

CURRICULUM VITA

E. Nicole Melton

Department Chair & Professor

Mark H. McCormack Department of Sport Management

Isenberg School of Management

University of Massachusetts - Amherst

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EDUCATION

Ph.D. Texas A&M University, 2012
Major: Sport Management
Cognate: Organizational Behavior
Dissertation Title: *Allies in Sport Organizations*

M.S. Texas A&M University, 2009
Major: Kinesiology (Emphasis: Sport Management)

B.B.A. Texas A&M University, 2005
Major: Marketing (magna cum-laude)

ACADEMIC APPOINTMENTS

University of Massachusetts - Amherst

Professor, Mark H. McCormack Department of Sport Management, Isenberg School of Management, 2024 – Present

Associate Professor, Mark H. McCormack Department of Sport Management, Isenberg School of Management, 2019 – 2024

Assistant Professor, Mark H. McCormack Department of Sport Management, Isenberg School of Management, 2015 – 2019

Texas Tech University

Assistant Professor, Department of Kinesiology and Sport Management, College of Arts and Sciences, 2013-2015

Seattle University

Assistant Professor, Sport Administration & Leadership, Center for the Study of Sport and Exercise, 2013-2013

Texas A&M University

Lecturer, Department of Health and Kinesiology, College of Education, 2011-2012

ADMINISTRATIVE APPOINTMENTS

University of Massachusetts - Amherst

Department Chair, Mark H. McCormack Department of Sport Management, Isenberg School of Management, 2023 - Present

Associate Department Chair, Mark H. McCormack Department of Sport Management, Isenberg School of Management, 2020 - 2023

Founder & Co-Director, Laboratory for Inclusion and Diversity in Sport (LIDS), Isenberg School of Management, 2019 – Present

Undergraduate Program Director, Mark H. McCormack Department of Sport Management, Isenberg School of Management, 2017 - 2020

Honors Program Director, Mark H. McCormack Department of Sport Management, Isenberg School of Management, 2017 – 2018

FELLOWSHIPS, HONORS, AND AWARDS

Research

- Carnegie Initiative Grant Award Recipient, 2023-2024
- Isenberg Summer Research Funding Award, 2023
- Isenberg Summer Research Funding Award, 2022
- Carnegie Initiative Grant Award Recipient, 2022-2023
- Designated Scholar, The Collective by Wasserman, 2023-2024
- Finalist, Student Research Competition, NASSM, 2023: Awarded to Risa Isard
- Nominee, Texas A&M University Outstanding Alumni Award, 2021
- Finalist, Student Research Competition, NASSM, 2019: Awarded to Jeffrey MacCharles
- Fellow, North American Society for Sport Management, 2017
- Graduate Diversity Fellowship, Texas A&M University, 2009-2012
- Distinguished Graduate Student Award, Texas A&M University, 2012
- Armstrong Graduate Scholar Award, Texas A&M University, 2012
- Outstanding Graduate Student of the Year Award, Texas A&M University, 2012
- Runner-up, Student Research Competition, NASSM, 2012
- Runner-up, Student Research Competition, NASSM, 2011
- Runner-up, Student Research Competition, NASSM, 2010

Teaching

- Winner, Isenberg College Outstanding Teacher Award, 2023
- Nominee, Isenberg College Outstanding Teacher Award, 2022
- Nominee, Isenberg College Outstanding Teacher Award, 2021
- Nominee, Isenberg College Outstanding Teacher Award, 2020
- Nominee, UMass Distinguished Teaching Award, 2019
- Nominee, Isenberg College Outstanding Teacher Award, 2019

- Nominee, UMass Distinguished Teaching Award, 2018

Service

- Nominee, NASSM Joy DeSensi Diversity Award, 2024
- HERS Fellowship, HERS Institute for Leadership Development, 2022-2023
- Leadership in DEI in Athletics Award, UMass Athletics Department, 2023
- ADVANCE Faculty Fellowship, University of Massachusetts, 2023-2024
- Nominee, NASSM Joy DeSensi Diversity Award, 2023
- ADVANCE Faculty Fellowship, University of Massachusetts, 2022-2023
- Faculty Leader in DEI Award, Association of Latino Professionals for America, 2020

REFEREED JOURNAL ARTICLES

1. Sveinson, K., Delia, E. B., **Melton, E. N.**, Dalal, K., & Cunningham, G. B. (Accepted). *Positionality and reflexivity in sport management research. Journal of Sport Management.* (Premier)**
2. Huber, B., Katz, M., Baker, B., & **Melton, E. N.** (accepted). Convergence or distinctiveness? Exploring how geographic location influences fan behavior in online fan communities. *Sport, Business and Management: An International Journal.* (A-ranking) **
3. Isard, R. F., **Melton, E. N.**, Delia, E. B., Nite, C. (Accepted). Between profit and purpose: Employee responses to financial and social logics in women's sport. *Journal of Sport Management, AoP*, 1-15, (Premier) **
4. Katz, M., **Melton, E. N.**, Agha, N., & Isard, R. F. (Accepted). Fan networks in women's sport: An egocentric analysis of social fans and isofans. *Sport Marketing Quarterly.* (A Ranking) **
5. Garrison, K., Cunningham, G. B., Isard, R. F., & Melton, E. N. (under review). Sport organizations' transgender policies and community attitudes relate to gender equity and organizational performance. *Sexuality Research and Social Policy.* (Accepted) **
6. **Melton, E. N.**, Cunningham, G. B., MacCharles, J. D., & Isard, R. F. (2023). LGBTQ inclusive fan codes of conduct in US athletic departments: A multilevel analysis. *International Journal of Sports Marketing and Sponsorship*, 24, 432-448. (A- ranking) **
7. Isard, R. F., **Melton, E. N.**, & Macaulay, C. D. T. (2023). ReSisters in sweat. *Frontiers in Sports and Active Living*, 5, 1-8. **
8. Mansfield, A. C., **Melton, E. N.**, & Katz, M. (2022). An analysis of identity conflict among health-conscious sport fans. *Journal of Sport Management*, 36, 600-612. (Premier) **

