

Curriculum Vitae

Nefertiti A. Walker, PhD, MBA

University of Massachusetts
One Beacon Street
Boston, MA 02108

Email: nwalker@umassp.edu

Work: (617) 921-7220

EDUCATION

Doctor of Philosophy

August 2011

University of Florida, Gainesville, Florida

Sport Management

Advisor: Dr. Michael Sagas

Master's in Business Administration

December 2006

Stetson University, Deland, Florida

Business Administration

Bachelor of Arts

July 2005

Stetson University, Deland, Florida

Sport Management

My research, scholarly contributions, public and institutional service, and teaching are rooted in seeking equity, justice, and belonging through the examination and deep understanding of organizational exclusion. I use these insights and inquiry into the experiences of people with marginalized identities to design more inclusive organizational cultures.

PROFESSIONAL EXPERIENCE

Deputy Vice President for Academic Affairs, Student Affairs, and Equity, June 2023 – present

University of Massachusetts (system)

Professor, 2022 – present

University of Massachusetts, Amherst

Mark H. McCormack Department of Sport Management

Presidential Advisor for Equity and Inclusion, 2022, 2023

University of Massachusetts (system)

Vice Chancellor for Equity and Inclusion and Chief Diversity Officer, 2021 – 2024

University of Massachusetts, Amherst

Interim Vice Chancellor for Equity and Inclusion and Chief Diversity Officer, 2020 – 2021

University of Massachusetts, Amherst

Interim Associate Chancellor for Equity and Inclusion and Chief Diversity Officer, 2019 – 2020

University of Massachusetts, Amherst

Associate Dean for an Inclusive Organization, 2019 – 2020

University of Massachusetts, Amherst
Isenberg School of Management

Associate Professor, 2017 – present

University of Massachusetts, Amherst
Mark H. McCormack Department of Sport Management

Director of Diversity and Inclusion, 2017 – 2018

University of Massachusetts, Amherst
Isenberg School of Management

PhD Area Coordinator, 2016 – 2017

University of Massachusetts, Amherst
Mark H. McCormack Department of Sport Management

Assistant Professor, 2011 – 2017

University of Massachusetts, Amherst
Mark H. McCormack Department of Sport Management

Graduate Research Assistant, 2008 – 2011

University of Florida
Tourism, Recreation, and Sport Management

Instructor, 2009 & 2011

University of Florida
Tourism, Recreation, and Sport Management

Adjunct, Summer 2007

Stetson University
Sport Management

PUBLICATIONS

Refereed Journal Articles

Hindman, L., Walker, N. A., Berri, D., & Paulson, C. (2023). Firing Discrimination of Coaches in the Most 'Inclusive' League? Evidence from the Women's National Basketball Association. *International Journal of Sport Management*.

Walker, N. A., Allred, T., & Berri, D. (2023). Could more dunking really help the WNBA? *International Journal of Sport Finance*.

