

Curriculum Vitae

ALICE C. STEWART
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Education

University of North Carolina: Chapel Hill, North Carolina
Ph.D. Business Administration Area: Strategic Management

Dissertation: The Effect of International Competitive Environments on International Strategic Choice: Trade Policy as a Critical Contingency, Chair: Dr. B. Victor

University of Kentucky: Lexington, Kentucky
Master of Business Administration
Bachelor of Business Administration

Employment

University of Tennessee – Knoxville: Haslem College of Business

2022 – Present **Distinguished Lecturer**: Provide undergraduate and graduate level courses in strategic management.

North Carolina Agricultural and Technical State University: Willie A. Deese College of Business and Economics

2019 – 2021 **Professor of Strategic Management**: Teach undergraduate and courses in the areas of strategic management, general management, and international business.
Research: Strategic Management, Human Capital, Leadership and Decision Making, Performance Measurement, and Strategic Planning in Higher Education, Scholarship of Teaching and Learning.
Faculty Affiliate: Center for Excellence in Entrepreneurship

2004 – 2019 **Associate Professor of Strategic Management (tenured 2008)**

2014 – 2015 **Interim Vice Provost for Strategic Planning and Institutional Effectiveness and SACSCOC Liaison**: Led the institutional effectiveness, planning, and institutional research processes of the University; Managed the institutional research function by providing information and data analysis to academic and administrative units to support strategic planning, policy, and decision making.

Guilford College: Department of Business Management

2002 – 2004 **Jefferson-Pilot Professor of Business Management**: Taught undergraduate courses in the areas of strategic management, general management, and international business. Principle author of Guilford College Strategic Plan under direct report to the college President.

The Ohio State University: Office of Academic Affairs and Fisher College of Business, Columbus, OH.

1997 – 2002 **Director, Office of Strategic Analysis and Planning**: Responsible for strategic planning and analysis for The Ohio State University. Worked with the chief academic and administrative officers of the university and various other academic and administrative managers to evaluate implications of strategic policy decisions. Developed university and college performance indicators used for planning and budgeting purposes. Supervised a staff of 5. Specific projects included:

- * University strategic planning, performance measurement, benchmarking, and assessment.
- * University distance education strategy – Project Manager
- * Enrollment management and planning
- * Internal administrative capabilities assessment

1995 – 2002 **Assistant Professor of Business Administration – Fisher College of Business**:
Research: International Strategy, Small Business Strategy, TMT Decision Making, Performance Measurement and Policy in Higher Education
Teaching: Business Policy & Strategy (Undergraduate, MBA & Executive) International Business (Undergraduate & MBA)

University of Pittsburgh: Katz Graduate School of Business. Pittsburgh, PA.

1990-1995 **Assistant Professor of Business Administration**: Taught undergraduate, MBA, and Ph.D. level classes in the areas of business strategy and international business.

HONORS AND AWARDS

2021 **Fulbright U.S. Scholars Program – *Alternate*** Universidad Polytechnica de Madrid. Madrid, Spain 2022 Cohort.

2018 **UNC Faculty Fellow**: University of North Carolina System Office of Academic Affairs.

2015 **U.S. State Department Delegate**: UNESCO Global Learning Cities Conference. Mexico City, Mexico. September 2015.

- 2015 **Finalist** (6th place winner: \$25K) – *Strong Cities, Strong Communities Challenge of Greensboro*. Sponsored by U.S. Economic Development Administration. *Creating a STEM- Literate Community through the Greensboro Union of Institutions for Learning and Development (GUILD)*. (with co-authors)
- 2011 **First Place Winner \$50K**: *GMAC-Management Education for Tomorrow: Ideas to Innovation Challenge*. *Contextualizing Graduate Management Education: Creating New Degrees Using Stackable Knowledge Units*.
- 2011 **Best Empirical Paper**. *Decision Science Journal of Innovative Education*. *Examining the Impact of Pedagogy on Student Application of Learning: Acquiring, Sharing, and Using Knowledge for Organizational Decision Making*. (with co-authors)
- 2011 **Best Reviewer Award**. *Decision Science Journal of Innovative Education*
- 2011 **Most Innovative Session**. *Southern Management Association 2011 Conference*. *The Significance of Scholarship: Teaching and Learning versus Disciplinary Research*. (with co-authors)
- 2010 **Faculty Fellowship** for Faculty Development in International Business – University of South Carolina CIBER. *Africa: Understanding the Business Challenges of Africa: South Africa, Kenya and Tanzania*
- 2008 **Best Research to Practice Paper**, *National Academy of Management, Health Care Administration Division*. *Enhancing Nurse Job Satisfaction: The Importance of a Servant Leader Orientation in Health Care Management*. (with co-author)
- 2008 *Beta Gamma Sigma* Inductee (national business honorary)
- 2008 *Phi Kappa Phi* Inductee (national academic honorary)
- 2007 **Deloitte Foundation Executive Education Faculty Scholar**: *Management Education Alliance*
- 2006 **University Summer Research Fellowship**: *North Carolina A & T State University*
- 2000 **Finalist**, Best Conference Paper Strategic Management Society: *New insight on intangible resources and competitive advantage: An empirical test of the importance of organization reputation and employee know-how*. (with co-author)

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- 2000 **Journal of Small Business Strategy Best Applied Paper Award:**
USASBE/SBIDA Conference. Where everybody knows your name: Extra-organizational clan building as small firm strategy for home field advantage. (with co-author)
- 1992 **Free Press Award for Outstanding Dissertation Research in Strategy:**
National Academy of Management - BPS Division: The Effect of International Competitive Environments on International Strategic Choice: Trade Policy as a Critical Contingency
- 1991 **Young Scholar's International Research Award:** *Mitsubishi Corporation*

RESEARCH ACTIVITIES: Work in Progress

Working Papers

- Stewart, A.C., Jenkins, M. & Wilson, C. *Can an Online Simulation Develop Leader EI? Under review at the national Magnet Conference in Nursing Practice.* Preparing for journal submission.
- Tupper, C. & Stewart A. *Purposeful experiential learning: Enhancing student engagement in entrepreneurship courses.* Preparing to submit to Journal of Management Education.
- Stewart, A. *Untangling the Value of a UNC Degree: Graduate success over time in North Carolina,* Working Paper.

