

CURRICULUM VITAE SAMUEL Y. TODD

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Academic Appointments / Previous Employment

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| University of South Carolina | Columbia, South Carolina | |
| Vice Provost / Associate Vice President of Global Affairs Senior International Officer | | 2024- Present |
| Associate Dean, College of Hospitality, Retail, and Sport Management Faculty, International Affairs, Operations, Research | | 2017-2024 |
| Interim Department Chair, Sport and Entertainment Mgmt | | 2022 |
| Interim Department Chair, Retailing | | 2019-2020 |
| Professor, Faculty of Sport and Entertainment Mgmt | | 2017-Present |
| Georgia Southern University | Statesboro, Georgia | |
| Professor, Faculty of Sport Management | | 2014-2017 |
| Associate Professor with tenure | | 2008-2014 |
| Assistant Professor | | 2003-2008 |
| Florida State University | Tallahassee, Florida | |
| Graduate Research Assistant Graduate Teaching Assistant | | 2000-2003 |
| Airborne Express Logistics | Greer, South Carolina | |
| Regional Sales Representative *responsible for the sales / maintenance of 50 corporate and national logistics accounts in excess of \$1 Million annually | | 1998-2000 |

Academic Degrees and Distinctions

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| Florida State University | Tallahassee, Florida | 2003 |
| Doctor of Philosophy: Sports Administration Dissertation: "A causal model depicting the influence of selected task and employee variables on organizational citizenship behavior" Received highest research award for doctoral student research, given by the North American Society for Sport Management | | |
| Master of Science: Sports Administration Thesis: "Adolescent perceptions of the relative importance of peer leadership behavior in interscholastic athletics" | | 2001 |

Erskine College

Due West, South Carolina

1998

Bachelor of Science: Sport Management
Co-Captain: Men's Basketball
Omicron Delta Kappa National Honor Society

Executive Summary of Significant Experiences and Achievements

University of South Carolina, Administrative Experiences

Vice Provost / Associate Vice President of Global Affairs- Senior International Officer (2024-Present)

- *Lead and manage international activities for the University of South Carolina
- *Oversee campus level international activities including: discussions, partnerships, research collaborations, contracts, incoming international students, study abroad trips, student exchanges, and various activities involving faculty, staff, post-doctoral students, and visiting scholars.
- *Oversee and manage Global Carolina administrative units
Guide and direct the managers and staff of: Study Abroad Office, International Student Recruiting and Advancement, English Programs for Internationals, and International Student Services and Scholar Support

Associate Dean, College of Hospitality, Retail and Sport Management (2017-2024)

- *Managed and led college of HRSM international affairs division (2020-2024)
 - *Managed over 55 international relationships in 18 countries, including MOUs, articulation agreements, visiting scholars, dual degree programs, student exchanges, contract negotiations, international student recruiting and support, and prospective research collaboration initiatives
 - *Guided College of HRSM to: 2nd highest number of intl Bachelor degree candidates on campus of USC, top 3 on campus for global partner collaboration, top 4 in number of students studying abroad
 - *HRSM college study abroad participation at all time high of 130 students a year, over 20 different destinations in last 3 years
 - *Facilitated over 15 successful visiting scholar appointments in HRSM
 - *Planned and coordinated the International Conference on Tourism and Retail Management, Tianjin, China
 - *Concentrated regions: China, South and Central America, Middle East, Europe, Scandinavia
 - *Recent partner visits: Italy, Qatar, Ecuador, Switzerland, Aruba, France, Spain
 - *Administered a new professional development program for HRSM staff members to assist with faculty-led study abroad trips
 - *Implemented new scholarship to assist HRSM students with travel funds for study abroad
 - *Taught workshops and lectures in Ecuador, Aruba, Switzerland, Austria, Canada and Sweden
 - *Successfully renegotiated several international partnerships worth \$1 million revenue annually
- *Provided oversight and led HRSM faculty affairs (2017-2024)
 - *Manage employment issues related to 130+ college faculty/staff
 - *Executed over 60 faculty and staff searches to date
 - *Manage faculty advancement, merit, annual evaluations, and T&P
 - *Oversee human resource functions inside college, including workforce planning and management
 - *Developed and executed faculty mentoring initiatives
 - *Provided support and mentoring for new faculty
 - *Lead efforts to support college faculty with internal and external research grants and fund distribution
- *Managed College level operations (2017-2024)

- *Oversee and provide leadership for day-to-day college operations
- *Oversee annual strategic planning and reporting for college at university level
- *Trained in Academic Analytics, EAB Academic Performance Solutions, Carolina Analytics
- *Assist with planning and execution of college-level strategies
- *Manage college committees and membership, ensuring compliance with university policies
- *Lead college efforts to monitor, assess, and grow the college of HRSM research profile
- *Provide oversight of 5 college research centers and institutes
- *Oversee faculty/staff conflict of interest reporting
- *Led college efforts related to diversity, equity, and inclusion (2017-2020)
- *Served as college level representative on the Council of Academic Deans of Diversity (2017-2020)