9. Delia, E. B., **Melton, E. N.**, Sveinson, K., G. B., Cunningham & Lock, D. J. (2022). Understanding the lack of diversity in sport consumer behavior research. *Journal of Sport Management*, 36, 265-276. (Premier)
10. Singer, J. N., Agyeman, K. J. A., Chen, C., Walker, N. A., & **Melton, E. N.** (2022). What is Blackness to sport management? The manifestation of anti-black racism in the field. *Journal of Sport Management*, 36, 215-227. (Premier)
11. Nite, C. & **Melton, E. N.** (2022). Positively prosocial: Conceptualizing prosocial behaviors as institutional work within sport organizations. *Quest*, 74, 58-73.
12. MacCharles, J. D. & **Melton, E. N.** (2022). Risks of expressing your authentic self in sport: The influence of stigma covering on perceived fit and hiring recommendations. *Sport, Business and Management: An International Journal*, 12, 365-381. (A-ranking) **
13. **Melton, E. N.** & MacCharles, J. D. (2021). Sport marketing through a rainbow lens. *Sport Management Review*, 24, 421-438. (Premier) **
14. Isard, R. F. & **Melton, E. N.** (2021). Does sport media raise her name? Examining intersectional representation in media narratives. *Sport, Business and Management: An International Journal*, 12, 305-322. (A- ranking) **
15. Cunningham, G. B., Isard, R. F., & **Melton, E. N.** (2021). Transgender inclusion in sport. *Kinesiology Review*, 11, 64-70. **
16. MacCharles, J. D. & **Melton, E. N.** (2021). Charting their own path: Using life course theory to explore the careers of gay men working in sport. *Journal of Sport Management*, 35, 407-425. (Premier) **
17. Katz, M., Heere, B., & **Melton, E. N.** (2020). Predicting fan behavior through egocentric network analysis: Examining season ticket holder renewal. *Journal of Sport Management*, 34, 217-228. (Premier)
18. McCullough, B. P. & **Melton, E. N.** (2017). The benefits of becoming a green company: A corporate marketing approach. *Journal of Contemporary Athletics*, 11, 31-46.
19. **Melton, E. N.** & Cunningham, G. B. (2016). Weighing the options: Discrimination against fat golfers. *Journal of Intercollegiate Sport*, 9, 268-281.
20. **Melton, E. N.** (2015). Creating social change in and through intercollegiate sport. *Journal of Intercollegiate Sport*, 8, 1-13.
21. Walker, N. A. & **Melton, E. N.** (2015). Creating opportunities for social change in women's sport through academic and industry collaboration: An interview with Kate Fagan. *Journal of Intercollegiate Sport*, 8, 82-95.

22. Walker, N. A. & **Melton, E. N.** (2015). The triple threat: Examining the intersection of gender, race, and sexual orientation in sport organizations. *Journal of Sport Management*, 29, 257-271. (Premier)
23. Nite, C., Hutchinson, M., **Melton E. N.**, & Bouchet, A. (2015). Locating universities within the phases of escalation of commitment to intercollegiate athletics. *Journal of Applied Sport Management*, 7, 87-107.
24. **Melton, E. N.** & Cunningham, G. B. (2014). The experiences of LGBT sport employees: A social categorization perspective. *Journal of Sport Management*, 28, 21-33. (Premier)
25. **Melton, E. N.** & Cunningham, G. B. (2014). Who are the champions? Using a multilevel model to examine perceptions of employee support for LGBT-inclusion in sport organizations. *Journal of Sport Management*, 28, 189-206. (Premier)
26. Cohen, A., **Melton, E. N.**, & Welty Peachey, J. (2014). Using coed sport to encourage inclusion and equality. *Journal of Sport Management*, 28, 220-235. (Premier)
27. Cunningham, G. B. & **Melton, E. N.** (2014). Varying degrees of support: Understanding parents' positive attitudes toward LGBT coaches. *Journal of Sport Management*, 28, 387- 398. (Premier)
28. Cunningham, G. B. & **Melton, E. N.** (2014). Signal and cues: LGBT inclusive advertising and consumer attraction. *Sport Marketing Quarterly*, 23, 37-46. (A ranking)
29. Cunningham, G. B. & **Melton, E. N.** (2013). Contact with lesbian and gay friends moderates the relationships among religious fundamentalism, sexism, and sexual prejudice. *The Journal of Sex Research*, 50, 401-408.
30. **Melton, E. N.** & Cunningham, G. B. (2012). The effect of LGBT-inclusive policies, gender, and social dominance orientation on organizational attraction. *International Journal of Sport Management*, 13, 444-462
31. Cunningham, G. B. & **Melton, E. N.** (2012). Prejudice against LGB coaches: The influence of race, religious fundamentalism, modern sexism, and contact with sexual minorities. *Sociology of Sport Journal*, 29, 283-305. (A ranking)
32. **Melton, E. N.** & Cunningham, G. B. (2012). When identities collide: Exploring multiple minority stress and resilience among college athletes. *Journal for the Study of Sports and Athletics in Education*, 6, 45-66.
33. Cunningham, G. B. & **Melton, E. N.** (2011). The benefits of sexual orientation diversity in sport organizations. *Journal of Homosexuality*, 58, 647-663.

Reprinted in: Anderson, E. (2012). *Sport, masculinities, and sexualities* (pp. 103-109). New York: Routledge.

Reprinted in: Cunningham, G.B. (2013). *Sport management* (pp. 337-353). Cheltenham, UK: Edward Elgar Publishing

** co-authored with graduate student(s)

BOOKS

1. McCullough, B. P., Kellison, T. B., **Melton, E. N.** (Eds.) (2022). *Routledge Handbook of Sport and Sustainable Development*. London, Routledge.

SELECT MEDIA COVERAGE

1. *USA Today*: [NFL has ample qualified women vying to be general managers](#). (2023).
2. *CNN*: [Women's soccer teams ditched white shorts at the World Cup](#). (2023).
3. *The Washington Post*: [As WNBA grows, so does tension](#). (2023).
4. *New York Times*: [From the Women's World Cup to Wimbledon](#). (2023).
5. *New York Times*: [A growing W.N.B.A. still boxes out some personalities](#). (2023).
6. *Isenberg School of Management – News*: [D&I in business course launches](#). (2023).
7. *CNN*: [Sports Illustrated's swimsuit issue is a step back in time](#). (2022).
8. *ESPN*: [Jonquel Jones and the untold story of the WNBA's reigning MVP](#). (2022).
9. *Ebony*: [The inequity that comes from being a talented Black female athlete](#). (2022).
10. *Sport Business Journal*: [The Business Case for Women's Sports](#)(2022)
11. *University of Massachusetts - News*: [UMass professor receives grant](#) (2022).
12. *Isenberg School of Management*: [Embracing inclusivity in sport marketing](#). (2022).
13. *ESPN Around the Horn* (2021). [Link](#).
14. *VICE*: [Why can't WNBA broadcasters get the players' names right?](#). (2021).
15. *NBCSports On Her Turf*: [Don't be misled by the WNBA's top 10 jersey list](#). (2021).
16. *Los Angeles Times*: [Simone Biles, the greatest gymnast alive](#). (2021).
17. *Sport Management Review Insights*: [LGBTQ sport marketing with Nicole Melton](#)
18. *The Black Sportswoman*: [How racist coverage impacts careers](#) . (2021).
19. *Power Plays*: [Racism's central role in WNBA coverage](#). (2021).
20. *Minnesota Spokesman Recorder*: [Study exposes more sports media bias](#). (2021).
21. *Isenberg School of Management – News*: [Innovative Isenberg class](#) . (2021).
22. *Isenberg School of Management – News*: [Groundbreaking course](#). (2021).
23. *Front Office Sports*: [Women in sport business: Disruptors leading the way](#). (2021).
24. *State of Sport Management Podcast*: [Collaborating with students on research](#).(2021).
25. *Front Office Sports*: [Groundbreaking women in business course](#). (2022).

