

## **Curriculum Vitae**

### **Wayne H. Stewart Jr., Ph.D.**

Work Address:  
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#### **Educational Background:**

- Ph.D.            Organization Theory and Policy, University of North Texas, Denton, TX,  
May 1995  
Supporting Field: International Business  
Dissertation:    **Small Business Owner-Managers and Corporate  
Managers: A Comparative Study of Achievement Motivation, Risk  
Taking Propensity, and Preference for Innovation.**
- Advisors        Dr. Warren E. Watson, Major Professor; Dr. Steven L. Cobb, Minor  
Professor; Dr. James D. Powell; Dr. David Molina
- M.B.A.            Western Carolina University, Cullowhee, NC, May 1988
- B.S.B.A.         Western Carolina University, Finance, May 1984

#### **Academic Experience:**

Professor of Management, Department of Management, Clemson University, Clemson, SC, August 1997 to present (Promoted from Assistant Professor in August 2001; Tenured in August 2003; Promoted to Professor in August 2015). Teaching Strategic Management (undergraduate and graduate), Entrepreneurship (undergraduate and graduate), and International Business (undergraduate and graduate).

Visiting Professor, Zayed University, Dubai, United Arab Emirates. 2002 to 2010. Taught executive M.B.A. strategy classes as part of a cooperative agreement between Clemson University and Zayed University.

Visiting Lecturer of Management, Gelsenkirchen Business School, Gelsenkirchen, Germany, March 2006. Taught M.B.A. strategy class.

Luso-American Foundation Visiting Scholar of Strategy, Institute Superior Economics and Management, Lisbon, Portugal, May 2002, 2003. Taught doctoral seminars in organizational strategy.

Visiting Assistant Professor, Department of Management, University of North Texas, Denton, TX, August 1995 to May 1997. Taught International Business (undergraduate), International Management (graduate), Entrepreneurship (undergraduate), Business Policy (undergraduate), Administrative Strategy (graduate), and Management Concepts (graduate).

Lecturer of Management, Department of Management and Marketing, Sam Houston State University, Huntsville, TX, August 1993 to May 1995. Taught International Management, Strategic Management, Social Responsibility in Management, and Principles of Management (all undergraduate).

Teaching Fellow, University of North Texas, August 1991 to May 1993. Taught Principles of Management, Business Communication, Personnel Administration and Industrial Relations, and Economics (all undergraduate).

Lecturer of Economics, Department of Economics and Business Analysis, Sam Houston State University, August 1988 to May 1991. Taught Microeconomics and Macroeconomics (all undergraduate).

Instructor of Accounting, Southwestern Community College, Sylva, NC, Spring 1988. Taught Payroll Accounting.

Graduate Assistant, Department of Economics and Finance, Western Carolina University, August 1986 to May 1988.

**Teaching Interests:**

Entrepreneurship and small business, international business and strategic management

**Research Interests:**

New venture creation and performance, organizational development and strategic change, and international issues in strategic management and entrepreneurship, particularly in transition settings such as the states of the former Soviet Union

**Refereed Journal Articles:**

Ingram, A., Peake, W., Stewart, Jr., W.H. & Watson, W. Emotional Intelligence and Venture Performance. Forthcoming at **Journal of Small Business Management**.

Stewart, Jr., W.H., May, R.C. & Ledgerwood, D. L. 2015. Do you know what I know? Intent to share knowledge in the U.S. and Ukraine. **Management International Review**, 55(6), 737-773.

Watson, W.E., Stewart, Jr., W.H., Peake, W., Cooper, D. & Ingram, A. 2014. A comparison of Black and White entrepreneurs in the United States. **International Journal of Strategic Management**, 14(2), 13-24. Received "Best Research Publication in Journal Award."

May, R.C. & Stewart, Jr., W.H. 2013. Building theory with BRICS: Russia's contribution to knowledge sharing theory. **Critical Perspectives on International Business**, Special issue "Russia: As solid as a BRIC?" 9(1/2): 147-172.

May, R.C., Stewart, Jr., W.H., Puffer, S., McCarthy, D. & Ledgerwood, D. 2011. Predictors of individual knowledge acquisition commitment in a post-Soviet setting. **Management International Review**, 51(5): 697-728.