Cumulative Scholarship Summary

- *Google scholar citations are now over 4,300; h index 17; i10 index 23; Research Gate Stats: over 37,000 reads
- *Published over 48 (50% lead author) peer-reviewed articles covering over 480 pages of academic journal space in a 20-year period
- *Published in a top 5 journal in Psychology (*Journal of Applied Psychology*), which now has over 1,800 citations
- *Published in a top 5 journal in Management (*Strategic Management Journal*), which now has over 1,300 citations
- *Published in many premier Sport Management Journals [*Journal of Sport Management, Sport Marketing Review, Sport Marketing Quarterly, Sport Management Education Journal, etc..*]
- *Published in over 18 different sport management outlets overall
- *Contributed many different types of scholarship content: empirical, propositional, theory building, case studies, statistical teaching pieces, and technical reports to practitioners
- *Delivered numerous academic presentations at national and international conferences
- *Won the Georgia Southern University Excellence in Research Award in 2010, given to 2 faculty out of 850 each year. Recipient delivers a "Focus on Research" lecture to a University audience every Fall
- *Won the doctoral student research award for the North American Society of Sport Management in 2003, given to one doctoral student (Sport Management discipline) in North America each year. Recipient gives the keynote presentation at the President's luncheon during the annual meeting of the society every year.

Cumulative Teaching Summary

- *Taught over 100 sections of undergraduate classes, over 70 sections of graduate classes
- *Recipient of the Georgia Southern "Unsung Hero" award for excellence in mentoring of undergraduate students, given to one faculty member (of 850) each year
- *Recipient of local award for the best Teacher (K-12 and University level) in the County (Bulloch County GA "Best of the 'Boro'")
- *Student evaluations consistently lead departmental and college distributions, student comments are qualitatively positive
- *Taught over 50 fully online courses using BB Learn, Web CT, and Desire to Learn course management systems. Experience with multiple video production agents including: Echo 360, Camtasia, Youtube, Advanced Learning Platform, and Adobe Learning Systems
- *Attended several conferences, seminars, and training courses in Online Teaching
 - *GS Center for Teaching and Technology and Center for Online Learning
 - *Online Learning Consortium Conference Attendee 2015
- *Frequently taught face-to-face courses of 60 or more students, to a high of 125

*Frequently tested alternative assessment types, including: podcasts, video book reviews, digital skit production, online discussions/chat rooms, analysis of professional blogs, text to vote, etc...

*Established significant industry relationships for interns in undergraduate program

*Successfully placed over 180 students in professional and collegiate sport teams/leagues

*Created innovative video assignments for current interns so their tips can be recycled into the freshmen level courses

Administrative Training

The Pipeline for Academy Leaders (PAL) fellowship, 2018-19

This is an invitation-only program designed for academic leaders and administrative executives who are currently serving in, or who have the potential to, hold a high-level position at USC in the near future. Examples of the types of employees who participate in this program are: directors, assistant vice presidents, associate vice presidents, department chairs, assistant deans and associate deans. The program is a yearlong, 70-hour executive leadership training program on the University of South Carolina campus and focuses on five core competencies: leading people, leading change, managing for results, institutional knowledge and understanding, and building effective relationships. Special emphasis is given to personality assessments, decision making styles, conflict management styles, team leadership preferences, and interpersonal habits.

Taken the following classes as part of a Leadership certification program on the University of South Carolina campus:

- Flexible Leadership: Basics and Beyond (3.5 classroom hours)
- Interviewing and Selecting Employees (6 classroom hours)
- Coaching for Improved Performance (3.5 classroom hours)
- Diagnosing Performance Problems (3.5 classroom hours)
- Sexual Harassment Recognition and Prevention (3 classroom hours)
- Managing Employee Performance Using EPMS (3 classroom hours)

Scholarly Research Interests

My primary research interests generally involve people either looking for work, or at work (i.e., their attraction to particular jobs in sport, their expectations and pursuit of future sport jobs, their attitudes, personalities, and unique stylistic artifacts that impact work outcomes). Some projects that are currently in progress involve (1) examining the influence of passion on applicant attraction in the sport industry, (2) exploring the role of wishful thinking in applicant attraction to sport industry jobs, and (3) unpacking unrealistic job expectations held by sport industry hopefuls.

Peer Reviewed Publications

Qi, J. C., & **Todd, S. Y.** (2023). Industry interactions and their influence on dreams, goals, work interests and vocational attitudes of sport industry job seekers. *Journal of Applied Sport Management*, 15(1). <https://doi.org/10.7290/jasm153900>

Swanson, S., **Todd, S.**, Inoue, Y., & Welty Peachey, J. (2022). Leading for multidimensional sport employee well-being: The role of servant leadership and teamwork. *Sport Management Review*, 25(5), 748-770. <https://doi.org/10.1080/14413523.2021.2014225>

