Brent D. Oja, Ph.D.

Associate Professor – Sport Management
School of Kinesiology
College of Human Sciences & Education
Louisiana University
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Higher Education

- University of Kansas, Lawrence, Kansas 2013-2016
  - Doctor of Philosophy – Education
    - Specialization in Sport Management
  - Advisors: Drs. Jordan R. Bass & Aaron W. Clopton
  - Committee: Drs. Brian S. Gordon, Vicki Peyton, and Lisa Wolf-Wendel
  - Dissertation Title: The Contemporary Sport Employee: An Examination of Sport Employee Identification
  - Graduated with Honors
- Florida State University, Tallahassee, Florida 2014
  - Global Sport Management Summer Abroad Program
  - The Florida State University Study Centre, London, England
- West Virginia University, Morgantown, West Virginia 2010-2011
  - Master of Science Degree – Major in Sport Management
    - Capstone Project: Building a Policy and Procedure Manual For Athletic Equipment Rooms
- University of Minnesota, Minneapolis, Minnesota 2002-2006
  - Bachelor of Arts Degree – Major in History
  - Bachelor of Science Degree – Major in Sport Studies
    - Emphasis in Sport Management

Academic Work Experience

- Assistant Professor of Sport Management, West Virginia University 2021-Present
  - Graduate Faculty Status
- Assistant Professor of Sport Administration, University of Northern Colorado 2016-2021
  - Doctoral Research Endorsement
  - Graduate Faculty Status
- Instructor, University of Kansas 2013-2016
  - Taught activity and undergraduate sport management courses
- Graduate Teaching Assistant, University of Kansas 2013-2016
  - Assisted in teaching multiple undergraduate courses

Research

Research Statement

My line of research is grounded in sport organizational behavior. Specifically, I focus on developmental constructs that elevate sport employees' psychological skillsets, which helps employees excel at work and reach their full potential. These psychological skills are positioned to provide novel solutions for workplace problems that have persisted for sport employees and organizations. To maximize sport employees' performance, I examine their psychological capacities, social interactions, and the institutional forces that dictate the potential for their professional development. My interests include contemporary variables such as grit, psychological capital, creativity, and well-being. Moreover, these variables are advantageous for applied research meant to address occupational health issues within the sport workplace. My current funded and proposed grant work uses developmental variables (i.e., psychological well-being and grit) to broaden and strengthen sport employees' psychological skillsets.

Research Funding & Grants

Total Requested Funding: $243,314
Total Funding Awarded: $111,455
External Funding: $109,168
Internal Funding: $2,287

Funded (4)

Lower-Hoppe, L. M. (PI), **Oja, B. D.**, & Altendorf, M. (Co-Is). (2023). Generating Positive Workplace Outcomes through Well-being: Examining Collegiate Recreation Employees. *National Intramural and Recreational Sports Association Foundation Research Grant*. **$9,518**

Murphy, E. (PI), Elliott, E., McCartney, K., Bulger, S., Zizzi, S., Albidso, C., O'Hara Tompkins, N., Shamblin, M., Cook, A., Prinzo, L., Eades, D., & **Oja, B. D.** (Co-Is). (2022). Be Wild, Be Wonderful, Be Healthy: Improving Access to Healthy Foods and Physical Activity Opportunities in McDowell and Clay Counties, WV. *US DHHS-CDC Centers for Disease Control & Prevention*. **$96,000**

Schuetz, L., & **Oja, B. D.** (Co-PIs). (2021). From the Ground Up: Empowering Employee Decision -making. *NASSM Doctoral Research Grant.* **$1,650**

Oja, B. D. (PI), Sung, Y. T., & Morse, A. L. (Co-Is). (2019). Developing Assessment Strategies for a New Undergraduate Program and an Established Doctoral Program. *University of Northern Colorado Assessment Mini Grant.* **$2,287**

Patchett, E., Morse, A. L., & **Oja, B. D.** (Co-PIs). (2018). Campus Recreation Professionals' Engagement with Social Justice. *National Intramural and Recreational Sports Association Foundation Research Grant*. **$2,000**

Submitted (0)

In Preparation (1)

Oja, B. D. (PI), Quinn, T. D., Giacobbi, P., Petitte, T. (Co-Is), Jordan, S. L., & McCrae, C. (Consultants). Mental Health in the Context of the Physical Activity Paradox: Examining the Influence of Grit and Sleep Quality. *National Institute of Mental Health: Parent R03 Clinical Trial Not Allowed; PA-20-200.* **Approximately $100,000; To be submitted: June 2025**

Not Funded (9)

Oja, B. D. (PI), Quinn, T. D., Giacobbi, P., Petitte, T. (Co-Is), Jordan, S. L., & McCrae, C. (Consultants). (2023). Are Gritty Employees Healthy? Cardiovascular Disease Risk in Active Occupations. *West Virginia Clinical and Transformational Science Institute Open Competition.* **$45,574**

Oja, B. D. (PI), Kim, M., Zeimers, G., & Zvosec, C. C. (Co-Is). (2023). An Experimental Assessment of Grit,Well-being, and Burnout in the Sport Workplace. *Janet B. Parks NASSM Research Grant*. **$1,239**

Lee, S. & **Oja, B. D.** (Co-PIs). (2022). The Roles of Flow and Coping Strategies on Online Sports Gamblers' Subjective Well-being (SWB): A Mixed-methods Study. *International Center for Responsible Gaming Seed Grant*. **$32,833**

Kim, M., **Oja, B. D.** (Co-PIs), Avey, J., Batista, P. J., & Luthans, F. (Co-Is). (2022). Building Student -athlete Academic HEROs. *NCAA Innovations in Research and Practice Grant.* **$30,000**

Kim, M., **Oja, B. D.**, & Hill, J. (Co-PIs). (2022). Expanding Sport Management to Management through Sport: Understanding the Dynamics of Corporate Sport. *Janet B. Parks NASSM Research Grant*. **$2,554**

Lee, S. (PI), & **Oja, B. D.** (I). (2022). Online Sport Bettors' Subjective Well-being via Flow: A Mixed-methods Study. *Research and Scholarship Advancement Grant.* **$11,735**

Oja, B. D., Kim, M., & Zvosec, C. C. (Co-PIs). (2020). Grit Through the Grind: Evaluating the Purpose-driven Goals of Sport Employees. *Janet B. Parks NASSM Research Grant*. **$2,600**

