

Charles D.T Macaulay, Ph.D.

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Executive Summary

I am a passionate educator who strives to create interactive, impactful, and engaging learning environments for all. Utilizing my research skills, I bring data informed best practices into the classroom, my mentorship, professional development, and project management to ensure I am creating high impact and inclusive learning environments. Reflecting my commitment to being an effective educator, I was nominated for the 2023/2024 University of Massachusetts Amherst Distinguished Teaching Award. Further, I currently manage 10 research projects, have published extensively, given numerous academic and professional presentations, and continue to strive to be an effective listener, learner, and educator.

Education

Doctor of Philosophy in Learning, Leadership and Educational Policy | University of Connecticut | Storrs, Connecticut

Master of Arts in Sport Management | Neag School of Education | University of Connecticut | Storrs, Connecticut

Bachelor of Arts in Sociology | University of British Columbia | Vancouver, British Columbia | Canada

- **Class Valedictorian**

Associate of Arts in Culture and Technology | Capilano University | North Vancouver, British Columbia | Canada

Professional Experience

Mark H. McCormack Department of Sport Management - Amherst, MA 2021 - present

Housed in the Isenberg School of Management at the University of Massachusetts Amherst, the Mark H. McCormack Department of Sport Management is one of the oldest sport management programs, and the #1 ranked sport management program in the world (*SportBusiness Review*) with roughly 400 currently enrolled students and more than 5,000 program alumni. As a member of the tenure track faculty, I design and develop curriculum for courses in leadership, organizational behavior, college athletics, sociology, and diversity and inclusion while maintaining a rigorous research agenda, serving on various committees, and supporting student growth and development.

Assistant Professor of Sport Management

- Redesigned curriculum in various courses to engage student learning through case studies, consulting projects, research and experiential learning opportunities
- Serve on and contribute to departmental committees which influence the organizational culture and direction of the department
- Maintain a rigorous research line with peer reviewed publications in the *Journal of Sport Management* (2023), *Sport, Business and Management* (2024; 2023), *Journal of Issues in Intercollegiate Athletics* (2023; 2022), *Frontiers in Sports and Active Living* (2023), and research highlighted in the *New York Times*, *Sport Business Journal* and the *Daily Hampshire Gazette*
- Mentor undergraduate, graduate and doctoral students through their academic journeys supporting their holistic development as scholars, practitioners and grounded members of our greater community

Husky Sport – University of Connecticut – Storrs, Connecticut 2016 – 2021

A community – campus partnership which aims to engage youth, families, college students and partners through shared learning in physical activity, nutritional education, transferable life skills and academic enrichment. This University of Connecticut housed program backed by the U.S. Department of Agriculture serves over 250 Hartford, CT youth each week by leveraging university students and volunteers to participate in sport-based youth development activities.

Professional Development Specialist

- Developed a research plan and data collection strategies for an in-school intervention organization
- Designed and executed on-boarding trainings for new organization members
- Supported and executed the development of organization wide professional development programming

Department of Educational Leadership – Neag School of Education – University of Connecticut 2015 – 2020

Consistently within the top 25 public graduate schools of education in the United States (U.S. News & World Report) and with a mission to improve educational and social systems to be more effective, equitable and just for all, my work centered on conducting research, developing curriculum, and creating programs that served a large and diverse audience.

Graduate Employee

- Designed curriculum that engaged students as active participants and contributors to their learning process which resulted in an Excellence in Teaching recognition in 2 consecutive years (2019 and 2020)
- Secured \$15,000 in institutional grants which supported initiatives I created on campus dialogue and community development
- Authored and co-authored peer-reviewed research which was published in *Critical Sociology* (2020), *Journal of Athlete Development and Experience* (2019), *Sport Sociology Journal* (2019), *International Review for the Sociology of Sport* (2019), *International Journal of Qualitative Studies in Education* (2019),

Journal of Issues in Intercollegiate Athletics (2019; 2017), *Sociology and Anthropology* (2017), *Sport Management Review* (2017)

- Neag School of Education Outstanding Student Researcher Award in 2017
- Executed the redesign and reinvigoration of the Beyond the Field speaker series which provided a platform for dialogue around various issues related to gender equity, racism, disability and activism
 - UConn Student Union Board of Governor's **Program of the Year** in 2017

Additional Relevant Experience

Beyond the Field Spring 2016 – Spring 2021

Co-Director

- Created an in-person and online speaking series focused on critical issues facing the sport industry
- Coordinated on-campus and virtual panels with national and international guests
- An average of approx.. 100 attendees to each session
- Received the **Program of the Year** in 2017