- Biber, D. D., Czech, D. R., **Todd, S. Y.**, & Anthony, D. (2022). A pilot study addressing college athletes' musical choice in relation to identity, culture and performance. *Applied Research in Coaching and Athletics Annual*, 37 (1-29).
- Magnusen, M., & **Todd, S. Y.** (2021). A fistful of NIL: Have we entered a "Wild West" recruiting era? *Journal of Applied Sport Management*, 13(2). doi.org/10.7290/jasm133hgx
- Gao, F., Heere, B., **Todd, S. Y.**, & Mihalik, B. (2020). The initial intentions for social leveraging of a mega sport event among stakeholders of a newly formed inter-organizational relationship. *Journal of Sport Management*, 34, 147-160. doi.org/10.1123/jsm.2018-0026
- Swanson, S., & **Todd, S. Y.** (2019). Workplace dynamics in professional sport: A case study of identification, political skill, and personal control. *Case Studies in Sport Management*, 8, S28-S32.
- Todd, S. Y.**, Jones, C., & Ross, W. (2019). Process theories of motivation inside tour operations staff. *Case Studies in Sport Management*, 8, S52-S55.
- Sato, S., Gipson, C., **Todd, S. Y.**, & Harada, M. (2018). The relationship between sport tourists' perceived value and destination loyalty: An experience-use history segmentation approach. *Journal of Sport & Tourism*, 22(2), 173-186.
- Bennett, H. R., Czech, D., Harris, B., & **Todd, S.** (2016). Perceptions of coping with an injury in sport at the NCAA Division I level: Perceptual continuity between student-athletes and their athletic trainers. *Clinical Kinesiology* (Online Edition), 39-43.
- Ryan, Z., Czech, D. R., Harris, B. S., **Todd, S. Y.**, & Biber, D. D. (2016). A qualitative examination of the sport music preferences of NCAA division I athletes. *International Journal of Sport Science*, 6(6), 203-208. doi:10.5923/j.sports.20160606.01
- Todd, S. Y.**, Magnusen, M, Lachowetz, T., & Jones, A. (2016). Knowing your fans: A case study of survey research in a collegiate ticket office. *Case Studies in Sport Management Journal*, 5(14).
- Magnusen, M., & **Todd, S. Y.** (2016). Welcome to the arena: An introduction to the special issue on power and politics in sport. *Journal of Applied Sport Management*, 8(3), 1-5.
- Magnusen, M., & **Todd, S. Y.** (2015). Coming soon to an entertainment organization near you: Video realistic job preview as a way to increase the quality of applicant pools. *Sport & Entertainment Review*, 1, 51-56.
- Ketchen, D., Jr., Crook, T. R., **Todd, S. Y.**, Combs, J., & Woehr, D. J. (2015). Managing human capital: A meta-analysis of links among human resource practices and systems, human capital, and performance. *Oxford Research Review*, April, 1-24.

- Todd, S. Y.**, Magnusen, M., Andrew, D. P. S., & Lachowetz, T. (2014). From great expectations to realistic career outlooks: Exploring changes in job seeker perspectives following a realistic job preview in sport. *Sport Management Education Journal*, 8, 58-70.
- Stalcup, L., Deale, C., & **Todd, S. Y.** (2014). Human resources practices for environmental sustainability in lodging operations. *Journal of Human Resources in Hospitality & Tourism*, 13, 389-404.
- Egli, T., Czech, D., Shaver, G., **Todd, S. Y.**, Getner, N., & Biber, D. D. (2014). The experience of Christian prayer in coaching: A qualitative investigation. *Journal of Psychology & Christianity* 33(1), 45-57.
- Todd, S. Y.**, Crook, T. A., & Lachowetz, T. (2013). Agency theory explanations for self-serving sales forecasts inaccuracies. *Business and Management Research*, 2(2), 13-21.
- Todd, S. Y.**, Christie, I., Magnusen, M., & Harris, K. J. (2012). A case study of diversity and leader member exchange in intercollegiate athletics. *Case Studies in Sport Management*, 1.
- Walker, M., Hall, T., **Todd, S. Y.**, & Kent, A. (2011). Does your sponsor affect my perception of the event? The role of event sponsors as signals. *Sport Marketing Quarterly*, 20(3), 138-147.
- Crook, T. R., **Todd, S. Y.**, Combs, J., Woehr, D., & Ketchen, D., Jr. (2011). Does human capital matter? A meta-analysis of the relationship between human capital and firm performance. *Journal of Applied Psychology*, 96(3), 443-456.
- Andrew, D. P. S., Kim, S., Stoll, J. A., & **Todd, S. Y.** (2011). To what extent does transformational leadership affect employees? An exploratory analysis of a collegiate athletic department. *Applied Research in Coaching and Athletics Annual*, 26, 178-207.
- Todd, S. Y.**, Andrew, D. P. S., & Lawrence, A. (2010). Person-environment fit and employee attraction in intercollegiate athletics: A case study. *Sport Management Education Journal*, 4(1), 93-102.
- Lachowetz, T., Dees, W., & **Todd, S. Y.** (2009). Savannah Sand Gnats: Challenges in a tourism and entertainment market. *Sport Marketing Quarterly*, 18(4), 219- 224.
- Lachowetz, T., **Todd, S. Y.**, & Dees, W. (2009). Marketing a collegiate baseball program within resource constraints: A special case of volunteerism. *Journal of Sport Administration & Supervision*, 1(1), 65-74.
- Todd, S. Y.**, Harris, K., Harris, R., & Wheeler, T. (2009). Career success implications of political skill. *Journal of Social Psychology*, 149(3), 179-204.
- Todd, S. Y.**, & Harris, K. J. (2009). What it means when your work is admired by others: Observations of employees of professional sport organizations. *Journal of Behavioral and Applied Management*, 10(3), 377-395.