Seifried, C. S. (PI), & **Oja, B. D.** (I). (2019). The Football Stadia at the University of Minnesota. *University of Minnesota Elmer L. Anderson Research Scholars Program.* **$2,065**

Oja, B. D. (PI), Sung, Y. T., & Morse, A. (Co-Is). (2018). Assessing a Recently Created Undergraduate Program and an Established Doctoral Program. *University of Northern Colorado Assessment Mini Grant.* **$2,259**

Oja, B. D., & Schaeperkoetter, C. C. (Co-PIs). (2015). Exploring the Social Capital Practices of Intercollegiate Athletics Teams: Improving the Adjustment to Campus for Ethnic Minority Student-Athletes. *Texas A&M University Diversity in Sport and Physical Activity Grant*. **$1,000**

Travel Funding

Oja, B. D. (2022). Awarded $900 for three presentations at the European Association for Sport Management Conference, Innsbruck, Austria. *West Virginia University Faculty Travel/Development Grant.*

Oja, B. D. (2021). Awarded $700 for two presentations at the North American Society for Sport Management academic conference in Atlanta, Georgia. *West Virginia University Faculty Travel/Development Grant.*

Oja, B. D. (2016). Awarded $400 for two presentations at the North American Society for Sport Management academic conference in Orlando, Florida. *University of Kansas School of Education.*

Oja, B. D. (2014). Awarded $400 for two presentations at the North American Society for the Sociology of Sport academic conference in Portland, Oregon. *University of Kansas School of Education.*

Oja, B. D. (2014). Awarded $150 to attend the North American Society for Sport Management academic conference in Pittsburgh, Pennsylvania. *University of Kansas School of Education*.

Refereed Publications (46)

Google H-Index = 13; i10-Index = 17; Citations = 666
i10-Index: Number of publications with at least 10 citations
SSCI Impact Factor: As of 2022
ABDC: Australian Business Deans Council Journal Quality List; As of 2022
*Corresponding Author

Baer, N. R., Zvosec, C. C., & **Oja, B. D.** (In Press). Exploring Sport Employees' Conceptualizations of Meaningful Work. *Journal of Sport Management.* DOI: https://doi.org/10.1123/jsm.2023-0257
Impact Factor: 3.6; ABDC: A

Kim, M., **Oja, B. D.**, Nite, C., & Anagnostopoulos, C. (In Press). Expanding Sport Management toward Management through Sport: The Promise of Company Sport in Organizations. *Sport Management Review.* DOI: https://doi.org/10.1080/14413523.2024.2307186
Impact Factor: 4.1; ABCD: A

Zvosec, C. C., Baer, N. R., Kim, M., & **Oja, B. D.** (In Press). Human Capital Generative Potential: Cultivating Intrapreneurial Employees in Sport and Recreation Organizations. *Managing Sport and Leisure.* DOI: https://doi.org/10.1080/23750472.2023.2170267.
ABDC: B

***Oja, B. D.**, Zvosec, C. C. & Kim, M. (In Press). Reimagining Sport/Leisure Workplace Design and Management: Conceptualizing Sport/Leisure Employee Growth. *Managing Sport and Leisure.* DOI: https://doi.org/10.1080/23750472.2022.2092537.
ABDC: B

Schuetz, L., ***Oja, B. D.**, Zvosec, C. C., Kim, M., & Kerwin, S. (In Press). Autonomy in Design: Reconciling Sport Employee Experiences with Forced Job Design Alterations. *Managing Sport and Leisure.* DOI: https://doi.org/10.1080/23750472.2022.2092539.
ABDC: B

Schuetz, L., Otto, M. G., & ***Oja, B. D.** (In Press). A Political Perspective of Leadership: Examining the Political Skill of Sport Managers. *Journal of Global Sport Management.* DOI: https://doi.org/10.1080/24704067.2022.2108482.
ABDC: C

Kim, M., Kim, H. S., **Oja, B. D.**, Hill, J., Zvosec, C. C., & Doh, P. (2024). The Roles of Perceived Safety Climate and Innovativeness in the Performance of Sport and Recreation Organizations. *Journal of Sport Management, 38*(3), 205-216. DOI: https://doi.org/10.1123/jsm.2023-0119
Impact Factor: 3.6; ABDC: A

Hill, J., Kim, M., **Oja, B. D.**, Kim, H. S., & Lee, H.-W. (2024). Innovation is the Key: Identifying Factors to Increase Career Satisfaction and Psychological Well-being in Millennial and Generation Z Sport Employees. *Sport, Business and Management: An International Journal, 14*(3), 360-379.
ABDC: C

Romano, A., Schuetz, L., ***Oja, B. D.**, & Lower-Hoppe, L. M. (2024). Skating to Legitimacy: Institutional Work Practices within Collegiate Club Hockey. *Leisure Studies, 43*(2), 278-293. DOI: https://doi.org/10.1080/02614367.2023.2218597.
Impact Factor: 2.8; ABDC: A

Oja, B. D., Nite, C., Kim, M. & Hill, J. (2024). Agency in Institutionalized Sport Organizations: Examining How Institutions Suppress Agency. *European Sport Management Quarterly, 24*(1), 93-112. DOI: 10.1080/16184742.2023.2250370.
Impact Factor: 3.4; ABDC: A

Hazzaa, R. N., ***Oja, B. D.**, & Kim, M. (2024). Exploring Employees' Perceptions of Micro Corporate Social Responsibility in Non-profit Sport Organizations: The Mediating Role of Psychological Capital. *Managing Sport and Leisure, 29*(2), 257-272. DOI: https://doi.org/10.1080/23750472.2021.2020677.
ABDC: B

Lee, C., **Oja, B. D.**, & Bang, H. (2023). Beyond the Game: Exploring the Enhanced Viewing Experience through Sports Betting. *International Journal of Sport Management, 24*(4), 291-314.
ABDC: B

Zvosec, C. C., **Oja, B. D.**, & Baer, N. (2023). "Team Zebra": An Exploration of Social Identity, Motivation, and Sport Officiating Persistence. *Journal of Global Sport Management, 8*(4), 763-782. DOI: 10.1080/24704067.2021.1899766.
ABDC: C

Kim, M., Zvosec, C. C., ***Oja, B. D.**, & Schuetz, L. (2023). Grit Through the Grind: Exploring Sport Employee Work Grit. *European Sport Management Quarterly*, *23*(3), 833-852. DOI: 10.1080/16184742.2021.1936114.
Impact Factor: 3.4; ABDC: A

