

THOMAS J. FEWER, PH.D.

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School of Business – Camden
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EMPLOYMENT

Assistant Professor, Rutgers University School of Business – Camden Sept 2024 – present

Co-Founder and Vice President, NobleReach Foundation Jun 2023 – Dec 2025

- Nonprofit inspired by the *Venture Meets Mission* book; launched with a \$410 million endowment to build a national mission-driven venture ecosystem.

EDUCATION

Post-Doctoral Fellow, Georgetown University McDonough School of Business Jan 2022 – Jun 2023

- Supervisor: Gerry George

Ph.D. in Business Admin. (Strategic Management), Drexel University 2017 – 2021

- Thesis Title: “An Identity-Based View of Political Ideology in Modern Organizations”
- Dissertation Committee: Dali Ma (Chair, Drexel), Forrest Briscoe (Cornell), VK Narayanan (Drexel), Murat Tarakci (IMD), Daan van Knippenberg (Rice)

Master of Science in Finance (*cum laude*), Villanova University 2015 – 2016

Bachelor of Science in Marketing (*magna cum laude*), Rutgers University – Camden 2011 – 2015

RESEARCH INTERESTS

Business, Government, and Politics – Public-private collaborations for grand challenges, corporate political activity, geopolitics in international business, political ideology and polarization

Innovation and the Public Good – Mission-driven innovation, moral purpose in for-profit enterprises, creating and regulating public-purpose technologies, organizational wrongdoing and misconduct

PUBLICATIONS

Journal Articles

Fewer, T. & Tarakci, M. 2025. CEO Political Partisanship and Corporate Misconduct. *Academy of Management Journal*. doi.org/10.5465/amj.2022.0909

- Featured in *The Wall Street Journal* and *National Public Radio (NPR)*

Fewer, T., Ma, D., & Coraiola, D. 2025. Working With the ‘Enemy’: Supervised Space, Free Space, and Collaboration Amid Geopolitical Rivalry. *Organization Science*. doi.org/10.1287/orsc.2021.15574

Fewer, T. 2025. The Road Less Traveled: Sabbaticals as Pathways for Engagement and Impact. *Journal of Management Studies*. doi.org/10.1111/joms.13110

Fewer, T., Small, M., & Bixby, L. 2025. Human Flourishing in Business Education: From Individual Purpose to Collective Impact. *Business & Society*. doi.org/10.1177/00076503251340762

George, G., Fewer, T., Lazzarini, S., McGahan, A.M., Puranam, P. 2024. Partnering for Grand Challenges: A Review of Organizational Design Considerations in Public-Private Collaborations. *Journal of Management*. doi.org/10.1177/01492063221148992

- Lead article

Books

Gupta, A. & Fewer., T. Forthcoming – April 2026. “The Mission Generation.” *John Wiley & Sons, Inc.*. ISBN-10: 139440817X

Gupta, A., George, G., & Fewer., T. 2024. “Venture Meets Mission: Aligning People, Purpose, and Profit to Innovate and Transform Society.” *Stanford University Press*. ISBN-10: 1503636283

- **National Bestseller** – Debuted at #11 on the *USA Today* and #16 on the *Publisher’s Weekly* best-selling book lists (all categories, all genres, all formats)
- Axiom Book Award (Gold) – General Business
- McKinsey Sustainability Book of the Year

Practitioner Publications

“A world of purpose.” *Stanford Social Innovation Review*.

“How ‘intersectional leadership skills’ harness trust as the currency of collaboration.” *Big Think*.

“Mission-driven capitalism has the potential to fix our most pressing challenges.” *Fast Company*.

“Mission Venturing: Democracy’s Superpower in the Innovation Race” *Leader to Leader*.

MANUSCRIPTS UNDER REVIEW

Fewer, T., Farro, A., Ma, D., & Liu, C. “Organizational Identity Orientation and CEO Dismissal After Corporate Misconduct.”

- Under 3rd Review, *Business & Society*.

