

KATHERINE M. BABIAK, PH.D.

Department of Sport Management
Division of Kinesiology
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FORMAL EDUCATION

<i>University of British Columbia</i> <i>Vancouver, British Columbia, Canada</i>	1997 – 2003	Doctor of Philosophy , Leisure & Sport Management (Thesis title: Examining partnerships in amateur sport: The case of a Canadian sport centre)
<i>University of Ottawa</i> <i>Ottawa, Ontario, Canada</i>	1992 - 1994	Master of Arts in Sport Studies -Sport Administration (Thesis title: Managerial leadership in Canadian national sport organizations: Values and perceptions of senior staff leaders and their staff members)
<i>Queen's University</i> <i>Kingston, Ontario, Canada</i>	1987 - 1991	Bachelor of Physical and Health Education / Bachelor of Arts (Biology) , BA / BPHE

AWARDS / FUNDING

2008 Babiak, K. William Diaz Faculty Fellowship. *Individual philanthropy: Motives and strategic management of professional athlete foundations*. (\$15,000 Decision: Under review).

2007 Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Grant. Kikulis, L.M. (Brock University – Principal Investigator), Thibault, L. (Brock University – Co-Applicant), Frisby, W. (University of British Columbia - Collaborator), Hoeber, L. (University of Regina - Collaborator), Kihl, L.M. (University of Minnesota - Collaborator), Babiak, K. (University of Michigan - Collaborator), and Vail, S.E. (York University - Collaborator). *Enhancing Sport Participation: A Comparative Case Study of Collaborative Approaches to Governance*. (Funded: \$75,667).

2007 Babiak, K. Rackham Faculty Grant, University of Michigan. *Strategic philanthropy in professional sport: An investigation into team and professional athlete foundations*. (Decision: Not Funded).

2005 Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Grant. Thibault, L. (Brock University - Principal Investigator), Babiak, K. (University of Michigan - Co-Applicant), & Frisby, W. (University of British Columbia - Co-Applicant) *Evaluating cross-sectoral partnerships in nonprofit organizations: The case of Canadian Sport Centres* (2006-09: \$104,330.50; A4 Status (Recommended but not funded))

2005 Social Sciences and Humanities Research Council (SSHRC) Standard Grant. Kikulis, L.M. (Brock University – Principal Investigator), Thibault, L. (Brock University – Co-Applicant), Kihl, L.M. (University of Minnesota - Collaborator), Babiak, K. (University of Michigan - Collaborator), and Vail, S.E. (York University - Collaborator). *Sport Participation Policy and Governance* (2006-2009: \$86,311.42; Decision: Not Funded)

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- 2005 Babiak, K. Rackham Faculty Grant, University of Michigan. *Partnerships in organizing the Olympic Games: Power, politics and organizational interests* (\$14,450; Not Funded)
- 2005 Babiak, K. Postgraduate Research Grant Programme. Olympic Studies Centre, International Olympic Committee. *The Role of Strategic Alliances in Bidding for the Olympic Games*. (Approximate value: \$5000; Not Funded).
- 2004 Office of the Vice President of Research, University of Michigan. *An investigation into the community outreach initiatives of professional sport organizations*. (2005: \$9,200) (FUNDED)
- 2004 Social Sciences and Humanities Research Council of Canada (SSHRC). Thibault, L., Babiak, K., & Frisby, W. *Evaluating the effectiveness criteria of cross-sectoral partners in Canadian sport: A multi-level analysis* (2005-08: \$100,890; 410-2005-1826) (Decision: Recommended but not funded)
- 2003 Rackham Faculty Grant, University of Michigan. *Is it good business to do the right thing? How firms perceive and enact their corporate social responsibility initiatives*. (\$13,690; Not funded)
- 2002-2005 Center for Local, State, and Urban Policy (CLOSUP), Gerald R. Ford School of Public Policy, the University of Michigan in support of the project: *An Assessment of Community Outreach Efforts of Professional Sport Franchises*. Co-investigators: R. Wolfe & K. Babiak, July, 2002. (\$5,000) (FUNDED)
- 2001-2002 University of British Columbia, *University Graduate Fellowship* (UGF) (\$17,500)
- 1999-2001 Social Sciences and Humanities Research Council of Canada (SSHRC) – *Doctoral Fellowship* (2 year - \$45,200)
- 1999-2001 University of British Columbia, *University Graduate Fellowship* (UGF) (Awarded but declined)