Kim, M., ***Oja, B. D.**, & Anagnostopoulos, C. (2023). An Expanded Psychological Capital (A -HERO) Construct for Creativity: Building a Competitive Advantage for Sport Organisations. *European Sport Management Quarterly, 23*(3), 722-744. DOI: 10.1080/16184742.2021.1922480.
Impact Factor: 3.4; ABDC: A

***Oja, B. D.**, Gordon, B. S., & Hazzaa, R. N. (2023). Navigating Psychological Membership in Sport Organizations: Exploring Sport Employees' Identities. *Journal of Applied Sport Psychology, 35*(2), 202-223. DOI: https://doi.org/10.1080/10413200.2021.2021563.
Impact Factor: 3.2; ABDC: A

Zvosec, C. C., Baer, N. R., Hughes, M., **Oja, B. D.**, Kim, M., Dahlin, S., & Howell, S. (2023). The Career Transitions of High-Profile Student-Athletes: Identity, Role Engulfment, and Psychological Well-Being. Submitted to *Journal of Athlete Development and Experience, 5*(1), 62-75.

Schuetz, L., ***Oja, B. D.**, Dahlin, S., & Romano, A. B. (2022). The Influence of Emotions in the Collegiate Sport Workplace: An Analysis of Sport Employee Pride, Passion, and Engagement. *Journal of Issues in Intercollegiate Athletics, 15*, 627-646.
Awarded JIIA's Outstanding Article for 2022

Paek, B., Martyn, J., ***Oja, B. D.**, Kim, M., & Larkins, R. J. (2022). Searching for Sport Employee Creativity: A Mixed-Methods Exploration. *European Sport Management Quarterly, 22*(4), 483 -505. DOI: 10.1080/16184742.2020.1804429.
Impact Factor: 3.4; ABDC: A

***Oja, B. D.**, Stensland, P. J., Bass, J. R., & Zvosec, C. C. (2022). Under the Lights: The Legitimacy, Survival, and Institutionalization of Rural Amateur Baseball. *Leisure Sciences*, *44*(5), 578-595. DOI: 10.1080/01490400.2019.1625294.
Impact Factor: 4.0; ABDC: A

Seifried, C., Morse, A. L., & **Oja, B. D.** (2022). American Football and Facilities at the University of Colorado: Contributions toward Building the Institution before Folsom Field. *Journal of Emerging Sport Studies, 7*(1), 1-22.

Schuetz, L., Paek, B., ***Oja, B. D.**, & Kim, M. (2021). Developing Flourishing Among Employees in the College Sport Workplace. *Sport, Business and Management: An International Journal, 11*(5), 647-665. DOI: https://doi.org/10.1108/SBM-09-2020-0096.
ABDC: C

Patchett, E. M., **Oja, B. D.**, & Morse, A. L. (2021). Conceptual Frameworks for Evaluating Diversity and Inclusion in Collegiate Recreation. *Recreational Sports Journal, 45*(2), 161-170. DOI: https://doi.org/10.1177/15588661211033253.

Martyn, J., Brannigan, K. J., **Oja, B. D.**, & Zvosec, C. C. (2021). An Examination of Sport Management Doctoral Programs and the Organizational Environment Through Person-Environment Fit Theory. *Sport Management Education Journal, 15*(2), 95-105. DOI: https://doi.org/10.1123/smej.2020-0080.
ABDC: C
Finalist for SMEJ's Best Paper Award for 2021

Baer, N., Zvosec, C. C., **Oja, B. D.**, & Kim, M. (2021). A New Pitch: Building an Innovative Sport Organization Through Sport Employees. *Case Studies in Sport Management, 10*(S1), S30-S35.

Hazzaa, R. N., ***Oja, B. D.,** & Jung, H. (2021). The Importance of Value Congruence: An Analysis of College Recreation Employees and Organizations. *Managing Sport and Leisure, 26*(3), 161-174.
ABDC: B

***Oja, B. D.**, & Bass, J. R. (2020). Gaining the Perception of Oneness with a College Sport Organization: Examining the Antecedents of Sport Employee Identification. *Journal of Issues in Intercollegiate Athletics, 13,* 424-444.

Martyn, J., Stensland, P. J., Kropp, D. C., **Oja, B. D.**, Bass, J. R., & Morse, A. L. (2020). Institutional Logic Multiplicity Among NCAA Division I Student-Athletes and Their Respective Institutions. *Global Sport Business Journal, 8*(1), 88-104.

Martyn, J., ***Oja, B. D.**, & Morse, A. L. (2020). Investigating Multiplicity: Institutional Logics and Division II Commuter Student-Athletes. *Journal of Intercollegiate Sport, 13*(1), 2-23.

***Oja, B. D.**, Bass, J. R., & Gordon, B. S. (2020). Identities in the Sport Workplace: Development of an Instrument to Measure Sport Employee Identification. *Journal of Global Sport Management, 5*(3), 262-284.
ABCD: C

Kim, M., **Oja, B. D.**, Chin, J., & Kim, H. (2020). Developing Student-athlete School Satisfaction and Psychological Well-being: The Effects of Academic Psychological Capital and Engagement. *Journal of Sport Management, 34*(4), 378-390.
Impact Factor: 3.6; ABDC: A

Jacobs, B. L., Tingle, J. K., **Oja, B. D.**, & Smith, M. A. (2020). Exploring Referee Abuse Through the Lens of the Colligate Rugby Coach. *Sport Management Review*, *23*(1), 39-51.
Impact Factor: 4.1; ABDC: A

Oja, B. D., Kim, M., Perrewé, P. L., & Anagnostopoulos, C. (2019). Conceptualizing A-HERO for Sport Employees' Well-Being. *Sport, Business and Management: An International Journal, 9*(4), 363-380.
ABDC: C

Zvosec, C. C., Gordon, B. S., Hyland, S., **Oja, B. D.**, & Bass, J. R. (2019). An Exploratory Examination of Role Engulfment and NCAA Teacher-Coaches. *Journal of the Professoriate, 10*(2), 47-77.

Jacobs, B. L., Zvosec, C. C., & ***Oja, B. D.** (2019). Navigating Role Ambiguity & Conflict: Exploring the Role of the Referee within the Olympic Sporting Structure. *Journal of Amateur Sport, 5*(2), 115-137.

Martyn, J., Fowler, B., Kropp, D. C., ***Oja, B. D.**, & Bass, J. R. (2019). Managing an Identity: Social Identity Complexity and NCAA Faculty Athletics Representatives. *Journal of Issues in Intercollegiate Athletics, 12*, 365-383.