- Singer, J., Agyemang, K. J. A., Chen, C., Walker, N. A., & Melton, N. (2022). What is Blackness to Sport Management? The Manifestation of Anti-Black Racism in the Field. *Journal of Sport Management*, 36(3), 215-227. <https://doi.org/10.1123/jsm.2021-0232>
- Seifried, C., Soebbing, B., Agyemang, K. J. A., & Walker, N. A. (2021). Sport Management and Business Schools: A Growing Partnership in a Changing Higher Education Environment. *International Journal of Management Education*, 19(3). <https://doi.org/10.1016/j.ijme.2021.100529>
- Cunningham, G. B., Wicker, P., & Walker, N. A. (2021). Gender and Racial Bias in Sport Organizations. *Frontiers in Sociology, section Work, Employment and Organizations*. <https://doi.org/10.3389/fsoc.2021.684066>
- Hindman, L. & Walker, N. A. (2021). Feminine and sexy: A critical discourse analysis of gender ideology and professional cheerleading. *Journal of Sport Management*, 36(2), 130-144. <https://doi.org/10.1123/jsm.2020-0222>
- Hindman, L., Walker, N. A., & Agyemang, K. J. A. (2021). Bounded rationality or bounded morality? The National Basketball Association response to COVID-19. *European Sport Management Quarterly*. <https://doi.org/10.1080/16184742.2021.1879191>
- Walker, N., Agyemang, K. J. A., Washington, M., Hindman, L., & MacCharles, J. (2021). Getting an internship in the sport industry: The institutionalization of privilege. *Sport Management Education Journal*. <https://doi.org/10.1123/smej.2019-0061>
- Wells, J. E., Sartore-Baldwin, M., Walker, N. A., & Gray, C. E., (2021). "Stigma consciousness and work outcomes of Senior Woman Administrators: The Role of Workplace Incivility. *Journal of Sport Management*, 35(1), 69-80. <https://doi.org/10.1123/jsm.2019-0422>
- Hindman, L. & Walker, N. A. (2020). Sexism in professional sports: How women managers experience and survive sport organizational culture. *Journal of Sport Management*, 34(1), 64-76. <https://doi.org/10.1123/jsm.2018-0331>
- Hancock, M., Darvin, L., & Walker, N. A. (2018). Beyond the glass ceiling: Sport management student perceptions of the leadership labyrinth. *Sport Management Education Journal*, 12(2), 100-109. <https://doi.org/10.1123/smej.2017-0039>
- Singer, J., Shaw, S., Hoeber, L., Walker, N. A., Rich, K., & Agyemang, K. J. A. (2018). Critical conversations about qualitative research in sport management. *Journal of Sport Management*, 33(1), 50-63. <https://doi.org/10.1123/jsm.2018-0085>
- Walker, N. A. (2018). The labyrinth of exclusion in sport and steps toward developing a culture of inclusion. *Sport and Entertainment Review*, 4(2).
- Aiken, D., Bee, C., & Walker, N. A. (2018). From Passion to Obsession: Development and Validation of a Scale to Measure Compulsive Sport Consumption. *Journal of Business Research*, 87, 69-79. <https://doi.org/10.1016/j.jbusres.2018.02.019>
- Katz, M., Walker, N. A., & Hindman, L. (2018). Gendered leadership networks in the NCAA: Analyzing affiliation networks of senior woman administrators and athletic

- directors. *Journal of Sport Management*, 32(2), 135-149.
<https://doi.org/10.1123/jsm.2017-0306>
- Joo, S., Larkin, B., & Walker, N. A. (2017). Institutional isomorphism and social responsibility in professional sports. *Sport Business and Management: An International Journal*, 7(1), 38-57. <http://dx.doi.org/10.1108/SBM-03-2016-0010>
- Wells, J. E., & Walker, N. A. (2016) Organizational change and justice: The impact of transparent and ethical leaders. *Journal of Intercollegiate Sport*, 9(2), 179-199.
<http://dx.doi.org/10.1123/jis.2016-0007>
- Walker, N. A., & Melton, E. N. (2015). Creating opportunities for social change in women's sport through academic and industry collaborations: An interview with Kate Fagan. *Journal of Intercollegiate Sport*, 8(1), 82-95. <http://dx.doi.org/10.1123/jis.2015-0019>
- Walker, N. A., & Melton, E. N. (2015). The tipping point: The intersection of race, gender, and sexual orientation in intercollegiate sports. *Journal of Sport Management*, 29(3), 257-271.
<http://dx.doi.org/10.1123/jsm.2013-0079>
- Foo, C. E., Wells, J. E., & Walker, N. A. (2015). Do American college and university students endorse the recruitment of international student athletes? *Journal of Contemporary Athletics*, 9(3), 149-159.
- Wells, J. E., Welty-Peachy, J., & Walker, N. A. (2014). The relationship between transformational leadership, leader effectiveness, subordinate satisfaction, and turnover intentions: Do subordinate gender differences exist? *Journal of Intercollegiate Sport*, 7(1), 64-79.
<http://dx.doi.org/10.1123/jis.2013-0074>
- Walker, N. A., & Sartore-Baldwin, M. (2013). Hegemonic masculinity and the institutionalized bias of women in men's collegiate basketball: What do men think? *Journal of Sport Management*, 27(4), 303-315. <https://doi.org/10.1123/jsm.27.4.303>
- Menaker, B. E., & Walker, N. A. (2013). "I don't feel that women are capable of coaching a men's team": Impact of hegemonic masculinity on collegiate coaching perceptions. *Journal of Contemporary Athletics*, 7(1), 37-49.
- Walker, N. A., Bopp, T., & Sagas, M. (2011). Gender bias in the perception of women as collegiate men's basketball coaches. *Journal for the Study of Sports and Athletes in Education*, 5(2), 157-176. <http://dx.doi.org/10.1179/ssa.2011.5.2.157>
- Kim, K., Sagas, M., & Walker, N. A. (2011). Replacing athleticism with sexuality: Athlete models in Sports Illustrated Swimsuit Issues. *International Journal of Sport Communication*, 4(2), 148-162. <https://doi.org/10.1123/ijsc.4.2.148>
- Walker, N. A., & Bopp, T. (2011). The underrepresentation of women in the male dominated sport workplace: Perspectives of female coaches. *Journal of Workplace Rights*, 15(1), 47-64.
<http://dx.doi.org/10.2190/WR.15.1.d>
- Newhall, K., & Walker, N. A. (2018). LGBTI and Sport Administrators, In Krane., V. (Ed.), *Sex, Gender, and Sexuality in Sport*. Routledge.