PUBLICATIONS AND RESEARCH

PUBLICATIONS IN REFEREED JOURNALS

1. Babiak, K. & Thibault, L. (Forthcoming, 2008). Challenges in multiple cross-sector partnerships. Nonprofit and Voluntary Sector Quarterly.
2. Babiak, K. & Thibault, L. (2008). Managing interorganisational relationships: The art of plate spinning. (Special Issue on Interorganizational Relationships) International Journal of Sport Management and Marketing, 3(3), 281-302.
3. Wolfe, R., Babiak, K., Cameron, K., Quinn, R., Smart, D., Terborg, J. & Wright, P. (2007). Moneyball: A business perspective. International Journal of Sport Finance, 2(4), 249-262.
4. Babiak, K. (2007). Determinants of interorganizational relationships: The case of a Canadian nonprofit sport organization. Journal of Sport Management, 21(3), 338-376.
5. Babiak, K. & Wolfe, R. (2006). More than just a game? Corporate social responsibility and Super Bowl XL. Sport Marketing Quarterly, 15(4), 214-224.
6. Cousens, L., Babiak, K., & Bradish, C. (2006). Advancing sponsorship: A framework for assessing corporate-sport relationships. Sport Management Review, 9(1), 1-23.

7. Thibault, L. & **Babiak, K.** (2005). Organizational changes in Canada's sport system: Toward an athlete-centred approach? European Sport Management Quarterly, 5(2), 105-132.
8. Wolfe, R., Hoerber, L., & **Babiak, K.** (2002). Perceptions of the effectiveness of sport organizations: The case of intercollegiate athletics. European Sport Management Quarterly, 2(2), 135-156.
9. Cousens, L., **Babiak, K.**, & Slack, T. (2000). Adopting a relationship marketing paradigm: The case of the National Basketball Association. International Journal of Sport Marketing and Sponsorship, 2(4), 331-355.

WORK SUBMITTED FOR REVIEW

Tainsky, S. & **Babiak, K.** A new breed of philanthropists? The charitable involvement of professional athletes. (Manuscript under review in Journal of Sport Management).

Babiak, K., & Wolfe, R. Determinants of corporate social responsibility in professional sport: Internal and external factors. (Manuscript under review in Journal of Sport Management).

Sheth, H., & **Babiak, K.** Beyond the game: Perceptions and priorities in corporate social responsibility in the sport industry. (Manuscript under review in Journal of Business Ethics).

Babiak, K. Synergies, contradictions, and ambiguities: Identifying effectiveness criteria in a cross-sector organizational network. (Manuscript under review in Evaluation and Program Planning).

CONFERENCE PROCEEDINGS

Babiak, K. & Thibault, L. (2004). The promise and challenge of collaboration: Complexities and tensions in the dynamics of partnership formation in Canadian nonprofit sport organizations. Proceedings Innovation in Co-operation - 12th EASM European Sport Management Congress (pp. 146-148). Ghent, BE: Publicatiefonds voor Lichamelijke Opvoeding vzw.

Babiak, K. (2003) Determinants of interorganizational relationships in Canadian sport: The case of national sport centers. In International Olympic Committee and International Olympic Academy (Eds). Report of the ninth international session on Olympic Studies, 5th May - 15th June 2001, Ancient Olympia.