Collective Uplift Fall 2015 – Spring 2019

Vice-President

- Vice-president, member and ally of a Black student-athlete affinity group
- Supported affinity group activities such as weekly meetings, guest speakers, and cross-campus collaborations

Counseling Program for Intercollegiate Athletics Fall 2015 – Winter 2020

Academic Mentor

- Provide direction and support to academically most underprepared student-athletes
- Develop schedules, timelines, task-lists, assignment outlines, study guides with students
- Act as an immediate tutor and study partner to facilitate class preparedness
- Provide advice and direction regarding academic, athletic, and personal issues

Courses Taught

- Sport Organizational Behavior & Structure (Masters)
- Sociology of Sport and Physical Activity (undergraduate)
- Sport Leadership (undergraduate)
- College Athletics (undergraduate)
- Diversity, Equity, and Inclusion in Sport Organizations (high school leadership academy)
- Sport Facility and Event Management (undergraduate)
- Sport Law (undergraduate)
- Directed Observation and Participation in Sport Organizations

Academic Publications

Projects in Progress

- Macaulay, C.D.T. & Tyler, D. (in-progress). The cost of maximizing revenue: Conference realignment outcomes on different measures of success. Expected journal of submission: *Journal of Sport Management*
- Macaulay, C.D.T., Corr, C., Katz, M., Tyler, D. (in-progress). Racialized networks of college football coaches. Expected journal of submission: *Journal of Sport Management*.
- Macaulay, C.D.T., MacCharles, G., Hindman, L., Melton, N. (in-progress). From the closet to the Pride parade: Examining shifting logic related to LGBTQ inclusion in sport. Expected journal of submission: *Journal of Sport Management*.
- Macaulay, C.D.T. (in-progress). A culturally responsive sport organization. A case study. Expected journal of submission: *Journal of Sport Management*.
- Keaton, A.C.I., Howe, J., Macaulay, C.D.T. (in-progress). "Second Chance U": Legitimizing white coaches amidst controversial scandals. Expected journal of submission: *Journal of Sport Management*.
- Macaulay, C.D.T., Keaton, A.C.I., Hextrum, C. (in-progress). The institutional logic of Whiteness. Expected journal of submission: *Journal of Sport Management*

Projects Submitted

- Corr, C., Macaulay, C.D.T., Caro, C. (Under-review). An Examination of the Programmatic Utility and Salary Distribution of Football Bowl Subdivision Football Coaches. *Sport Management Review*
- Macaulay, C.D.T., Brougham, J., McLeod, C., Keaton, A.C.I. (Under-review). Escalating responses between athlete activists and a sport organization: A case study: *Journal of Sport and Social Issues*.
- Macaulay, C.D.T. (Submitted). Organizational collaboration: Factors facilitating a successful inter-organizational partnership. *Sport Management Review*.

- Keaton, A.C.I. and Macaulay, C.D.T. (Second Review). Whiteness and Institutional Work. *Sport Management Review*.
- Corr, C., Macaulay, C.D.T., Atwater, C.R. (Second Revisions). Racial Tasking within Racialized Organizations: How Tasking Leads to Racially Inequitable Financial Remuneration. *Sociology of Sport Journal*.