RESEARCH ACTIVITIES: Publications

Published Manuscript

- Stewart, A. & Stewart, F. *Making College Pay: Strategies for Choosing Wisely, Doing Well, and Maximizing your Return.* Eagle Creek Press. May 2011.

Academic Publications *(Google Scholar Citation Count = 1420)*

- Kim, M, Stewart, F and Stewart, A. (2021). *The Impact of Social Distancing on Community Case Count in the U.S.: Testing the Efficacy of Protection Motivation Theory During Early Stages of the COVID-19 Pandemic.* Risks, Hazards, and Public Policy Journal.
- Stewart, F., Kim, M., & Stewart, A. (2020). *The Impact of STEM and Soft Occupational Competencies on Regional Productivity and Income: A Competence-Based Approach for Assessing Regional Human Capital.* Economic Development Quarterly. 34 (4), 356-371.

- McCoy, N.R., Phillips, B., & Stewart, A.C., (2019). *Accounting for Human Capital: Implications of Automation and Social Goodwill on Operational Performance*. Journal of Corporate Accounting and Finance. 30 (4):111-115. (Citations = 3)
- Morgan, S.D. & Stewart, A.C., (2019). *Teams in Management Education*. Journal of Management Education. 43(5):573-582. (Citations = 3)
- Stewart, A. Stewart, F., Williams, J, Miles, A., Wilson, C. (2018). *Local Strategic Human Capital Creation: Public Universities' Role in Sustainable Economic Development*. In Bowden, C. Ed. Quality of Life in Adult Learning, Series: Adult Learning in Professional, Organization, and Community Settings. Information Age Publishing.
- Edmonds, V., Brannon, D., Stewart, A. & Williams, J. (2017). *The Role of Gender in Entrepreneurial Leadership Skills Training*. Global Journal of Entrepreneurship. 1 (2), 32. (Citations = 1)
- Morgan, S. & Stewart, A. (2017) *Using A Web-based Teamwork Evaluation Tool for Continuous Improvement of Team Assignments: Application of the PDCA Cycle*. Decision Science Journal of Innovative Education. 15 (3), 303-324. (Citations = 8)
- Simon, M., Sullivan, J., & Stewart, A. (2016). *The Reluctant Social Entrepreneur: Shaving Entrepreneurship Theories when They Are Square Pegs for Round Holes*. International Journal of Social Entrepreneurship and Innovation. 4 (3), 257-271. (Citations = 2)
- Stewart, A., Wilson, C., and A. Miles. 2014. *Developing Ethically and Culturally-Intelligent Leaders through International Service Experiences*. Journal of Leadership, Accountability, and Ethics. 11 (2), 115-127. (Citations = 13)
- Stewart, A., Houghton, S. & Rogers, P. 2012. *Instructional Design, Active Learning & Student Performance: Using a Trading Room to Teach Strategy*. Journal of Management Education: Special Issue on Technology, 2012;36. 753-776. (Lead article.) (Citations = 41)
- Stewart, A., Williams, J., Smith-Gratto, K., Black, S., & Kane, B.T. 2011. *Examining the Impact of Pedagogy on Student Application of Learning: Acquiring, Sharing, and Using Knowledge for Organizational Decision Making*. Decision Sciences Journal of Innovative Education, 9:1.3-26. (Lead article. Best Empirical Paper 2011) (Citations = 20)
- Stewart, A. & Williams, J. 2010. *Evaluating Traditional Training versus Computer-Simulation Training for Leader Development*. In ASTD Handbook of Measuring and Evaluating Training. (P. Phillips, Editor) American Society for Training and Development: Alexandria, VA. (Citations = 2)
- Jenkins, M. & Stewart, A. 2010. *Enhancing Nurse Job Satisfaction: The Importance of a Servant Leader Orientation in Health Care Management*. Health Care Management Review. 35:1. p. 46-54. (Citations = 101)

- Houghton, S., Stewart, A. & Barr, P. 2010. *Knowledge Structure Efficiency: Examining the effect of top management team knowledge structure efficiency on firm performance*. In Current Topics in Management: Volume 14 (A. Rahim, Editor) Transactions Publishers: New York, p. 95-118. (Citations = 6)
- Stewart, A., Houghton, S. M., & Rogers, P. (2009). *Instructional design. A Practical Guide for Medical Teachers*, 3, 207-9. (Citations = 24)
- Jenkins, M. & Stewart, A. (2009) *Enhancing Nurse Job Satisfaction: The Importance of a Servant Leader Orientation in Health Care Management (Abstract Only)*. Journal of Healthcare Management. March/April.
- Stewart, A. 2008. *The Workplace of the Organized Church: Theories of Leadership and the Christian Leader*. Culture and Religion. 9 (3): 301-318. (Citations = 22)
- Stewart, A., Black, S., Smith-Gratto, K., Williams, J. 2008. *Learning from experience: Creating leadership capabilities through computer simulated leadership challenges*. International Journal of Learning and Change Special Issue on Leadership. (Citations = 1)
- Miles, A., Stewart, A.C., and Jones, D. 2007. *The price of protection*. In Sowing Seeds for Creative Solutions. J. Williams (ed.) Eagle Creek Press. P. 33-50. (Non-referred Teaching Case)
- Gnyawali, D., Stewart, A. & Grant, J. 2005. *Differentiated Learning Processes for Enhancing Organizational Knowledge across Environmental Contexts*. International Journal of Organizational Analysis, 13 (3): 216-243. (Citations = 1)
- Stewart, A. & Zheng, H. 2004. *New insight on intangible resources and competitive advantage: An empirical test of the importance of organization reputation and employee know-how*. In Strategy in Transition (R. Bettis, ed) J. Wiley. P. 252-273. (Refereed Book Chapter)
- Gnyawali, D. & Stewart, A. 2003. *A contingency perspective on organizational learning: Environmental context, knowledge creation process, and organizational response*. Management Learning Quarterly. 34 (1), p.63-89. (Citations = 155)
- Makhija, M. & Stewart, A. 2002. *Underlying cognitive influences in managerial risk-related decisions: A cross-national exploration*. Journal of International Business Studies. 33(4), p. 737-756. (Citations = 129)
- Zheng, H & Stewart A. 2002. *Benchmarking the performance of public universities: Locating best practices with data envelopment analysis technology*. Professional File: Association of Institutional Research. (Citations = 36)
- Stewart, A. & Carpenter-Hubin, J. 2001. *Beyond reports and rankings: Using performance indicators and the balanced scorecard for strategic assessment*. Planning for Higher Education 29 (2), 37-42. (Citations = 197)