TRADE PUBLICATIONS

1. Isard, R., Katz, M., **Melton, E. N.**, Agha, N. (July, 2023) Solving the mystery of the WNBA IsoFan. *Sport Business Journal*.
2. **Melton, E. N.** (June, 2021) What men's sports can learn from women's sports about safety for LGBTQ+ fans. *Sport Business Journal*.
3. Isard, R. F. & **Melton, E. N.** (May, 2021) Make this the season we end discriminatory sports coverage. *Sport Business Journal*.
4. Cunningham, G.B., Isard, R.F., & **Melton, E. N.** (April, 2021). Transgender inclusion in sport. *Sports Medicine Australia Magazine*
5. MacCharles, J. D. & **Melton, E. N.** (July, 2021) Let's celebrate Carl Nassib and make it possible for others to follow his lead. *Sport Business International*

BOOK CHAPTERS & PUBLISHED PROCEEDINGS

1. McCullough, B. P., & Kellison, T., & **Melton, E. N.** (2022). An introduction to sport and sustainable development. In B. P. McCullough, T. Kellison, & E. N. Melton (Eds.) *The Routledge Handbook of Sport and Sustainable Development* (pp. 1–8). Routledge: London
2. Brabec, E., Slegers, F.; Crosset, T., **Melton, N.**, Furtado, L., O'Donnell, S., & DiPasquale, M. (2018). *Open space for social and environmental justice: sustainability, diversity, and university-community partnerships*. Proceeding of the 49 Environmental Research Design Association Annual Conference, Oklahoma City, OK.
3. **Melton, E. N.**, & Bryant, M. (2017). Intersectionality: The impact of negotiating multiple identities for women in sport leadership. In L. Burton and S. Leberman (Eds.) *Routledge Handbook for Women in Sport Leadership*. London: Routledge
4. Cunningham, G. B., Pickett, A., **Melton, E. N.**, Lee, W., & Miner, K. (2014). Free to be me: Psychological safety and the expression of sexual orientation personal identity. In J. Hargreaves and E. Anderson (Eds.), *Routledge Handbook of Sport Gender and Sexualities*. London: Routledge.
5. **Melton, E. N.** (2012). Sport and Media. In G.B. Cunningham & J.N. Singer (Eds.), *Sociology of Sport and Physical Activity* (2nd ed.). Center for Sport Management Research and Education. College Station, TX.
6. **Melton, E. N.** (2013). Women, Femininity, and Sexuality. In M.B. Sartore-Baldwin (Ed.), *Sexual Stigma in Sport*. Dulles, VA: Lynne Rienner Publishers.

7. **Melton, E. N.** (2010). Sport and Media. In G.B. Cunningham & J.N. Singer (Eds.), *Sociology of Sport and Physical Activity* (pp. 103-134). Center for Sport Management Research and Education. College Station, TX.
8. **Melton, E. N.** (2011). Avidity. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.
9. **Melton, E. N.** (2011). Employee Benefits. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.
10. **Melton, E. N.** (2011). Equal Pay Act. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.
11. **Melton, E. N.** (2011). FC Dallas. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.
12. **Melton, E. N.** (2011). Gen X. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.
13. **Melton, E. N.** (2011). Houston Dynamo. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.
14. **Melton, E. N.** (2011). Pin Promotions. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.
15. Cunningham, G.B., & **Melton, E. N.** (2011). Gay Games. In L.E. Swayne & J. G. Golson (Eds.), *Encyclopedia of sports management and marketing*. Thousand Oaks, CA: Sage.

NATIONAL / INTERNATIONAL PEER REVIEWED PRESENTATIONS

1. Isard, R. F., & **Melton, E. N.** (submitted). *Other duties not assigned: Employees navigating stigma in women's sport*. North American Society for Sport Management 2024 Conference, Minneapolis, MN, USA. **
2. Isard, R. F., & **Melton, E. N.**, Sveinson, K., Delia, E. (submitted). *Fan labor in women's sport*. North American Society for Sport Management 2024 Conference, Minneapolis, MN, USA.**
3. MacCharles, J. D., Quinton, J., **Melton, E. N.**, Katz, M. (submitted). *A network to be proud of? Investigating the professional networks of LGBTQ+ sport employees and their impact on subjective career success*. North American Society for Sport Management 2024 Conference, Minneapolis, MN, USA. **
4. Dalal, K., Delia, E., **Melton, E. N.** (submitted). *Escape in sport consumption*. North

American Society for Sport Management 2024 Conference, Minneapolis, MN, USA.
**

5. Sveinson, K., Katz, M., & **Melton, E. N.** (June, 2023). *The (in)convenient sample: How recruitment strategies can limit diversity in consumer behavior studies*. North American Society for Sport Management 2023 Conference, Montreal, QC, Canada.
6. Macaulay, C.D.T., MacCharles, J. D., **Melton, E. N.** (June, 2023). *From the closet to the Pride parade: Examining shifting logic related to LGBTQ inclusion in sport*. North American Society for Sport Management 2023 Conference, Montreal, QC, Canada.
7. Garrison, K., Isard, R. F., Cunningham, G. B., & **Melton, E. N.** (June, 2023). *Sport organizations' transgender policies and community attitudes relate to gender equity and organizational performance*. North American Society for Sport Management 2023 Conference, Montreal, QC, Canada.**
8. Alanis, M., Neff, P., Isard, R., Cunningham, G. B., **Melton, E. N.**, Brison, N. (June, 2023). *Do women even game? Yes, they do! Collegiate women's experiences in esports*. North American Society for Sport Management 2023 Conference, Montreal, QC, Canada.**
9. **Melton, E. N.** & Isard, R. F. (2022, June). *League success and social justice: Who gets the credit?* North American Society for Sport Management 2022 Conference, Atlanta, Georgia, USA. **
10. Delia, E. B., **Melton, E. N.**, Sveinson, K., G. B., Cunningham & Lock, D. J. (2022, June). *Understanding the lack of diversity in sport consumer behavior research*. North American Society for Sport Management 2022 Conference, Atlanta, Georgia, USA.
11. Isard, R. F., **Melton, E. N.**, & Delia, E. B. (2022, June). *The value of women's spectator sport*. North American Society for Sport Management 2022 Conference, Atlanta, Georgia, USA. **
12. Singer, J. N., Agyeman, K. J. A., Chen, C., Walker, N. A., & **Melton, E. N.** (2022, June). *What is Blackness to sport management? Reckoning with anti-black racism in the field*. North American Society for Sport Management 2022 Conference, Atlanta, Georgia, USA.
13. McArdle, D. & **Melton, E. N.** (2022, June). *"It's okay to not be okay": Examining the impact of mental health advocacy on fan perceptions*. North American Society for Sport Management 2022 Conference, Atlanta, Georgia, USA. **
14. Cunningham, G. B., Delia, E. B., **Melton, E. N.** (2022, June). *Positionality and reflexivity in sport management research*. North American Society for Sport

Management 2022 Conference, Atlanta, Georgia, USA.