RESEARCH REPORTS

Thibault, L., **Babiak, K.** & Kikulis, L. (2004). Canada's Sport System – Is it Really Athlete-Centred? Research report submitted to Athletes CAN.

Babiak, K. (1995). Quality Daily Physical Education - Report on Provincial Needs Assessment. Ontario Physical and Health Education Association (OPHEA). Submitted to the Government of Ontario, Ministry of Education.

PROFESSIONAL PUBLICATIONS

Babiak, K. (1997). Setting High Standards. Ontario Physical and Health Education Association (OPHEA) Journal. Autumn, 22-24.

Babiak, K. (1996). Quality Daily Physical Education - Making It Happen In Ontario. Canadian Association for Health, Physical Education, Recreation and Dance (CAHPERD) Journal. 62(1), 30-33.

WORK IN PROGRESS

- Babiak, K.** A framework for evaluating CSR in professional sport. (Manuscript in progress). To be submitted to Journal of Management.
- Babiak, K.** & Johnson, G. Corporate social responsibility as a strategic focus in professional sport. (Manuscript in progress). To be submitted to Strategic Management Journal. (Target July, 2008).
- Babiak, K.** Community outreach initiatives in professional sport: Examining four professional teams in one metropolitan area. (Manuscript in progress). To be submitted to Business Ethics Quarterly. (Target September, 2008)
- Kikulis, L.M., Kihl, L.A., **Babiak, K.**, Vail, S.E., Thibault, L. Sport participation policy and governance (Manuscript in progress – draft partially complete). To be submitted to Canadian Public Policy. (Target November, 2008)
- Babiak, K.**, Wolfe, R., & Shrivastava, P. Bridging sport management research to actionable knowledge. Submitted to Journal of Sport Management, (Manuscript invited for resubmission).
- Babiak, K.** & Tapping, M. Partnerships for social responsibility in a sport mega-event. (Manuscript in progress). To be submitted to Sport Management Review.
- Babiak, K.**, Philanthropy and collaboration in professional sport. (Research in progress).
- Babiak, K.**, Tainsky, S., & Juravich, M. An investigation into professional athlete philanthropy. (Research in progress).
- Kihl, L.A., & **Babiak, K.** Major League Baseball and Reviving Baseball in Inner Cities (RBI) program: Evaluating the effectiveness of a sport community outreach program. (Research in progress).

CONFERENCES AND PRESENTATIONS

1. **Babiak, K.** CSR and Sport: Background and Research Directions. Panel presentation at Council on Foundations Leadership Summit, Washington, DC, 2008.
2. **Babiak, K.**, Wolfe, R., Smart, D., Rechner, P., Johnson, G., Cameron, K., & Godfrey, P. CSR and professional sport: A perfect match? Symposium presented at the Academy of Management Conference, Philadelphia, 2007.
3. Tainsky, S. & **Babiak, K.** A new breed of philanthropists? The charitable involvement of professional athletes. Paper presented at the North American Society for Sport Management Conference, Ft. Lauderdale, FL 2007.
4. **Babiak, K.**, Bradish, C., Kent, A., Johnson, G., & Wolfe, R. Corporate social responsibility in professional sport. Symposium presented at the North American Society for Sport Management Conference, Ft. Lauderdale, FL 2007.
5. **Babiak, K.** & Wolfe, R. Bridging Sport Management Research to Actionable Knowledge. Paper presented at the North American Society for Sport Management Conference, Kansas City, 2006.
6. Wolfe, R., **Babiak, K.**, Gerrard, B., Mason, D., Frisby, W. Moneyball: Its Influence on Sport and Sport Management. Symposium presented at the North American Society for Sport Management Conference, Kansas City, 2006.
7. **Babiak, K.** & Wolfe, R. Community Outreach Efforts in Professional Sport Organizations. Paper presented at the North American Society for Sport Management Conference, Regina, Sask. 2005.