Stewart, Jr., W.H. & May, R.C. 2011. A profile of resistance to change: Individual differences in post-Soviet organizations. **Journal of International Management Studies**, 11(1): 63-74.

Stewart, Jr., W.H., May, R.C., Puffer, S. & McCarthy, D. 2009. A test of the measurement validity of the resistance to change scale in Russia and Ukraine. **Journal of Applied Behavioral Science**, 45(4): 468-489.

Stewart, Jr., W.H., May, R.C., Puffer, S. & McCarthy, D. 2009. Practicing caution in cross-national measurement validation: A response to Oreg's commentary. **Journal of Applied Behavioral Science**, 45(4): 494-497.

McCarthy, D.J., Puffer, S.M., May, R.C., Ledgerwood, D.E. & Stewart, Jr., W.H. 2008. Overcoming resistance to change in Russian organizations: The legacy of transactional leadership. **Organizational Dynamics**, Special Issue on Russian Leadership, 37(3): 221-235.

Stewart, Jr., W.H., May, R.C. & Kalia, A. 2008. Environmental perceptions and scanning in the U.S. and India: Convergence in entrepreneurial information seeking? **Entrepreneurship Theory & Practice**, Special Issue on Entrepreneurship in Emerging Economies, 32(1): 83-106.

Stewart, Jr., W.H. & Roth, P.L. 2007. A meta-analysis of achievement motivation differences between entrepreneurs and managers. **Journal of Small Business Management**, 45: 401-421.

Stewart, Jr., W.H. & Roth, P.L. 2004. Data quality affects meta-analytic conclusions: A response to Miner and Raju (2004) concerning entrepreneurial risk propensity. **Journal of Applied Psychology**, 89: 14-21.

Watson, W. & Stewart, Jr., W.H. & BarNir, A. 2003. The effects of human capital, organizational demography, and interpersonal processes on venture partner perceptions of firm profit and sales growth. **Journal of Business Venturing**, 18: 145-164.

Stewart, Jr., W.H., Carland, J.C., Carland, J.W., Watson, W. & Sweo, R. 2003. Entrepreneurial dispositions and goal orientations: A comparative exploration of United States and Russian entrepreneurs. **Journal of Small Business Management**, 41(1): 27-46.

Stewart, Jr., W.H. & Roth, P.L. 2001. Risk propensity differences between entrepreneurs and managers: A meta-analytic review. **Journal of Applied Psychology**, 86: 145-153. Reprinted in Pan, M.L. 2004. **Preparing literature reviews** (2<sup>nd</sup> ed.), Glendale, CA: Pycszak Publishing.

Gordon, S.S., Stewart, Jr., W.H., Sweo, R. & Luker, W.A. 2000. Convergence versus strategic reorientation: The antecedents of fast-paced organizational change. **Journal of Management**, 26: 911-945.

May, R.C., Stewart, Jr., W.H. & Sweo, R. 2000. Environmental scanning behavior in a transitional economy: Evidence from Russia. **Academy of Management Journal**, Special Research Forum on Emerging Economies, 43: 403-427.

Carland, J.C., Carland, J.W. & Stewart, Jr., W.H. 2000. The indefatigable entrepreneur: A study of the dispositions of multiple venture founders. **Journal of Business and Entrepreneurship**, 12(1): 1-18.

Carland, J.C., Carland J.W. & Stewart, Jr., W.H. 1999. Risk taking propensity - An attribute of entrepreneurship?: A comparative analysis. **Academy of Entrepreneurship Journal**, 5(2): 36-49.

Stewart, Jr., W.H., Watson, W., Carland, J.C. & Carland, J.W. 1999. A proclivity for entrepreneurship: A comparative study of entrepreneurs, small business owners, and corporate managers. **Journal of Business Venturing**, 14(2): 189-214. Awarded Citation of Excellence (Highest Quality Rating for Research Implications) by ANBAR Electronic Intelligence. Reprinted in D.B. Audretsch & E.E. Lehmann (Eds.), 2011. **Corporate governance in small and medium sized firms**, (pp. 263-288), Cheltenham, UK: Edward Elgar.