- Walker, N. A., Schaeperkoetter, C., & Darvin, L. (2017). Institutionalized Practices in Sport Leadership. In L. Burton, & S. Leberman (Eds.), *Women in Sport Leadership*. Routledge.
- Walker, N. A. (2016). Cross-gender coaching: Women coaching men. In LaVoi, N. M. (Ed.), *Women in Sports Coaching*. London: Routledge.
- Walker, N. A. (2013). Taking account of race. In Sartore-Baldwin, M. L. (Ed.), *Sexual minorities in sport: Prejudice at play* (pp.73-86). Lynne Rienner Publishers. Boulder, CO.
- Walker, N. A., & Wells, J. (2010). Children and youth sports. In G. B. Cunningham & J. N. Singer (Eds.), *Sociology of sport and physical activity* (pp. 191-207). College Station, TX: Center for Sport Management Research and Education.

INTERNATIONAL AND NATIONAL PRESENTATIONS

- Singer, J., Chen, C., Walker, N. A., Melton, N., & Agyemang, K. J. A. (2022). What is Blackness to Sport Management? The Manifestation of Anti-Black Racism in the Field. Paper presented at the North American Society for Sport Management, Atlanta, GA.
- Hindman, L. & Walker, N. A. (2022) Gendered Divisions in the Men's Professional Sport Workplace. Paper presented at the North American Society for Sport Management, Atlanta, GA.
- Berri, D. & Walker, N. A. (2021). Could More Dunking Help the WNBA? Paper presented at the European Sport Economics Conference, Virtual.
- Damon, Z., Pickett, A. C., Walker, N., Agyemang, K., Brown, K. M., & Singer, J. (2021). Authenticity in sport organization statements towards Black Lives Matter and social justice. Paper presented at the North American Society for Sport Management, Virtual.
- Walker, N., Rector, M., & Agyemang, K. (2021). Why are there so few Black women coaches in college basketball? An intersectionality analysis. Paper presented at the North American Society for Sport Management
- Hindman, L., Isard, R. F., Melton, E. N., Fink, J., & Walker, N. (2021). Fix the women? The effects of gendered leadership training in sport. Paper presented at the North American Society for Sport Management.
- Kniffin, K. M., Wolfe, R. A., Greyser, S., Sitkin, S. B., Katz, N., Walker, N. A., Agyemang, K. J. A., Seifried, C., Soebbing, B. (2019). Using Sport in the classroom. Presented at the Academy of Management Conference, Boston, MA.
- Walker, N. A., Katz, M., & Lavoie, N. (2019). Gendered hiring networks and access discrimination: A social network analysis of leadership positions in NCAA sports. Paper presented at the North American Society for Sport Management, New Orleans, LA.
- Hindman, L. & Walker, N. A. (2019). Protect, control, objectify: A critical discourse analysis of hegemonic masculinity and professional cheerleading. Paper presented at the North

American Society for Sport Management, New Orleans, LA.

