

# STEVEN A. STEWART

## Curriculum Vita

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### Georgia Southern University

Associate Professor  
Department of Management  
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### Contact information

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## EDUCATION

- Ph.D., Management, Florida Atlantic University, 2014.
  - *Dissertation: "A foot in both camps: The influence of role identity centrality of professional service entrepreneurs on entrepreneurial orientation and firm performance."*
- M.Div., B.L., Theology, Southwestern Baptist Seminary, 1995.
- B.S., Marketing, University of Florida, 1991 (with Honors).

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## ACADEMIC APPOINTMENTS

Georgia Southern University, Statesboro, Georgia

Associate Professor of Management (Aug, 2018 – present)

Assistant Professor of Management (Aug, 2013 – Aug, 2018)

Appointed to the Graduate College faculty (Spring, 2014)

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## RESEARCH INTERESTS

My research focuses upon strategic leadership processes, most often in the context of entrepreneurs, but also among others that make up top management team members. Additionally, I focus upon identity related constructs (individual and organizational).

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## PUBLICATIONS (PEER REVIEWED)

Cox, K.C., **Stewart, S.A.**, Lortie, J., and Barreto, T.S. (in press) *Different strokes for different folks: Generational differences, social salience, and social performance*. International Journal of Entrepreneurship and Innovation. DOI: 10.1177/2F1465750318796718

**Stewart, S.A.** (2018) *Expert and entrepreneur: The unique research domain of Professional Service Entrepreneurs*. International Entrepreneurship and Management Journal, 14(3): 615-626. DOI: 10.1007/s11365-018-0516-5

Cox, K.C., Lortie, J., and **Stewart, S.A.** (2017) *When to pray to the angels for funding: The seasonality of angel investing in new ventures*. Journal of Business Venturing Insights, 7(June 2017): 68-76. DOI: 10.1016/j.jbvi.2017.03.003

**Stewart, S.A.** and Amason, A.C. (2017) *Assessing the State of Top Management Teams Research*. Oxford Research Encyclopedia of Business and Management, Oxford University Press, New York.

**Stewart, S.A.**, Castrogiovanni, G.J. and Hudson, B.A., (2016). *A Foot in Both Camps: Role Identity and Entrepreneurial Orientation in Professional Service Firms*. *International Journal of Entrepreneurial Behavior and Research*, 22(5): 718-744.

**Stewart, S.A.** and Hoell, R.C., (2016). *Hire Someone Like Me or Hire Someone I Need: Entrepreneur Identity and Early-Stage Hiring in Small Firms*. *Journal of Small Business and Entrepreneurship*, 28(3), 187-201

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## MANUSCRIPTS UNDER REVIEW

**Stewart, S.A.**, and Peterson, M.F. *Implications of Individualist Bias in Social Identity Theory in International Organizational Studies*. Under 2<sup>nd</sup> R&R status at *Journal of Cross-Cultural Psychology*.

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## REFEREED CONFERENCE PRESENTATIONS (\*\*Represents inclusion in proceedings)

Stewart, S.A. and Welter, C. (2017) *Intermediaries, BOP Firms, and Organizational Image*. Accepted for presentation to the Strategic Management Society, Houston, TX, 2017.

Cox, K. C., Lortie, J., Barreto, T. S., and Stewart, S.A., (2017) *Different Strokes for Different Folks: How Generational Differences Influence Social Performance*. Accepted for presentation to the Academy of Management, Atlanta, GA, 2017.

\*\*Stewart, S.A. and Castrogiovanni, G.J., (2016) *Identity and Entrepreneurial Orientation in the Context of Professional Service Firms*. Presented at United States Association of Small Business and Entrepreneurship (USASBE), San Diego, CA.

Stewart, S.A. and Hoell, R.C., (2015) *Hire Someone Like Me or Hire Someone I Need: Entrepreneur Identity and Early-Stage Hiring in Small Firms*. Presented to the ENT Division of the Annual Meeting of the Academy of Management, Vancouver, CA.

\*\*Stewart, S.A., Hudson, B.A., and Castrogiovanni, G.J., (2014) *Apostles, Authorities, Artisans, and Altruists: Professional Service Entrepreneurs and their Understanding of Entrepreneurship*. Presented to the ENT Division at Southern Management Association, Savannah, GA.

\*\*Stewart, S.A. and Castrogiovanni, G.J. (2014) *A Foot in Both Camps: Role Identity and Entrepreneurial Orientation in Professional Service Firms*. Presented to the ENT Division of the Annual Meeting of the Academy of Management, Philadelphia, PA.

\*\*Welter, C., and Stewart, S.A. (2014) *Reflected Organizational Images: A Social Identity Model of Social Entrepreneurship in BOP Markets*. Presented to the ENT Division of the Annual Meeting of the Academy of Management, Philadelphia, PA.

