

KATHERINE M. BABIAK, PH.D.

Department of Sport Management
School of Kinesiology
1402 Washington Heights
University of Michigan
Ann Arbor, MI, USA, 48109-2214
Tel: 743.478-1280
e-mail address: kbabiak@umich.edu

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 / GRANTS / CONSULTING

Awards / Fellowships:

2008-2009 Center for the Study of Sport in Society (Northeastern University); *Research Fellow*

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)

Grants:

2008 Babiak, K. **William Diaz Faculty Fellowship: Nonprofit Academic Centers Council**. *Individual philanthropy: Motives and strategic management of professional athlete foundations*. (FUNDED: \$15,000).

2008 **Social Sciences and Humanities Research Council of Canada (SSHRC) Standard Grant**. Thibault, L. (Brock University – Principal Investigator), Kikulis, L.M. (Brock University – Co-Investigator), Frisby, W. (University of British Columbia - Co-Investigator), Hoeber, L. (University of Regina - Co-Investigator), Vail, S.E. (York University - Co-Investigator), **Babiak, K. (University of Michigan - Collaborator)**, and Kihl, L.M. (University of Minnesota - Collaborator). *Enhancing Sport Participation: A Comparative Case Study of Collaborative Approaches to Governance*. (FUNDED: \$75,667).

2004 Babiak, K. **Office of the Vice President of Research, University of Michigan**. *An investigation into the community outreach initiatives of professional sport organizations*. (FUNDED: \$9,200)

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. (FUNDED: \$5,000)

Consulting:

Minnesota Twins (2008) – Evaluation of Major League Baseball’s Reviving Baseball in the Inner Cities Program, with Lisa Kihl (University of Minnesota). Total contract: \$15,000 (2008) and \$15,000 (2009) (Consultant)

PUBLICATIONS & RESEARCH

PUBLICATIONS IN REFEREED JOURNALS

1. Sheth, H., & **Babiak, K.** Beyond the game: Perceptions and priorities in corporate social responsibility in the sport industry. (Accepted in Journal of Business Ethics)
2. **Babiak, K.**, & Wolfe, R. (2009). Determinants of corporate social responsibility in professional sport: Internal and external factors. Journal of Sport Management, 23(6), p TBD.
3. **Babiak, K.** (2009) Criteria of effectiveness in multiple cross-sectoral interorganizational relationships. Evaluation and Program Planning, 32(1), 1-12.
4. **Babiak, K.** & Thibault, L. (2009). Challenges in multiple cross-sector partnerships. Nonprofit and Voluntary Sector Quarterly, 38(1), 117-143.
5. **Babiak, K.** & Thibault, L. (2008). Managing interorganisational relationships: The art of plate spinning. International Journal of Sport Management and Marketing, 3(3), 281-302.
6. 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.
7. **Babiak, K.** (2007). Determinants of interorganizational relationships: The case of a Canadian nonprofit sport organization. Journal of Sport Management, 21(3), 338-376.

8. **Babiak, K.** & Wolfe, R. (2006). More than just a game? Corporate social responsibility and Super Bowl XL. Sport Marketing Quarterly, 15(4), 214-224.
9. Cousens, L., **Babiak, K.**, & Bradish, C. (2006). Advancing sponsorship: A framework for assessing corporate-sport relationships. Sport Management Review, 9(1), 1-23.
10. 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.
11. Wolfe, R., Hoeber, L., & **Babiak, K.** (2002). Perceptions of the effectiveness of sport organizations: The case of intercollegiate athletics. European Sport Management Quarterly, 2(2), 135-156.
12. 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.

BOOK CHAPTERS

Babiak, K. & Trendafilova, S. (2009). Corporate Social Responsibility in Professional Sport: Motives to be 'Green'. In Placido Rodriguez, Stefan Kesenne, & Jaime Garcia (eds.), *Social Responsibility and Sustainability in Sports*. Oviedo, Spain: Oviedo University Press. (In press).

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

Kihl, L. & **Babiak, K.** (2008). *Evaluation of Minnesota Twins' Reviving Baseball in the Inner Cities Program*. Research report submitted to the Minnesota Twins MLB team.

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 SUBMITTED FOR REVIEW

Tainsky, S. & Babiak, K. An investigation into professional athlete philanthropy. (Manuscript submitted to International Journal of Sport Management and Marketing).

Babiak, K. The role and relevance of corporate social responsibility in sport: A view from the top. (Manuscript under review in Journal of Management and Organization).

Babiak, K. & Trendafilova, S. Corporate social responsibility and environmental sustainability: Why professional sport is greening the field. (Manuscript under review in Business Ethics Quarterly).

WORK IN PROGRESS

Kikulis, L.M., Thibault, L., Frisby, W., Kihl, L.A., Babiak, K., Hoeber, L., Vail, S.E., Collaborative and Consultative Strategies for Canadian Sport Policy. (Manuscript in progress – draft complete). To be submitted to Public Management Review.