- Litz, R. & Stewart, A. 2000. *Trade-name franchise membership as a human resource management strategy: Does buyer group training deliver "true value" for small retailers?* Entrepreneurship: Theory and Practice. 25 (1), p. 1-11. (Citations = 89)
- Litz, R. & Stewart, A. 2000. *Where everybody knows your name: Extra-organizational clan building as small firm strategy for home field advantage.* Journal of Small Business Strategy. 11 (1). p. 1-13. (Best Applied Paper Award) (Citations = 11)
- Litz, R. & Stewart, A. 2000. *Charity begins at home: The family firm and community philanthropy.* The Nonprofit and Volunteer Sector Quarterly. 29 (1). p. 131-148. (Citations = 56)
- Litz, R. & Stewart, A. 2000. *The late show: The effects of after-hours accessibility on the performance of small retailers.* Journal of Small Business Management 38(1), p. 1-26. (Citations = 28)
- Barney, J. & Stewart, A. 2000. *Organizational identity as moral philosophy: A source of competitive advantage in diversified firms.* In The Expressive Organization. M. Schultz, M.J. Hatch, and M.H. Larson, Eds. Oxford University Press. p. 36-50. (Book Chapter) (Citations = 88)
- Stewart, A. & Makhija, M. 1998. *The impact of institutional environments, organizational controls, and situational effects on risk-taking behavior: A comparison of managers in the U.S. and Czech Republic.* Advances in International Comparative Management. V13. p. 81-119.
- Litz, R. & Stewart, A. 1998. *Franchising for sustainable competitive advantage? Comparing the performance of independent retailers and trade name franchisees.* Journal of Business Venturing. V13 (2), p. 131-150. (Citations = 79)
- Stewart, A. & Barry, B. 1997. *An essay on the philosophy of business education: Implications of alternative value systems for pedagogy, curriculum, and governance.* Journal of Public Management and Social Policy. 3(1). p. 4-19.
- Stewart, A. 1996. *Review of When Corporations Rule the World by D. C. Korten, West Hartford, CT: Kumarian Press.* In Human Resource Development Quarterly. Fall.
- Litz, R. & Stewart, A. 1994. *The U.S. - Canada Free Trade Agreement: Strategic response of U.S. and Canadian firms.* In North American Free Trade, K. Fatemi and D. Salvatore editors. Pergamon Press. London. p. 46-64. (Refereed Book Chapter)
- Murrell, A., Stewart, A. & Engle, B. 1993. *Consensus versus devil's advocacy: The impact of strategic decision process and task structure on strategic decision making,* Journal of Business Communication. 30(4). p. 113-131. (Citations = 33)

Academic Publications (Conference Proceedings):

Edmond, V. P., Brannon, D., Stewart, A., & Williams, J. (2016). The Role of Gender in Entrepreneurial Leadership Skills Training. *Developments in Business Simulation and Experiential Learning*, 43(1). (*Abstract only.*)

Stewart, A., Stewart, F. Wilson, C. Houghton, S., Miles, A. & Barksdale, C. *Examining the Skills Gap: Academic and Managerial Implications of Workforce Preparation for the Knowledge Economy*, Proceedings of the Southern Management Association Annual Meeting. New Orleans, LA. November 5-9, 2013. (Symposium)

Houghton, S., O'Sullivan, J., Simon, M. and Stewart, A. 2013. *Will Rural Tobacco Farmers Plant Organic Crops? Shaving Square Peg Theories for Round Hole Reality*. Best Paper Proceedings of the National Academy of Management Meeting. Organization and the Natural Environment Division. Lake Buena Vista, FL.

Miles, A., Stewart, A. James, M. & Nelson, M. 2011. *The Significance of Scholarship: Teaching and Learning versus Disciplinary Research*. Symposium: The Scholarly Brand. Proceedings of the Southern Management Association Annual Meeting Savannah, GA. November 9-12, 2011. (*SMA Most Innovative Session Award*)

Stewart, A., Black, S., Smith-Gratto, K., Williams, J., & Kane, B. *Examining the Impact of Pedagogy on Student Application of Learning: Acquiring, Sharing, and Using Knowledge for Organizational Decision Making*. Proceedings of the Decision Science Institute. Boston, MA, November 19, 2011.

Jenkins, M. & Stewart, A. (2008) *Enhancing Nurse Job Satisfaction: The Importance of a Servant Leader Orientation in Health Care Management*. Best Paper Proceedings of the National Academy of Management Meeting, Health Care Administration Division. Anaheim, CA. Best Paper Award: Best Theory to Practice Paper.

Stewart, A. & Williams, J. (2007) *The Leadership Advantage in Customer-Oriented Selling: A Data Envelopment Analysis (DEA) Approach*. Proceedings of the Frontline Initiative: A Conference on Sales and Customer Relationship Marketing and Management. DePaul University, Chicago, IL.