15. Isard, R. F., Macaulay, C. D. T., & **Melton, E. N.** (2022, April). *Resisters in sweat: Women's sport and everyday resistance*. North American Society for Sociology of Sport Annual Conference., Montreal, Quebec, Canada. **
16. Mansfield, A. C., **Melton, E. N.**, & Katz, M. (2021, October). *An analysis of identity conflict among health-conscious sport fans*. 2021 Sport Marketing Association Annual Conference., Las Vegas, Nevada. **
17. Smith, D., **Melton, E. N.**, Wells, J., Waters-Brown, L., & Lavielle, T. (2021, October). *The Collective: How the creation of a think tank is changing the industry*. 2021 Sport Marketing Association Annual Conference., Las Vegas, Nevada.
18. Smith, D., **Melton, E. N.**, Wells, J., & Wright, C. (2021, October). *Lived experiences of sport management students and early professionals: The voices of the (under)represented*. 2021 Sport Marketing Association Annual Conference., Las Vegas, Nevada.
19. MacCharles, J. D. & **Melton, E. N.** (2021, June). *“What’s with the scarf?” Investigating the perceptions of identity covering by hiring committees in sport*. North American Society for Sport Management 2021 Virtual Conference. **
20. Hindman, L., Isard, R. F., **Melton, E. N.**, Fink, J. S., & Walker, N. A. (2021, June). *Fix the women? The effects of gendered leadership training in sport*. North American Society for Sport Management 2021 Virtual Conference. **
21. Katz, M., Baker, B., & **Melton, E. N.** (2021, June). *Sport fan networks as social advocacy: An examination of Black girl hockey club*. North American Society for Sport Management. 2021 Virtual Conference.
22. Isard, R. F., Scardino, A., Kubik, M., Weller, S., Mehta, A. D., & **Melton, E. N.** (2021). *Say her name: Examining media coverage in women's professional sports through an intersectional lens*. North American Society for Sport Management 2021 Virtual Conference. **
23. Katz, M., Mansfield, A. C., & **Melton, E. N.** (2021, June). *An egocentric network analysis of WNBA fans: Examining isofans and social fans*. North American Society for Sport Management 2020 Virtual Conference.**
24. Nite, C., Cunningham, G. B., & **Melton, E. N.** (2020, June). *Creating and maintaining diversity and inclusion within sport: The role of positive institutional work*. North American Society for Sport Management 2020 Virtual Conference.
25. **Melton, E. N.** & MacCharles, J. (2019, June). *Allyship in sport: Examining bystander reactions to acts of inclusion*. North American Society for Sport

Management 2019 Conference, New Orleans, Louisiana, USA. **

26. MacCharles, J. & **Melton, E. N.** (2019, June). *To cover or not to cover? The impact of organizational signals on employment applications of marginalized applicants.* North American Society for Sport Management 2019 Conference, New Orleans, Louisiana, USA. **
27. **Melton, E. N.**, Lopbries, J., Katz, M., & Fink, J. S. (2018, October). *Examining fan community in women's professional sport: A case study of the Dallas Charge.* Sport Marketing Association Annual Conference, Dallas, TX.
28. Katz, M., Ward, R. M., **Melton, E. N.**, & Heere, B. (2018, October). *With whom do fans consume? A multilevel model of gender homophily in ego networks.* Sport Marketing Association Annual Conference, Dallas, TX, USA.
29. MacCharles, J. D. & **Melton, E. N.** (2018, June). *The risk of expressing your authentic self in sport: The impact of identity covering on hiring decisions.* North American Society for Sport Management 2018 Conference, Halifax, Nova Scotia, Canada. **
30. Fink, J. S., **Melton, E. N.**, & Kim, S.J. (2018, June). *How much has changed? Decision-making processes surrounding sponsorship in women's sport.* North American Society for Sport Management 2018 Conference, Halifax, Nova Scotia, Canada. **
31. Hindman, L. C., **Melton, E. N.**, & Walker, N. A. (2018, June). *Gendered evaluations of sport domain knowledge and expertise: Impacts on the hiring process for male and female job candidates.* North American Society for Sport Management 2018 Conference, Halifax, Nova Scotia, Canada. **
32. MacCharles, J., **Melton, E. N.**, & Walker, N. A. (2018, June). *Examining ways sport organizations attract diverse job applicants: A signaling theory perspective.* North American Society for Sport Management 2018 Conference, Halifax, Nova Scotia, Canada. **
33. Fink, J. S., **Melton, E. N.**, Joo, S. (2017, June). *Sponsoring women's leagues as a cause: What signal does it send?* North American Society for Sport Management 2017 Conference, Denver, CO., USA. **
34. **Melton, E. N.** & Walker, N. A. (2016, June). *Examining diversity and inclusion as an indicator of success in college athletics: The case for building an inclusive workplace.* North American Society for Sport Management 2016 Conference, Orlando, FL, USA.
35. Spedding, C. L. & **Melton, E. N.** (2016, June). *Walking a mile in their shoes: Examining social class and accessibility in sport.* North American Society for Sport Management 2016 Conference, Orlando, FL, USA.