\*\*Stewart, S.A., Castrogiovanni, G.J., and Hudson, B.A. (2013) *A Tale of Two Identities: Identity and Entrepreneurial Orientation in Professional Service Firms*. Presented at the Annual Meeting of the Academy of Management, Orlando, FL.

Stewart, S.A., and Castrogiovanni, G.J. (2012). *A Foot in Both Camps: The Impact of Professional Identity on Entrepreneurial Activity*. Presented at the Annual Meeting of the Academy of Management, Boston, MA.

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## CONFERENCE PRESENTATIONS (CONTINUED)

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- Stewart, S.A. and Peterson, M.F. (2012). *Implications of Individualist Bias in Social Identity Theory in International Organizational Studies*. Presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Stewart, S.A., Williams, E.A., and Castro, S.L. (2012). *Transformational Leadership and Goal Commitment: Organizational Identification and Self-Efficacy as Moderators*. Presented at the Southern Management Association, Fort Lauderdale, FL.
- Stewart, S.A., and Hudson, B.A. (2011). *Scorning Their Shame: Theology, the Marginalized, and the Institutional Work of Allies*. Presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
- Stewart, S.A., and Ellis, K. (2011). *Who are we now? The impact of an organizational identity shock and emotional capability on target team organizational identification and team performance following an acquisition*. Presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
- Stewart, S.A., Williams, E.A., Castro, S.L., and Reus, T.H. (2011). *Examining Emotional Capability in Teams: Its Influence on the Development of Team Climate and Outcomes*. Presented at the Annual Meeting of the Academy of Management, San Antonio, TX.
- Stewart, S.A., (October, 2010). *Leader Member Exchange (LMX) Relationships and Conflict: Issue Importance and Organizational Hierarchy as Moderators*. Presented at the Annual Meeting of the Southern Management Association, St. Petersburg, FL.
- Stewart, S. A., (October, 2010). *Hearts, heads and hard work: Emotions and team learning*. Presented at the Annual Meeting of the Southern Management Association, St. Petersburg, FL (Symposium).

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## WORKING MANUSCRIPTS

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- Campbell C.R., Rutner P, Irani Williams F, Tribble L, and **Stewart, S.A.** *Attributions and Attributional Style Among Women Leaders in Technology: Think Like a Man?"*
- Stewart, S.A., Hudson, B.A., Castrogiovanni, G.J., *Apostles, Authorities, Artisans, and Altruists: Professional service entrepreneurs and their understanding of entrepreneurship*. (Target: Journal of Business Venturing)
- Stewart, S.A., and Welter, C. *Intermediaries, BOP Firms, and Organizational Image*. (Target: the Academy of Management Review)
- Stewart, S.A., and Hudson, B.A. *Scorning their shame: Theological discourse, the marginalized, and the work of allies*. (Target TBD)

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## ACADEMIC WORK EXPERIENCE

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- Georgia Southern University, Statesboro, Georgia  
 Associate Professor of Management (Aug, 2018 – Present)  
 Assistant Professor of Management (Aug, 2013 – Aug, 2018)  
 Appointed to the Graduate College faculty (Spring, 2014)  
 Online Teaching Certificate (Spring, 2016)

Graduate courses taught (unless otherwise noted, courses are face-to-face):

- BUSA 7530 – MBA Global Business Policy (average rating 4.7/5.0)
- BUSA 7030 – MBA Entrepreneurship (a course I developed) (average rating 5.0/5.0)
- WMBA 6070 – Entrepreneurship (online WebMBA) (4.4/5.0)

Undergraduate courses taught:

- BUSA 4131 – Strategic Management (face to face and online) (average rating: 4.7/5.0)
- MGNT 3234 – Entrepreneurship (average rating: 4.7/5.0)
- MGNT 4234 – Small Business Management (average rating: 4.9/5.0)
- MGNT 3130 – Principles of Management (online) (average rating: 4.9/5.0)

Continuing Education Courses taught:

- Morale and Motivation
- Practical Problem Solving and Decision Making
- Leadership Styles

Undergraduate honors thesis supervision:

- Mikaela Shupp (partial supervision, 2015)
- Timothy Miller (partial supervision, 2016)
- Brandon Lee (2016 – graduation December 2017)