Fewer, T., Ma, D., & George, G. “The Paradox of Delegated Regulation: Balancing Control and Autonomy in the Certification of the Boeing 737-MAX.”

- Revise and Resubmit, *Administrative Science Quarterly*.
- Academy of Management Conference Responsible Research Award (OMT)

Tarakci, M., Fewer, T., & Thatcher, S. “A Multilevel Theory of Political Polarization and Partisanship in Organizations”

- Revise and Resubmit, *Academy of Management Review*.

Popova, D., Ma, D., & Fewer, T. “Progressive Delegitimization: Political Status and Firm Failure During Social Disruption in Late Imperial Russia, 1861-1914.”

- Revise and Resubmit, *Strategic Entrepreneurship Journal*.

Fewer, T., Tarakci, M., & Dwertmann, D. "Inclusion and Ideology: How Positive Workplace Collaborations Reshape Political Ideology."

- Stage: Under Review, *Personnel Psychology*.

Fewer, T., Ma, D., & Narayanan, V.K. "Mission After Tragedy at NASA: A Theodicy-Based Framework for Sensemaking After Technological Catastrophe "

- Under Review, *Organization Science*.

WORKS IN PROGRESS

Briscoe, F., Fewer, T., & Piazza, A. "The Other Side of the Revolving Door: Mission Mindset in the Upper Echelons"

- Stage: Data analysis.

George, G., Fewer, T., & Dupont, Q. "Business and the Common Good: A Review of the Moral Principles That Govern Corporate Purpose."

- Stage: Final preparation.
- Academy of Management Conference Best Ethics Paper Award (SIM)

TEACHING EXPERIENCE

School of Business – Camden, Rutgers University (2024-2025)

MGMT 450: Strategic Management – Instructor

Fall 2024 (synchronous): Course evaluation: 4.92/5 | College avg: 4.28/5

Fall 2024 (asynchronous): Course evaluation: 4.44/5 | College avg: 4.28/5

Spring 2025 (synchronous): Course evaluation: 4.80/5 | College avg: 4.24/5

Fall 2025 (synchronous): Ongoing

MGMT 620: Special Topics – Venture Meets Mission – Instructor

Fall 2025 (synchronous): Ongoing

LeBow College of Business, Drexel University (2017-2020)

MGMT 260: Introduction to Entrepreneurship – Instructor

Fall 2020 (virtual synchronous): Course evaluation: 3.59/4 | College avg: 3.44/4

Winter 2020 (virtual synchronous): Course evaluation: 3.83/4 | College avg: 3.50/4

Winter 2020 (virtual hybrid): Course evaluation: 3.92/4 | College avg: 3.50/4

MGMT 450: Strategic Management – Instructor

Spring 2020 (hybrid): Course evaluation: 4.00/4 | College avg: 3.41/4

CONFERENCE PRESENTATIONS

*Briscoe, F., Fewer, T., & Piazza, A. "New Insights from Career Histories: Advancement, Diversity, and Social Performance Symposium." Academy of Management Annual Meeting (HR), July 2025, Copenhagen.