36. McCray, K. & **Melton, E. N.** (2016, June). *Creating beneficial relationships: A diversity and inclusion workshop for researchers*. North American Society for Sport Management 2016 Conference, Orlando, FL, USA.
37. **Melton, E. N.** & Nite, C. (2016, April). *Empowering champions or erecting roadblocks for social change: A multilevel examination of factors that facilitate and inhibit athlete activism* College Sport Research Institute (CSRI), Columbia, SC, USA.
38. **Melton, E. N.**, & Walker, N. A. (2015, June). *Psychological safety among women in sport: The influence of status, gender, and sexual orientation*. North American Society for Sport Management 2015 Conference, Ottawa, Ontario, Canada.
39. Fickes, D. J. & **Melton, E. N.** (2015, June). *“It’s all in how you say it” The influence of fundamentalism, framing, and sport endorser on ally behavior*. North American Society for Sport Management 2015 Conference, Ottawa, Ontario, Canada. **
40. Fickes, D. J., Anderson, R., & **Melton, E. N.** (2014, November). *Motivations to be an ally*. Paper presented at North American Society for Sociology of Sport 2014 Conference, Portland, Oregon, USA. **
41. **Melton, E. N.** & Bryant, M. (2014, May). *Examining the effectiveness of ally training among sport employees*. North American Society for Sport Management 2014 Conference, Pittsburg, PA, USA. **
42. Smith, N. & **Melton, E. N.** (2014, May). *“College kids with big titles”: A critical assessment of a sport-for-development program’s organizational capacity*. North American Society for Sport Management 2014 Conference, Pittsburg, PA, USA.
43. Nite, C. Hutchinson, M., & **Melton, E. N.** (2014, April), College Sport Research Institute (CSRI), Locating athletic departments within the four phases of escalation of commitment., Columbia, SC, USA.
44. **Melton, E. N.** & Cunningham, G. B. (2013, June). *Championing sexual orientation diversity: Predictors of ally support among sport employees*. North American Society for Sport Management 2013 Conference, Austin, TX, USA.
45. **Melton, E. N.** & Aicher, T. (2013, June). *Differences in perceived workplace incivility among senior woman administrators in intercollegiate athletics: An intersection of race and sexuality*. North American Society for Sport Management 2013 Conference, Austin, TX, USA.
46. **Melton, E. N.** & Cunningham, G. B. (2012, November). *A multilevel model for explaining ally support in sport organizations*. North American Society for the Sociology of Sport 2012 Conference, New Orleans, Louisiana, USA.

47. **Melton, E. N.**, Cohen, A., & Lobpries, J. (2012, November) *The coed sport contact model: A conceptual framework for identifying the impact of coed sport participation*. North American Society for the Sociology of Sport 2012 Conference, New Orleans, Louisiana, USA.
48. **Melton, E. N.** (2012, May). *Who are the champions? Using a multilevel model to examine employee support for LGBT-inclusion in sport organizations*. North American Society for Sport Management 2012 Conference, Seattle, Washington, USA.
49. Walker, N. A. & **Melton, E. N.** (2012, May). *Negotiating the triple threat: The intersectionality of race, gender, and sexuality in women's college sports*. North American Society for Sport Management 2012 Conference, Seattle, Washington, USA.
50. Brown, B., **Melton, E. N.**, & Syer, N. (2012, April). *The effect of brand community events on team identification*. College Sport Research Institute Conference, Chapel Hill, North Carolina, USA.
51. Brown, B., **Melton, E. N.**, & Lobpries, J. (2012, April). *Using social products to influence brand equity, brand Loyalty, and team Identification*. College Sport Research Institute Conference, Chapel Hill, North Carolina, USA.
52. **Melton, E. N.** & Walker, N. A. (2012, April). *The influence of gender, appearance and racial identify on hiring recommendation in college athletics*. College Sport Research Institute Conference, Chapel Hill, North Carolina, USA.
53. **Melton, E. N.** & Cunningham, G. B. (2012, March). *It gets better: Benefits of team support for LGBT athletes*. Research Consortium Conference at the 2012 American Alliance for Health, Physical Education, Recreation, and Dance National Convention and Exposition, Boston, MA, USA>
54. **Melton, E. N.** & Cunningham, G. B. (2012, March). *Weighting the options: Size discrimination in sport*. Research Consortium Conference at the 2012 American Alliance for Health, Physical Education, Recreation, and Dance National Convention and Exposition, Boston, MA, USA.
55. Brown, B., **Melton, E. N.**, & Bennett, G. (2011, October). *University and team identification amongst African Americans in baseball*. Sport Marketing Association 2011 Conference, Houston, TX, USA.
56. Cunningham, G. B. & **Melton, E. N.** (2011, October). *Consumer' attraction to LGBT- Inclusive fitness clubs*. Sport Marketing Association 2011 Conference, Houston, TX, USA.

57. **Melton, E. N.** (2011, June). *The experiences of LGBT sport employees: A social categorization perspective*. North American Society for Sport Management 2011 Conference, London, Ontario, Canada.
58. **Melton, E. N.**, Steward, A. D., & Cunningham, G. B. (2011, June). *It's all in the presentation: The influence of framing on attitudes toward diversity initiatives*. North American Society for Sport Management 2011 Conference, London, Ontario, Canada.
59. **Melton, E. N.** (2010, June). *Queer eye for the sports guy? The effect of LGBT-Inclusive policies on organizational attraction*. North American Society for Sport Management 2010 Conference, Tampa, Florida, USA.
60. **Melton, E. N.**, Cunningham, G. B., & McCullough, B.P. (2010, October). *LGBT-Friendly brand positioning*. Sport Marketing Association 2010 Conference, New Orleans, Louisiana, USA.
61. **Melton, E. N.**, McCullough, B. P., & Cunningham, G. B. (2010, October). *The green consumer: A social dominance theory perspective*. Sport Marketing Association 2010 Conference, New Orleans, Louisiana, USA.

** Co-authored with graduate student(s)

INVITED PRESENTATIONS

1. **Sport Business Symposium at LaLiga Business School (2024)**
Madrid, Spain
Invited Speaker: "Understanding the Value of Women's Professional Sport"
2. **Carnegie Initiative Summit (2024)**
Toronto, Ontario, CA
Invited Speaker: "DEI in Women's College Hockey: Progress and Perspectives"
3. **North American Society for Sport Management (2023)**
Montreal, Ontario, CA
Invited Speaker for NASSM's President's Panel: "Creating Inclusion within NASSM" (Co-presenters Chen, C., & Singer, J. N.)
4. **Washington Mystics (2023)**
Washington, D.C.
Invited Speaker: "Engaging IsoFans in Professional Basketball" (Co-presenter Katz, M. & Isard, R.)
5. **WNBA League Office (2023)**
New York, NY
Invited Speaker: "Understanding IsoFans" (Co-presenter Katz, M. & Isard, R.)