Jenkins, M., Wilson, C. & Stewart, A. 2007. *Servant leadership and follower Impact: Using role inversion to enhance employee job satisfaction*. Proceedings of the Asian-Pacific Academy of Management and Business. Singapore, Indonesia.

Stewart, A. & Williams, J. 2005. *Accelerating leadership development for entry-level employees using 21st century technology*. Proceedings of the Frontline Initiative: A Conference on Sales and Customer Relationship Marketing and Management. St. Paul, MN.

Gnyawali, D., Stewart, A., & Grant, J. 1997. *Organizational learning effects on strategic decision outcomes: An empirical examination*. Proceedings of the National Academy of Management.

Stewart, A. *Trade Policy and the International Environment: Implications for U.S. and Japanese Firms*, 1991. Proceedings of Academy of International Business (Japan Region): Conference on International Corporate Strategy and the Pacific Rim, Waseda University, Tokyo, Japan.

RESEARCH ACTIVITIES: Presentations

Paper Presentations (National and International Conference Presentations)

Stewart, A., Fairfax, B., & Coningham, B. November, 2016. *Implications of Hofstede's Cultural Distance Theory for Expectations of Inclusion in a Global Organization*. International Leadership Association Annual Global Conference. Atlanta, GA. November 2-5, 2016.

Edmonds, V., Brannon, D., Stewart, A. & Williams, J. . March 2016. *The Role of Gender in Entrepreneurial Leadership Skills Training*. Association for Business Simulation & Experiential Learning Conference. New Orleans, LA, March 23-25, 2016.

Morgan, S. & Stewart, A. *A Case Study Using a Web-based Teamwork Evaluation Tool for Program Learning Assessment*. Decision Sciences Institute 2015 Meeting. November 21-14, 2015. Seattle, WA.

Houghton, S., Simon, M. O'Sullivan, J. and Stewart, A. *Will Rural Tobacco Farmers Plant Organic Crops? Shaving Our Theories When They Are Square Pegs for Round Holes*. 2013 National Academy of Management Meeting, Organizations and the Natural Environment Division, Orlando, FL. August 2013.

Stewart, A. *Technology & Targeted Assignments: Using the Tools at Hand for Learning and Assessment*. Presented in: Are we missing the mark? Designing and Assessing Management Curricula 2012 National Academy of Management Meeting, Professional Development Workshop. Boston, MA. August 2012

Stewart, A., Black, S., Smith-Gratto, K., Williams, J., & Kane, B. *Examining the Impact of Pedagogy on Student Application of Learning: Acquiring, Sharing, and Using Knowledge for Organizational Decision Making*. Decision Science Institute. Boston, MA, November 19, 2011.

Jenkins, M. & Stewart, A. *The importance of a servant-leader orientation among managers who supervise inpatient nursing staff*. Greenleaf Center for Servant Leadership Annual Conference (invited presentation). June 8-10, 2011.

Stewart, A., Houghton, S. & Rogers, P. *Instructional Design, Active Learning & Student Performance: Using a Trading Room to Teach Strategy*. 2010 National Academy of Management Meeting, Management Education and Development Division. Montreal, Canada. August 2010

Wilson, C.E. & Stewart, A. *Developing Ethically & Culturally-Intelligent Leaders Through International Service Experiences*, National Academy of Management Meeting, Management Education Division. Chicago, IL. August 2009.

Williams, J., Kane, B. & Stewart, A. *Developing Communication Skills in Men and Leadership Skills in Women with Game-Based Simulation*, National Academy of Management Meeting, Management Education Division. Chicago, IL. August 2009.

Jenkins, M. & Stewart, A. *Enhancing Nurse Job Satisfaction: The Importance of a Servant Leader Orientation in Health Care Management*. National Academy of Management Meeting, Health Care Administration Division. Anaheim, CA. August 2008. Best Paper Award: Best Theory to Practice Paper.

Stewart, A., Black, S., Smith-Gratto, K., Williams, J., & Kane, B. *How We Teach May Affect How They Learn: The Impact of Pedagogy on Organizational Knowledge Creation*. National Academy of Management Meeting, Management Education and Development Division. Philadelphia, PA. August, 2007.

Turner, K., Makhija, M. & Stewart, A. *A Complex Systems Approach to Managerial Risk-Related Decisions: An Exploration of Organizational and Individual Factors in a Cross-National Context*. Strategic Management Society. Vienna, Austria, October, 2006.

Stewart, A. C., Black, S.S., Smith-Gratto, K. and Williams, J. *Learning About Leadership Vs Practicing Leadership Skills: Game-Base Simulations to Teach Leadership*. National Academy of Management, Management Education Division. Atlanta, GA, August 2006.

Houghton, S., Stewart, A. & Barr, P. *Knowledge Structure Efficiency: Examining the effect of top management team knowledge structure efficiency on firm performance*. National Academy of Management, Managerial Cognition Division. Honolulu, HI, August, 2005.

Stewart, A. *Strange Bedfellows: What Academic Leadership Theories Imply for the Organized Church*. National Academy of Management: Management, Spirituality and Religion Division. Honolulu, Hawaii, August 2005.

Stewart, A. & Zheng, H. *Walking the talk: An empirical test of the relative effects of organizational reputation and employee know-how on performance*. National Academy of Management: Business Policy and Strategy Division. Denver, Colorado, 2002.

Stewart, A. & Zheng, H. *New insight on intangible resources and competitive advantage: An empirical test of the importance of organization reputation and employee know-how.* Strategic Management Society Conference, San Francisco, CA, 2001.