8. Wolfe, R., Wright, P, Terborg, J., Gerrard, B., **Babiak, K.**, Smart, D., Cameron, K., & Quinn, R. A New Vision of Management for the 21st Century: Moneyball as a Reframing Phenomenon. (All-Academy Symposium). Symposium presented at the Academy of Management Conference, Honolulu, 2005.
9. **Babiak, K.** & Thibault, L. The Promise and Challenge of Collaboration: Complexities and Tensions in the Dynamics of Partnership Formation in Canadian Nonprofit Sport Organizations. Paper presented at the 12th European Association for Sport Management Conference, Ghent, Belgium, 2004.
10. **Babiak, K.**, Waddock, S., Wolfe, R. (*Symposium Co-Sponsors*), Freeman, R.E., Margolis, J. & Shrivastava, P. Bridging Management Research To Actionable Knowledge: Lessons from Social Issues In Management Scholarship," All-Academy Symposium, presented at the Annual Meeting of the Academy of Management, New Orleans, August, 2004.
11. **Babiak, K.**, & Wolfe, R. "Understanding Social Initiatives in Professional Sport: The Case of the Detroit Pistons," presented in an All-Academy Symposium ("Bridging Management Research to Actionable Knowledge: Lessons from Social Issues in Management Scholarship"), the Annual Meeting of the Academy of Management, New Orleans, August, 2004.
12. **Babiak, K.**, & Thibault, L. & Frisby, W. Evaluation of interorganizational relationships in Canadian sport organizations. Paper presented at the North American Society for Sport Management Conference, Atlanta, Ga, 2004.
13. **Babiak, K.**, & Wolfe, R. Is it good business to do the right thing? A framework for understanding professional sport organizations' corporate social responsibility initiatives. Paper presented at the North American Society for Sport Management Conference, Atlanta, Ga, 2004.
14. Thibault, L. & **Babiak, K.** Invited presentation of collaborative research at University of Windsor - Distinguished Speaker Series, March 14, 2003. Topic: Is the Canadian sport system really athlete-centred?
15. Thibault, L. & **Babiak, K.** Organizational changes in Canada's sport system: An athlete-centred approach? Paper presented at the Research Centre for Sport in Canadian Society, University of Ottawa, December 5, 2003 in Ottawa, Ontario.
16. Bradish, C., Cousens, L., & **Babiak, K.** Radically Canadian: A Case Study Examination of Corporate Sport Relationships. Paper presented at International Conference on Sport and Entertainment Business, Columbia, South Carolina, 2003.
17. **Babiak, K.**, Foster, W., Parent, M., & Weibe, E. Sport matters! Why organizational theorists should examine sport organizations. Symposium presented at the Administrative Sciences Association of Canada Conference, Halifax, NS, 2003.
18. Cousens, L., **Babiak, K.**, Bradish, C. From selling signage and suites to building strategic partnerships: A framework for assessing business-to-business relationships in the context of sport. Paper presented at the North American Society for Sport Management Conference, Ithaca, NY, 2003.
19. Alexander, T., **Babiak, K.**, Frisby, W., Thibault, L., Vail, S. Beyond partnership formation: Examining the complexities of managing interorganizational relationships. Symposium presented at the North American Society for Sport Management Conference, Ithaca, NY, 2003.
20. Bradish, C., Cousens, L., & **Babiak, K.** Sport marketing partnerships: Re-examining sport sponsorships from a relationship marketing perspective. Paper presented at the American Marketing Association Sports Marketing Faculty Consortium, University of Kentucky Gatton College of Business and Economics, Lexington, Kentucky, 2002.