6. **Carnegie Initiative Summit (2023)**
Toronto, Ontario, CA
Invited Speaker: "The State of DEI in College Hockey"
7. **North American Society for Sport Management (2023)**
Montreal, Ontario, CA
Invited Panelist: "Stop Misrepresenting My Culture! A Critical Conversation on Cultural Competency in Sport Marketing Research"
8. **Texas A&M University Distinguished Lecture Series (2022)**
College Station, TX
Invited Speaker: "Creating and Sustaining Diverse and Inclusive Sport Organizations"
9. **SXSW (2022)**
Austin, TX
Selected Panelist: "Improving Equity for Women in Sports Media" (Co-presenters Isard, R., Davis, A. R., McNutt, M., Kelley, M., & Waters-Brown, L)
10. **University of Massachusetts Presidents Office (2023)**
Virtual Presentation
Invited Panelist: "International Women's Day - Women Leaders in Higher Education"
11. **JEDI Belongingness Conference at the University of Massachusetts (2022)**
Amherst, MA
Invited Panelist: "Intersectional Allyship"
12. **University of Massachusetts Athletic Department (2022)**
Amherst, MA
Invited Speaker: "Implementing DEI Initiatives in Collegiate Athletics"
13. **University of Technology Sydney (2022)**
Sydney, Australia (Virtual Presentation)
Invited Speaker: "Advancements and Challenges in Women's Sports"
14. **Pro Sports Assembly (2022)**
Virtual Presentation
Invited Speaker: "Building Bridges Through Mentorship"
15. **Denver Broncos (2022)**
Denver, Colorado
Invited Speaker: "Navigating Workplace Dynamics for Minoritized Employees"
16. **Pro Sports Assembly (2021)**
Virtual Presentation
Invited Speaker: "Experiences of Employees from Minoritized Populations"
17. **San Jose Sharks (2021)**
San Jose, CA (Virtual Presentation)
Invited Speaker: "Strategies for Diversity and Inclusion"

18. **ESPN (2021)**
Bristol, CT
Invited Speaker: "Inclusive Language in Sports Reporting"
19. **Premiership Rugby (2021)**
London, UK (Virtual Presentation)
Invited Speaker: "Strategies to Attract a More Diverse Fan Base"
20. **Sport Management Association of Australia and New Zealand (2020)**
Virtual Presentation
Invited Panelist: "State of LGBTQ+ Inclusion in Sport"
21. **University of Missouri, Department of Parks, Recreation, and Sport (2018)** Columbia, Missouri
Invited Speaker: "Allyship in Sport"
22. **NCAA Inclusion Forum (2018)**
Indianapolis, IN
Invited Speaker: "Initiatives that Support LGBT Inclusion in Collegiate Athletics and Recreation"
23. **University of Florida (2017)**
Gainesville, Florida
Invited Speaker: "Allies in Sport Organizations"
24. **North American Society for Sport Management Conference (2017)**
Denver, Colorado
Invited Panelist: "Building Diversity through Research, Service, Advising, and Teaching"
25. **Isenberg Staff Professional Development Day (2017)**
Amherst, MA
Invited Speaker: "Making the Mix Work: Diversity and Inclusion at Work"
26. **Women of Isenberg Mutual Mentoring Conference (2016)**
Amherst, MA
Invited Speaker: "Gender and Diversity in Organizational Life" (Co-speakers: Calas, M., Smircich, L.)
27. **Isenberg School of Management MBA Lecture Series (2015)**
Amherst, MA
Invited Speaker: "Gender Equity and Inclusion" (Co-speakers: Smircich, L., Fink, J.S.)
28. **University of South Florida, Sport and Entertainment Management Program (2015)**
Tampa, FL
Invited Speaker: "Inclusion in Sport"
29. **espnW Women + Sport Summit (2014)**
Dana Point, CA

Invited Speaker: "Continuing Conversation: Breaking Barriers in Women's Sports" (Co-speakers: Walker, N. A., Fagan, K.)

30. **Louisiana State University Sport Management Program (2013)**

Baton Rouge, LA (Virtual Presentation)

Invited Speaker: "LGBTQ Issues in Sport"

31. **Center for Leadership in Intercollegiate Athletics (2013)**

Seattle, WA

Invited Speaker: "Quantitative Research Methods in Sport"

32. **University of Washington Athletics Department (2013)**

Seattle, WA

Invited Speaker: "Allyship in College Athletics"

33. **NCAA Convention 2011 Scholarly Colloquium (2011)**

San Antonio, TX

Invited Speaker: "When Identities Collide: Exploring Multiple Minority Stress and Resilience among College Athletes"

FUNDED GRANT ACTIVITY

1. Principle Investigator. May 2022-June 2023. The State of DEI in College Hockey. The Carnegie Initiative, **\$25,000**.
(Co-PI: T. Fay)

In July of 2023, we were awarded another year of funding in the amount of **\$25,000**.
2. Co-Principle Investigator. February 2017-August 2017. *Creating Inclusive Space for Racial Justice in Springfield*. Center for Racial Justice and Urban Affairs Planning Grant, University of Massachusetts, Amherst. **\$12,000**.
(PI: T. Crosset; Co-PIs: M. DiPasquale, F. Slegers, E. Brabec)
3. Principle Investigator. 2015-2016. *MSP Research Support Fund*. Office of Research & Engagement, University of Massachusetts, Amherst. **\$1,000**.
4. Principle Investigator. 2016-2017. *MSP Research Support Fund*. Office of Research & Engagement, University of Massachusetts, Amherst. **\$1,000**.
5. Principle Investigator. 2017-2018. *MSP Research Support Fund*. Office of Research & Engagement, University of Massachusetts, Amherst. **\$1,000**.
6. Principle Investigator. 2018-2019. *MSP Research Support Fund*. Office of Research & Engagement, University of Massachusetts, Amherst. **\$1,000**.
7. Principle Investigator. 2015-2016. *Teaching and Faculty Development Grant*. Institute for Teaching Excellence & Faculty Development, University of Massachusetts. **\$500**.
8. Principle Investigator. 2016-2017. *Teaching and Faculty Development Grant*.

- Institute for Teaching Excellence & Faculty Development, University of Massachusetts. **\$500.**
9. Principle Investigator. 2017-2018. *Teaching and Faculty Development Grant*. Institute for Teaching Excellence & Faculty Development, University of Massachusetts. **\$500.**
 10. Principle Investigator. 2018-2019. *Teaching and Faculty Development Grant*. Institute for Teaching Excellence & Faculty Development, University of Massachusetts. **\$500.**
 11. Co-Principle Investigator. 2015-2017. *U.S. Social Justice Grant*. Arcus Foundation. **\$100,000.**
(PI: H. Taylor)
 12. Principle Investigator. 2014-2015. *Champions for Social Change: Examining How Athletes Influence Perceptions of Inclusion*. Scholarship Catalyst Program, Texas Tech University. **\$3,000.**
(Co-PIs: C. Nite & A. Cohen)
 13. Principle Investigator. 2014-2015. *Examining Inclusion in Intercollegiate Sport*. Faculty Diversity Development Grant, Texas Tech University. **\$2,000**
 14. Co-Principle Investigator. 2014-2015. *Impact of LGBT inclusiveness on sport consumer behavior: Signals and cues to achieve desired marketing outcomes*. Laboratory for Diversity in Sport, Texas A&M University. **\$1,000.**
(PI: D. Fickes)
 15. Principle Investigator. 2013-2014. *Consumer Perceptions of Inclusive Practices*. ORAU. **\$800.**
 16. Principle Investigator. 2013-2014. *Effectiveness of Ally Training*. Laboratory for Diversity in Sport, Texas A&M University. **\$2,500.**
 17. Principle Investigator. 2010-2011. *Examining Minority Stress among College Athletes*. NCAA Student Research Grant. **\$5,000.**