May, R.C. & Stewart, Jr., W.H. 1998. On the inside looking out: Russian bank executives' perceptions of strategic threats and opportunities in a transitional environment. **Journal of Emerging Markets**, 3(2): 5-25.

Stewart, Jr., W.H. 1998. Entrepreneurial orientation and the aspiring entrepreneur: The individual in entrepreneurship education. **Journal of Entrepreneurship Education**, 1(1): 19-41.

Stewart, Jr., W.H. & May, R.C. 1998. The state of entrepreneurship in Russia: Obstacles to new venture creation. **International Journal of Entrepreneurship**, 1(1): 51-66.

Stewart, Jr., W.H., Ledgerwood, D.E. & May, R.C. 1996. Educating business schools about safety & health is no accident. **Journal of Business Ethics**, 15(8): 919-926.

Carland, J.C., Carland, J.W. & Stewart, Jr., W.H. 1996. Seeing what's not there: The enigma of entrepreneurship. **Journal of Small Business Strategy**, 7(1): 1-20.

Stewart, Jr., W.H., Carland, J.C. & Carland, J.W. 1996. Empirically defining the entrepreneur. **Journal of Business and Entrepreneurship**, 8(1): 1-18.

Carland, J.W., Carland, J.C., Ensley, M.D. & Stewart, Jr., W.H. 1994. The implications of cognition and learning styles for management education. **Management Learning**, 25(3): 413-431.

#### **Non-Refereed Journal Articles:**

Stewart, Jr., W.H. & Carland, J.C. 1989. Privacy and technology: Is privacy our most endangered right? **Project Management Network**, 3(1): 23-26.

#### **Research Monographs:**

Stewart, Jr., W.H. 1996. **Psychological correlates of entrepreneurship**. New York, NY: Garland Publishing, Inc. Published as part of the Garland Series in Entrepreneurship.

#### **Book Chapters:**

Roth, P.L. & Stewart, Jr., W.H. 2016. When being normal is not enough: A few thoughts about data, analyses and (the storm of) re-analyses. In Clark, T., Wright, M. & Ketchen, D. (Eds.). **How to get published in the best management journals**. (pp. 143-145): Edward Elgar.

Stewart, Jr., W.H., Watson, W., Carland, J.C. & Carland, J.W. 1999. A proclivity for entrepreneurship: A comparative study of entrepreneurs, small business owners, and corporate managers. In D.B. Audretsch & E.E. Lehmann (Eds.), 2011. **Corporate governance in small and medium sized firms**. (pp. 263-288), Cheltenham, UK: Edward Elgar.

Stewart, Jr., W.H. & Roth, P.L. 2001. Risk propensity differences between entrepreneurs and managers: A meta-analytic review. In Pan, M.L. 2004. **Preparing literature reviews: Qualitative and quantitative approaches**. (2<sup>nd</sup> ed.), (pp. 212-221), Glendale, CA: Pycszak Publishing.

### **Research Presentations and Proceedings:**

Stewart, Jr., W.H., Scott, K., Zagenczyk, T. & May, R. Resistance to change and organizational commitment in Russia and Ukraine. Accepted for presentation at 2017 British Association for Slavonic and East European Studies, Cambridge University, UK.

Ingram, A., Peake, W., Stewart, Jr., W.H. & Watson, W. 2014. Emotional Intelligence, Interpersonal Process Effectiveness, and Entrepreneurial Performance. Academy of Management, Philadelphia. Selected for the Best Paper Proceedings.

Stewart, Jr., W.H., May, R. & Ledgerwood, D. 2014. Cross-cultural differences in knowledge sharing intentions. Academy of Management, Philadelphia.

Watson, W., Stewart, Jr., W.H., Peake, W., Cooper, D. & Ingram, A. 2014. A comparison of Black and White entrepreneurs in the United States. International Academy of Business and Economics Conference, Verona, Italy, June.