Thibault, L., Babiak, K., Kikulis, L.M., & Kihl, L.A. Democratizing international sport: Athlete participation in policy. (Manuscript in progress – draft complete).

Babiak, K. & Kihl, L. A stakeholder perspective of CSR: Reviving Baseball in the Inner Cities program. (Research complete; Manuscript in progress). To be submitted to Journal of Corporate Citizenship.

Babiak, K., Tainsky, S., & Juravich, M., Mills, B. Philanthropy and professional athletes. (Manuscript in progress). To be submitted to Nonprofit and Voluntary Sector Quarterly.

Babiak, K. A framework for CSR and collaboration in professional sport. (Manuscript in progress). To be submitted to Journal of Management.

Thibault, L. & Babiak, K. – Athlete development and support (Book Chapter). In Sport Policy in Canada (Thibault, L., & Harvey, J., Eds.). Deadline, September 30, 2009.

CONFERENCES AND PRESENTATIONS

Peer Reviewed Conference Presentations (Published Abstract)

1. Babiak, K. & Trendafilova, S. Corporate Social Responsibility and Environmental Sustainability: How the Professional Sport Industry is Greening the Playing Field. Paper presented at the North American Society for Sport Management Conference, Columbia, SC, 2009.
2. Babiak, K. & Kihl, L. Stakeholder management and corporate social responsibility in professional sport. Paper presented at the North American Society for Sport Management Conference, Columbia, SC, 2009.
3. Babiak, K., Tainsky, S., & Juravich, M. *Professional athlete philanthropy: Walking the talk?* Research presented at the North American Society for Sport Management Conference, Toronto, ON, 2008.
4. 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.

5. Tainsky, S. & **Babiak, K.** *A new breed of philanthropists? The charitable involvement of professional athletes.* Research presented at the North American Society for Sport Management Conference, Ft. Lauderdale, FL 2007.
6. **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.
7. **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.
8. 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.
9. **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.
10. 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.
11. **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.
12. **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.
13. **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.
14. **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.
15. **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.
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.** & 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.
23. **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.
24. **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.
25. 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.
26. **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.
27. **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.
28. **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.
29. Mandigo, J., Carmichael, D., Robbins, S., & **Babiak, K.** *SportCan: Making physical activity fun*. Report presented at Ontario Physical and Health Education Conference, Orillia, ON, 1995.
30. **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.
31. 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.
32. **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.

Invited Presentations

- 2009 Keynote Speaker, IV Gijón Economics of Sports Congress 2009, Theme: Social Responsibility and Sustainability in Sports, Oviedo, Spain, May 8-9, 2009.
Title: *CSR in Professional Sport: Motives to be 'Green'*.
- 2009 Department of Sport Management, Brock University, April 29, 2009
Title: *Greening the field in professional sport: CSR and motives to be 'green'*.
- 2009 Distinguished Guest Speaker Series, Faculty of Human Kinetics, University of Windsor, February 27, 2009.
Title: *Corporate social responsibility and environmental sustainability: Why professional sport is greening the field.*
- 2008 Sports Philanthropy Workshop / North American Society for Sport Management, Toronto, ON.
Title: Babiak, K. & Kent, A. *Emerging trends in sport philanthropy research.*
- 2008 Invited panel expert at Council on Foundations Leadership Summit, Washington, DC, 2008.
Title: *CSR and Sport: Background and Research Directions.*
- 2008 Doctoral Symposium, Florida State University (June 11, 2008).
Title: *Research in Sport Management*
- 2008 Doctoral Symposium, The Ohio State University (May 21, 2008)
Title: *Corporate Social Responsibility and Sport*
- 2006 Doctoral Symposium, The Ohio State University (May 17, 2006)
Title: *More than just a game? Corporate social responsibility and Super Bowl XL*
- 2004 Doctoral Symposium, The Ohio State University (April, 23, 2004)
Title: *Examining Corporate Social Responsibility Initiatives in Professional Sport*
- 2003 Distinguished Guest Speaker Series, Faculty of Human Kinetics, University of Windsor, March 14, 2003.
Title: *Is the Canadian sport system really athlete-centred?* (Collaborative work (Thibault, L. & Babiak, K.) presented by colleague)
- 2003 Research Centre for Sport in Canadian Society, University of Ottawa, December 5, 2003
Title: *Organizational changes in Canada's sport system: An athlete-centred approach?* (Collaborative work (Thibault, L. & Babiak, K.) presented by colleague)
- 2001 International Olympic Academy – Post Graduate Seminar on Olympic Studies, Olympia, Greece, 2001.
Title: *Determinants of interorganizational relationships in Canadian sport: The case of national sport centres.*
- 2000 Millennium Distinguished Guest Speaker Series, Faculty of Human Kinetics, University of Windsor, March, 2000.
Title: *The partnership paradigm: Examining interorganizational dynamics in the Canadian sport delivery system.*
- 1999 Babiak, K., & Thibault, L. *Leadership and team building.* Workshop presentation conducted at the British Columbia Youth Olympic Leadership Academy, Nanaimo, B.C.
- 1998 Thibault, L., & Babiak, K. *Leadership and team building.* Workshop presentation conducted at Western Regional Olympic Development Conference, Calgary, AB.