- Todd, S. Y., Andrew, D. P. S., & Sowieta, S. (2009).** A personnel management case study in a Canadian National Sport Organisation. *Sport Management Review*, 12(1), 49-56.
- Todd, S. Y., & Kent, A. (2009).** A social identity perspective on the job attitudes of employees in sport. *Management Decision*, 47(1), 173-190.
- Scott, L. A., Joyner, A. B., Czech, D. R., Munkasy, B., & **Todd, S. Y. (2009).** Effects of exercise and a brief education intervention on social physique anxiety. *International Journal of Fitness*, 5(1), 9-17.
- Dees, W., Hall, T., **Todd, S. Y., & Green, J. (2009).** Interview with Michael Ball of Rock Racing. *Sport Marketing Quarterly*, 18(2), 67-68.
- Andrew, D. P. S., **Todd, S. Y., Greenwell, T. C., Pack, S. M., & Cannon, C. (2008).** Perceived organizational prestige and collegiate athletic department employees. In J.H. Humprey (Ed.), *Contemporary Athletics Compendium Volume 2*. Hauppauge, NY: Nova Science Publishers. (reprint)
- Todd, S. Y., & Andrew, D. P. S. (2008).** An exploratory investigation of sport management students' attraction to jobs in sport. *International Journal of Sport Management and Marketing*, 4(4), 323-337.
- Deale, C. S., Stalcup, L., **Todd, S. Y., & Earnhardt, D. (2008).** The use of exit interviews in the U.S. lodging industry. *FIU Hospitality Review*, 26(2), 1-9.
- Crook, T. R., Ketchen, D. J., Combs, J., & **Todd, S. Y. (2008).** Strategic resources and performance: A meta-analysis. *Strategic Management Journal*, 29, 1141-1154.
- Mondello, M., Andrew, D. P. S., **Todd, S. Y., & Mahony, D. (2008).** Teaching finance in sport management programs: An analysis of course content delivery. *ICHPER-SD Journal of Research*, 3(2), 105-111.
- Todd, S. Y., & Lachowetz, T. (2008).** Personality is a factor in the success of salespeople in the sport industry (La personalita: Fondamentale per un venditore nelle societa sportive). *Giganti Del Basket*, 5, 54-55.
- Todd, S. Y., Andrew, D. P. S., Lachowetz, T., & Purcel, B. (2007).** Exploring the ways trait competitiveness differentiates salespeople in professional sports. *International Journal of Sport Management* 8(4), 372-387.
- Crook, T. R., **Todd, S. Y., & Combs, J. (2007).** How are CEOs in sport manufacturing firms compensated?: Managerialist and agency theory explanations. *Business Management Review*, 3(1), 88-97.

- Andrew, D. P. S., & **Todd, S. Y.** (2007). Segmenting collegiate football fans by team identification: The relationship between motives and merchandise consumption. In J. James (Ed.) *Sport Marketing Across the Spectrum: Selected Research from Emerging, Developing, and Established Scholars* (pp. 115-126). Morgantown, WV: Fitness Information Tech.
- Battenfield, F., Makover, B., & **Todd, S. Y.** (2007). The demise of the WNBA in Florida: A mixed method case study of newspaper coverage about women's professional basketball. *The Sport Journal*, 10(2).
- Andrew, D. P. S., **Todd, S. Y.**, Greenwell, T. C., Pack, S. M., & Cannon, C. (2006). Perceived organizational prestige and collegiate athletic employees. *Journal of Contemporary Athletics*, 2(2), 163-174.
- Todd, S. Y.**, & Andrew, D. P. S. (2006). The role of satisfying tasks and organizational support in the job attitudes of sporting goods retail employees. *International Journal of Sport Management and Marketing*, 1(4), 378-389.
- Todd, S. Y.**, & Kent, A. (2006). Direct and indirect effects of task characteristics upon organizational citizenship behavior. *North American Journal of Psychology*, 8(2), 253-268.
- Todd, S. Y.**, Crook, T. R., & Barilla, T. (2005). Hierarchical linear modeling of multi-level data. *Journal of Sport Management*, 19, 387-403.
- Todd, S. Y.**, Smith, S. S., & Kent, A. (2005). A note on female participation in high school athletics. *The FAHPERD Journal*, 43(1), 8-9.
- Todd, S. Y.**, & Kent, A. (2004). Perceptions of the role differentiation behaviors of ideal peer leaders: A study of adolescent athletes. *International Sports Journal*, 8(2), 105-118.
- Kent, A., & **Todd, S. Y.** (2004). Selecting team captains. *Strategies: A Journal for Physical and Sport Educators*, 17(4), 21-22.
- Todd, S. Y.**, & Kent, A. (2003). Student athletes' perceptions of self. *Adolescence*, 38(152), 559-667.

