

## THOMAS J. FEWER, PH.D.

Rutgers University  
School of Business– Camden  
227 Penn Street  
Camden, NJ 08102  
tom.fewer@rutgers.edu

### EMPLOYMENT

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Assistant Professor, Rutgers University School of Business – Camden	Sept 2024 – present
Vice President, NobleReach Foundation	Jun 2023 – present
Post-Doctoral Fellow, Georgetown University McDonough School of Business Supervisor: Gerry George	Jan 2022 – Jun 2023

### EDUCATION

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Ph.D. in Business Admin. (Strategic Management), Drexel University Thesis Title: “An Identity-Based View of Political Ideology in Modern Organizations” Dissertation Committee: Dali Ma (Chair), Forrest Briscoe, VK Narayanan, Murat Tarakci, Daan van Knippenberg	2017 – 2021
Master of Science in Finance ( <i>cum laude</i> ), Villanova University	2015 – 2016
Bachelor of Science in Marketing ( <i>magna cum laude</i> ), Rutgers University – Camden	2011 – 2015

### RESEARCH INTERESTS

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*Innovation for the Public Good* – Mission-driven innovation, moral purpose in for-profit enterprises, public-private collaborations for inclusive innovation and shared prosperity

*Business and Politics* – Creating and regulating public purpose technologies, geopolitics in international business partnerships, political ideology and organizational (mis)conduct

### PUBLICATIONS

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Fewer, T., Ma, D., & Coraiola, D. Forthcoming. Working With the ‘Enemy’: Supervised Space, Free Space, and Collaboration Amidst Geopolitical Rivalry. *Organization Science*.

Fewer, T. & Tarakci, M. In press. 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. 2024. The Road Less Traveled: Sabbaticals as Pathways for Engagement and Impact. In press. *Journal of Management Studies*. doi.org/10.1111/joms.13110

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

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 best-selling book list

## MANUSCRIPTS UNDER REVIEW

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Fewer, T., Ma, D., & Narayanan, V.K. “Making Sense of Catastrophe: A Theodicy-Based Analysis of Apollo, Challenger, and Columbia”

- Reject and Resubmit, *American Sociological Review*.

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

- Revise and Resubmit, *Business & Society*.

Popova, D., Ma, D., & Fewer, T. “Birthmark: Founder Status and Business Survival in Late Imperial Russia, 1861-1914.”

- Revise and Resubmit, *Strategic Entrepreneurship Journal*.

Fewer, T., Small, M., & Bixby, L. “Human Flourishing in Business Education: From Individual Purpose to Collective Impact.”

- Revise and Resubmit, *Business & Society*.

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

- Under Review, *Business & Society*.

## WORKS IN PROGRESS

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Tarakci, M. & Fewer, T. “Taming or Inflaming? A Multilevel Theory of Political Polarization and Intergroup Contact”

- Stage: Final preparation for submission.

Ma, D., Fewer, T., & George, G. “Framing Technological Complexity: Delegated Regulation, Selective Information Disclosure, and Boeing 737-MAX Catastrophes.”

- Stage: Final preparation for submission.

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

- Stage: Data analysis.

## PROFESSIONAL PUBLICATIONS

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“Mission Venturing: Democracy’s Superpower in the Innovation Race.” *Leader to Leader*. 2024

“A world of purpose.” *Stanford Social Innovation Review*. 2024

“How ‘intersectional leadership skills’ harness trust as the currency of collaboration.” *Big Think*. 2024

“Mission-driven capitalism has the potential to fix our most pressing challenges.” *Fast Company*. 2024

## CONFERENCE PRESENTATIONS

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\*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
- American Sociological Association Annual Meeting, August 2021, virtual.
- Harvard Business School Rising Scholars Conference, October 2021, Boston, MA.

\*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.

\*Fewer, T., Ma, D., & George, G. “Delusions of (Social) Control: The Coregulation of Complex Technologies and Its Breakdown.”

- Academy of Management Annual Meeting (*OMT*), August 2021, virtual.
  - Best Paper Proceedings, 2021 Responsible Research Award.
- American Sociological Association Annual Meeting, August 2021, virtual.

\*Fewer, T. & Tarakci, M. “CEO Political Partisanship and Corporate Misconduct.”

- Academy of Management Annual Meeting (*STR*), August 2021, virtual.
- European Group for Organizational Studies Colloquium, July 2021, virtual.
- LUISS Guido Carli, Department of Business and Management, Research Seminar Series, July 2021, Rome, Italy.
- Strategic Management Society Annual Conference, September 2021, virtual.

\*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., \*Farro, A., Ma, D., & Liu, C. “No ‘I’ in Team? An Organizational Identity Perspective of CEO Dismissal Following Corporate Misconduct.”

- Academy of Management Annual Meeting (*OMT*), August 2021, virtual.

\*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.
- Academy of Management Annual Meeting (*SIM*), August 2024, Chicago, IL.
  - Best Paper Proceedings, 2024 Best Ethics Paper Award.

\*Ma, D. & Fewer, T. “Social Control in the Academic Caste System: Status Distinction, Organizational Deviance, and Doctoral Candidate Placement.”

- Academy of Management Annual Meeting (*OMT*), August 2017, virtual.

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## AWARDS & FELLOWSHIPS

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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 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  
 Drexel University Graduate College Research Excellence Award (nominee), 2021  
 Drexel University Dean’s Fellowship (\$10,000), 2017-2022  
 Georgetown Entrepreneurship Faculty Excellence Award, 2023  
 Drexel University 40-under-40 Award, 2024

## TEACHING EXPERIENCE

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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  
 MGMT 450: Strategic Management – Fall 2018 – Teaching Assistant  
 MGMT 520: Strategic Analysis – Spring 2018, Summer 2018 – Teaching Assistant  
 MGMT 602: Innovation Management – Spring 2020, Fall 2021 – Teaching Assistant  
 MGMT 780: Strategic Management – Fall 2017 – Teaching Assistant  
 MGMT 906: Foundations of Research in Behavioral Science – Fall 2017-2021 – Teaching Assistant

McDonough School of Business, Georgetown University (2022)

MGMT 229: Managing Entrepreneurial Ventures – Spring 2022 – Teaching Assistant  
 MGMT 575: Growing Entrepreneurial Businesses – Spring 2022 – Teaching Assistant

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

## **ACADEMIC SERVICE**

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Organizer, “Postdoctoral Information Session”, Academy of Management (Fall 2022)  
Panelist, “Postdoctoral Information Session”, Academy of Management (Winter 2024)  
Judge & Mentor, Georgetown University Rocket Pitch Competition (2022)  
Reviewer, Journal of Management Studies; Business & Society  
Reviewer, Academy of Management Conference, EGOS Colloquium (2019-2024)

## **PRIOR PROFESSIONAL WORK EXPERIENCE**

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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

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