Houghton, S., Stewart, A. & Barr, P. *Absorbing Complexity: Relating Absorptive Capacity of TMTs to Firm Performance in Dynamic Environments.* Strategic Management Society. Vancouver, B.C. 2000. (Finalist: Best Conference Paper)

Houghton, S., Stewart, A. & Zeithaml, C. *Expanding the Capacity to Learn: Cognitive Factors Affecting the Absorptive Capacity of Top Management Teams.* National Academy of Management: Managerial Cognition Division. Toronto, ONT, 2000.

Litz, R. & Stewart, A. *Where everybody knows your name: Extra-organizational clan building as small firm strategy for home field advantage.* U.S. Association of Small Business Executives, San Antonio, TX, 2000. (Best Applied Paper Award)

Makhija, M. & Stewart, A. *A Complex Systems Approach to Managerial Risk-Related Decisions: An Exploration of Organizational and Individual Factors in a Cross-National Context.* National Academy of Management, San Diego, CA. 1998.

Litz, R. & Stewart, A. *Sunday Selling, Evening Enterprise or Midnight Marketing: Allocating the Scarce Resource of Small Retailer Time for Maximum Effect.* National Academy of Management, San Diego, CA. 1998.

Chacar, A. & Stewart, A. *The Impact of Product Market Diversification And Technological Diversification on Firm Technological Innovation: An Empirical Test of Alternate Theories.* National Academy of Management, San Diego, CA. 1998.

Stewart, A. & Gnyawali, D. *Facilitating Knowledge Flow in Multinational Corporations: Configuring MNC Intra-Organizational Networks to Enhance Organizational Learning.* National Academy of Management. Boston, MA. 1997.

Gnyawali, D. & Stewart, A. *Organizational Learning Effects on Strategic Decision Outcomes: An Empirical Examination.* National Academy of Management. Boston, MA. 1997.

Stewart, A & Gnyawali, D. *Facilitating Knowledge Flows in Multinational Corporations: The Role of Organizational Learning in MNC Intra-Organizational Networks.* Strategic Management Society, Phoenix, Arizona, November, 1996.

Gnyawali, D., Stewart, A. & Grant, J. *Organizational Learning Effects on Strategic Decision Outcomes: An Empirical Examination.* Strategic Management Society, Phoenix, Arizona, November, 1996.

- Makhija, M., Stewart, A. & Murrell, A.J. *The Effect of Centrally-Planned Versus Free-Market Economies on Individual Risk Taking Behavior: The Role of Institutional Environments.* Academy of International Business. Seoul, Korea. November, 1995.
- Miree, C. & Stewart, A. *Caught in the Middle: Expatriates as Coordinating Mechanisms in Multinational Corporations--An Empirical Test.* Strategic Management Society. Mexico City, Mexico. October, 1995. With Cynthia Miree.
- Litz, R. & Stewart, A. *Lilliputian Strategies: A Typology of Niche-Based Strategies.* National Academy of Management, Entrepreneurship Division, Vancouver, B.C. Canada, 1995.
- Miree, C. & Stewart, A. *Using Expatriates as Coordinating Mechanisms in MNCs: The Influence of the Headquarter/Subsidiary Relationship on Expatriate Performance.* National Academy of Management, International Management Division, Vancouver, B.C. Canada, 1995.
- Gnyawali, D. & Stewart, A. *An Integrative Framework of Organizational Learning: Content, Process, and Outcomes.* Academy of Management Meeting: BPS Division, Dallas, TX. 1994. With Devi Gnyawali.
- Makhija, M., Stewart, A. & Murrell, A.J. *The Effect of Institutional Environments on Individual Risk-Taking Behavior: An Empirical Comparison of the U.S. and Czechoslovakia.* Academy of Management: International Management Division, Atlanta, 1993. With Mona V. Makhija and Audrey J. Murrell.
- Stewart, A. & Litz, R. *Environmental Change, Issue Diagnosis, and Strategic Choice: The Effects of the U.S./Canada Free Trade Agreement,* Strategic Management Society, London, UK, October, 1992.
- Murrell, A., Stewart, A. & Engle, B. *Consensus Versus Devil's Advocacy: The Impact of Strategic Decision Process and Task Structure on Strategic Decision Making,* Academy of Management: Business Policy and Strategy Division, Las Vegas, Nevada, 1992.
- Stewart, A. & Victor, B. *The Impact of Trade Policy on International Strategic Choice: A Framework and Empirical Test,* Academy of Management, Miami, Florida. August, 1991

Paper Presentations (Regional or Special Topic Meetings)

- Stewart, A. and Morgan, S. (2017). *Creating Coordinated Assessment: Moving from Within-Class to Across-Program Evaluation of Team Skills Using CATME.* Engaging Modern Learners through Innovative Teaching Pedagogies. North Carolina PKAL Regional Network Meeting.

Stewart, A. and Morgan, S. (2015) *Creating Coordinated Assessment: Moving from Within-Class to Across-Program Evaluation of Team Skills Using CATME*. AACSB Assurance of Learning Conference, March 10, 2015.

Stewart, A., Stewart, F. Wilson, C. Houghton, S., Miles, A. & Barksdale, C. *Examining the Skills Gap: Academic and Managerial Implications of Workforce Preparation for the Knowledge Economy*, Southern Management Association Annual Meeting. New Orleans, LA. November 5-9, 2013.

Wilson, C. Stewart, A., & Miles, A. *Developing Ethically and Culturally Intelligent Leaders*. Southern Management Association Annual Meeting. Ft. Lauderdale, FL. 2012.

Miles, A., Stewart, A. James, M. & Nelson, M. 2011. *The Significance of Scholarship: Teaching and Learning versus Disciplinary Research*. Symposium: The Scholarly Brand. Southern Management Association Annual Meeting. Savannah, GA. Nov. 9-12, 2011.

Stewart, A.C. *Innovative Ideas for Graduate Management Education: The Strategic Challenge of the Knowledge Economy*. Southern Business Administration Association. July 12, 2011.

Stewart, A. C. *Web-Based Learning Initiatives - Implementation and Best Practices*. Associate Deans and Innovative Programs Conference, American Association of Colleges and Schools of Business International. November 2–4, 2009.