Ingram, A., Ridge, J. & Stewart, Jr., W.H. 2014. Paradox in entrepreneurship: Competing tensions in emerging ventures. European Organizational Studies Conference, Rotterdam, Netherlands, July.

Stewart, Jr., W.H. & May, R.C. 2012. A test of knowledge sharing hostility in the U.S. and Ukraine. Western Business & Management Association Conference, Paris, France, October.

May, R.C. & Stewart, Jr., W.H. 2011. Knowledge creation in turbulent environments: Culturally-embedded barriers to knowledge sharing in the post-Soviet region. Global Business Conference, Sibenik, Croatia, September.

Stewart, Jr., W.H. & May, R.C. 2011. A profile of resistance to change: Individual differences in post-Soviet organizations. International Academy of Business and Economics, Barcelona, Spain.

May, R.C., Stewart, Jr., W.H., Puffer, S., McCarthy, D. & Ledgerwood, D. 2010. Predictors of individual knowledge acquisition commitment in a post-Soviet setting. Academy of Management, Montreal, Canada, August.

McCarthy, D., Puffer, S., May, R., Ledgerwood, D. & Stewart, Jr., W.H. 2008. Overcoming Resistance to Change in Russian Organizations: The Legacy of Transactional Leadership. Corporate Russia on the Rise Conference, European School of Management and Technology in Berlin, Germany.

May, R.C., Stewart, Jr., W.H., Puffer, S., McCarthy, D. & Ledgerwood, D. 2007. A test of the cross-cultural equivalency of the resistance to change scale in Russia and Ukraine. Academy of Management, Philadelphia, Pennsylvania. Accepted for the Best Paper Proceedings.

Puffer, S., May, R.C., McCarthy, D., Stewart, Jr., W.H. & Ledgerwood, D. 2007. Individual antecedents of absorptive capacity in emerging economies: Evidence from Russia and Ukraine. Academy of Management, Philadelphia, Pennsylvania.

Stewart, Jr., W.H., May, R.C. & Kalia, A. 2007. Environmental perceptions and scanning in the U.S. and India: Convergence in entrepreneurial information seeking? World Conference on Entrepreneurship in Emerging Markets. Texas Christian University, Ft. Worth, Texas.

Stewart, Jr., W.H. & Roth, P.L. 2004. A meta-analysis of achievement motivation and entrepreneurial status. Academy of Management, New Orleans, Louisiana.

Stewart, Jr., W.H., May, R.C. & Kalia, A. 2003. Executive perceptions and environmental scanning among managers and entrepreneurs in two countries. Academy of Management, Seattle, Washington.

Brendle, M., Switzer, F., Stewart, Jr., W.H. & St. John, C. 2002. Personality and company culture: Contributions to innovation for small businesses. Society of Industrial Organizational Psychology, Toronto, Canada.

Stewart, Jr., W.H., May, R.C. & Kalia, A. 2000. Owner perceptions and scanning of entrepreneurial environments in the U.S. and India. Shared Interest Track, Academy of Management, Toronto, Canada.

Carland, J.C., Carland, J.W. & Stewart, Jr., W.H. 2000. The indefatigable entrepreneur: A study of the dispositions of multiple venture founders. Association of Small Business and Entrepreneurship, San Antonio, TX. The paper was honored with the Irwin/McGraw-Hill Distinguished Paper Award.

Stewart, Jr., W.H., May, R.C. & Ledgerwood, D. 2000. Changing work values in the context of economic transition: A typology and test of Russian organizations. Presented at the Academy of International Business - U.S. Southwest Chapter, San Antonio, TX.

Stewart, Jr., W.H., Carland J.C., Carland, J.W. & Watson, W.E. 1999. Entrepreneurial goal orientations: A comparative exploration of U.S. and Russian entrepreneurs. Kauffman-Babson Entrepreneurship Research Conference, Columbia, SC.

Stewart, Jr., W.H. & Roth, P.L. 1999. Risk taking propensity as a distinctive entrepreneurial characteristic: A meta-analytic review. Academy of Management, Chicago, IL.

Stewart, Jr., W.H., Carland, J.C. & Carland, J.W. 1998. Is risk taking an attribute of entrepreneurship? A comparative analysis of instrumentation. Association of Small Business and Entrepreneurship, Dallas, TX. The paper was also recognized with an Outstanding Paper Award.