Peer-Reviewed Publications

- Macaulay, C.D.T. Keaton, A.C.I. (Accepted). The racialized work strategies of racialized organizations. *Sport Business and Management*.
- Sveinson, K. & Macaulay, C.D.T. (Accepted). The Gendered construction of idealized fans: a multimodal critical discourse analysis of official team-licensed merchandise for children. *Journal of Sport Management*.
- Macaulay, C.D.T. (2023). The effects of decoupling Student-Athlete Advisory Committees; Complacency, apathy, and hostility. *Journal of Issues in Intercollegiate Athletics*.
- Macaulay, C.D.T. & Woulfin, S. (2023). Institutional plurality and a fractured organizational self. *Sport, Business, and Management*. DOI: 10.1108/SBM-10-2022-0096
- Isard, R. F., Melton, E. N., & Macaulay, C. D.T. (2023) Women's Sport and Everyday Resistance. *Frontiers in Sports and Active Living*, 5, doi: 10.3389/fspor.2023.1007033
- Macaulay, C.D.T., Burton, L., Woulfin, S. (2022). Making sense of competing logics in the collegiate athletic field: The sensemaking processes of college athletes. *Journal of Issues in Intercollegiate Athletics*. (15), 94-124.
- LeChasseur, K. A., Macaulay, C.D.T., Fernández, É. (2020). Professionalism and parents: A new frame for colorblind racism in schooling. *Critical Sociology*.
- Klein, M., Macaulay, C.D.T., & Cooper, J. (2020). The Perfect Game: An Ecological Systems Approach to the Influences of Elite Youth and High School Baseball Socialization. *Journal of Athlete Development and Experience*, 2(1).
- Macaulay, C.D.T., Cooper, J.N., Dougherty, S. (2019). High School Football and the Athletic-Market Economy: Recruiting, Producing, and Manufacturing Talent. *Sport Sociology Journal*. 1-10.
- Cooper, J. N., Macaulay, C. D. T., & Rodriguez, S. H. (2019). Race and resistance: A typology of African American sport activism. *International Review for the Sociology of Sport*, 54(2), 151–181.
- Cooper, J. N., Corral, M. D., Macaulay, C. D. T., Cooper, M. S., Nwadike, A., & Mallery Jr, M. (2019). Collective uplift: the impact of a holistic development support program on black male former college athletes' experiences and outcomes. *International Journal of Qualitative Studies in Education*, 1-26.
- Cooper, J. N., Nwadike, A., & Macaulay, C.D.T. (2017). A Critical Race Theory Analysis of Big-Time College Sports: Implications for Culturally Responsive and Race-Conscious Sport Leadership. *Journal of Issues in Intercollegiate Athletics*, 10, 204-233.
- Macaulay, C.D.T. (2017). Physically Embodying the Oppressive Trinity: Engaging in Disruptive Identity Praxis as a White Middle Class Male. *Sociology and Anthropology*.
- Macaulay, C.D.T. (2017). "The Manufacturing of High School Football Recruits in the United States (U.S.): An Examination of the High School Football Landscape as an Economic Sub-Sector". Master's Theses. 1088. http://digitalcommons.uconn.edu/gs_theses/1088
- Cooper, J. N., Grenier, R., & Macaulay, C.D.T. (2017). Autoethnography as a critical approach in sport management: Current applications and future directions. *Sport Management Review*. <http://dx.doi.org/10/1016/j.smr.2016.07.003>

Edited Book

- Macaulay, C.D.T. & Cooper, J.N. (in-progress). *Activism in Sport Handbook*. Routledge.

Book Chapters

- Cooper, J.N., Mallery Jr., M., Macaulay, C.D.T. (2020). African American Sport Activism and Broader Social Movements. In D.D. Brown (Eds.), *Sports in African American life: Essays history and culture*. (pp.97-115). McFarland & Company Inc. Publishers.

Book Reviews

- Macaulay, C.D.T. (2020). "Football Fatalities and Catastrophic Injuries, 1931–2016 (2nd Edition)". *Journal of Sport Management*. Advance online publication. 10.1123/jsm.2020-0112.

Journal Board Member

- Editorial Board Member – *Journal of Issues in Intercollegiate Athletics* (June 2023 – Present)
- Editorial Board Member – *Journal of Intercollegiate Sport* (July 2023 – Present)

Journal and Conference Reviewer

- Abstract Review: (2023 – Present); *North American Society for Sport Management*
- Manuscript Reviewer: (2023 - Present); *American Journal of Sociology*

- Manuscript Reviewer: (2023 - Present); *International Review of Sociology of Sport Journal*
- Manuscript Reviewer: (2023 - Present); *Sport, Business and Management*
- Manuscript Reviewer: (2023-Present); *Social Problems*
- Manuscript Reviewer (2023 – Present); *Journal of Sport Management*
- Manuscript Reviewer (2021-Present); *Sociology of Sport Journal*
- Session Reviewer (2021- Present); *North American Society for the Sociology of Sport*
- Manuscript Reviewer (2020); *Journal for the Study of Sport and Athletes in Education*.
- Manuscript Reviewer (2021); *Social Currents*.