Jenkins, M., Wilson, C. & Stewart, A.. *Servant leadership and Follower Impact: Using Role Inversion to Enhance Employee Job Satisfaction*. Asian-Pacific Academy of Management and Business. Singapore, Indonesia. March 5-8, 2007.

Stewart, A.C., 2006. *Closing the “Knowing-Doing” Gap in Leadership Training: Creating Situated Learning Using a Computer Game-Based Simulation*. OB/OT Showcase Session: Invited presentation. Midwest Academy of Management, Louisville, KY. October 2006.

Miree, C, & Stewart, A. *Caught in the Middle: Expatriates as Coordinating Mechanisms in Multinational Corporations*. The Organizational Dimensions of Global Change Conference, Cleveland, OH May, 1995.

Ganesh, U. & Stewart, A. *An Empirical Investigation of the Relationship between Extent of Industry Internationalization and Firm Performance*. Eastern Academy of Management Meeting: BPS Division, Albany, NY 1994.

Makhija, M., Stewart, A. & Murrell, A.J. *The Effect of Centrally-Planned Versus Free-Market Economies on Individual Risk Taking Behavior: The Role of Institutional Environments*. Michigan International Organizational Studies Conference, Ann Arbor, MI. 1994. (Invited paper.)

Stewart, A. & Barry, B. *Foundations of Social Order in Management Education: Social Exchange and Market Exchange as Competing Value Systems in U.S. Business Schools*, Society for the Advancement of Socio-Economics, New York, NY, March, 1993.

Paper Presentations (Practitioner or Professional)

Stewart, A. & Williams, J. 2007. *The leadership advantage in customer-oriented selling: A data envelopment analysis (DEA) approach*. The Frontline Initiative: A Conference on Sales and Customer Relationship Marketing and Management. DePaul University, Chicago, IL.

Stewart, A.C. *A Tale of Two Simulations: Does Computer Game-Based Simulation Training Effect Individual Effectiveness in the Looking Glass Simulation?* Invited presentation. Center for Creative Leadership Research Colloquium. Greensboro, NC. October 2006.

Stewart, A.C., Black, S.S., Smith-Gratto, K. and Williams, J. *Leadership Training for Entry-Level Frontline Employees: A Game-Based Simulation Approach*. The Frontline Initiative: A Conference on Sales and Customer Relationship Marketing and Management. St. Paul, MN. April, 2006.

Stewart, A., Black, S., Smith-Gratto, K., Williams, J. *Situating Learning: Experiencing Leadership in "Real World" Contexts*, University of North Carolina Teaching and Learning with Technology Conference. Raleigh, NC. March, 2006.

Stewart, A. *Measuring Value-Added Service: Performance measurement in a knowledge creating service environment*. Ohio Library Council. Columbus, OH. October 25, 2002. Invited presentation.

Stewart, A. & Zheng, H. *Benchmarking the Performance of Public Universities: Locating Best Practices with Data Envelopment Analysis Technology*. Association of Institutional Research, Cincinnati, OH. 2000.

Gnyawali, D. & Stewart, A. *A Contingency Perspective on Organizational Learning*. Center for Creative Leadership. Greensboro, NC. 1994. (Invited presentation.)

Poster Presentations (Presentations)

Stewart, A.C., Jenkins, M. & Wilson, C. *Can an Online Simulation Develop Leader EI?* 2019 Cone Health/AHEC Research and Evidence Based Practice (EBP) Symposium. Greensboro, NC. November 22, 2019.

Jenkins, M., Wilson, C., and Stewart, A. 2007. *The Emotional Labor of Managers: Using Servant Leadership to Enhance the Job Satisfaction of Nurses*. Accepted for presentation at The Shelton Leadership Forum. North Carolina State University, November 16, 2007.

Jenkins, M., Wilson, C., and Stewart, A. 2007. *Satisfaction and Service: A study of Servant Leadership, Leader Role Inversion and Employee Job Satisfaction*. Accepted for presentation at The Shelton Leadership Forum. North Carolina State University, November 16, 2007.

Jenkins, M., Wilson, C., and Stewart, A. 2007. *The Emotional Labor of Managers: Using Servant Leadership to Enhance the Job Satisfaction of Nurses* National Academy of Management Meeting, Health Care Administration Division. Philadelphia, PA. August 2007.

RESEARCH ACTIVITIES: Grantsmanship

Grants Received

- 2017 Managing Those Who Care: Developing Emotional Labor Leadership Skills for Nurse Managers, - \$20, 915, Versant Center for the Advancement of Nursing (Vcan®) Research Grant. With Dr. Marjorie Jenkins, Moses Cone Health System.
- 2010 IBM University Relations Academic Initiative. For: Growing Your Leadership and Collaborative Skills”, Value: \$6000. With Robert Kramer and Nichole Sharpless.
- 2005 North Carolina A&T State University Futures Grant - \$15,000. For: Developing 21st Century Leaders Using 21st Century Technology: Using a Technology Enhanced Simulation to Enhance Leadership Skills in Undergraduates
- 2001 Association for Institutional Research - \$25,000. For: Benchmarking the Performance of Public Universities: Locating Best Practices with Data Envelopment Analysis Technology.
- 1994 Central Research Development Fund Award, University of Pittsburgh - \$11,000. For: Lilliputian Strategies: The Dynamic of Competition between Big and Small Firms.

RESEARCH ACTIVITIES: Graduate Committees

Doctoral Dissertations

North Carolina A&T State University

Fisher College of Business, The Ohio State University

Katz Graduate School of Business, University of Pittsburgh.

Completed: *Member* for Nicole Pride: Trusteeship: The Effects of Trust, Leader Self-Efficacy and Culture on Board's Perception of their Role in Historically Black Colleges and Universities (HBCU's). Spring 2019.

