

# STEVEN A. STEWART

## Curriculum Vita

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### Furman University

Robert E. Hughes Associate Professor of Business and Accounting  
Business and Accounting Department  
3300 Poinsett Hwy.  
Greenville, SC

### 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 WORK EXPERIENCE

Furman University, Greenville, South Carolina

Robert E. Hughes Associate Professor of Business and Accounting (Fall, 2024 – Present)  
Associate Professor of Entrepreneurship (Fall, 2023 – present)

Georgia Southern University, Statesboro, Georgia

Associate Professor of Management (Fall, 2018 – Fall, 2023)  
Assistant Professor of Management (Fall, 2013 – Fall, 2018)  
Appointed to the Graduate College faculty (Spring, 2014)

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

Instructor

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## TEACHING

### Furman University

Undergraduate courses taught

- BUS 270 – Introduction to Innovation and Entrepreneurship
- BUS 280 – New Venture Business Modeling
- BUS 450 – Strategic Management

New Courses developed:

- BUS 280 – New Venture Business Modeling
- BUS 386 – Building the New Venture (1<sup>st</sup> offering Spring 2026)

New Programs developed:

- Team member that developed the Master of Science in Innovation and Leadership (MSIL), Summer 2023. Program was approved Fall 2023 and launched first cohort Fall of 2024.

Masters of Science in Innovation and Leadership (MSIL) Capstone Project Supervision

- Jake Coplin (2025)

### Georgia Southern University

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

- BUSA 7530 – MBA Global Business Policy
- BUSA 7030/MGNT 7335 – MBA Entrepreneurship (a course I developed with iterations both for the MBA and the MAcc programs)
- WMBA 6070 – Entrepreneurship (online WebMBA)

Undergraduate courses taught:

- BUS 270 – Entrepreneurship and New Venture Development
- BUS 280 – New Venture Business Modelling (a course I developed)
- BUS 450 – Strategic Management
- BUSA 4131 – Strategic Management (face to face and online)
- MGNT 3234 – Entrepreneurship (face to face and online)
- MGNT 4234 – Small Business Management
- MGNT 4236 – Entrepreneurship and Innovation Capstone
- MGNT 3130 – Principles of Management (online)

Undergraduate honors thesis supervision:

- Baylor Bumford (2022 – 2023)
- Brandon Lee (2016 –2017)
- Timothy Miller (partial supervision, 2016)
- Mikaela Shupp (partial supervision, 2015)

Continuing Education Courses taught (every Fall and Spring, since 2015):

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

Curriculum Developed:

- Developed a new 10-course Savannah MBA program (Faculty approval in Fall, 2019)
- Redeveloped MGNT 4236 Entrepreneurship and Innovation Capstone
- BUSA 7030/MGNT 7335: MBA Entrepreneurship (Spring 2017)
- Participated in the revision and development of the Entrepreneurship & Innovation concentration and minor (2014 – 2023)

Professional Development related to teaching:

- Writing Enriched Faculty training – Think in Ink
- Webinar “Transforming Business Education” on 5/17/2019. David Sloan Wilson.
- Webinar “Steps to More Student Engagement” on 5/22/2019.
- Quality Enhancement Program – Writing Enhanced Faculty training (Summer, 2017 and Spring 2019)
- McGraw-Hill Webinar on “Teaching Entrepreneurship” (March, 2018)
- Teaching and Learning Conference, Academy of Management (August, 2017)

- WebMBA Consortium Orientation (Fall 2016, 2017, 2018)
- Online Teaching Certificate (Spring, 2016)
- Introduction to Online Teaching and Learning
- 15<sup>th</sup> Annual Entrepreneurship Experiential Classroom, Gainesville, FL. September, 2014 – this is an intensive 3 day workshop designed to introduce world-class and contemporary entrepreneurship education techniques to the entrepreneurship educator.
- Design Multiple Choice Tests to Foster Student Learning
- Develop Rubrics to Accurately and Consistently Measure Learning Outcomes

## RESEARCH

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### Peer reviewed articles:

- Petrescu, M., Gironde, J. T., Krishen, A. S., Dudau, A., Ferguson, J. R., **Stewart, S. A.**, Kitchen, P., & Fine, M. (2024). *Students as Value Co-Creators in the Business Education Ecosystem*. Journal of Marketing Education, 0(0). <https://doi.org/10.1177/02734753241267762>
- Peterson, M. F., & **Stewart, S. A.** (2020). *Implications of individualist bias in social identity theory for cross-cultural organizational psychology*. Journal of Cross-Cultural Psychology, 51(5), 283-308.
- Charlier, S. D., Hoell, R. C., Sproul, C. R., & **Stewart, S. A.** (2019). *Evidence, Please? Rejoinder to “The Menace of Misinformation: Faculty Misstatements in Management Education and Their Consequences*. Journal of Management Education, 43(4), 434–445.
- Cox, K.C., **Stewart, S.A.**, Lortie, J., and Barreto, T.S. (2019) *Different strokes for different folks: Generational differences, social salience, and social performance*. International Journal of Entrepreneurship and Innovation, 20(3) 170-181.
- 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

### Book Chapters

- Williams, E.A., Castro, S.L., and **Stewart, S.A.** (in press). “*Value Creation in Teams: An Examination of Group Emotional Intelligence and its Influence on Team Outcomes*,” in Siegel, D (Ed.), Value Creation, Entrepreneurship, and Public Policy. World Scientific.