TEACHING ACTIVITIES

University of Massachusetts—Amherst (Undergraduate)

SCH-MGMT 201:	Intro to Diversity and Inclusion in Business (Created Course)
SCH-MGMT 191I:	Business in Global Society
SPORTMGT 490A:	Diversity and Inclusion in Sport (Created Course)
SPORTMGT 200:	Sociology of Sport and Physical Activity
SPORTMGT 494PI:	Sport Policy
SPORTMGT 396:	Independent Study
SPORTMGT 499P:	Honors Project

University of Massachusetts—Amherst (Graduate)

SPORTMGT 597W:	Women in Business (Created Course)
SPORTMGT 680:	Strategic Management in the Sport Industry
SPORTMGT 636:	Sport Organizational Behavior and Development
SPORTMGT 696:	Independent Study
SCH-MGMT 680:	Organizational Behavior & Leadership
SCH-MGMT 845:	Theory and Research: Sport Organizational Behavior (PhD)
SCH-MGMT 896:	Advanced Quantitative Research Methods (PhD) (Created IS)

Texas Tech University (Undergraduate)

- ESS 4357: Revenue Generation and Budgeting for Sport Organizations
- ESS 4353: Human Resources and Diversity Management in Sport Organizations
- ESS 4000: Independent Study

Texas Tech University (Graduate)

- ESS 5315: Research Methods in ESS – Emphasis in Sport Marketing Research
- ESS 5315: Research Methods in ESS – Emphasis in Sport Management Research
- ESS 5317: Sport Sales and Fundraising
- ESS 5321: Financial Management in the Sport Industry
- ESS 5324: Sport Promotions and Marketing
- ESS 6000: Master’s Thesis
- ESS 7000: Research

Seattle University (Graduate)

- SADL 506: Strategic Marketing for Sport Organizations
- SADL 508: Sport Operations and Event Management
- SADL 516: Sport Promotion and Sponsorship
- SADL 518: Sport Event Planning
- SADL 519: Sport Event Design

Texas A&M University (Undergraduate)

- KINE 304: Psychology of Sport and Exercise (Online)
- SPMT 336: Diversity in Sport Organizations (Online)
- SPMT 340: Sport Governance (Online)
- SPMT 422: Revenue Generation in Sport
- KINE 198: Champs Life Skills

ONLINE COURSE DEVELOPMENT AND EDITING

Texas A&M University

- KINE 304: Psychology of Sport and Exercise (Undergraduate)
- KINE 319: Sociology of Sport (Undergraduate)
- SPMT 336: Diversity in Sport Organizations (Undergraduate)

SPMT 340: Sport Governance (Undergraduate)
SPMT 612: Human Resource Management in Sport (Graduate)

Texas Tech University

ESS 5315: Research Methods in ESS (Graduate)
ESS 5321: Financial Management in the Sport Industry (Graduate)

EXPERIENTIAL LEARNING PARTNERSHIPS

1. **Fall 2019: Premiership Rugby** - Project on Connecting with Diverse Fan Groups (Graduate Class: Diversity and Inclusion in Sport Organizations)
2. **Fall 2019: San Jose Sharks** - Diversity and Inclusion Task Force Project (UG Class: Diversity and Inclusion in Sport Organizations)
3. **Spring 2018: ESPN and espnW** - Campus Conversations Project (Class: Strategic Management Issues in the Sport Industry)
4. **Spring 2017: UMass Athletics** - Strategic Planning Project (Class: Strategic Management Issues in the Sport Industry)
5. **Spring 2015: NPF** - Fan Motivations Study (Class: Sport Marketing and Promotions)
6. **Spring 2015: Athlete Ally** - Research on Donor Intention for Athlete Ally (Class: Research Methods in ESS)
7. **Spring 2014: Special Olympics** - Volunteer Attraction and Retention Study (Class: Research Methods in ESS)
8. **Summer 2014: Drive Against Domestic Violence Classic** - Sponsorship and Donation Solicitation for Women’s Protective Services of Lubbock (Class: Sport Sales and Fundraising)
9. **Spring 2014: Street Soccer Seattle** - Organizing a Homeless Street Soccer Tournament (Class: Sport Operations and Event Management)

GRADUATE AND UNDERGRADUATE STUDENT RESEARCH SUPERVISION

Doctoral Dissertation Chair – University of Massachusetts, Amherst

1. Jeffrey D. MacCharles (2020) –Assistant Professor at the University of North Texas (TT)
2. Risa F. Isard (2023) – Assistant Professor at the University of Connecticut (TT)
3. Jake Quinton - in progress
4. Danielle McArdle (Co-Chair) - in progress

Doctoral Dissertation Committee – University of Massachusetts, Amherst

1. Aaron Mansfield (2021)
2. Lauren C. Hindman (2021)
3. Se Jin Kim (2022)

4. Batouly Camara – in progress

Graduate Independent Research – University of Massachusetts, Amherst

1. Solomon Siskind
2. Alexandra Defuso
3. Grace Megaffin
4. Melissa Paione
5. Stephanie Collins
6. Emily Broggy
7. Michelle Pruitt
8. Zoe Ochoa
9. Steven Casali
10. Marisa Kubik

Undergraduate Honors Thesis or Project Chair – University of Massachusetts, Amherst

1. Paige Toot
2. Kate Avard
3. Marissa Pati
4. Marissa Randall

Undergraduate Independent Research – University of Massachusetts, Amherst

1. Gregory Piantedosi
2. Jocelyn Breault
3. Polina Brodskiy
4. Victoria Casado Taveras
5. Yuki Chiang
6. Nicole Keeley
7. Trinity Monteiro
8. Dominik Russo
9. Emilie Vargas
10. Chava Whittum
11. Cristol-Deman, Natan
12. Alex Bernardo
13. Benjamin Pereira
14. Austin Plevy
15. Alia Thompson
16. Carla Pelton

Master's Thesis Committee – Texas Tech University

1. Natalie Bernard Munoz (Chair)
2. Donna J. Fickes (Chair)
3. Christopher Powell

Master's Non-Thesis – Texas Tech University

1. Rebecca Anderson
2. Allysan Carles
3. Tiffany Crossland
4. Brooklyn Dendle
5. Jessica Dilly
6. Jesse Duran
7. Amber Joyce
8. Clark Lammert
9. Christian Perez
10. Maleah Schorpp
11. J. P. Williams

Graduate Independent Research – Texas Tech University

1. Rebecca Anderson
2. Allysan Carles
3. Zach Chaves
4. Tiffany Crossland
5. Omar Hernandez
6. Chante Freeman
7. Amber Joyce
8. Tatum Holbert
9. Maleah Schorpp