Association Committee Work

- North American Society for Sociology of Sport: Sociology of Sport Journal Paper of the Year award committee (committee member)
- North American Society for Sport Management: Distinguished Research Award (committee member)

Speaking Engagements

International and National Conference Presentations

- Hextrum, K., **Macaulay, C.D.T.**, Keaton, A.C.I. (November 3, 2023). The Dominant Institutional Logic of Whiteness in Sport. *North American Society for the Sociology of Sport*.
- **Macaulay, C.D.T.** & Corr, C. (September 12, 2023). The coordinating logics of an international college ice hockey tournament. *European Sport Management Annual Conference*.
- **Macaulay, C.D.T.** & Keaton, A.C.I. (June 3, 2023). Reification of Whiteness through Institutional Work. *North American Society of Sport Management*.
- **Macaulay, C.D.T.**, MacCharles, G., Hindman, L., Melton, N. (June 1, 2023). From the closet to the Pride parade: Examining shifting logic related to LGBTQ inclusion in sport. *North American Society for Sport Management*. Session Presenter.
- **Macaulay, C.D.T.** & Keaton, A.C.I. (November 11, 2022). Reification of Whiteness through institutional work. *North American Society for the Sociology of Sport*. Session Presenter.
- **Macaulay, C.D.T.** (June 3, 2022). Shifting logics and changing actors; How the merging pro-am logic is shaping actor types and their relation to the collegiate athletic field. *North American Society for the Sport Management*. Session Presenter.
- **Macaulay, C.D.T.** & Cooper, J.N. (April 23, 2022). Activism in sport: Exploring a global perspective of sport stakeholder activism. *North American Society for the Sociology of Sport*. Session Organizer.
- **Macaulay, C.D.T.** & Cooper, J.N. (April 21, 2022). Activism in sport: Exploring women’s experience activism and resistance. *North American Society for the Sociology of Sport*. Session Organizer.
- **Macaulay, C.D.T.** & Cooper, J.N. (April 21, 2022). Activism in sport: Exploring the intersection of race and activism. *North American Society for the Sociology of Sport*. Session Organizer.
- Kluch, Y. & **Macaulay, C.D.T.** (April 21, 2022). Are We Experiencing an “Athlete Turn” in Sport? Examining the Contextual Factors Influencing Contemporary Athlete Activism and Social Movements in Sport. *North American Society for the Sociology of Sport*. Session Presenter.
- **Macaulay, C.D.T.** & Woulfin, S. (2022, June 2). Shifting logics and changing actors; How the merging pro-am logic is shaping actor types and their relation to the collegiate athletic field. *North American Society for Sport Management*.
- Kluch, Y. & **Macaulay, C.D.T.** (2022, April 21). Are we experiencing an “Athlete Turn” in Sport? Examining the contextual factors influencing contemporary athlete activism and social movements in sport. *North American Society for the Sociology of Sport*.
- **Macaulay, C.D.T.**, Newton, A.C.I., Nite, C. (2021, May 21). *Institutional shocks: Foundational conditions for institutional change in sport*. North American Society for Sport Management, Online. Access: <https://www.youtube.com/watch?v=pqnHUFzdGs>
- **Macaulay, C.D.T.**, Newton, A. (2020, May 27-30). *The relationship between abuse of student-athletes, mental health, and social identities* [abstract only]. North American Society for Sport Management, San Diego, CA, USA.
- **Macaulay, C.D.T.** (2020, May 27-30). *The power of the NCAA governance structure: How the NCAA governance structure impedes on student-athletes’ rights* [abstract only]. North American Society for Sport Management, San Diego, CA, USA.
- **Macaulay, C.D.T.** (2019). The Fight for Student-Athletes’ Rights Contextualized as a Labor Movement. *North American Society for the Sociology of Sport*. Virginia Beach, VA, United States of America. Presenter.
- **Macaulay, C.D.T.** (2018). Methodology of the Oppressed: From Songs of Freedom to Liberating Actions in Sport. *North American Society for the Sociology of Sport*. Vancouver, BC, Canada. Presenter