- *Fewer, T. & Tarakci, M. “The Effect of Intergroup Contact on Political Views: Evidence from the COVID-19 Stay-At-Home Orders and NASA Spaceflights” Academy of Management Annual Meeting (OB), August 2024, Chicago, IL.
- *George, G., Fewer, T., & Dupont, Q. “Business and the Common Good: A Moral View of Corporate Purpose.” Academy of Management Annual Meeting (SIM), August 2024, Chicago, IL.
- *Best Paper Proceedings.*
- *George, G., Fewer, T., & Dupont, Q. “Business and the Common Good: A Moral View of Corporate Purpose.” Journal of Management Studies Conference on Repurposing Management for the Public Good: Processes, Obstacles and Unintended Consequences, September 2022, Cambridge, UK.
- Popova, D., Ma, D. & *Fewer, T. “Birthmark: Founder Status and Business Survival in Late Imperial Russia, 1861-1914.” Academy of Management Annual Meeting (OMT), August 2022, Seattle, WA.
- *Fewer, T. & Tarakci, M. “CEO Political Partisanship and Corporate Misconduct.” Strategic Management Society Annual Conference, September 2021, virtual.
- *Fewer, T., Ma, D., & Coraiola, D. “Working With the 'Enemy': Space Collaboration Amidst Geopolitical Rivalry.” Harvard Business School Rising Scholars Conference, October 2021, virtual.
- *Fewer, T., Ma, D., & George, G. “Delusions of Control: The Coregulation of Complex Technologies and Its Breakdown.” American Sociological Association Annual Meeting, August 2021, virtual.
- *Fewer, T., Ma, D., & George, G. “Delusions of Control: The Coregulation of Complex Technologies and Its Breakdown.” Academy of Management Annual Meeting (OMT), August 2021, virtual.
- *Best Paper Proceedings.*
- *Fewer, T. & Tarakci, M. “CEO Political Partisanship and Corporate Misconduct.” Academy of Management Annual Meeting (STR), August 2021, virtual.
- *Fewer, T., Farro, A., Ma, D., & Liu, C. “Organizational Identity Orientation and CEO Dismissal After Corporate Misconduct.” Academy of Management Annual Meeting (OMT), August 2021, virtual.
- *Fewer, T., Ma, D., & Coraiola, D. “Working With the 'Enemy': Space Collaboration Amidst Geopolitical Rivalry.” American Sociological Association Annual Meeting, August 2021, virtual.
- *Fewer, T. & Tarakci, M. “CEO Political Partisanship and Corporate Misconduct.” European Group for Organizational Studies Colloquium, July 2021, virtual.
- *Fewer, T., Ma, D., & Coraiola, D. “Working With the 'Enemy': Space Collaboration Amidst Geopolitical Rivalry.” Academy of Management Annual Meeting (OMT), August 2020, virtual.
- *Best Paper Proceedings.*

*Fewer, T., Ma, D. & Narayanan, V.K. “Making Sense of Catastrophe: A Theodicy-Based Analysis of Apollo, Challenger, and Columbia.” Academy of Management Annual Meeting (OMT), August 2020, virtual.

* denotes presenter

AWARDS & FELLOWSHIPS

Academy of Management Conference Best Ethics Paper Award (SIM), 2024
Academy of Management Conference Responsible Research Award (OMT), 2021
Academy of Management Conference Outstanding Reviewer Award (OMT), 2022
Drexel University 40-under-40 Award, 2024
Drexel University Dr. John J. Clark Outstanding PhD Economics Research Paper Award, 2021
Drexel University Dr. John and Margaret T. Clark Outstanding PhD Student Instructor Award, 2021
Georgetown Entrepreneurship Faculty Excellence Award, 2023
Rutgers University–Camden DICE Faculty Fellowship, 2024-2026
Rutgers University School of Business–Camden Research Award, 2025
Innovate Washington, DC Top 100 Entrepreneur, 2025

ACADEMIC SERVICE

Associate Editor, SIM Division, Academy of Management (2026)
Editorial Review Board, Business & Society
Organizer, “Postdoctoral Information Session”, Academy of Management (Fall 2022)
Panelist, “Postdoctoral Information Session”, Academy of Management (Winter 2024)
Reviewer, Academy of Management Journal; Administrative Science Quarterly; Organization Science, Journal of Management Studies; Organization Theory; Business & Society

PRIOR PROFESSIONAL EXPERIENCE

Lockheed Martin Corporation, Integrated Warfare Systems and Sensors, *Financial Analyst* (2016-2017)
Overhead rate development & government contract cost analysis
Company restructuring and integration activities

Subaru of America, Sales-Field Operations, *Analyst* (2014-2015)
National automobile sales analysis & forecasting
Retailer financial health reporting

The Madison Square Garden Company, Risk Management, *Associate* (2013)
Cumulative trauma workers compensation claims against the National Basketball Association