WORK EXPERIENCE

UNIVERSITY WORK EXPERIENCE

Faculty Appointments

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

Classes Taught

UNIVERSITY OF MICHIGAN, ANN ARBOR, MICHIGAN:

- 2009 (Winter) KIN 513 Managing Human Resources and Organizational Behavior in the Sport Industry

2009 (Winter)	SM 432 Human Resource Management in Sport
2008 (Fall)	SM 332 Organizational Behavior in Sport (2 sections)
2008 (Winter)	KIN 513 Managing Human Resources and Organizational Behavior in the Sport Industry
2008 (Winter)	SM 432 Human Resource Management in Sport
2007 (Winter)	KIN 513 Managing Human Resources and Organizational Behavior in the Sport Industry
2007 (Winter)	SM 432 Human Resource Management in Sport
2006 (Fall)	SM 332 Organizational Behavior in Sport (2 sections)
2006 (Winter)	SM 332 Organizational Behavior in Sport
2006 (Winter)	SM 432 Human Resource Management in Sport
2005 (Winter)	SM 513 Managing Human Resources and Organizational Behavior in the Sport Industry
2004 (Fall)	SMC 313 (001) Organizational Behavior in Sport
2004 (Winter)	SMC 313 (002) Human Resource Management in Sport
2003 (Fall)	SMC 313 (001) Organizational Behavior in Sport
2003 (Fall)	SMC 313 (002) Human Resource Management in Sport

UNIVERSITY OF BRITISH COLUMBIA, VANCOUVER, BRITISH COLUMBIA:

2000-2001 (Fall)	Sessional Instructor: HKIN 492: Human Resource Management in Leisure and Sport Agency
2000 (Winter)	Sessional Instructor: HKIN 492: Human Resource Management in Leisure and Sport Agency
1999 (Winter)	Sessional Instructor: HKIN 492: Human Resource Management in Leisure and Sport Agency

McGILL UNIVERSITY, MONTREAL, QUEBEC:

1993 (Spring)	Sessional Instructor: Arctic College (Iqaluit), EDU402: Wellness and Lifestyle
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Guest Lectures

2006	OS 495, Corporate Social Responsibility: Emergence, Issues, and Practices, University of Michigan
2006	Summer Discovery, University of Michigan
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)**, University of Michigan
 Alyssa Schultz – **Doctoral committee member (2007 – 2008)**, University of Michigan
 Scott Tainsky – **Doctoral committee member (2007 – 2008)**, University of Michigan
 Alanna Harman – External reviewer: **Master's Thesis (2008)**, Brock University

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

- Text Mining with Common Digital Documents Workshop* – *University of Michigan, Center for Statistical Consulting and Research* (October, 2008)
- 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*, Kinesiology, University of Michigan
- Graduate Committee Executive* (2006 - 2007), Kinesiology, University of Michigan
- Awards Committee* (2006-2009), Kinesiology, University of Michigan
- Sport Management 2nd Level Admissions Committee* (2005 - 2009), Kinesiology, University of Michigan

Search Committee – Kinesiology, University of Michigan;

1. Committee Member, Sport marketing & finance / economics (2006/ 2007)
2. Committee Chair, Organizational theory / strategy (2008)
3. Committee Member, Strategy / organizational theory (2009)

PROFESSIONAL SERVICE

- **North American Society for Sport Management** Distinguished Sport Management Educator Award Selection Committee (2009)
- Abstract Reviewer for the **North American Society for Sport Management** Conference. (2005 - 2009).
- Executive - Member at Large for the **North American Society for Sport Management**. (2006-2008).
- Reviewer for the **North American Society for Sport Management** student paper competition (2005 - 2009).
- 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, 1 review - 2009).
- Ad Hoc Reviewer for the **Sport Management Review**. (1 review – 2005, 1 review 2008).
- Ad Hoc Reviewer for the **Journal of Sport Management**. (1 review – 2002, 1 review - 2006, 1 review - 2009).
- 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**.
- 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, 2004-2008

North American Society for Sport Management, 1997-2009

European Association for Sport Management, 2004-2005

International Olympic Academy Participant's Association, 2001-2009

Administrative Sciences Association of Canada, 2003

Association of Ontario Sport and Recreation Administrators (AOSRA), 1995-1997