- Walker, N. A., & Berri, D. (2018). Are all coaches treated the same in the WNBA? Evidence of gendered treatment discrimination. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Hindman, L., Melton, E. N., Walker, N. A. (2018). Gendered evaluations of sport domain knowledge & expertise: Impacts on the hiring process for male and female job candidates. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Cocieru, O., Walker, N., Lyle, M. C. B., McDonald, M. (2018). A critical discourse analysis of media coverage of the Vancouver 2010 luge Olympics. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Dixon, M., Pastore, D., Dixon, J., McGarry, J., Walker, N., Weese, J., & Mahony, D. (2018). Transitioning from mentee to mentor for sport management faculty: Understanding barriers and needs. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Katz, M., Pflieger, A. G., & Walker, N. A. (2018). Regional components & cliques: A 2-mode network analysis of division III ADs. Paper presented at the 2018 College Sports Research Institute Conference, Columbia, SC.
- Hindman, L., & Walker, N. A. (2017). Sexism and microaggressions: Experiences of female managers in professional sports. Paper presented at the North American Society for Sport Management, Denver, CO.
- Katz, M., Walker, N. A., & Hindman, L. (2017). Gendered leadership networks in the NCAA: A 2-mode analysis of senior woman administrator and athletic director networks. Paper presented at the North American Society for Sport Management, Denver, CO.
- MacCharles, J., Melton, E. N., & Walker, N. A. (2017). Examining ways sport organizations attract diverse job applicants: A signaling theory perspective. Paper presented at the North American Society for Sport Management, Denver, CO.
- Singer, J., Shaw, S., Hoerber, L., Walker, N. A., Rich, K., & Agyemang, K. J. A. (2017). Critical conversations about qualitative research in sport management. Paper presented at the North American Society for Sport Management, Denver, CO.
- Melton, E. N., & Walker, N. A. (2016). Examining diversity and inclusion as an indicator of success in college athletics: The case for building an inclusive workplace. Paper presented at the North American Society for Sport Management, Orlando, FL.
- Burton, L., Wells, J. E., Walker, N. A., & LaVoi, N. (2016). Gender bias in evaluation of leaders: Examining the decline in female head coaches. Paper presented at the North American Society for Sport Management, Orlando, FL.
- Melton, E. N., & Walker, N. A. (2015). Psychological safety among women in sport: The influence of status, gender, and sexual orientation. Paper presented at the North American Society for Sport Management, Ottawa, ON.

- Menier, L. A., & Walker, N. A. (2015). Sound check: Are women's voices undervalued in the sport workplace? Paper presented at the North American Society for Sport Management, Ottawa, CA.
- Cornish, A. N., & Walker, N. A. (2014). Unmasking the cultural paranoia of being gay in the heteronormative masculine institution of sport. Paper presented at the North American Society for Sport Management, Pittsburgh, PA.
- Sartore-Baldwin, M., Walker, N. A., & Wells, J. E. (2014). The "Token" woman? Assessing the relationships between stigma, workplace incivility, and organizational outcomes among Senior Woman Administrators. Paper presented at the North American Society for Sport Management, Pittsburgh, PA.
- Walker, N. A., Colas, L. K., Mendoza, J., & Fagan, K. (2013). The Griner effect: Breaking down barriers in women's sports. *espnW*. Women + Sports Summit, Dana Point, CA.
- Bee, C., Walker, N. A., & Aiken, D. (2013). Our compulsive and autotelic culture: Exploring the curious case of sport consumption addiction. Paper presented at the Marketing and Public Policy Conference, Washington D. C.
- Walker, N. A., & Agyemang, K. J. A. (2013). Privilege gets your foot in the door: A multilevel examination of institutionalization in sport management careers. Paper presented at the North American Society for Sport Management, Austin, TX.
- Walker, N. A. (2012). Sport management – Challenges for Brazilian universities. Presented at Sports International Conference on Entertainment and Sport Management- UNINOVE, Sao Paulo, Brazil.
- Walker, N. A., & Melton, E. N. (2012). Negotiating the triple threat: The intersectionality of race, gender, and sexuality in women's college sports. Paper presented at the North American Society for Sport Management, Seattle, WA.
- Walker, N. A., & Sartore- Baldwin, M. (2012). Hegemonic masculinity and the institutionalized bias of women in men's college basketball: What do men think? Paper presented at the North American Society for Sport Management, Seattle, WA.
- Odio, M., Agyemang, K. J. A., Walker, N. A., Berg, B., Brown, L., & Leopkey, B. (2012). Succeeding at each stage of the doctoral process: 2012 NASSM student symposium. Paper presented at North American Society for Sport Management, Seattle, WA.
- Wells, J. E., Welty Peachey, J., & Walker, N. A. (2012). The impact of leadership behavior, gender, effectiveness, and subordinate satisfaction on turnover intentions: A structural analysis. Paper presented at the North American Society for Sport Management, Seattle, WA.
- Melton, N. E., Walker, N. A., & Steward, A. D. (2012). The triple threat: Examining the influence of race, gender, and sexual orientation on hiring recommendations in women's sport. Paper presented at the 5th Annual College Sport Research Institute Conference on College Sport, Chapel Hill, NC.
- Walker, N. A. (moderator), Staurowsky, E., Fink, J. S., & Zeigler, C. (2012). Intersection of