- Cooper, J.N., Nwadike, A., **Macaulay, C.D.T.** (2017, November 4). A Critical Race Theory of Big-Time College Sports in the United States (U.S.): Implications for Culturally Responsive and Race-Conscious Sport Leadership. *North American Society for the Sociology of Sport*. Windsor, ON, Canada. Co-Presenter
- **Macaulay, C.D.T.** (2017, November 3). A Different Approach to Unionizing Collegiate Athletes: Include Them All. *North American Society for the Sociology of Sport*. Windsor, ON, Canada. Presenter
- Cooper, J.N., **Macaulay, C.D.T.**, Rodriguez, S.H. (2017, November 2). African American Sport Activism and Broader Social Movements: Disruptive Power through Connectivity. *North American Society for the Sociology of Sport*. Windsor, ON, Canada. Co-Presenter
- Di Giorgio, A., **Macaulay, C.D.T.** (2017, November 2). Stolen Platform: Kaepernick's Appropriation of a Movement by Woman, #BLM. *North American Society for the Sociology of Sport*. Windsor, ON, Canada. Co-Presenter
- Klein, M., **Macaulay, C.D.T.**, Cooper, J.N. (2017, November 2). The Perfect Game: Corporate Influence on Privatized Youth Baseball. *North American Society for the Sociology of Sport*. Windsor, ON, Canada. Co-Presenter
- Mala, J., **Macaulay, C.D.T.**, McGarry, J. (2017, June 20) Outcomes of a Sport-Based Intervention on Adolescent Authentic Leadership Development. *North American Society for Sport Management*. Denver, CO. Co-Presenter
- **Macaulay, C.D.T.** (2016, November 4). From Within the Belly of the Beast: Working within an Athletic Department to Further College Athlete Social Justice. *North American Society for the Sociology of Sport*. Tampa, FL. Presenter
- Cooper, J.N., **Macaulay, C.D.T.** (2016, November 3). From Muhammad Ali to Mizou: Lessons Learned and Future Directions for Black Athlete Activism. *North American Society for the Sociology of Sport*. Tampa, FL. Co-Presenter
- Klein, M., **Macaulay, C.D.T.**, Cooper, J.N. (2016, November 3). Pressure and Economic Implications: Perspectives on Elite Youth Baseball Socialization. *North American Society for the Sociology of Sport*. Tampa, FL. Co-Presenter
- **Macaulay, C.D.T.**, & Cooper, J. N. (2015, November 5). Reconciling differences: Autoethnographic methodological approach to working with racially similar and dissimilar ethnic groups. *North American Society for the Sociology of Sport*. Santa Fe, NM. Co-Presenter
- **Macaulay, C.D.T.** (2013, November 3). Playing for Privilege: Preliminary Findings on Investment in College Athletic Departments and the Student Body Composition. *North American Society for the Sociology of Sport*. Quebec City, QC, Canada. Presenter
- **Macaulay, C.D.T.** (March 22, 2023). The logics coordinating an international collegiate ice hockey tournament. *College Sport Research Institute's annual conference*.
- Cooper, J.N., Nwadike, A., **Macaulay, C.D.T.** (2018, April 12). Race Matters: Addressing Color-Blind Racism in Big-Time College Sport. *College Sport Research Institute Annual Conference*. Columbia, SC. Co-Presenter.
- Cooper, J.N., **Macaulay, C.D.T.**, Klein, M. (2018, April 13). Cross-Sport Analysis of Athlete Development Systems' Interaction with Intercollegiate Athletics in the United States (U.S.). *College Sport Research Institute Annual Conference*. Columbia, SC. Poster Presentation
- **Macaulay, C.D.T.** (2017, November 20). Working with locals: How to respect and empower local populations when doing mission trips abroad. *Elms College*. Chicopee, MA. Presenter
- Cooper, J.N., Negron, M.S., Corral, M., **Macaulay, C.D.T.**, Nwadike, A., Mallery, M. (2017, April 14). Collective Uplift: The Impact of a Holistic Development Support Program on Black Male Former College Athletes' Experiences and Outcomes. *College Sport Research Institute Annual Conference*. Columbia, SC. Co-Presenter
- **Macaulay, C.D.T.** (2017, April 14). Athletic Market Economy: A Labor Market Conceptual Model of Athletics. *College Sport Research Institute Annual Conference*. Columbia, SC. Presenter
- **Macaulay, C.D.T.** (2014, April 14). Playing for Privilege: How College Athletics Privilege White Males. College Sport Research Institute Conference. Columbia, SC. Presenter

Invited Workshops / Presentations

- University of Massachusetts Boston – Athletic Department – Engaging in Athlete Activism; October, 2020
- University of Oklahoma – Athletic Department - Organizational Responses to Athlete Activism; September, 2020
- University of Massachusetts Boston – Continuing Education Framework for Life After Undergrad; February, 2020
- Wingate University - Policy Changes to Name, Image, and Likeness - November, 2019

Additional Engagements:

- Motivational Jumpstart WHUS radio show hosted by Michael Mallery

Selected Professional Affiliations

- **Macaulay, C.D.T.** (2019 – Present). *North American Society for Sport Management* – Society Member
- **Macaulay, C.D.T.** (2015 – Present). *North American Society for the Sociology of Sport* – Society Member