Industry and Trade Publications

- Lachowetz, T., & **Todd, S.** (2017, Feb 13-19). Students working with stakeholders provides differentiation. *Sports Business Journal*, 19(41).
- Lachowetz, T., & **Todd, S.** (2015, May 18-24). Realistic previews can help teams identify ideal job candidates. *Sports Business Journal*, 18(6), 17-18.
- Czech, D., & **Todd, S.** (2015, April). Travel baseball quickly growing. *The Statesboro Herald*.

*[The *Sports Business Journal* attracts over 1,000,000 page views per month and is the primary digital and printed hub for sport industry business]

Works In Progress

- Todd, S. Y.** Interviewing for your first academic job: Thoughts and tips.
- Todd, S. Y.** Factors that influence career expectations of sport industry applicants.
- Qi, J., & **Todd, S. Y.** The origin of passion for sport jobs.
- Qi, J., & **Todd, S. Y.** The dark side of work passion.
- Seidman, M., **Todd, S. Y.**, & Inoue, Y. Culture and climate in esports.
- Todd, S. Y.** An exploration of the factors related to the career expectations of sport management students
- Todd, S. Y.** Unrealistic optimism and its role in applicants interests in sports jobs.

Academic Conference Presentations

- Magnusen, M, Qi, J, & **Todd, S. Y.** (2023, June). *Passion in sport: A systematic literature review and proposed research agenda*. Paper presented at the annual conference for the North America Society for Sport Management, Montreal, Canada.
- Qi, J., & **Todd, S. Y.** (2022, Nov). Industry interactions and their influence on dreams, goals, work interests, and vocational attitude of sport industry job seekers. Paper presented at the annual conference of Sport, Entertainment, Venues Tomorrow. Columbia, SC.
- Qi, J, & **Todd, S. Y.** (2022, Sept). *Why some passions lead to career aspirations and others do not: A study of job seekers in sport*. Paper presented at the annual conference for the European Association of Sport Management, Innsbruck, Austria.
- Qi, J, & **Todd, S. Y.** (2022, June). *Passion for work in sport: A deep dive into its origin, growth, and trajectory*. Paper presented at the annual conference for the North American Society for Sport Management, Atlanta, GA.
- Swanson, S., & **Todd, S. Y.** (2019, Sept). *Servant leadership for multidimensional sport well-being: Relationships, health, and happiness*. Paper presented at the annual conference for the European Association of Sport Management, Seville, Spain.
- Todd, S. Y.**, Koba, T., Mao, Z., & Swanson, S. (2019, June). *A policy capturing exploration of sport job seeker decision making: The relative influence of prestige, segment, duties, and location*. Paper presented at the annual conference for the North American Society for Sport Management, New Orleans, LA.
- Todd, S. Y.**, Scroggins, C., Won, M., & Magnusen, M. (2019, Feb). *The way in which actual experience affects the career identities of job seekers in sport*. Paper presented at the annual conference for the Applied Sport Management Association, Nashville, TN.

- Gao, F., Heere, B., **Todd, S. Y.**, & Mihalik, B. (2018, June). *Social leveraging of a mega sport event: Initial intentions among stakeholders of a newly formed IOR*. Paper presented at the annual conference for the North American Society for Sport Management, Halifax, NS, Canada.
- Todd, S. Y.**, & Magnusen, M. (2017, June). *How videos of actual interns working can shape unrealistic expectations of sport management students*. Paper presented at the annual conference for the North American Society for Sport Management, Teaching and Learning Fair, Denver, CO.
- Mitchell, A., & **Todd, S. Y.** (2017, April). *An exploration of the factors related to the career expectations of sport management students*. Poster presented at the 45th Annual Southern Regional Honor's Council Conference, Asheville, NC.
- Bird, M., Harris, B. S., Czech, D., & **Todd, S.** (2014, October). *Perceptions of the ethical use of technology for sport psychology service delivery among AASP certified consultants*. Paper presented at the annual conference for the Association for Applied Sport Psychology, Las Vegas, NV.
- Todd, S. Y.**, Crook, T. R., Combs, J. G., Woehr, D. J., & Ketchen, D. J. (2012, June). *High performance work practices/systems, human capital, and organizational performance: A meta-analytic test of key strategic human resource management theory predictions*. Presented at the European Academy of Management Conference: Rotterdam, The Netherlands
- Todd, S. Y.**, Magnusen, M., & Andrew, D. P. S. (2012, May). *Changes in job seeker perceptions of sport jobs following a realistic job preview in video form*. Presented at the North American Society of Sport Management Conference: Seattle, WA.
- Combs, J. G., Crook, T. R., **Todd, S. Y.**, & Woehr, D. J. (2011, November). *Conducting meta-analysis*. In J. Combs Chairperson, *Professional Development Institute*. Symposium conducted the meeting of Southern Management Association, Savannah, GA.
- Todd, S. Y.**, Magnusen, M., & Andrew, D. P. S. (2011, November). *The impact of video previews of sport jobs on applicants' perception of attraction and fit*. Presented at the 15th Annual Sport Entertainment and Venues Tomorrow Conference: Columbia, SC
- Deale, C., Stalcup, L., & **Todd, S. Y.** (2011, October). *Sustainability training and practices in lodging operations: A pilot study*. Presented at Southeast Council on Hotel, Restaurant, and Institutional Education: Tuskegee, AL.
- Andrew, D. P. S., Kim, S., **Todd, S. Y.**, & Stoll, J. (2010, November). *The impact of athletic director transformational leadership behavior on organizational commitment, athletic director commitment, and job satisfaction in intercollegiate athletics*. Presented at the 14th Annual Sport Entertainment and Venues Tomorrow Conference: Columbia, SC.