May, R.C., Stewart, Jr., W.H. & Ledgerwood, D.L. 1998. Job involvement in Russia: The validation of an individualistic instrument in a collectivist culture. Academy of International Business – U.S. Southwest Chapter, Dallas, TX.

May, R.C. & Stewart, Jr., W.H. 1996. On the inside looking out: An environment in transition from the perspective of Russian bank executives. **Proceedings of the Southern Management Association**, 377-379, New Orleans, LA.

Stewart, Jr., W.H., Carland, J.C. & Carland, J.W. 1996. An empirical profile of the entrepreneur. Paper presented at the Southwest Small Business Institute Association in conjunction with the Southwest Federation of Administrative Disciplines, San Antonio, TX. The paper was also honored with the Southwest Small Business Institute - Irwin Distinguished Paper Award.

Carland, J.C., Carland, J.W. & Stewart, Jr., W.H. 1996. Seeing what's not there: The enigma of entrepreneurship. **Proceedings of the Small Business Institute Directors' Association**, San Diego, CA. The paper was also honored with the Distinguished Research Award.

Stewart, Jr., W.H. 1996. Innovativeness and the entrepreneur: A review and research agenda. **Research On Innovative Strategies and Entrepreneurship Proceedings**, 183-196, Jyvaskyla, Finland.

Watson, W.E. & Stewart, Jr., W.H. 1994. Entrepreneurial strategy and team-based organizations. Presented at the Academy of Business Administration, Cancun, Mexico.

Carland, J.W., Carland, J.C. & Stewart, Jr., W.H. 1988. Business owners and corporate managers: The distinctive difference. **Proceedings of the National Decision Sciences**



**Institute**, 879, Las Vegas, NV.

Stewart, Jr., W.H. & Carland, J.C. 1988. Privacy and technology: Is privacy our right most endangered?. **Proceedings of the National Decision Sciences Institute**, 601-603, Las Vegas, NV.

### **Invited Presentations:**

“Pawn Versus Queen: The Enactment of Strategy in the Entrepreneurial Firm.” Zayed University, Abu Dhabi, United Arab Emirates, November, 2005.

“Corporate Renewal: Strategic Change, Flexibility and Innovation.” Zayed University, Abu Dhabi, United Arab Emirates, March 6, 2004.

### **Research in Progress and Under Review:**

Available upon request

### **Research Grants:**

Stewart, Jr., W.H. & Roth, P.L. Achievement motivation and the entrepreneur: A meta-analysis. A grant for \$2,500 funded by the Spiro Center for Entrepreneurial Leadership, Clemson University, 1999.

Stewart, Jr., W.H. & Roth, P.L. Propensity for risk taking as a distinctive entrepreneurial characteristic: A meta-analytic review. A grant for \$4,750 funded by the Spiro Center for Entrepreneurial Leadership, Clemson University, 1998.

### **Doctoral Dissertation Committees:**

Chaojie Duan. Valuation effects of business process outsourcing: Making the case for selective governance. 2007.

Mark G. Brendle. Personality and company culture: Important contributions to innovation and a source of competitive advantage for small businesses. 2001.

### **Professional Service:**

Board of Editors, **Journal of Business Strategies**, December, 1996 to present. Awarded certificate of appreciation for outstanding contributions as a member of the editorial board, January, 1999.

Board of Editors, **Academy of Entrepreneurship Executive**, September, 1995 to 2000.

Board of Editors, **Academy of Entrepreneurship Journal**, September, 1995 to 2000.

Board of Editors, **Journal of the International Academy for Case Studies**, 1994 to 2000.

Ad Hoc Reviewer, **Academy of Management Journal**, **Academy of Management Review**, **Journal of Business Venturing**, **Applied Psychology: An International Review**, **Journal of Management Studies**, Special Issue on Emerging Markets, 2003, **Entrepreneurship Theory & Practice**, Special Issue on Entrepreneurship in Emerging Economies, 2007, **Journal of Socio-Economics**.