LGBT athletes and the media. Panel presented at the Sexual Orientation and Gender Identity in Sport Conference, College Station, TX.

Walker, N. A. (2011). Meso-level factors influencing the underrepresentation of women: Men's college basketball. Paper presented at the North American Society for the Sociology of Sport, Minneapolis, MN.

Walker, N. A., Sagas, M., Pitts, B., Singer, J. N., Kerwin, S., & Bopp, T. (2011). Working in academia: Experiences, lessons, and advice presented at the North American Society for Sport Management, London, ON.

Walker, N., & Sagas, M. (2011). Conceptualizing the lack of women in men's college basketball: A multilevel model approach. Paper presented at the North American Society for Sport Management, London, ON.

Foo, C., Walker, N. A., & Sagas, M. (2011). Friend or foe? Student perceptions surrounding the recruitment of international student-athletes. Paper presented at the North American Society for Sport Management, London, ON.

Wells, J. E., Walker, N. A., & Welty Peachey, J. (2011). The influence of leadership behaviors and gender on voluntary organizational turnover intentions of collegiate coaches. Paper presented at the University of Florida's Interdisciplinary Research Conference, Gainesville, FL.

Menaker, B., & Walker, N. A. (2010). Impact of hegemonic masculinity on collegiate coaching perceptions. Paper presented at the North American Society for the Sociology of Sport, San Diego, CA.

Walker, N. A., Bopp, T., & Sagas, M. (2010). Gender bias in the perception of women as collegiate men's basketball coaches. Paper presented at the North American Society for the Sociology of Sport, San Diego, CA.

Walker, N., Bopp, T., & Sagas, M. (2010). A phenomenological inquiry into the lack of women coaching in men's collegiate basketball: Perspectives of female coaches. Paper presented at the North American Society for Sport Management, Tampa, FL.

Karadakis, K., Walker, N., & Kaplanidou, K. (2009). The Olympic Games and sustainability: Sociological, environmental and local impacts. Paper presented at the North American Society for the Sociology of Sport, Ottawa, Ontario (Canada).

Walker, N., & Sagas, M. (2009). Implicit discrimination as a lens to understanding the lack of women in men's collegiate basketball. Paper presented at the North American Society for Sport Management, Columbia, SC.

Walker, N. (2009). Does gender-role attitude influence perceived ability of women to coach men's collegiate basketball teams? Paper presented at the 2009 Scholarly Conference on College Sport, Chapel Hill, NC.

Walker, N., & Bopp T. (2009). Impact of performance management techniques on the perceived benefit of student-athlete support services. Poster presented at the 2009 Scholarly Conference on College Sport, Chapel Hill, NC.

INVITED KEYNOTES

Springfield College, 2022 Peter V. Karpovich Lecture

Title: Building inclusive sport culture through the study of sport exclusion (October, 2022)

Just over 150 participants

University of Minnesota, Tucker Center for Research on Girls and Women in Sport

Title: Surveillance of women in sport & why it matters: Multidisciplinary perspectives (October, 2021)

<https://z.umn.edu/tc-DLS-2021-Fall>

Boston Children's Hospital, Female Athlete Conference

Designing inclusive cultures for girls and women in sports: An intersectional approach (June, 2021)

About ~300 participants, and over 1,000 views

SXSW Conference 2021

Title: The WNBA playbook for how to lead a movement (March, 2021)

Projected to reach over 300 participants, and over 1,000 views

University of Oklahoma, Athletic Department

Title: An intersectional design approach to understanding the experiences of Black women and being more inclusive (March, 2021)

Just under 100 participants

World Economic Forum at Davos

Title: Designing a more equitable workplace for all (February, 2021)

Over 1,000 views

Spark Post, Black History Month Keynote Speaker

Title: Business is not race neutral: Understanding Black exclusion in business (February, 2021)