- White, D. R., Gonzalez, S. P., Metzler, J. N., Czech, D., & **Todd, S. Y.** (2009, September). *Antecedents of burnout among collegiate tennis players*. Presented at Association for Applied Sport Psychology Meeting, Salt Lake City, Utah.
- Egli, T., Czech, D. R., & **Todd, S. Y.** (2009, September). *Sport psychology missions (SPM): An applied approach*. Presented at Association for Applied Sport Psychology Meeting, Salt Lake City, Utah.
- Lachowetz, T., & **Todd, S. Y.** (2008, November). *Sales class training leads to employment opportunities for sport management students*. Presented at Sport, Entertainment, & Venues Tomorrow Conference, Columbia, SC.
- Andrew, D. P. S., Kim, S., Stoll, J. A., & **Todd, S. Y.** (2008, November). *Perceived athletic director transformational leadership and its effect on departmental organizational commitment, commitment to the individual and job satisfaction: A case study in Division I intercollegiate athletics*. Presented at Sport, Entertainment, & Venues Tomorrow Conference, Columbia, SC.
- Crook, T. R., **Todd, S. Y.**, & Combs, J. G. (2007, November). *To what extent does human capital shape performance? A meta-analytic examination*. Presented at the Southern Management Association meeting in Nashville, TN.
- Todd, S. Y.**, & Andrew, D. P. S. (2006, November). *What fuels sport management students' attraction to jobs in sport?* Presented at the International Conference on Sport & Entertainment Business. Columbia, SC.
- Andrew, D. P. S., **Todd, S. Y.**, & James, J. (2006, November). *The relationship between consumer motivations and merchandise and media consumption by team identification level among collegiate football fans*. Presented at the Sport Marketing Association Conference in Denver, CO.
- Crook, T. R., **Todd, S. Y.**, & Ketchen, D. (2006, October). *Do strategically valuable resources shape firm performance? A meta-analysis*. Presented at the Strategic Management Society Conference in Vienna, Austria.
- Todd, S. Y.**, Andrew, D. P. S., & Lachowetz, T. (2006, June). *Exploring the ways trait competitiveness differentiates Major League Soccer salespeople*. Presented at the North American Society for Sport Management Conference. Kansas City, MO.
- Andrew, D. P. S., James, J., & **Todd, S. Y.** (2005, November). *The relationship between team identification and media and merchandise consumption among collegiate football fans*. Presented at the Sport Marketing Association Conference, Phoenix, AZ.
- Andrew, D. P. S., **Todd, S. Y.**, Greenwell, T. C., Pack, S. M., & Cannon, C. (2005, November). *Does membership in the BCS make you elite? Examining the perceived organizational prestige of collegiate athletic employees*. Presented at the International Conference on Sport and Entertainment Business, Columbia, SC.

- Andrew, D. P. S, James, J. D., & **Todd, S. Y.** (2004, November). *The role of personality as an antecedent of sport consumer motivations of collegiate football*. Presented at the Sport Marketing Association Conference, Memphis, TN.
- Todd, S. Y.**, & Crook, T. R. (2004, October). *Agency theory explanations of CEO compensation in sport firms*. Presented at the Florida State University Sport Management Conference, Tallahassee, FL.
- Todd, S. Y.**, Andrew, D., & Lachowetz, T. (2004, June). *Task-level predictors of employee job attitudes in sporting goods retail*. Presented at the North American Society of Sport Management Conference, Atlanta, GA.
- Kent, A., & **Todd, S. Y.** (2004, June). *The role of internal marketing in managing employee perceptions of their organization*. Presented at the North American Society of Sport Management Conference, Atlanta, GA.
- Crook, T. R., & **Todd, S. Y.** (2004, March). *Self-serving forecast inaccuracies and agency theory explanations*. Presented at the Southwest Academy of Management Conference, Orlando, FL.
- Kent, A., Campbell, R., & **Todd, S. Y.** (2003, November). *Exploring the impact of title sponsors on event image and intent to attend*. Presented at the Sport Marketing Association Conference, Gainesville, FL.
- Todd, S. Y.**, & Kent, A. (2003, September). *Student's attraction to sports jobs: Elements of identification and fit*. Presented at the Florida State University Sport Management Conference, Tallahassee, FL.
- Todd, S. Y.** (2003, June). *Towards a framework for examining distinct job attitudes in the sport industry*. Presented as the winning Student Research Competition Paper at the North American Society for Sport Management Conference, Ithaca, NY.
- Todd, S. Y.**, & Ivey, T. (2002, November). *Investigating the legal ramifications of subjective employee performance appraisals in sport*. Presented at the Florida State University Sport Management Conference, Tallahassee, FL.
- Todd, S. Y.**, & Ivey, T. (2002, October). *Legal implications of evaluating the "corporate citizenship" of employees*. Presented at the International Conference on Sport and Entertainment Business, University of South Carolina, Columbia, SC.
- Todd, S. Y.** (2002, June). *Role differentiation and peer adolescent leadership in high school athletics*. Presented at the North American Society for Sport Management Conference, Canmore, Alberta, CANADA.