***Oja, B. D.**, Zvosec, C. C., Hyland, S., Bass, J. R., Mays, J. R., Krueger, K. J., Christian, R. G., & Wilkerson, Z. (2018). Work Versus Play: An Examination of the Motivations of Collegiate eSports Athletes. *International Journal of Sport Management, 19*(4), 361-382.
ABDC: B

***Oja, B. D.**, Wear, H., & Clopton, A. W. (2018). Major Sport Events and Psychic Income: The Social Anchor Effect. *Journal of Sport Management, 32*(3), 257-271.
Impact Factor: 3.6; ABDC: A

***Oja, B. D.**, Hazzaa, R. N., Wilkerson, Z., & Bass, J. R. (2018). March Madness in the Sport Workplace: Cultural Implications for Sport Employees. *Journal of Intercollegiate Sport, 11*(1), 82-105.

***Oja, B. D.**, Clopton, A. W., & Hazzaa, R. N. (2018). Assessing Student Affective Commitment and Adjustment: The Function of Social Capital. *College Student Affairs Journal, 36*(2), 48-62.

Schaeperkoetter, C. C., **Oja, B. D.**, Mays, J. R., Krueger, K. J., Hyland, S., Christian, R. G., Wilkerson, Z., & Bass, J. R. (2017). The "New" Student-Athlete: An Exploratory Examination of Scholarship eSports Players. *Journal of Intercollegiate Sport, 10*(1), 1-21.

***Oja, B. D.**, & Clopton, A. W. (2017). Race, Social Capital, Adjustment, and Intercollegiate Athletics: The Opportunity to Improve Social Acclimation at Academic Institutions. *Journal for the Study of Sports and Athletes in Education, 11*(1), 46-65.

Kellison, T. B., Bass, J. R., **Oja, B. D.**, & James, J. D. (2016). Brand Management in Top-Tier College Athletics: Examining and Explaining Mark-Usage Policies. *International Journal of Sports Marketing & Sponsorship, 17*(3), 219-242.
Impact Factor: 2.2; ABDC: B

***Oja, B. D.**, & Bass, J. R. (2016). Safety or Style? An Examination of the Role of Football Equipment Personnel. *Journal of Applied Sport Management, 8*(1), 26-45.
ABCD: C

***Oja, B. D.**, Schaeperkoetter, C. C., & Clopton, A. W. (2015). Slowing the Coaching Carousel: The Benefits of Person-Organization Fit. *Journal of Issues in Intercollegiate Athletics, 8,* 162-182.

Oja, B. D., Bass. J. R., & Gordon, B. S. (2015). Conceptualizing Employee Identification with Sport Organizations: Sport Employee Identification (SEI). *Sport Management Review*, *18*(4), 583-595.
Impact Factor: 4.1; ABCD: A

Academic Presentations (68)

Oja, B. D., Kim, M., Nite, C., & Hill, J. (September, 2024). How Can Sport Employees Create Their Own Happiness? Examining Sport Employee Well-being Within Institutional Labor Dynamics. To be presented at the European Association for Sport Management Conference, Paris, France.

Paek, B., **Oja, B. D.**, & Hutchinson, S. R. (September, 2024). Measurement Invariance Reporting Practices in Sport Management: Methodological Issues in Cross-Group Comparison Analysis. To be presented at the European Association for Sport Management Conference, Paris, France.

Oja, B. D., Kim, M., Jordan, S. L., Zvosec, C. C., & Zeimers, G. (June, 2024). Sport Employee Grit vs. Grit-S: Evaluating Incremental Validity. Presented at the Conference of the North American Society for Sport Management, Minneapolis, Minnesota

Lower-Hoppe, L. M., **Oja, B. D.**, & Altendorf, M. (May, 2024). Generating Positive Workplace Outcomes Through Well-Being: Examining Collegiate Recreational Sport Employees. Presented at the Conference of the North American Society for Sport Management, Minneapolis, Minnesota.

Baer, N. R., Zvosec, C. C., & **Oja, B. D.** (February, 2024). The Call to the Field: An Exploration of Sport Employees and their Call to Work. Presented at the Applied Sport Management Association Conference, Knoxville, Tennessee.

Oja, B. D., & Zeimers, G. (September, 2023). Work Passion among Employees in the Sport Workplace: Seeking Positive Outcomes and Avoiding the Critical Juncture of Obsessive Passion. Presented at the European Association for Sport Management Conference, Belfast, Northern Ireland.

Oja, B. D., Kim, M., Zvosec, C. C., & Jordan, S. L. (June, 2023). Sport Employee Grit (SEG): An Initial Measurement Assessment. Presented at the Conference of the North American Society for Sport Management, Montréal, Canada.

Paek, B., & **Oja, B. D.** (June, 2023). Guidelines for Assessing Cross-group Invariance in Sport Management Research. Presented at the Conference of the North American Society for Sport Management, Montréal, Canada.

Oja, B. D., Kim, M., Nite, C., Hill, J., & Schuetz, L. (September, 2022). Innovation Practices in Sport Organizations: Examining Institutional Pressures and Agency. Presented at the European Association for Sport Management Conference, Innsbruck, Austria.

Kim, M., **Oja, B. D.**, Schuetz, L., Doh, P., & Eggers, M. (September, 2022). The Social and Mental Well Being Effects of Employee Involvement in Sports and Leisure Activities with Colleagues. Presented at the European Association for Sport Management Conference, Innsbruck, Austria.

Schuetz, L., Romano, A., **Oja, B. D.**, & Lower-Hoppe, L. M. (September, 2022). Institutional Work Practices within a Club Sport Team: Implications of Professionalization. Presented at the European Association for Sport Management Conference, Innsbruck, Austria.

Kim, M., **Oja, B. D.**, Nite, C., & Anagnostopoulos, C. (June, 2022). Expanding Sport Management to Management through Sport: The Power of Workplace Team Sports. Presented at the Conference of the North American Society for Sport Management, Atlanta, Georgia.

Dahlin, S., Avey, J., & **Oja, B. D.** (June, 2022). The Influence of Servant Leadership on Athletic Performance: A Self-determination Theory Perspective. Presented at the Conference of the North American Society for Sport Management, Atlanta, Georgia.

