

# Oscar Jerome Stewart

Assistant Professor of Management  
School of Management, University of San Francisco  
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## Education

*University of North Carolina at Charlotte* | Charlotte, NC  
Ph.D., Organizational Science (AACSB), 2016

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

## Academic Awards and Honors

Selected for the 2023 Cohort of the [Tenure Project](#)  
Selected for the 2023 MOBTS Early Educators Institute  
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. Both my scholarly and pedagogy approaches are focused on working toward more equitable and cooperative power structures that bind members together in a beneficent mutuality.

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

Haley, M., **Stewart, O.**, & Beck, T.E. Stronger Together: Building Nonprofit Resilience through a Network with a Shared Mission and Organizational Humility. Conditionally Accepted *at the Journal of Nonprofit Management and Leadership*

Herbert Walker, D., Rabelo, V., **Stewart, O.**, & Herbert, D. (2023). Social determinants of mental health among business students: The roles of traumatic events, financial strain, housing instability, food insecurity, and commute time. *Journal of American College Health*.

- Rabelo, V., Bonner, R., **Stewart, O.** (2022). An Exercise for Expanding Privilege Awareness Among Management Students and Faculty. *Journal of Management Education*.
- 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**

- Foster, A., Wissman, N. Bray, L., DeBoer, J. Ergene, S. **Stewart, O.J.**, & Dunham, I. Rising to the Challenge: Embedding Environmental Justice in Management and Organization Studies. Under 2<sup>nd</sup> Round Review at *Organization and Environment*.
- Rice, D., **Stewart, O.**, Jones-Young, N. & Melaku, T. Overcoming Anti-Blackness in Knowledge Creation: Conceptualizing Performative Allyship in the Publication Process. Under Review at *Organization*.
- Prieto, L., Phipps, S., & **Stewart, O.J.** From Civil Rights to Silver Rights: The Influence of Leon Sullivan's Philosophy on Martin Luther King, Jr.'s Vision of Racial and Economic Justice. Under Review at the *Journal of Black Studies*.

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

- Herbert Walker, D., **Stewart, O.** & Rabelo, V. Social determinants of mental health among college students: The roles of Race, parents' education, and food insecurity on psychological strain. Preparing for submission at *Journal of Diversity in Higher Education*.

**Stewart, O.,** Jones-Young, N. & Minefee, I. Keep on Knocking But Will I Get In? Reducing Structural Mechanisms of Exclusion for Entry into Doctoral Programs for Prospective Black and Latinx Applicants. Preparing for submission at the *International Journal of Doctoral Studies*.

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

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

### **Manuscripts Under Construction**

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

**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.**, (4/13/2023). A National Discussion on The Future of DEI. PhD Project. Invitation from the PhD Project.

**Stewart, O.** (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**

Prieto, L., Phipps, S., & **Stewart, O.J.** (2023) Leon Sullivan, Martin Luther King, Jr., & the Fight for Racial & Economic Justice for Black Workers. Paper presented at the Annual Meeting of the Academy of Management in Boston, MA.

Wissman, N...& **Stewart, J.** (2023) Developing a Research Agenda for Climate Justice in Management and Organization Studies. Paper presented at the Annual Meeting of the Academy of Management in Boston, MA.

Rice, D. **Stewart, J.** Jones-Young, N. (2022). I Don't Mean to Be Racist But...Reviewing and Improving Reviewer Comments. Paper presented at the Annual Meeting of the Academy of Management in Seattle, WA.

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**

- Bonner, B., **Stewart, O.J.**, & Gonzalez, K. *The State of Grading: The Good, The Bad, The Ugly.* (2023).  
Workshop and panel at the annual Management Faculty of Color Association Meeting, Boston, MA.
- 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**

#### **University of San Francisco, School of Management, Fall 2023 to Present**

- *Tenure Track Assistant Professor*, Ethical Decision-Making, Introduction to Business

#### **College of Charleston, School of Business, Fall 2021 to Spring 2023**

- *Tenure Track Assistant Professor*, Management and Organizational Behavior; Organizational Diversity, Strategic Management

#### **San Francisco State University, College of Business – 2016 to 2021**

- *Tenure Track Assistant Professor* 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**

– ETC New Faculty Intensive Training, University of San Francisco

– Attendee at the 2022 Summit for Truth, Racial Healing, and Transformation

– 2022-2023 Intentional Tech Learning Community, CofC

– Invitation to 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**

#### **Local Community**

– Member of Food Not Bombs, Charleston Chapter (Mutual Aid)

– Member of Charleston Uplift Community (Mutual Aid)

- Board Member of the Juror Project
- Member of Kappa Alpha Psi Fraternity, Inc.

### **Academic Service**

#### Community

- Director of the [Dr. Shawn Long Organizational Science Institute](#) at UNC Charlotte
- Vice President, Management Faculty of Color Association, 2022 - Present
- Communications Director, Management Faculty of Color Association, 2020-2022
- Guest Editor, Special Issue on DEI of *Issues in Accounting Education*, 2022
- *Southern Management Association* Best Paper Review Committee, 2022

#### University of San Francisco

- Advisor, Black Business Association

#### College of Charleston

- Department Library Liaison
- University-Wide Race, Equity, and Inclusion Committee
- Participant in the “Tips from the REI Classroom” workshop, October 2022
- Chair of the School of Business D&I 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*



## **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
- The Tenure Project
- Academy of Management
- Western Academy of Management
- Society for Business Ethics