## Refereed Conference Presentations

- Trudell, L. T., & **Stewart, S. A.** *Emerging leaders, lasting impact: A process theory of leadership development in regional entrepreneurial ecosystems.* Paper presented at the Academy of Management (AOM) annual meeting, Copenhagen, Denmark, July, 2025.
- Rousseau, M.B., Moates, K.,N, and **Stewart, S.A.** *Becoming the Bell Cow: Transcending the Family Farm* (An Entrepreneurship teaching case). Presented at the United States Association of Small Business and Entrepreneurship (USASBE) annual meeting, Las Vegas, NV, February, 2025.
- Irani-Williams, F., Trudell, L., Rutner, P., **Stewart, S.** and Campbell, C. *Making it to the top – success factors for women leaders in STEM: A qualitative study.* Presented at the Southern Management Association annual meeting, St. Petersburg, FL., October, 2023.
- Cox, K. C., Lortie, J., **Stewart, S. A.**, Sproul, C. R. *What can evolutionary biology teach us about business model variation?* Presented at the United States Association of Small Business and Entrepreneurship (USASBE) annual meeting, Raleigh, NC, 2022.
- Stewart, S. A.**, Sproul, C. R., and Cox, K. C. *Pens, pencils, crayons, and creativity: The role of tools in creative thinking.* Presented at the United States Association of Small Business and Entrepreneurship (USASBE) annual meeting, New Orleans, 2020.
- Stewart, S.A.** and Welter, C. (2017) *Intermediaries, BOP Firms, and Organizational Image.* Accepted for presentation to the Strategic Management Society annual meeting, Houston, TX, 2017.
- Cox, K. C., Lortie, J., Barreto, T. S., and **Stewart, S.A.** *Different Strokes for Different Folks: How Generational Differences Influence Social Performance.* Presented at the Academy of Management annual meeting, Atlanta, GA, 2017.
- \*\*Stewart, S.A.** and Castrogiovanni, G.J., (2016) *Identity and Entrepreneurial Orientation in the Context of Professional Service Firms.* Presented at the United States Association of Small Business and Entrepreneurship (USASBE) annual meeting, 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 annual meeting, 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.

- Stewart, S.A.** (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.

#### **Working Manuscripts:**

- Rousseau, M.B., Moates, K.,N, and **Stewart, S.A.** *Becoming the Bell Cow: Transcending the Family Farm* (An Entrepreneurship teaching case). Manuscript complete to submit to Journal of Case Research and Inquiry.
- Irani-Williams, F., Trudell, L., Rutner, P., **Stewart, S.** and Campbell, C. Making it to the top – success factors for women leaders in STEM: A qualitative study. Under review at Leadership and Organization Development Journal

#### **ACADEMIC SERVICE**

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##### **Furman University**

##### **University, Department and Community Service**

- Collaborated with the executive director of the Hill Institute to develop the job description, value proposition, and contract for a new Entrepreneur-in-Residence position, and participated in recruiting and hiring the first candidate.
- Greenville Starts (GVLStarts) mentor – mentoring clients of a community entrepreneurship and economic development service offered by the Hill Institute in Greenville, SC.
- NEXT Venture Summit volunteer – volunteer in executing the largest venture capital and angel funding event in the upstate of South Carolina through NEXTGen, a regional entrepreneur service organization.
- Advisory Board member for SixNineteen Spirit of Excellence 1865 Foundation since 2024.  
<https://sixnineteenfoundation.org/about/>
  - A minority owned company with a scholarship foundation.
- Curriculum Initiatives Committee (Fall 2024 to present)
  - Previously assessed the GRE core for the Curriculum Committee
  - Currently assessing Pathways for the Faculty Advisory Committee
- IAIPC (Institute on AI, Pedagogy, and the Curriculum, chapter of AAC&U American Association of Colleges and Universities) (January 2025 to May 2025)