Baer, N., R., Zvosec, C. C., Kim, M., & **Oja, B. D.** (March, 2022). Intrapreneurship through Uncertain Times: Exploring Innovation Strategies Among Campus Recreation Employees. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina

Dahlin, S., **Oja, B. D.**, & Avey, J. (February, 2022). Sport Coaches' Perceptions of Servant Leadership and Needs Satisfaction within College Athletics. Presented at the Applied Sport Management Annual Conference, Indianapolis, Indiana.

Schuetz, L., Otto, M. G., Martyn, J., & **Oja, B. D.** (February, 2022). Political Arenas: Building Engagement through Political Skill and Person-organization Fit. Presented at the Applied Sport Management Annual Conference, Indianapolis, Indiana.

Baer, N. R., Schuetz, L., Zvosec, C. C. & **Oja, B. D.** (February, 2022). What Can We Learn? An Exploration of Former Sport Employees' Well-being and Sense of Meaningful Work. Presented at the Applied Sport Management Annual Conference, Indianapolis, Indiana.

Hajek, T. J., Lee, Y., **Oja, B. D.**, Schuetz, L., & Sung, Y. T. (October, 2021). Bet On It: Exploring Sport Betting Partnerships in Professional Sport. Presented at the Sport Marketing Association Conference, Las Vegas, Nevada.

Oja, B. D., Zvosec, C. C., Kim, M., Schuetz, L., & Kerwin, S. (June, 2021). Crafting Their Way Forward: An Exploration of Job Design Among Sport Employees. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Oja, B. D., Kim, M., & Baer, N. R. (June, 2021). From the Ground Up: A Model for Improving Organizational Performance Through Sport Employee Growth. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Schuetz, L., Otto, M. G., & **Oja, B. D.** (June, 2021). Examining the Political Skill of Sport Leaders: The Effects of Social Astuteness on Employee Job Engagement and Identification. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Schuetz, L., & **Oja, B. D.** (June, 2021). Jigsawing to Improve Student Engagement in Sport Management Classrooms. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Hajek, T. J., Brannigan, K. J., & **Oja, B. D.** (June, 2021). Exploring the Motivations of Undergraduate Sport Management Students. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Baer, N. R., Zvosec, C. C., **Oja, B. D.**, & Kim, M. (February, 2021). Exploring Developmental Opportunities within Sport Organizations: Applying Meaningful Work in the Sport Industry. Presented at the Applied Sport Management Annual Conference, Virtual Presentation.

Brannigan, K. J., Schuetz, L., & **Oja, B. D.** (February, 2021). Understanding CRM Implementation and Employee Engagement in Collegiate Athletics: Unlocking Improved Workplace Performance. Presented at the Applied Sport Management Annual Conference, Virtual Presentation.

Oja, B. D., Zvosec, C. C., & Kim, M. (May, 2020). True Grit: Defining Grit in the Sport Workplace. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Kim, M., & **Oja, B. D.** (May, 2020). A-HERO for Sport Employee Creativity? An Empirical Investigation of Psychological Capital. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Schuetz, L., & **Oja, B. D.** (May, 2020). The Impact of Pride and Passion on Job Engagement with Sport Employees. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Hazzaa, R. N., & **Oja, B. D.** (May, 2020). Examining the Role of CSR on Employee Attitudes in Sport and Recreation Organizations. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Schuetz, L., & **Oja, B. D.** (May, 2020). Using Kahoot! Game-based Learning in the Sport Management Classroom. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Paek, B., Martyn, J., & **Oja, B. D.** (May, 2020). Authentic Leadership and Job Engagement: An Empirical Examination into the Development of Creative Sport Employees. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Jung, H., Sung, Y. T., & **Oja, B. D.** (May, 2020). Out of Left Field? An Estimation of the Effect of Bullpenning on Team Performance in Major League Baseball: Evidence from the Tampa Bay Rays. Presented at the Conference of the North American Society for Sport Management, Virtual Presentation.

Martyn, J., Stensland, P. J., Kropp, D. C., **Oja, B. D.**, Bass, J. R., & Morse, A. L. (February, 2020). Institutional Logic Multiplicity Among NCAA Division I Student-Athletes and their Respective Institutions. Presented at the Global Sport Business Association Annual Conference, Fort Lauderdale, Florida.

Martyn, J., Brannigan, K., **Oja, B. D.**, & Morse, A. L. (February, 2020). Safety and Security in an Institutionalized Setting: How Professional Sport Safety Managers Build and Maintain Stadium and Arena Security. Presented at the Global Sport Business Association Annual Conference, Fort Lauderdale, Florida.

Brannigan, K., Martyn, J., **Oja, B. D.**, & Zvosec, C. C. (November, 2019). Person-Environment Fit: Sport Management Doctoral Programs and the Organizational Environment. Presented at the Sport Marketing Association Conference, Chicago, Illinois.

Oja, B. D., Kim, M., Perrewé, P. L., & Anagnostopoulos, C. (June, 2019). Towards an 'Authentic Hero': Revisiting the HERO Model in Sport Organizations. Presented at the Conference of the North American Society for Sport Management, New Orleans, Louisiana.

Hazzaa, R. N., **Oja, B. D.**, & Sung, Y. T. (June, 2019). The Effects of Corporate Social Responsibility and Psychological Capital on Sport Employees' Prosocial Attitudes and Behaviors. Presented at the Conference of the North American Society for Sport Management, New Orleans, Louisiana.

Paek, B., Martyn, J., & **Oja, B. D.** (June, 2019). Developing Creative Sport Employees: An Examination of Emotional Intelligence and Job Engagement. Presented at the Conference of the North American Society for Sport Management, New Orleans, Louisiana.

Hazzaa, R. N., & **Oja, B. D.** (May, 2019). Utilizing an Online Learning Tool in Canvas to Promote Student Creativity. Presented at the Conference of the North American Society for Sport Management, New Orleans, Louisiana.

Zvosec, C. C., **Oja, B. D.,** & Mullen, R. (May, 2019). Where Does a Sport Official Belong? Navigating the Social Identities of Sport Officials. Presented at the Conference of the North American Society for Sport Management, New Orleans, Louisiana.

Hazzaa, R. N., Jung, H., & **Oja, B. D.** (May, 2019). Examining Positive Fit and Engagement in Recreational Sport Employees: The Mediating Role of Intrinsic Motivation. Presented at the Conference of the North American Society for Sport Management, New Orleans, Louisiana.

