N., Rogelberg, S.R., & Long, S.D. (2018). The Organizational Science Summer Institute: Community Outreach to Diversify the Graduate Education Pipeline. In J. Allen & R. Reiter-Palmon (Eds.), *The Cambridge Handbook of Organizational Community Engagement and Outreach*.

Blanchard, A., **Stewart, O.,** & Medaugh, M. (2018). The Paradox of Change: How Nurses use Professional Virtual Communities to Navigate their Careers. *Research in Careers: Seeking Challenge in Career, Vol. 4*.

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 (non-blind) Case Studies**

Stewart, O. Sexism in Silicon Valley. In Denis. G. Arnold. Tom L. Beauchamp, and Norman E. Bowie, *Ethical Theory and Business*, 10<sup>th</sup> ed. Cambridge: Cambridge University Press, (2016).

Stewart, O. Implanting Microchips in Workers: Improving Efficiency or Invading Privacy? In Denis. G. Arnold. Tom L. Beauchamp, and Norman E. Bowie, *Ethical Theory and Business*, 10<sup>th</sup> ed. Cambridge: Cambridge University Press, (2016).

### **Peer-Reviewed (non-blind) Book Reviews**

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

### **Invited Publications**

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

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

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

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

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

### Invited Talks

**Stewart, O.** (Scheduled for 11/4/2022). Pedagogy Steeped in a Liberatory Consciousness. Mudd Center for Ethics, Washington & Lee University. Invitation from Karla Murdock, Director of the Mudd Center for Ethics.

**Stewart, O.** (10/28/2019). *The Commodification of Diversity Rhetoric*. California Faculty Association. Invitation from CFA Chapter President James Martel.

**Stewart, O.** (1/25/2018). *Discourse in the Business School: Diversity & Inclusion vs. Discrimination, The business case for all, the responsibility for none*. Department of Africana Studies, Mbongi Talks Series. Invitation from African Studies Department Chair.

**Stewart, O.** (9/27/2017). *A Tale of Autumn: Post-Show analysis and discussion with Dr. Oscar Stewart, a scholar of corporate misconduct*. Invitation from Crowded Fire Theatre Artistic Director.

### Conference Presentations

Bonner, R., Rabelo, V., **Stewart, O.** (November, 2021). Privilege in the Classroom. Paper presented at the Southern Management Association in New Orleans, LA.

**Stewart, O.** Desa, G. Bonner, R. Rabelo, VR. Dunham, I. (November, 2021). A Two-Part Exercise for Clarifying Values through Artistic Expression. Paper presented at the Southern Management Association in New Orleans, LA.

**Stewart, O.** & Arnold, D.G. (August, 2017). *Corporate Strategic Irresponsibility*. Paper presented at the Society for Business Ethics in Atlanta, GA.

**Stewart, O.** & Arnold, D.G. (October, 2016). *Strategic Irresponsibility and Firm Performance*. Paper 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 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 6<sup>th</sup> 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**

Rice, D., Young, N.J, & **Stewart, O.**. *Developing Equitable Publication Processes: An Exploration of Anti-Blackness*. PDW to be facilitated at the annual meeting of the Academy of Management, Seattle, WA in 08/2022.

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.

Young, N.J., **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

### **College of Charleston, School of Business**

- *Instructor*, Management and Organizational Behavior; Organizational Diversity, Strategic Management

### **San Francisco State University, College of Business**

- *Instructor* of Organizational Diversity; Seminar on Business & Society; Business Ethics, Society, and Sustainability
- *Curriculum Development Team* for the Seminar in Strategic Management & the Management core courses
- *Co-founding Developer & Facilitator* for CEETL's Justice, Equity, Diversity & Inclusion Pedagogies of Inclusive Excellence in Online Teaching Institute, 2019-2020

### **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
- *Instructor*, Industrial & Organizational Psychology, Fall 2012 & Spring 2013

### **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**

- Participant in the Inaugural 2022 Arthur M. Blank Foundation values-based leadership retreat
- 2022 Race, Equity, Inclusion Workshop Participant
- 2022 Online Education Readiness Course Certificate
- 2020 QLT Online Teaching Lab Certificate, SF State
- JEDI (Justice, Equity, Diversity, Inclusion) Pedagogies of Excellence at SF State, 2019-2020
- Justice & Humanity in Times of a Pandemic 2020, The Vera Institute of Justice
- SF Build Faculty Research Retreat 2018 & 2019,
- AMR 2018 Paper Development Workshop, Berkeley, CA
- 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**

#### **Community**

- Member of Food Not Bombs, Charleston Chapter
- Board Member of the Juror Project
- Member of Kappa Alpha Psi Fraternity, Inc.

#### **Academic Service**

##### Community

- Director of the [Shawn Long Organizational Science Summer Institute](#) at UNC Charlotte
- Executive Board Member, Management Faculty of Color Association
- Guest Editor, Special Issue on DEI of *Issues in Accounting Education*
- *Southern Management Association* Best Paper Review Committee, 2022

##### College of Charleston

- Department Library Liaison
- College-Wide Ad Hoc Race, Equity, and Inclusion Curriculum Committee

##### SF State

- Facilitator of CEETL’s Justice, Equity, Diversity, and Inclusion (JEDI) Institute
- Executive Board Member of the SF State Chapter of the California Faculty Association
- Co-Chair of the California Faculty Association’s Cops of Campus Committee
- Member of the Lam Family College of Business AY 2020 D&I Task Force
- Member of the University Fellowship Committee (AY 2018, 2019, 2020)
- Member of the Campus Climate Steering Committee (AY 2017, AY 2018)
- Member of the Lam Family College of Business Dean Search Committee (AY 2018)
- Member of the Management Department Search Committee (AY 2017)

- Member of the Lam Family College of Business Liberal Arts in Business Faculty Group (AY18-AY19)
- Advisor for the SF State Black Business Student Association (AY 2016, AY 2017, AY, 2018)
- Advisor for the SF State Net Impact Chapter (AY 2018 – Present)
- Advisor for Kappa Alpha Psi Fraternity, Inc. Gamma Alpha Chapter (AY 2019)

### **Scholarly Reviewing**

- Guest Editor: *Accounting Issues in Education* Special Issue on D&I, 2020-Present
- Ad Hoc Reviewer: *Business & Society*, *Business Ethics Quarterly*, *Journal of Business Ethics*, *Journal of Business Ethics Education*, *International Journal of Management Reviews*, *Journal of Business & Psychology*
- Conference Reviewer: *Academy of Management Conference*, *SIM & BPS Divisions*, *Western Academy of Management*

### **Organizational Science Summer Institute**

*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.

*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.

*Mentor, 2011, 2012, 2013, 2016*

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

### **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**

- The PhD Project
- Management Faculty of Color Association
- Academy of Management
- Western Academy of Management
- Bentley University Center for Business Ethics
- European Group for Organizational Studies
- ELEVATE at the Rutgers Center for MSIs
- SF Build
- Society for Business Ethics