Selected Academic Conference Proceedings

- Deale, C. S., Stalcup, L., & **Todd, S. Y.** (2011). Sustainability training and practices in lodging operations: A pilot study. *Proceedings of the Southeast Council on Hotel, Restaurant, and Institutional Education*, 15(2), 6-10.
- Andrew, D. P. S., Kim, S., Stoll, J.A., & **Todd, S. Y.** (2008). Does transformational leadership impact organizational commitment or leader commitment: An exploratory case study in a collegiate athletic department. *Proceedings of the 12th Annual Sport Entertainment and Venues Tomorrow Conference*, 148-158.
- Todd, S. Y.**, & Andrew, D. P. S. (2006). What fuels sport management students' attraction to jobs in sport? *Proceedings of the 10th Annual International Conference on Sport and Entertainment Business*, 54-59.
- Todd, S. Y.**, Andrew, D. P. S., & Lachowetz, T. (2006). Exploring the ways trait competitiveness differentiates Major League Soccer salespeople. *Proceedings of the 22nd Annual North American Society for Sport Management Conference*, 281-282.
- Andrew, D. P. S., **Todd, S. Y.**, Greenwell, T. C., Pack, S. M., & Cannon, C. (2005). Does membership in the BCS make you elite? Examining the perceived organizational prestige of collegiate athletic employees. *Proceedings of the 9th Annual International Conference on Sport and Entertainment Business*, 158-159.
- Todd, S. Y.**, Andrew, D. P. S., & Lachowetz, T. (2004). Task level predictors of employee job attitudes in sporting goods retail. *Proceedings of the 20th Annual North American Society for Sport Management Conference*, 80.

Invited Presentations

- Todd, S. Y.** (2024, March). Managing part time employees in sport. A workshop given for the Ministry of Tourism, and University of Aruba, Oranjestad, Aruba.
- Todd, S. Y.** (2024, March). Publishing your research. Invited lecture given to faculty of the University of Aruba.
- Todd, S. Y.** (2022, Nov). Working in sport: Passion, pride, prestige and pipe dreams. Invited lecture given to faculty in Darla Moore School of Business. University of South Carolina.
- Todd, S. Y.** (2022, November). Applying for faculty jobs. Invited lecture given to post-doctoral students in the College of Arts and Sciences at University of South Carolina.
- Todd, S. Y.** (2022, May). The pervasiveness of passion in sport: A particular look at employees and job seekers. Invited lecture given to faculty on the campus of Universidad San Francisco de Quito (USFQ), Quito, Ecuador.

- Todd, S. Y.** (2014, October). A scholarly approach to measuring fit while on campus interviewing for tenure track jobs. Invited lecture given to doctoral students on the campus of Louisiana State University. Baton Rouge, LA.
- Todd, S. Y.** (2014, January). Interviewing for assistant professor jobs in Sport Management. Invited presentation given to the faculty and doctoral students at Florida State University, Tallahassee, FL.
- Todd, S. Y.** (2012, March). Video previews of sport jobs and changes in job seeker impressions. Invited presentation given to Mark H. McCormack Department of Sport Management, Isenberg School of Management, University of Massachusetts, Amherst, MA.
- Todd, S. Y.** (2008, October). Professional development for sport management students. Invited presentation given to students at North Greenville University, Tigerville, SC.
- Todd, S. Y.** (2006, March). Organizationally embedded attitudes of employees. Colloquium at the University of Louisville on Current Issues in Sport Management Research. Louisville, KY.
- Riordan, J., Polite, F., Connaughton, D., Kent, A., & **Todd, S. Y.** (2003, September). Issues surrounding graduate programs in Sport Management. Symposium conducted at the 2003 Florida State University Sport Management Conference, Tallahassee, FL.

Awards and Recognition

- 2012; Best Paper Award, European Academy of Management Annual Conference, Organizational Behavior Track, Presented in Rotterdam, Netherlands, June 2012.
- 2010; University Faculty Award of Excellence in Research, Georgia Southern University; given to two faculty members each year out of 850 full-time faculty. Recipients deliver a "Focus on Excellence" seminar to the University audience and are honored at the Fall General Faculty Convocation with a hand-crafted bronze medallion.
- 2010; "Best of the 'Boro'", award given to best overall teacher in Bulloch County, Georgia each year by popular vote of local newspaper readership [Statesboro Herald]. This award is given to one teacher in the community at all levels from elementary, middle, high school, and University levels.
- 2009; College-Level Excellence in Research Award, Georgia Southern University, College of Health and Human Sciences; given to one of 90 faculty members each year in the College of CHHS for excellence in scholarship
- 2007; Unsung Hero Award, Office of Student Leadership, Georgia Southern University; given to one of 750 faculty members on campus each year to recognize superior mentoring relationships with students; this award was presented at the 2007 Annual Student Leadership Banquet

2003; North American Society of Sport Management (NASSM) Student Research Award; this is the most prestigious award given to a student in Sport Management; awarded to one Sport Management doctoral student in North America per year, based upon research paper competition. Presented the winning Student Research Competition Paper “*Towards a framework for examining distinct job attitudes in the sport industry*” at the 18th Annual North American Society for Sport Management Conference, Ithaca, NY.