Member for Christina Williamson: The Impact of Perceived Leadership Behaviors on Subordinate Resilience Among Working Professionals. Fall 2017.

Chair for Cindy Love: Increasing Emotional Intelligence to Improve Leadership: Impacting Interpersonal and Intrapersonal skills of College Business Students. Fall 2014.

Chair for Sybil Henderson: Sustainability: Congruence of Internal and External Stakeholder's Pro-Environmental Orientations. June 2010.

Chair for Cheryl Nicholas Title: Strategic Leadership for Organizational Effectiveness in Not-For-Profit Organizations. May 2008.

Chair for Marjorie Jenkins Title: Connecting Servant Leadership and Follower Impact. May 2008.

Member for Jay Rhee. Title: Toward a Contingency Model of Incremental International Expansion: The Impact of Firm, Industry and Host Country Characteristics. 1999. The Ohio State University.

Chair for Reginald Litz. Title: Lilliputian Strategies: The Dynamic of Competition between Big and Small Firms. 1997. Finalist 1998 BPS Dissertation Competition. University of Pittsburgh.

Chair for Devi Gnyawali. Title: Organization-Environment Alignment: The Effects of Organizational Learning on Decision Outcomes. 1997. University of Pittsburgh

Member for Kwangsoo Kim. Title: Distinctive Competencies, Global Integrating Modes and Economic Performance of MNEs in Global Industries. 1997. University of Pittsburgh.

Member for Ravindranath Madhavan. Title: Strategic Flexibility and Performance in the Global Steel Industry: The Role of Interfirm Linkages. 1996. University of Pittsburgh

Masters Theses

NCA&T State University – Master of Arts in Teaching Program

Completed *Member* for Jill E. Elberson Title: A Comparison of Middle School Students' End of Grade (EOG) Scores to Their Online Computer Skills Test Performance. October 2008.

Completed: *Member* for Kimberly B. Cline Title: An Analysis of Student Performance in a Small Learning Community and Traditional Classroom Environment. October, 2008.

TEACHING ACTIVITIES

Professional Development

2018 CEO and CICEP Joint Summer Meeting - Creative Placemaking for Healthy Communities. Association for Public and Land Grant Universities. Richmond, VA. June 25-26, 2018.

The Technological Innovation in Digital Education Symposium. University of North Carolina System. Durham, NC. February 21-22, 2018.

Undergraduate Curriculum Development Conference. Association to Advance Collegiate Schools of Business International. Tampa, FL. May 19-20, 2014.

Graduate Management Admission Council Annual Conference. GMAC. Boston, MA. June 22-24, 2011. Attendee/Honoree for GMAC i2i Challenge.

Faculty Development in International Business – Africa. Center for International Business Education and Research at the University of South Carolina. Travel to Sub-Saharan Africa. May 11-26, 2010.

Assessment Conference, Association to Advance Collegiate Schools of Business International, March 8-11, 2010, New York, New York.

Associate Deans and Innovative Programs Conference. Association to Advance Collegiate Schools of Business International. November 2–4, 2009, San Diego, CA.

Symposium on the Changing Face of Management Education. McGraw-Hill, October 8-10, 2009. La Jolla, CA.

Leader: Professional Development Workshop. *Can Leadership be Taught? Using VLeader2007 to Develop and Practice Leadership Skills.* Chair. Academy of Management Meeting, August 8-13, 2008 in Anaheim, California.

Teaching Business Ethics Seminar (participant). October 11-12, 2007. Robins School of Business, University of Richmond, Richmond, VA. Sponsored by Association to Advance Collegiate Schools of Business International.

Internationalizing the Business Curriculum Workshop (participant). June 7-9, 2007. University of Michigan School of Business Center for International Business Education and Research. Ann Arbor, MI.

The Art and Practice of Leadership (participant), May 18 -25, 2007, John F. Kennedy School of Government, Harvard University. Boston, MA.

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AACSB Conference on Faculty Learning. (Participant). June 7-9, 2006. Association to Advance Collegiate Schools of Business International. St. Petersburg, FL.

UNC Teaching and Learning with Technology Conference. (Participant). March 15-17, 2006. Raleigh, NC.

Developing Leadership Skills Using 21st Century Technology: The Virtual Leader Simulation Training. (Participant) September, 2005. Simulearn Inc. Greensboro, NC

Teaching Showcase 2005: The Use of a Team-Based Learning Experience to Enhance Understanding of Management Concepts (Poster) April 28, 2005. North Carolina A & T State University Academy of Teaching and Learning. Greensboro, NC.

The Art and Craft of Discussion Leadership (Participant). June 10-11, 2005. Harvard Business School. Boston, MA.

Courses Taught at University of Tennessee -Knoxville

BUAD 453 – Globals Strategic Management

PEMBA 2022 – Business Planning and Entrepreneurship

Courses Taught at North Carolina A&T State University (2004-2019)

Average rating 4.3/5 - 4.9/5

MGMT 750 – Corporate Policy and Strategy – (MBA 2017-2020) (online and F2F)

MGMT 735 – Training & Development (MSM Graduate 2005-2008)

MGMT 635 – Current Topics in HRM – Study in China (Undergraduate/Graduate 2008, 2009)

MGMT 495 – Strategic Management (Undergraduate 2004-2021) Coordinator (2007-14)

MGMT 485 – John Deere Global Experience – Travel to Brazil. (Spring 2019, Spring 2020)

MGMT 427 – Business Ethics and CSR (Summer 2020, Fall 2020, Spring 2021)

MGMT 201 – Management Concepts (Undergraduate 2004-2015)

MGMT 110 – Business Environment (Undergraduate 2014-2021) –Coordinator (2016-Present)

Courses Taught – Other institutions (1991-2004)

Average rating (4.1/5-4.7/5)

Strategic Management (Ph.D., MBA, Undergraduate)

International Business (Ph.D., Undergraduate)

Principles of Management (Undergraduate)