**Instructor, Florida Atlantic University (Fall, 2010 – Spring, 2013)**

- ENT 4024 – Entrepreneurship
- MAN 4720 – Global Policy and Strategy

**Adjunct Instructor, Palm Beach State College (Fall, 1997 – Fall, 1999)**

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## **ACADEMIC SERVICE**

### **University and Department Service**

- Chair, Graduate Curriculum and Program Committee (Fall, 2018)
- Strategic Planning Committee, College of Business (Fall, 2018)
- Graduate Curriculum and Program Committee (beg. Fall, 2017)
- MBA Assessment Group (since Fall, 2016)
- Student Retention, Graduation, and Instructional Resources Committee (Fall, 2016)
- Mentor, 3Day Startup, (Spring, 2015; 2017)
- Mentor, Youth Entrepreneurship Week (Summer, 2017)
- ENACTUS Student Organization Co-Advisor (As of Fall 2014)
- Chair, Entrepreneurship Curriculum Revision Committee (Spring & Fall 2014)
- Administrative Assistant search committee (Fall 2014)
- Assistant Professor search committee chair (Fall 2014, Spring 2015, Fall 2015)
- Speaker: MBA Association (Spring 2014)

**Academy of Management, SMA, and USASBE Service**

- Session Chair, USASBE Annual Meeting, 2016
- Session Chair, Academy of Management Annual Meeting, 2014
- Reviewer, Academy of Management, 2012, 2013, 2014, 2015 ENT and OMT Divisions
- Reviewer, Academy of Management, 2011, OMT and MOC Divisions
- Southern Management Association, 2014 ENT Division

**Editorial Board**

- International Entrepreneurship and Management Journal (As of January, 2014)

**Ad hoc reviewer**

- Entrepreneurship Theory and Practice
- Academy of Management Learning and Education
- Journal of Small Business and Entrepreneurship
- International Entrepreneurship and Management Journal
- International Journal of Entrepreneurial Behavior and Research
- American Entrepreneurship Journal

**Co-Organizer**

Professional Development Workshop: “The importance of relationship development and emotional intelligence for management development and education.” E. A. Williams, B. J. Deptula, and S. Stewart, Chair/Organizers. Southern Management Association Meeting. St. Pete Beach, FL. (2010).

**Entrepreneurship Related Service**

- Co-advisor for ENACTUS (May 2014 – present). Regional Champions 2015.
- Primary mentor and coach: 1st and 2nd place winners of 3DS
  - 1st place winner went on to place 3rd overall at the Creative Coast Fast Pitch in Savannah
- Coach for the inaugural Business Innovation Group Fast Pitch Competition (Fall 2015) (primary coach for all three winning contestants/teams)
- Primary advisor for AdvinUp – Winner of the 2015 3DS Weekend
- Mentor for 3DS weekend (Spring 2015; 2017)
- Panelist for Savannah Fast Pitch competition (Spring 2015)
- Business Plan Competition Screening Judge, 2012, Adams Center for Entrepreneurship, Florida Atlantic Univ.

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**AFFILIATIONS and HONORS**

- Crider Excellence in Teaching Award, 2018, Georgia Southern University College of Business.
- Rutherford Award for Excellence in Teaching and Service in the MBA Program, 2017
- Nominated for the Crider Excellence in Teaching Award, 2016, 2017, Georgia Southern University College of Business.

- Nominated for Outstanding Advisor (2016), Georgia Southern University
- Bank of America Faculty Award, 2015
- Selected delegate for the 15<sup>th</sup> Annual Experiential Classroom, University of Florida, Gainesville Florida (Fall 2014)
- Ph.D. Program representative for AACSB credentialing visit, Spring 2013.
- Received 2012-13 Innovative Entrepreneurship Education award sponsored by George Washington University 3E Learning and USASBE, awarded at the 2013 USASBE annual conference, San Francisco, CA.
- Attended USASBE Doctoral Consortium at the 2013 USASBE annual conference, San Francisco, CA (15 of 34 applicants accepted, based on research writing)
- Attended ENT Doctoral Consortium at the 2012 Annual Meeting of the Academy of Management, Boston, MA (20 of 85 applicants accepted based on research writing).
- Academy of Management (AOM)
- Southern Management Association (SMA)
- United States Association for Small Business and Entrepreneurship (USASBE)
- Phi Kappa Phi (2013).
- Beta Gamma Sigma National Honor Society (University of Florida, 1990).
- Golden Key International Honour Society (University of Florida, 1990).

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## **OTHER PROFESSIONAL EXPERIENCE**

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Prior to pursuing graduate studies, I held sales and management positions at Publix, Walmart, S.C. Johnson, and NCR Corporation (then owned by AT&T). I have also owned several home repair and services businesses. For 15 years prior to entering the Ph.D. program, I was involved in senior management of three non-profit faith-based organizations, and founded or sat on the boards of several community organizations. These experiences both inform my research interests in how identity influences organizations, especially the identity of firm founders, and have influenced my ability to work with a wide variety of stakeholders.