21. **Babiak, K.**, Cousens, L., Kihl, L., Kikulis, L., & Thibault, L. Are athletes the priority? Exploring shifting ideologies in Canada's amateur sport system. Symposium presented at the North American Society for Sport Management Conference, Canmore, AB, 2002.
22. **Babiak, K.** Determinants of interorganizational relationships in Canadian sport: The case of national sport centres. Paper presented at the International Olympic Academy – Post Graduate Seminar on Olympic Studies, Olympia, Greece, 2001.
23. **Babiak, K.** & Thibault, L. Shifting priorities in Canadian amateur sport: The case of national sport centres. Paper presented at North American Society for Sport Management Conference, Virginia Beach, VA., 2001.
24. **Babiak, K.** & Brown, D. The study of a public-private partnership to build a school of choice. Paper presented at the Canadian Society for the Study of Education Conference, Québec City, 2001.
25. **Babiak, K.** Partnerships for non-profit organizations: Antecedents for building relationships in Canadian National Sport Centres. Paper presented at the European Association for Sport Management Conference, San Marino, Italy, 2000.
26. Cousens, L., & **Babiak, K.** Adopting a relationship marketing paradigm: The case of the National Basketball Association. Paper presented at North American Society for Sport Management Conference, Colorado Springs, Colorado, 2000.
27. **Babiak, K.** The partnership paradigm: Examining interorganizational dynamics in the Canadian sport delivery system. Presentation for the Millennium Distinguished Guest Speaker Series, Faculty of Human Kinetics, University of Windsor, March, 2000.
28. **Babiak, K.**, & Thibault, L. Leadership and Team Building. Workshop presentation conducted at the British Columbia Youth Olympic Leadership Academy, Nanaimo, B.C. 1999.
29. **Babiak, K.**, Hill, L., & Wolfe, R. Intercollegiate athletic programs: Determinants of perceptions of success. Paper presented at North American Society for Sport Management Conference, Vancouver, B.C., 1999.
30. **Babiak, K.** Leadership in Canadian sport organizations: What do administrators look for in an effective leader? Paper presented at North American Society for Sport Management Conference, Buffalo, NY, 1998.
31. **Babiak, K.** Institutional pressures and formalization in non-profit organizations: The case of provincial amateur sport organizations. Paper presented at North American Society for Sport Management Conference, Buffalo, NY, 1998.
32. Thibault, L., & **Babiak, K.** Leadership and team building. Workshop presentation conducted at Western Regional Olympic Development Conference, Calgary, AB, 1998.
33. Mandigo, J., Carmichael, D., Robbins, S., & **Babiak, K.** SportCan: Making physical activity fun. Paper presented at Ontario Physical and Health Education Conference, Orillia, ON, 1995.
34. **Babiak, K.**, & Soucie, D. Managerial leadership in Canadian national sport organizations: Perceptions of sport administrators and their staff members. Paper presented at International Congress for Health, Physical Education, Recreation, Sport and Dance (ICHPER.SD) Asia Congress, Kuala Lumpur, 1994.

35. Soucie, D., Armstrong-Doherty, A., & Babiak, K. Introducing a taxonomy of research themes and a model for examining relationships between variables in sport management research. Paper presented at North American Society for Sport Management Conference, Pittsburgh, PA., 1994.
36. Babiak, K., & Soucie, D. Managerial leadership in Canadian national sport organizations: Perceptions of sport administrators and their staff members. Paper presented at North American Society for Sport Management Conference, Pittsburgh, PA., 1994.

WORK EXPERIENCE

UNIVERSITY WORK EXPERIENCE

Faculty Appointments

2003- Present **Assistant Professor:** University of Michigan, Division of Kinesiology,
Department of Sport Management

Classes Taught

2008 (Winter) KIN 513 Managing Human Resources and Organizational Behavior in the Sport Industry; University of Michigan

2008 (Winter) SM 432 Human Resource Management in Sport; University of Michigan

2007 (Winter) KIN 513 Managing Human Resources and Organizational Behavior in the Sport Industry; University of Michigan

2007 (Winter) SM 432 Human Resource Management in Sport; University of Michigan

2006 (Fall) SM 332 Organizational Behavior in Sport; University of Michigan (2 sections)