- Developed AI literacies and competencies for Furman University submitted to university administration.
- Bain solutions group for Business/Entrepreneurship (January 2025 to February 2025)
  - Developed strategic solutions for strengthening the presence of entrepreneurship on campus.
- Advisory committee and founding member of the MS in Innovation and Leadership program (Summer 2023 to present)
  - Member of the creating team for the program
  - Interviews new applicants for admission
  - Develops and evaluates curriculum and policies
- Coached Ashley Ramos to finalist position in the statewide SC Innovates Pitch Competition.
- Hill Institute work
  - Planned and co-created the first “Furman’s Next Big Idea” idea hackathon (Feb. 2025). This program focused on finding the ideas on Furman’s campus and giving them an outlet for development over an intensive one-day event. This event was successful and will be held again each semester.
  - Mentoring student participants in Paladin Pitch
  - Taught 2 sessions in Summer 2024 in the Summer Entrepreneurship Bootcamp
  - Panelist for the Big Ideas Dinner in Fall 2023
- Midnight Breakfast in Fall 2023
- Furman Forward in Spring 2024; Fall 2024
- Fall for Furman in Fall 2024
- Developed two sessions for the Center for Innovative Leadership (CIL) workshop for Michelin. I also introduced the parties at Michelin to the leadership of CIL in order to create the workshop, which led to a \$25,000 contract to CIL to pilot the program.

## **Georgia Southern University**

### **University, College, and Department Service**

- Department Development, Promotion, and Tenure (DP&T) Committee, Fall 2022
- Created and delivered the “Athle-preneurship” Student Athlete Entrepreneurship program for the APEX program in the Athletics Department.
- Primary mentor and coach: 1st and 2nd place winners of Three Day Startup (3DS)
  - 1st place winner went on to place 3rd overall at the Creative Coast FastPitch in Savannah
  - Primary advisor for AdvinUp – Winner of the 2015 3DS Weekend
  - Mentor for 3DS weekend (Spring 2015, 2016, 2017, 2018, 2019)
- Conducted strategic planning for the Center for Rehabilitation and Independent Living (CRIL) in the Waters College of Health Professions (Spring 2022 – 2023)
- Co-founding advisor of Eagle Entrepreneurs (Fall 2022 – 2023)
- Co-advisor for Square 1 (Entrepreneurship club) (August 2021 – 2023)
- Governance Committee, Parker College of Business (Fall 2021 – 2023)
- Strategic Planning Committee, College of Business (Fall, 2018 - 2023)
- Chair, Graduate Curriculum and Program Committee (Fall, 2018 – Spring 2021)
- Council for the Advancement of Standards in Higher Education (CAS) Review Committee of the Russell Union (Fall 2020 – Spring 2021)
- Meet the Majors (Fall 2020)
- Conversations with Professors (Fall 2020)

- Mentor, 3Day Startup, (Every Spring since 2015)
- Graduate Curriculum and Program Committee (Fall, 2017)
- Student Retention, Graduation, and Instructional Resources Committee (Fall, 2016)
- Mentor, Youth Entrepreneurship Week (Summer, 2017)
- Management department curriculum committee (2016-2017)
- ENACTUS Student Organization Co-Advisor (2014-2018). Regional Champions 2015.
- Coach for the inaugural Business Innovation Group FastPitch Competition (Fall 2015) (primary coach for all three winning contestants/teams)
- Panelist for Savannah FastPitch competition (Spring 2015)
- 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**

- Strategic Management Track Co-Chair, Southern Management Association, 2025
- 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

#### **Membership in Associations:**

- Academy of Management (AOM)
- Southern Management Association (SMA)
- United States Association for Small Business and Entrepreneurship (USASBE)
- Phi Kappa Phi (2013).

#### **Editorial Board**

- International Entrepreneurship and Management Journal (As of Spring, 2014)
- American Journal of Entrepreneurship (As of Fall, 2017)

#### **Ad hoc reviewer**

- Journal of Cross-Cultural Psychology
- Academy of Management Learning and Education
- Entrepreneurship Theory and Practice
- Journal of Small Business Management
- Small Business and Economic Development Journal
- Journal of Small Business and Entrepreneurship
- Journal of Business Research
- Journal of International Business Studies
- International Entrepreneurship and Management Journal
- International Journal of Entrepreneurial Behavior and Research
- Journal of Management and Organization
- American Entrepreneurship Journal



## AFFILIATIONS and HONORS

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- Endowed chair: Robert E. Hughes Associate Professor of Business and Entrepreneurship (Furman University, 2024)
- William A. Freeman Outstanding Professor Award, Parker College of Business (2021)
- Outstanding Faculty of the Year, Cohort 81, Georgia WebMBA (2020)
- Nominated for Georgia Southern University Award for Excellence in Contributions to Teaching (2020)
- Outstanding Faculty of the Year, Cohort 74, Georgia WebMBA (2019)
- Outstanding Faculty of the Year, Cohort 66, Georgia WebMBA (2018).
- Crider Excellence in Teaching Award, 2018, Georgia Southern University, Parker College of Business.
- Rutherford Award for Excellence in Teaching and Service in the MBA Program, 2017
- Nominated for Outstanding Advisor (2016), Georgia Southern University
- Outstanding Reviewer for 2016 (Journal of Small Business and Entrepreneurship)
- 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).

## OTHER PROFESSIONAL EXPERIENCE

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). 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.