Undergraduate Independent Research – Texas Tech University

1. Eboni Holliday
2. Tamisha Minnifee
3. Jon Mendoza
4. Kyle Rose
5. Omar Villarreal

REVIEWER DUTIES

External Letter Writer for Tenure and Promotion Cases

Temple University
Ohio University
Louisiana State University

Editor for Special Issue

Journal of Intercollegiate Sport

Editorial Board

Sport Business and Management: An International Journal
Journal of Intercollegiate Sport
Journal of Amateur Sport

Journal of Athlete Development and Experience

Ad Hoc Reviewer

Journal of Sport Management

Journal of Applied Social Psychology

Sex Roles: A Journal of Research Journal of Intercollegiate Sport

Sport Management Review

Journal of Consumer Marketing

International Journal of Sport Finance

Proceedings Reviewer

North American Society for Sport Management Conference 2011, 2013 - Present

- Section Head Reviewer, 2017 - Present
- Sport Marketing Association 2012 - 2013

Grant Reviewer

North American Society for Sport Management Conference, 2022

SERVICE

Professional

- Scholar, The Collective by Wasserman, 2023-Present
- Founding Member, The Collective by Wasserman, 2020-Present
- Member, NASSM Working Group for Conference Structure, 2018-2019
- Member, NASSM Diversity Committee, 2013-2015

University of Massachusetts

- Panelist at International Women's Day at the UMass President's Office, 2023
- Panelist at JEDI (Justice, Equity, Diversity and Inclusion) Conference, 2022
- Student Speaker Selection Committee for the Undergraduate Commencement, 2020
- Athletic Council, 2019-2022
- Athletic Council, Conduct and Compliance sub-committee chair, 2021-2022
- Athletic Council, Conduct and Compliance sub-committee member, 2019-2022
- Athletic Council, Equity and Diversity sub-committee member, 2019-Present

Isenberg School of Management

- Faculty Advisor for Advancement of Diversity in Business student club, 2023-Present
- Member of Search Committee for Isenberg's Assistant Dean for DEIB, 2023
- Member, Isenberg DEI Leadership Council, 2022-2023
- Chair of Isenberg Faculty DEI Council, 2022-2023
- Chair of Search Committee for Isenberg's Director of Diversity and Inclusion, 2019
- Chair Representative Panelist for Isenberg's Pre-Tenure Panel, 2024
- Faculty Representative Panelist for Isenberg's Pre-Tenure Panel, 2020-2021
- Isenberg Curriculum Committee, member, 2018-2022

- Moderator, Isenberg Inclusion Summit, 2018-2021
- Planning Committee Member, Isenberg Inclusion Summit, planning, 2018-2021
- Member of Isenberg Diversity and Inclusion Task Force, 2018-2021
- Speaker at Women of Isenberg Conference, 2019
- Faculty Leader at Isenberg Senior Celebration, 2018-2020
- Speaker at Isenberg Admitted Students Day, 2018—2020
- Speaker at all Isenberg Open Houses, 2017—2020
- Isenberg representative for 100 Males to College—Brotherhood for Success, 2017
- Recruiter for Isenberg Diversity Initiative with Worcester Public High Schools, 2017
- Speaker, Isenberg Staff Professional Development Day, 2017
- Recruiter at DECA Conference, 2015
- Panelist for MBA seminar, 2015
- Panelist for Isenberg Women’s Mentoring Workshop, 2016

Department

University of Massachusetts—Amherst

- Department Chair, 2023-Present
- Faculty Advisor for ADS (Association for Diversity in Sport), 2023-Present
- Lead Author for Department Equity Action Plan, 2023
- Chair for Search Committee for Events and Alumni Relations Manager, 2022
- Co-Chair for Search Committee for Associate/Assistant TT Position-Sport Analytics, 2021
- Lead Author for Department Strategic Plan, 2021
- Lead Author for Department Anti-Racism Plan, 2020
- Member of Departmental Personal Committee, 2015-2023
- Associate Department Chair, 2020-2023
- Search Committee member for Associate/Assistant TT Position-Sport Econ/Finance, 2019
- Search Committee member for Associate/Assistant TT Position-Sport Analytics, 2018
- Undergraduate Program Director, 2017-2020
- Honors Program Director, 2017-2018
- Industry Relations Task Force, 2018-2019
- Diversity and Inclusion Task Force, 2018-Present
- Scholarship Committee, 2017-Present
- Top Senior Award Committee, 2017-Present
- Department Personnel Committee Member, 2015-Present
- Department Curriculum Committee Member, 2015-Present
- Faculty Advisor for ADS (Association for Diversity in Sport), 2016-2018
- Resident Golf Instructor for students, faculty, and alumni, 2016-present

Texas Tech University

- HESS Graduate Admission Committee, 2013-2015
- HESS Student Learning Outcomes Committee, 2013-2015

- HESS Graduate Curriculum Committee, 2013-2015
- HESS Graduate Recruitment Committee, 2014-2015
- Sport Management Undergraduate Curriculum Committee, 2014-2015
- Sport Management Search Committee, 2014-2015
- Sport Business Association, Faculty Advisor, 2013-2015

Community

- Not Bread Alone (2015-present)
- Human Rights Campaign (2010-present)
- Special Olympics (2013-present)
- Caring Companion (2016-2019)
- Women's Protective Services Lubbock (2014-2015)
- Habitat for Humanity (2010-present)
- Street Soccer Seattle (2012-2014)
- Volunteer Instructor for the First Tee Program (2000-2012)

CONSULTING ACTIVITIES

- The Collective, Wasserman
- Denver Broncos
- Washington Mystics
- San Jose Sharks
- Pro Sports Assembly
- IRONMAN Group
- College Hockey for DEI
- ESPN
- NCAA Office for Inclusion
- espnW
- USSSA Fast Pitch Softball
- National Soccer Coaches Association of America
- American Volleyball Coaches Association
- San Antonio Spurs
- University of Massachusetts Athletic Department
- NPF (National Professional Fast pitch)
- Athlete Ally
- NIKEGOLF
- Street Soccer Seattle
- Rice University Athletic Department

THINK TANK AFFILIATIONS

Founding Member & Scholar, The Collective Think Tank, Wasserman Media Group,
2020 – Present

Organizing Committee, Ali Center for Athletes and Social Change Forum,
Muhammad Ali Center, 2021

PROFESSIONAL AFFILIATIONS

North American Society for Sport Management
Sport Marketing Association

SPORT INDUSTRY EXPERIENCE

Consumer Test Analyst, NIKEGOLF, 2011-2013

Tournament Coordinator for NCAA Women's Golf Championship, 2010-2011

Athletic Academic Supervisor, Texas A&M Athletic Department, 2008-2009

Professional Golfer, 2005-2007