Reviewer, National Science Foundation, 2009.

Reviewer, Southeastern Case Research Association, 1998.

Program Review Committee, International Federation of Scholarly Associations of Management, 1998.

Reviewer, Strategy and Policy Track, Decision Sciences Institute, 1997.

Discussant, Academy of International Business - Southwest U.S., March, 1994, Dallas, TX.

Reviewer, International Management, Entrepreneurship, and Small Business Management Division, Southern Management Association, March, 1993.

### **Consulting:**

Associate, Texas Consulting and Applied Research, provided training in strategic planning and human resource management to Russian bank executives. 1996-1997.

City of Dallas, Dallas, TX, participated in an ongoing project aimed at improving safety and health in the workplace, and decreasing workers' compensation costs. 1994-1996.

Star Enterprises, Inc., Houston, TX, provided an analysis and recommendations for the firm's response to threats posed by the Oil Pollution Act of 1990, and other environmental considerations. 1991.

### **Other Non-Academic Work Experience:**

Co-Owner/Manager, Frog & Owl Cafe, Highlands, NC, 1986-1991.

### **Awards, Honors and Professional Associations:**

Professor of Excellence, 2016-2017, Department of Management, Clemson University

Phi Kappa Phi Honor Society, 1995

Beta Gamma Sigma Business Honor Society, 1988

Outstanding Graduate Business Student, Western Carolina University, 1988

Certificate of Merit, School of Business Advisory Council Award for Excellence, WCU, 1988

Financial Management Honor Society, 1983 and 1984

Cap and Gown Honor Society, 1980

Member, Academy of Management

### **Research Awards:**

Best Research Publication in Journal Award, International Academy of Business and Economics, 2014.

Emerging Scholar Award for Research Excellence, College of Business and Behavioral Science, Clemson University, 2001.

Irwin/McGraw-Hill Distinguished Paper Award, Association for Small Business and Entrepreneurship, 2000.

Outstanding Paper Award, Association for Small Business and Entrepreneurship, 1998.

Distinguished Research Award, Small Business Institute Directors' Association, 1996.

Irwin Distinguished Paper Award, Southwest Federation of Administrative Disciplines, 1996.

Homer L. Saunders Distinguished Paper Award, Southwestern Small Business Institute Association, 1996.

### **Teaching Awards:**

Graduate Teaching Excellence Award, College of Business and Behavioral Science, Clemson

University, 2008-2009.

**Service Awards:**

Service Excellence Award, College of Business and Behavioral Science, Clemson University, 2010-2011.

**Media Citations and Interviews:**

Comments about employment in small businesses included in “2015’s Best & Worst Cities to Work for a Small Business.” Wallethub.com, May, 2015.

Quoted extensively in “The Science and Psychology Behind What Drives Serial Entrepreneurs” fastcompany.com, October 7, 2013 (Fast Company is one of the nation’s leading periodicals about entrepreneurs).

Quoted in “Confessions of Serial Entrepreneurs,” Entrepreneur.com, January 2009.

Cited in “Biotech Vets Find Business Building Becomes Habit-Forming: Serial Entrepreneurs Like ‘Being on the Edge,’” **San Diego Business Journal**, January 21-27, 2008.

Cited in “Go For It On Fourth Down Coach” Maybe You Should Ask An Egghead.” **The Washington Post**, Monday, November 5, 2007.

Quoted in “Secrets of Serial Success,” **Wall Street Journal**, Monday, August 20, 2007. Also provided an accompanying podcast to the article, which primarily addresses entrepreneurial education.

Quoted in “Hard Work, Luck Play Role in Elusive Hunt for Happiness,” **The Greenville News**, Greenville, SC, July 4, 2005.

Detamore-Rodman, C. Cross that bridge: Raising money – juggling growth and financial risk is one balancing act you can’t afford not to master. **Entrepreneur**, February 2004.

Guest commentator on the national radio program, The Entrepreneur Hour, “Risk Taking: An Entrepreneurial Requirement” October, 2004.

Quoted in “Online Class Rosters on the Rise,” **The Greenville News**, Greenville, SC, August 3, 2003.