Sellars, N., Fowler, B., & **Oja, B. D.** (May, 2019). Athletic Identity and Athlete Satisfaction: An Analysis of Club Sport Athletes. Presented at the Conference of the North American Society for Sport Management, New Orleans, Louisiana.

Martyn, J., Fowler, B., Kropp, D. C., **Oja, B. D.**, & Bass, J. R. (March, 2019). Managing an Identity: Social Identity Complexity and NCAA Faculty Athletic Representatives. Presented at the Global Sport Business Association Annual Conference, Fort Lauderdale, Florida.

Zvosec, C. C., & **Oja, B. D.** (February, 2019). Winning isn't Everything: Goals, Strategies, and Financial Priorities of Small College Athletics. Presented at the Applied Sport Management Annual Conference, Nashville, Tennessee.

Oja, B. D., Stensland, P. J., & Bass, J. R. (September, 2018). Town Ball Theater: An Examination of Communities and Amateur Baseball. Presented at the International Association for the Philosophy of Sport Conference, Oslo, Norway.

Oja, B. D., Hazzaa, R. N., & Bass, J. R. (June, 2018). Legitimizing Amateur Baseball: A Conceptual Framework of "Town Ball" in Rural Minnesota. Presented at the Conference of the North American Society for Sport Management, Halifax, Nova Scotia, Canada.

Hazzaa, R. N., Sellars, N., & **Oja, B. D.** (June, 2018). Understanding Perceptions of Social Responsibility in Professional Sport from Contemporary Sport Consumers. Presented at the Conference of the North American Society for Sport Management, Halifax, Nova Scotia, Canada.

Seifried, C. S., Morse, A., & **Oja, B. D.** (April, 2018). The Modernization of Football at the University of Colorado: A Story of Gamble Field and Folsom Field. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Fowler, B., Sung, Y. T., & **Oja, B. D.** (April, 2018). The Effects of Reclassification: An Examination of the Transition from FCS to FBS. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Martyn, J., Sung, Y. T., & **Oja, B. D.** (April, 2018). Title IX: An Exploratory Case Study of Northern vs. Southern Universities Proportionality Compliance. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Oja, B. D., & Hazzaa, R. N. (June, 2017). The Sport Organization's Path to Identified Employees: An Examination of Organizational Antecedents of Sport Employee Identification (SEI). Presented at the Conference of the North American Society for Sport Management, Denver, Colorado.

Jacobs, B., Schaeperkoetter, C. C., & **Oja, B. D.** (June, 2017). Navigating Dichotomies: Uncovering the Role of the Referee within the Olympic Sporting Structure. Presented at the Conference of the North American Society for Sport Management, Denver, Colorado.

Hazzaa, R. N., & **Oja, B. D.** (June, 2017). Creating Actionable Assessment: Implementing Multiple Intelligences into a Sport Management Course. Presented at the Conference of the North American Society for Sport Management, Denver, Colorado

Oja, B. D., & Bass, J. R. (April, 2017). Root, Root for the Employers' Team? An Investigation of Job Engagement and Fandom of College Sport Employees. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Oja, B. D., & Hazzaa, R. N. (February, 2017). March Madness in Intercollegiate Sport Organizations: Unification and Productivity of Sport Employees. Presented at the Applied Sport Management Annual Conference, Baton Rouge, Louisiana.

Hazzaa, R. N., & **Oja, B. D.** (February, 2017). An Investigation of CSR Activity in Football Championship Subdivision (FCS) Athletics Departments. Presented at the Applied Sport Management Annual Conference, Baton Rouge, Louisiana.

Gordon, B. S., & **Oja, B. D.** (November, 2016). The Impact of Perceived CSR on Consumer-Based Brand Equity. Presented at the Sport Management Association of Australia & New Zealand Conference, Auckland, New Zealand.

Oja, B. D., Bass, J. R., & Gordon, B. S. (June, 2016). Sport Employee Identification: Developing and Validating an Instrument. Presented at the Conference of the North American Society for Sport Management, Orlando, Florida.

Oja, B. D., & Gordon, B. S. (June, 2016). Assessing the Role of Fan Community Attachment in Building Brand Equity. Presented at the Conference of the North American Society for Sport Management, Orlando, Florida.

Wear, H., Heere, B., & **Oja, B. D.** (April, 2016). Owning the Campus: An Analysis of Sportswear Sponsor Brand Perceptions of University Students. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Schaeperkoetter, C. C., **Oja, B. D.**, & Bass, J. R. (April, 2016). The "New" Student-Athlete: An Exploratory Examination of Scholarship eSports Players. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Oja, B. D., & Bass, J. R. (April, 2015). The Link between Concussions and Organizational Power in Intercollegiate Football. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Oja, B. D., Schaeperkoetter, C. C., & Clopton, A. W. (April, 2015). Slowing the Coaching Carousel: Person-Organization Fit in Collegiate Athletics. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Oja, B. D., & Clopton, A. W. (April, 2015). Gender Differences in Student-Athletes: Perceptions of Entering the Coaching Profession via Social Cognitive Career Theory. Presented at the College Sport Research Institute Conference on College Sport, Columbia, South Carolina.

Oja, B. D., & Clopton, A. W. (November, 2014). Coaches' Differences in Values and Priorities: How Person-Organization Fit May Explain the Scarcity of Minority Coaches in Intercollegiate Athletics. Presented at the North American Society for the Sociology of Sport Annual Conference, Portland, Oregon.

Oja, B. D., & Clopton, A. W. (November, 2014). Social Cognitive Career Theory and the Lack of Female Coaches: Institutionalization of the Link Between Sport and Gender of Coach is Likely to Hinder Entry of Future Female Coaches. Presented at the North American Society for the Sociology of Sport Annual Conference, Portland, Oregon.

Oja, B. D., & Clopton, A. W. (October, 2014). Organizational Effectiveness for Sport Organizations: An Examination of the Roles of Centrality, Specialization, and Formalization on Organizational Culture. Presented at the Midwest Academy of Management Annual Meeting, Minneapolis, Minnesota.

Saia, B., **Oja, B. D.**, Clopton, A. W., & Bass, J. R. (April, 2014). Impact of Person-Organization Fit on College Coach Hiring Process. Presented at the American Alliance for Health, Physical Education, Recreation, and Dance National Convention and Exposition, St. Louis, Missouri.

Textbooks (2)

Barnhill, C., Smith, N. L., & **Oja, B. D.** (2021). *Organizational Behavior in Sport Management: An Applied Approach to Understanding People and Groups.* Palgrave.