2006 (Winter) SM 332 Organizational Behavior in Sport; University of Michigan

2006 (Winter) SM 432 Human Resource Management in Sport; University of Michigan

2005 (Winter) SM 513 Managing Human Resources and Organizational Behavior in the Sport Industry; University of Michigan

2004 (Fall) SMC 313 (001) Organizational Behavior in Sport; University of Michigan

2004 (Winter) SMC 313 (002) Human Resource Management in Sport; University of Michigan

2003 (Fall) SMC 313 (001) Organizational Behavior in Sport; University of Michigan

2003 (Fall) SMC 313 (002) Human Resource Management in Sport; University of Michigan

2000-2001 (Fall) **Sessional Instructor:** University of British Columbia
HKIN 492: Human Resource Management in Leisure and Sport Agency

2000 (Winter) **Sessional Instructor:** University of British Columbia
HKIN 492: Human Resource Management in Leisure and Sport Agency

1999 (Winter) **Sessional Instructor:** University of British Columbia
HKIN 492: Human Resource Management in Leisure and Sport Agency

1993 (Spring) **Sessional Instructor:** Arctic College (Iqaluit), McGill University
EDU402: Wellness and Lifestyle

Invited Presentations / Guest Lecturer

2008 Doctoral Symposium, The Ohio State University (May 21, 2008)

2006 Summer Discovery, University of Michigan

2006 Doctoral Symposium, The Ohio State University (May 17, 2006)

2006 OS 495, Corporate Social Responsibility: Emergence, Issues, and Practices, University of Michigan

2004 Doctoral Symposium, The Ohio State University (April, 23, 2004)

2002 HKIN 455, Field Experience, University of British Columbia

2000 HKIN 372, Research Applications in Leisure & Sport Management, University of British Columbia

2000 EDST630, Doctoral Seminar, University of British Columbia

2000 HKIN 591, Organizational Theory, University of British Columbia

- 1999 HKIN 455, Field Experience, University of British Columbia
- 1998 HKIN 355, Field Experience, University of British Columbia
- 1998 HKIN 372, Research Applications in Leisure & Sport Management, University of British Columbia
- 1997 HKIN 372, Research Applications in Leisure & Sport Management, University of British Columbia
- 1997 HKIN 355, Field Experience, University of British Columbia
- 1997 Physical & Health Education Specialist Course, University of Western Ontario
- 1996 Faculty of Education, University of Toronto
- 1996 Physical & Health Education Specialist Course, University of Western Ontario
- 1994 Physical Activity and Health, University of Ottawa

Student Supervision

- Matthew Juravich – **Doctoral advisor (2007 – present)**
- Scott Tainsky – **Doctoral committee member (2007 – present)**
- Alyssa Schultz – **Doctoral committee member (2007 – present)**
- Alanna Harman – **Masters Thesis, Brock University – external reviewer (2008)**

Research Assistant

- 2000 **Doctoral Research Assistant, Department of Educational Studies, University of British Columbia.** Served as a research assistant to Dr. Daniel Brown, collecting and analyzing data investigating a public-private partnership in a new school.
- 1999 **Graduate Research Assistant, School of Human Kinetics, University of British Columbia.** Served as a research assistant to Dr. Lucie Thibault for an SSHRC funded project reviewing literature dealing with interorganizational relations in municipal recreation organizations.
- 1998 **Graduate Research Assistant, School of Human Kinetics, University of British Columbia.** Served as research assistant to Dr. Richard Wolfe, analyzing qualitative data examining the organizational effectiveness of university athletic programs.
- 1995 **Graduate Research Assistant, School of Human Kinetics, University of Ottawa.** Served as a research assistant to Dr. Lucie Thibault conducting a review of literature dealing with managerial turnover in non-profit organizations.
- 1994 **Graduate Research Assistant, School of Human Kinetics, University of Ottawa.** Served as a research assistant to Dr. Daniel Soucie collecting data on research trends in the field of sport administration in North American universities.