SERVICE ACTIVITIES

Professional Affiliations

National Academy of Management

Business Policy and Strategy Division

BPS Dissertation Workshop: Faculty Panel, 1999

Research Committee, 1993-95

Chair of BPS Dissertation Workshop 1993

Liaison to the Eastern Regional Academy of Management, 1991-1992

International Management Division

Management Education Division

Best Practices Co-ordinator 2010-2011

Committee: Initiative to increase the value of teaching. (2006-07)

Southern Management Association

Strategic Management Society

Academic Reviewer

- 2021 Ad hoc for Risk, Hazard and Public Policy Journal
- 1990 – 2019 National Academy of Management
- Business Policy and Strategy Division
 - Management Education and Development Division
 - International Business Division
- 2010 – 2020 Southern Management Association
- 2008 – 2019 Decision Sciences Journal of Innovative Education
- 1995 – 2017 Ad hoc for Academy of Management Review
- 1992 – 2017 Ad hoc for Academy of Management Journal

Institutional Service NCA&T: Past Committee Service

- 2006 Pandemic Flu Task Force Subcommittee on Leave and Travel Policies: NCA&T University Committee
- 2005 – 2007 Learning Assurance Committee, School of Business and Economics. NCA&T State University.

- 2005 – 2007 Strategic Planning Committee: School of Business and Economics. NCA&T State University.
- 2004 – 2009 Academy of Teaching and Learning Advisory Board: NCA&T State University
- 2008 – 2009 Strategic Planning Council: North Carolina A&T State University
- 2008 – 2010 Promotion Tenure and Review Committee, Department of Management. School of Business and Economics
- 2009 Micro-grant Evaluation Committee: School of Business and Economics, NCA&T State University
- 2009 – 2010 Chancellor’s Installation Steering Committee: North Carolina A&T State University
- 2009 – 2010 Community Forum Sub-committee: Chancellor’s Installation: North Carolina A&T State University
- 2009 – 2010 Chair, Assurance of Learning Task Force: School of Business and Economics, North Carolina A&T State University.
- 2009 – 2010 Co-Chair: Service Initiative Committee: North Carolina A&T State University
- 2010 – 2011 Strategic Planning and Resource Council: North Carolina A&T State University
- 2010 – 2011 Co-Chair, Internal Focus Subcommittee- Strategic Planning and Resource Council, North Carolina A&T State University
- 2008 – 2011 Advisory Board: Leadership Studies Program – Admissions Committee
- 2009 – 2011 Strategic Planning Task Force: School of Business and Economics. NCA&T State University.
- 2009 – 2011 Performance Evaluation Task Force: School of Business and Economics, NCA&T State University
- 2009 – 2011 Chair, Assurance of Learning Task Force
- 2011 – 2012 MBA Task Force. School of Business and Economics, NCA&T State University.
- 2010 – 2015 Institutional Effectiveness Council, NCA&T State University
- 2011 – 2014 SOBE Assessment Coordinator: Chair, School of Business and Economics Assurance of Learning Committee. Ex-officio on all Goal Assurance Teams.

- 2004 – 2014 Chair, Assessment Committee, Department of Management, School of Business and Economics, NCA&T State University.
- 2013 – 2014 Curriculum Review Action Group, School of Business and Economics, NCA&T State University
- 2013 – 2014 Action Group Leadership Council, School of Business and Economics, NCA&T State University
- 2013 – 2014 AACSB Reaccreditation Steering Committee - Chair
- 2016 – 2017 Strategic Planning Task Force – Management Department
- 2016 – 2017 Curriculum Committee – Management Department
- 2016 – 2017 Post Tenure Review Committee – Management Department
- 2016 – 2019 Chair, Department of Management Search Committee
- 2018 University Promotion and Tenure Committee
- 2019 – 2020 Chair, Promotion and Tenure Committee, Department of Management
- 2019 Advance IT Project Workshop Panelist
- 2020 – 2021 Critical Thinking Goal Assurance Team
- 2020 – 2021 College Assurance of Learning Steering Committee

Community Service

- 2019 – 2021 College Park Baptist Church – Chair, Finance and Budget Committee
- 2018 – 2021 Center for All Americans – Board Member
- 2017 – 2019 College Park Baptist Church – Syrian Refugee Liaison
- 2016 Union Square – Strategic Planning Committee
- 2015 Out of the Garden – Volunteer, Greensboro, NC.
- 2015 Service Learning Partnerships – Greensboro Urban Ministries, Out of the Garden
- 2013 – 2014 Service Learning Partnerships – Greensboro Urban Ministry, Habitat for Humanity, Sister Network, Cove Creek Community Gardens.

- 2012 City Academy – Greensboro, North Carolina.
- 2009 – 2010 Adult Center for Enrichment – Volunteer, Greensboro, NC
- 2011 Habitat for Humanity – Volunteer, Greensboro, NC.
- 2008 Pro Bono Board Development Training Program: JourneyPartners. Raleigh, NC.
- 2008 The Adaptive Challenge of Leadership: Created and presented a 3 day training program for Methodist pastors and lay persons at Tiu Rancho Community Center, Cochabamba, Bolivia.
- 2008 Practicing Christianity In the Workplace: A 12-Week Program on Leadership and Christian Ethics. Developer and Instructor. Christ United Methodist Church.
- 2007 Leadership Lay Academy: Christ United Methodist Church.
- 2004 – 2008 Instructor: Christian Discipleship. Christ United Methodist Church
- 2006 Bolivia Mission Team: Christ United Methodist Church/ Iglesia Nueva Creation, Santa Cruz.
- 2006 Learning the Skills of Servant Leadership: Created and presented a 3 day training program for Methodist pastors and lay persons at Tiu Rancho Community Center, Cochabamba, Bolivia.
- 2002 – 2007 Advisory Board – Gault Center for Christian Leadership: Methodist Theological School in Ohio