Kim, M., **Oja, B. D.**, & Anagnostopoulos, C. (Writing). *Positive Sport Organizational Insights.* Routledge. ***First draft due July 2024.***

Book Chapters (4)

Oja, B. D. (Accepted). Psychological Capital in Sport Studies. In V. Girginov (Ed.), *Routledge Encyclopedia for Sport Studies*. Routledge.

Oja, B. D. (Accepted). Well-being and Sport Studies. In V. Girginov (Ed.), *Routledge Encyclopedia for Sport Studies*. Routledge.

Kim, M., Zvosec, C. C., **Oja, B. D.**, & Doh, P. Y. (2024). Mental Toughness and Resilience in Officiating. In T. Webb, D. J. Hancock, P. Phillips & J. K. Tingle (Eds.), *Managing and Developing Sports Officials: Officiating Excellence* (pp. TBD). Routledge.

Kim, M., *__Oja, B. D.__, Zvosec, C. C., & Lee, C. W. (2022). Workplace Innovation with Baby Boomers: The Role of Job Crafting for Performance and Well-Being. In J. Leitão & V. Ratten (Eds.), *Strategic Innovation: Research Perspectives on Entrepreneurship and Resilience* (pp. 7 -19). Springer. DOI: 10.1007/978-3-030-87112-3.

Mentorship – Doctoral Student Research (9)

Doctoral Dissertation Committee Member – Kim Tolentino	2023-Present
Doctoral Dissertation (External – LSU) Committee Member – Nathan Baer*****	2022-2023
Doctoral Dissertation (External – UNCO) Committee Member – Logan Schuetz*****	2021-2022
Doctoral Dissertation Research Advisor – Logan Schuetz*****	2019-2021
Doctoral Dissertation Co-Research Advisor – Jay Martyn***^#**	2019-2020
Doctoral Dissertation Research Advisor – Rammi Hazzaa*****	2018-2020
Doctoral Dissertation Co-Research Advisor – Erin Patchett***^#**	2017-2019
Doctoral Dissertation Co-Research Advisor – Brittany Jacobs*****	2017-2018
Doctoral Dissertation Committee Member – Jiyoung Park*****	2017-2018
Doctoral Dissertation Co-Research Advisor – Sean Daly*****	2016-2020

Mentorship – Graduate Student Research (2)

Thesis Committee Member – Mackenzie Luikart*****	2022-2023
Thesis Chair – Marisa Hisaki*****	2021

***Completed Degree Requirements**
^Winner of UNCO's Graduate Dean's Citation for Excellence Award
#Winner of UNCO's Graduate Dean's Citation for Outstanding Dissertation

Academic Teaching Experience

Instructor of Theory Classes

Undergraduate Classes at West Virginia University

*Represents mean score (1 = strongly disagree – 5 = strongly agree) on student teaching evaluation of: Instructor Effectiveness

SM 485 (Spring 2024)	Management of Sport Organizations – N/A
SM 485 (Fall 2023)	Sport Management – N/A
SM 486 (Summer 2023)	Sport Marketing (Online) – N/A
SM 485 (Spring 2023)	Sport Management – 4.72*
SM 485 (Fall 2022)	Sport Management – 4.50*
SM 387 (Fall 2021)	Issues in Sport Studies – 4.85*
SM 485 (Fall 2021)	Sport Management – 4.69*

Undergraduate Classes at the University of Northern Colorado

*Represents mean score (1 = strongly disagree – 5 = strongly agree) on student teaching evaluation question: "Overall I would rate this instructor as effective"

SES 270 (Fall 2020)	Introduction to Sport Administration (Hybrid) – 4.64*
SES 270 (Fall 2019)	Introduction to Sport Administration – 4.88*

SES 398 (Summer 2019) Future of Sport: Fantasy Sport & eSport (Online) – 4.00*

Graduate Classes at Louisiana State University

KIN 7511 (Fall 2024) Problems in Kinesiology – N/A

Graduate Classes at West Virginia University

*Represents mean score (1 = strongly disagree – 5 = strongly agree) on student teaching evaluation of: Instructor Effectiveness

SM 535 (Spring 2024) Sport Management Processes – N/A
SM 516 (Fall 2023) Sport Marketing Research Methods – N/A
SM 516 (Summer 2023) Sport Marketing Research Methods – 4.54*
SM 535 (Spring 2023) Sport Management Processes – 4.93*
SM 516 (Fall 2022) Sport Marketing Research Methods – 5.00*
SM 516 (Spring 2022) Sport Marketing Research Methods – 4.67*
SM 527 (Summer 2022) Legal Issues in Sport Administration (Online) – 4.43* & 4.29*
SM 535 (Spring 2022) Sport Management Processes – 5.00*
SM 535 (Summer 2021) Sport Management Processes (Online) – 4.21*
SM 586 (Summer 2021) Facility Planning and Management (Online) – 4.32*

Graduate Classes at the University of Northern Colorado

*Represents mean score (1 = strongly disagree – 5 = strongly agree) on student teaching evaluation question: "Overall I would rate this instructor as effective"

SES 560 (Summer 2021) Critical Thinking & Ethical Consid. in Sport Admin. (Online) – N/A
SES 560 (Spring 2021) Critical Thinking & Ethical Consid. in Sport Admin. – 5.00*
SES 692 (Spring 2021) Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 724 (Spring 2021) Seminar in Theory & Sport Organizations – 5.00*
SES 570 (Fall 2020) Administration of Sport Organizations & Employees (Online) – 4.73*
SES 570 (Fall 2020) Administration of Sport Organizations & Employees – 3.83*
SES 688 (Fall 2020) Legal Aspects of Sport – 4.89*
SES 692 (Fall 2020) Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 755 (Fall 2020) Supervised Practicum in College Teaching – N/A
SES 560 (Summer 2020) Critical Thinking & Ethical Consid. in Sport Admin. (Online) – 4.50*
SES 622 (Summer 2020) Directed Study – N/A
SES 692 (Summer 2020) Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 755 (Summer 2020) Supervised Practicum in College Teaching – N/A
SES 560 (Spring 2020) Critical Thinking & Ethical Consid. in Sport Admin. – 5.00*
SES 622 (Spring 2020) Directed Study – N/A
SES 692 (Spring 2020) Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 706 (Spring 2020) Seminar in Sport Organizational Behavior – 5.00*
SES 570 (Fall 2019) Administration of Sport Organizations & Employees (Online) – 4.75*