GENERAL WORK EXPERIENCE

- 2002 Research Consultant – Organizational Analysis / Needs Assessment, Kitsilano Community Centre, Vancouver, B.C.
- 2002 Event Director – Canadian Series Freestyle Finals – Cypress Mountain, B.C., 2002
- 2002 Event Manager FIS Freestyle Ski World Cup - Whistler / Blackcomb, B.C., 2002
- 2001 Chief of Protocol – FIS Freestyle Ski World Championships - Whistler / Blackcomb, B.C., 2001 (Organizing Committee)
- 1998 Coordinator – Sport, Vancouver Whistler 2010 Olympic Winter Games Bid Society.
- 1995 - 1997 Research & Promotions Coordinator for the Ontario Physical and Health Education Association (OPHEA).
- 1994 - 1995 Media / Public Relations Assistant for the Ottawa 67's Jr. A Hockey Club.
- 1990, 1991 Coordinator of Health Enhancement for the Queen's Executive Program, Queen's University.

PROFESSIONAL DEVELOPMENT

Grants 101 – The Grant Institute (August, 2007)

Best Practices in Teaching and Learning: Fostering Critical Thinking University of Michigan, Center for Research on Learning and Teaching, (February 9, 2004)
Grant Proposal Writing - University of Michigan, Center for the Education of Women, February 2004
Statistics: A review - University of Michigan, Center for Statistical Consultation and Research, September, 2004
Power Point Workshop - University of Michigan, August, 2003
Course Tools Workshop - University of Michigan, 2003
Create Interactive Web Sites using Dreamweaver - TAG (Centre for Teaching and Academic Growth), University of British Columbia, February 2002
Instructional Skills Workshop – TAG (Centre for Teaching and Academic Growth), University of British Columbia, June 2000

UNIVERSITY SERVICE

Sport Management Faculty Committee, University of Michigan
Graduate Committee Executive (2006 - 2007), University of Michigan
Awards Committee (2006-2007), University of Michigan
SM 2nd Level Admissions Committee (2005, 2006, 2007), University of Michigan
Search Committee – sport marketing & finance / economics position (2006/ 2007), University of Michigan; chair organizational theory / strategy position (2008)

PROFESSIONAL SERVICE

Executive - Member at Large for the **North American Society for Sport Management**. (2006-2008).
Abstract Reviewer for the **North American Society for Sport Management** Conference. (2005 - 2008).
Reviewer for the **North American Society for Sport Management** student paper competition (2005 - 2008).
Ad Hoc Reviewer for the **International Journal of Sport Management and Marketing**. (1 review – 2005, 1 review 2007).
Ad Hoc Reviewer for the **European Sport Management Quarterly**. (2 reviews - 2005).
Ad Hoc Reviewer for the **Sport Management Review**. (1 review – 2005).
Ad Hoc Reviewer for the **Journal of Sport Management**. (2 reviews – 2002, 2006).
Sport Management Digest Contributor to the **Journal of Sport Management**. (1999 – 2001, 2006, 2007, 2008).
Volunteer for the **Canadian Freestyle Ski Association - Whistler / Blackcomb, B.C.** (World Cup 2000 Committee).
Volunteer for the **Canadian Olympic Committee**. (Current).
Board Member (Executive Committee), **Kitsilano Community Centre**. (1998-2003).
Chair of the Fundraising Committee for the **North American Society for Sport Management** conference held in Vancouver (1999).
Board of Governors for the **Association of Ontario Sport and Recreation Administrators (AOSRA)** (1996).

AFFILIATIONS / MEMBERSHIPS

Academy of Management, 2004-2007
North American Society for Sport Management, 1997-2007; Executive Member at Large, 2006-07
European Association for Sport Management, 2004-2005
International Olympic Academy Participant's Association, 2001-2007
Administrative Sciences Association of Canada, 2003
Association of Ontario Sport and Recreation Administrators (AOSRA), 1995-1997