Over 150 participants in attendance

University of Minnesota, Tucker Center for Research on Girls and Women in Sport

Title: Social justice and WNBA: Through the prism of intersectionality (October, 2020)

Over 600 participants in attendance

<http://z.umn.edu/tc-DLSvideo>

The Female Quotient presents Women in the Business of Sport

Title: Women in the Business of Sport (June 2020)

Over 1,000 views

https://www.facebook.com/watch/live/?v=303868060650013&ref=watch_permalink

PUBLIC SCHOLARSHIP & MEDIA MENTIONS

Sport Business Journal

Hindman, L., Keaton, A., & Walker, N. A. (2024). WNBA set the standard for fan inclusion in social -- by letting fans drive. Retrieved from <https://www.sportsbusinessjournal.com/Articles/2024/04/11/oped-11-hindman-keaton-walker>

Washington Post

Walker, Nefertiti (2021). Sport Institutions have Forced Us to Doubt Their Respect for Black Women. <https://www.washingtonpost.com/nation/2021/07/23/black-women-are-still-fighting-level-playing-field-sports/>

The Drum

Walker, Nefertiti & Davis, Amira Rose (2020). Why the WNBA had the Audacity to Lead a Movement. Retrieved from <https://www.thedrum.com/profile/wasserman/news/why-the-wnba-has-the-audacity-to-lead-a-movement>

Sport Business

Walker, Nefertiti. (2020). Reculture Sport– The Shifting Culture of Sport. Retrieved from <https://www.sportbusiness.com/2020/09/nefertiti-walker-umass-reculture-sport-the-shifting-culture-of-sport/>

Interviewed and Mentioned in The Sport Sustainability Report

Campelli, Matthew. (2020) Diverse leadership in sport: The barriers, the solutions, the business case. Retrieved from <https://sustainabilityreport.com/2020/06/18/diverse-leadership-in-sport-the-barriers-the-solutions-the-business-case/>

Mentioned in espnW

McManus, Jane. (2014). Sisters' influence in full effect. Retrieved from: <http://espn.go.com/espnw/news-commentary/article/10267603/espnw-further-evidence-venus-serena-williams-influence-seen-2014>

Mentioned in TIME Sports

Gregory, Sean. (2013). Leadership lessons from the Miami Dolphins mess: Mentoring dynamics may change in the NFL. Retrieved from: <http://keepingscore.blogs.time.com/2013/11/07/leadership-lessons-from-the-miami-dolphins-mess/>

Mentioned in espnW

Fagan, K. (2013). What does Britney Griner say about us? Retrieved from: http://espn.go.com/womens-collegebasketball/tournament/2013/story/_/id/9065613/2013-ncaa-women-tournament-brittney-griner-backlash-not-us

Mentioned in espnW and ESPN The Magazine

Fagan, K. & Cyphers, L. (2012). The glass wall: Women continue to shatter stereotypes as athletes. So how come they can't catch a break as coaches? espnW and ESPN The Magazine. Retrieved from: <http://sports.espn.go.com/espn/eticket/story?page=theGlassWall>

TEACHING

University of Massachusetts, Amherst (2011 – present)

Undergraduate Courses

Sport Leadership
Sport Policy (Strategy)
Introduction to Sport Management
Introduction to Diversity and Inclusion in Business
Women in Business

Graduate Courses

Theory and Research: Sport Organizational Behavior (PhD Seminar)
Sport Policy (Strategy)
Sport Organizational Behavior and Development
Leadership and Organizational Behavior (Isenberg MBA program)

University of Florida (2008-11)

Undergraduate Courses
Sport Administration
Sports and Society (Sport Sociology)

Stetson University (2007)

Undergraduate Courses
Coaching Theory

Advising

Lauren Hindman (PhD), 2016 – present
Amanda Menier (PhD), 2014 – 2018
Alfonso Cornish (PhD), 2013 – 2014
Melcolm Ruffin- Honors Thesis, 2011 – 2012
Alannah Scardino – Honors Thesis, 2020 – 2021