SES 570 (Fall 2019)	Administration of Sport Organizations & Employees – 4.86*
SES 688 (Fall 2019)	Legal Aspects of Sport – 4.80*
SES 692 (Fall 2019)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 755 (Fall 2019)	Supervised Practicum in College Teaching – N/A
SES 560 (Summer 2019)	Critical Thinking & Ethical Consid. in Sport Admin. (Online) – 4.38*
SES 692 (Summer 2019)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 560 (Spring 2019)	Critical Thinking & Ethical Consid. in Sport Admin. – 5.00*
SES 692 (Spring 2019)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 724 (Spring 2019)	Seminar in Theory & Sport Organizations – 5.00*
SES 570 (Fall 2018)	Administration of Sport Organizations & Employees (Online) – 4.08*
SES 570 (Fall 2018)	Administration of Sport Organizations & Employees – 4.91*
SES 688 (Fall 2018)	Legal Aspects of Sport – 5.00*
SES 692 (Fall 2018)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 560 (Summer 2018)	Issues & Ethics in Sport Management (Online) – 4.27*
SES 688 (Summer 2018)	Legal Aspects of Sport (Online) – 4.25*
SES 692 (Summer 2018)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 560 (Spring 2018)	Issues & Ethics in Sport Management – 4.77*
SES 692 (Spring 2018)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 706 (Spring 2018)	Seminar in Sport Organizational Behavior – 4.80*
SES 570 (Fall 2017)	Program Management – 4.88*
SES 570 (Fall 2017)	Program Management (Online) – 4.00*
SES 622 (Fall 2017)	Directed Study – N/A
SES 688 (Fall 2017)	Legal Aspects of Sport – 4.75*
SES 560 (Summer 2017)	Issues & Ethics in Sport Management – 4.75*
SES 692 (Summer 2017)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 560 (Spring 2017)	Issues & Ethics in Sport Management – 4.80*
SES 622 (Spring 2017)	Directed Study – N/A
SES 692 (Spring 2017)	Graduate Internship in Sport and Exercise Science (Ext. Campus) – N/A
SES 694 (Spring 2017)	Special Topics: Fundraising – 5.00*
SES 570 (Fall 2016)	Program Management – 5.00*
SES 570 (Fall 2016)	Program Management (Ext. Campus) – 3.33*
SES 622 (Fall 2016)	Directed Study – N/A
SES 688 (Fall 2016)	Legal Aspects of Sport – 4.56*

Undergraduate Classes at the University of Kansas

*Represents mean score (1 = strongly disagree – 5 = strongly agree) on student teaching evaluation question "Instructor is encouraging, supportive, and involved in learning"

HSES 488 (Spring 2016)	Pre-Internship Seminar – N/A
HSES 289 (Spring 2016)	Introduction to Sport Management – N/A

HSES 289 (Fall 2015)	Introduction to Sport Management – 4.34*
HSES 488 (Fall 2015)	Pre-Internship Seminar – 4.37*
HSES 240 (Fall 2015)	The Coaching of Football – 4.74*
HSES 244 (Summer 2015)	Introduction to Physical Education and Sport Studies – N/A
HSES 289 (Spring 2015)	Introduction to Sport Management – 3.99*
HSES 240 (Fall 2014)	The Coaching of Football – 4.67*
HSES 240 (Fall 2013)	The Coaching of Football – 5.00*

Service

Professional Memberships

Member, West Virginia Clinical and Translational Science Institute (WVCTSI)	2023-2024
Research Affiliate, Positive Sport Organizational Behavior Laboratory (TAMU)	2022-Present
Member, North American Society for the Sociology of Sport	2014
Member, North American Society for Sport Management	2014-Present

Service to the Academy

Officer, NASSM Governing Board	2023-Present
Editorial Review Board Member, *Journal of Issues in Intercollegiate Athletics*	2017-Present
Editorial Review Board Member, *Journal of Amateur Sport*	2015-Present

Service to the University

Board of Athletic Control – Faculty Representative	2017-2021

Service to the College

Committee for Grants and Research – Member	2021-2022
Assistant Dean and MAST Institute Director Search Committee – EOAA Representative	2017
Committee on Academic Programs and Curriculum – Graduate Student Representative	2015

Service to the School

Program Lead – Sport Management	2023-2024
Academic Affairs Committee – Member	2023-2024
Graduate Academic Affairs Committee – Member	2022-2023
Curriculum Development	2017-Present
Undergraduate Student Advising	2017-2021
Graduate Student Advising	2016-2021

Sport Industry Professional Experience

- Academic Tutor – University of Kansas, Lawrence, Kansas 2015
  - Provided academic assistance to student-athletes
- Study Hall Supervisor – University of Kansas, Lawrence, Kansas 2013-2015
  - Monitored members of the women's basketball team during study hall
  - Provided general academic support to student-athletes
- Assistant Director (Equipment) – University of Colorado, Boulder, Colorado 2011-2013
  - Responsible for football (2011-2012) and basketball (2012-2013)
- Head Equipment Manager – University of Virginia, Charlottesville, Virginia 2008-2011
  - Responsible for the basketball & swimming/diving equipment room
- Associate for Equipment Operations – Iowa State University, Ames, Iowa 2007-2008
  - Responsible for daily management of the football equipment room
- Student Equipment Manager – University of Minnesota, Minneapolis, Minnesota 2002-2006
  - Awarded Paul Brown Student Manager Scholarship three consecutive years

Other Experience

- Skilled in statistical software programs SPSS and Mplus
- WVCTSI R03/R21 Grant Writing Group (2023)
- Participated in UNC's Teaching for Inclusion and Equity program (2021)
- Equipment room intern at Colorado State University (2007)
- Volunteer worker for Men's NCAA Basketball Regional (2006)
- Summer equipment manager intern with the San Francisco 49ers (2004)
- Earned Eagle Scout award by renovating local elementary school playground

Academic Awards & Nominations

North American Society for Sport Management Research Fellow 2024
Excellence in Research – College of Physical Activity and Sport Sciences (WVU) 2022
Guest Coach – Men's Basketball (WVU) 2022
Nominated for Excellence in Scholarship – College of Natural Health Sciences (UNCO) 2021
Faculty Appreciation Award – Volleyball (UNCO) 2019
Faculty Appreciation Award – Women's Soccer (UNCO) 2019
Dr. Robert E. Frederick Scholarship – Sport Management Graduate Student Award 2015
Dr. Robert E. Frederick Scholarship – Sport Management Graduate Student Award 2014