Independent Study Projects

Natasha Campbell, Fall 2020
Christien Wright, Spring 2020
Alannah Scardino (UG), Spring 2020
Brett Estrella (UG), Spring 2016
Nicholas Shaheen (MBA/MS), Spring 2016
Laurel Hosmer (MS), Spring 2012
Quanita Hailey (UG-Mt. Holyoke College), 2012 – 2013
Patrick Hart (MS), Fall 2012
Danielle Lopez- (MBA\MS), Spring 2012
Kate Mullaney (MBA/MS), Spring 2012
Justin Handerhan (Honors), Spring 2012
Richard Flynn (Honors), Spring 2012
Melcolm Ruffin (Honors), Fall 2011
Tiffany Hartford (Honors), Fall 2011

SERVICE

International (Journal/Scholarly)

Editorial Board Member, 2022 – present
Sport Management Review

Editor-in-Chief (Co-), 2020 – 2022
Sport, Business & Management: An International Journal

Editorial Board Member, 2020 – present
Journal of Sport Management

Editorial Advisory and Review Board, 2016 – 2020
Sport, Business & Management: An International Journal

Editorial Board, 2014 – 2017
Journal of Amateur Sport

Ad hoc Manuscript Reviewer, 2013 – present
Journal of Intercollegiate Sport

Abstract Reviewer, 2011 – present
North American Society for Sport Management

Ad hoc Manuscript Reviewer, 2011 – present
Pamukkale Journal of Sport Sciences

Leadership (International/National)

United Soccer Coaches Association, 2021 – present
Member-At-Large

Wasserman The Collective Think Tank, 2020 – present
Founding Member

Pluto, 2019 – present
Advisory Board

NASSM Diversity Committee Member, 2013 - 2015

Vice President for Inclusion and Social Justice, 2012 - 2015
National Association for Girls and Women in Sports

Leadership (Department/School/University)

Department Personnel Committee, 2011 – 2018
University of Massachusetts, Amherst
Mark H. McCormack Department of Sport Management

Chair (2018)

Isenberg School of Management, 2017 – 2018
Director of Diversity and Inclusion

Isenberg School of Management, 2016 – 2017
PhD Area Coordinator

UMass Athletic Council, 2015 -2017
Faculty Senate Sub-Committee (Secretary)

UMass Amherst Stonewall Center, 2015 – 2016
Advisory Board

Faculty Advisor- Association for Diversity in Sport (ADS), 2013 – 2016

UMass- Sport Management Honors Student Trip, Spring 2012
Advisor
College Sports Research Institute
Case Study Competition
UNC- Chapel Hill, NC

Student Representative for Department of Tourism, Recreation and Sport Management, 2010- 2011
University of Florida
Graduate Student Advisory Council

Student Board Representative, 2010 - 2011
North American Society for Sport Management

MEMBERSHIPS

Academy of Management, 2012 – present
North American Society for Sport Management, 2009 – present
National Association for Girls and Women in Sports, 2012 – 2015
North American Society for the Sociology of Sport, 2009 – 2014

INSTITUTES, CENTERS, and LABORATORIES

Founding Co-Director, 2016 – present
Laboratory for Inclusion and Diversity in Sport
McCormack Department of Sport Management
Isenberg School of Management | UMass Amherst

Founding Member, 2010 – 2011
Laboratory for Athletics Development and Research (LADR)
University of Florida, Department of Tourism, Recreation, and Sport Management
The mission of the Laboratory for Athletics Development and Research is to bring about collaborations between scholars, researchers, and practitioners for the

advancement of social, psychological, and tangible benefits associated with athletic and sport(s) involvement, participation, and management.

AWARDS

NASSM Joy DeSensi Diversity Award for Inclusive Excellence Award, 2022

NASSM Research Fellow Award, 2019

Isenberg School of Management Research Excellence Award, 2019

Isenberg School of Management Teaching Excellence Award, 2018

ADDITIONAL RELEVANT EXPERIENCE

Founder and CEO, 2020 – present
ReCulture

CBS 3 Analyst, 2013 – 2015
UMass Women's Basketball Team
University of Massachusetts, Amherst

Wade Trophy Committee Member, 2012 – 2015
Women's Basketball Coaches Association

Graduate Hall Director, 2009 – 2011
Housing & Residential Life
University of Florida
Assistant Women's Basketball Coach, 2006 – 2007
Stetson University

Intern for Sports Information Director, 2004
Stetson University

NCAA Division I Student Athlete, 2001 – 2006
Georgia Tech, 2001 – 2003
Stetson University, 2003 – 2006