Grants / Contracts / Revenue Generation

2022. University of South Carolina. SPTE Sales in Sport, undergraduate ticket sales class sold \$14,000 in new business for the Gamecock athletic department during 4-week campaign.
2021. University of South Carolina. SPTE Sales in Sport, undergraduate ticket sales class sold \$115,000 in ticket revenue for Gamecock athletic department during 4-week campaign
2019. University of South Carolina. SPTE Sales in Sport, undergraduate ticket sales class sold \$4,500 in new business for the Gamecock athletic department during a 4-week campaign.
2018. Rosenbaum, Shaomian, Todd, & Martin: “Neuroscience in service industries: Evaluating consumer and employee brain activity in service settings.” Funded \$5,550. College of Hospitality, Retail, and Sport Management Interdisciplinary Research Grant.
2018. University of South Carolina. SPTE Sales in Sport, undergraduate ticket sales class sold \$8,000 in new business for the Gamecock athletic department during a 4-week campaign.
2014. Georgia Southern University. Sport Business Operations ticket sales team sold \$11,465 in new business for the Eagle athletic department during a 3-week sales campaign.
2013. Georgia Southern University. Sport Business Operations ticket sales team sold \$8,590 in new business for the Eagle athletic department during a 3-week sales campaign.
2012. Georgia Southern University. Sport Business Operations ticket sales team sold \$7,892 in new business for the Eagle athletic department during a 3-week sales campaign.
2011. Georgia Southern University. Sport Business Operations ticket sales team sold \$9,450 in new business for the Eagle athletic department during a 3-week sales campaign.
2010. Georgia Southern University. Sport Business Operations ticket sales team sold \$6,679 in new business for the Eagle athletic department during a 3-week sales campaign.
2009. Georgia Southern University. Sport Business Operations ticket sales team sold \$6,895 in new business for the Eagle athletic department during a 3-week sales campaign.

Description of Selected Courses

- ✓ Personnel Management –Graduate Level
 - These courses are designed to expose students to a combination of management techniques and organizational behavior/ human resource management topics. Topics include: human capital analysis, legal environment of HR, employee recruitment, selection, training, evaluation, compensation, rewards, and the strategic value of human resources to the firm.
- ✓ Research Methods and Statistics -Graduate Level
 - The course is a graduate-level course and is designed to equip students with appropriate techniques of evaluating information and to expose them to various

components of research methods in the process. Topics include: epistemology and the scientific inquiry, errors in research, sampling, construct validity, descriptive research, SPSS data entry, and hypothesis testing.

- ✓ Management of Sport Organizations-Undergraduate
 - This course is taught as an “applied organizational behavior” course, and oriented towards helping students build their own management skills and competencies. Topics like self awareness, personality styles, decision making, motivation theory, leadership theory, communication styles, leadership, and teams are reviewed.
- ✓ Ticket Sales, Revenue Generation in Sport-Undergraduate / Graduate Levels
 - This course is an applied course in personal selling strategies, techniques, and execution. Students in the course are trained in the practice of sales, and then spend 5 weeks in the ticket office selling m/w basketball and baseball tickets and recording sales. Topics covered in the class include: approach to sales, the sales “personality,” handling objections, generating referrals, differences in B2B calls versus calls to single ticket holders, etc.
- ✓ Financial Principles in Sport Firms-Undergraduate-Graduate Level
 - The course is intended to provide students with blend of corporate finance topics and revenue generation issues in the sport industry. Topics include: time value of money, capital budgeting, stocks/bonds, personal finance, revenue generation in collegiate and professional sports, fundraising challenges, stadium financing, economic impact, and measurement of sponsorship effectiveness.
- ✓ Introduction to Sport Management-Undergraduate Level
 - This class is designed to be an introduction to management / marketing by using examples of sport firms and is populated by all types of University majors. By utilizing current sport industry firms as working examples, we discuss management and marketing topics such as: the role of management, the goal of the firm, sustained competitive advantage, managing/evaluating sponsorship, reaching target markets, managing change, and setting strategy to realize goals.
- ✓ Economics of Sport-Undergraduate Level
 - In this course, we explore the major areas of economics through the context of sport. Topics include: monopolistic effects on labor, consumer surplus in relationship to sport franchises, supply/demand issues in professional sport, monopsonistic outcomes of sport franchises, labor unions in sport, and wage determination for labor.
- ✓ History of Baseball in American Culture
 - This course is taught as a summer elective open to all University students. The course traces the history of American baseball from its early beginnings in the middle 19th century to its present day state, highlighting significant intersections between the game and American history in the process (e.g., the effect of WWI and WWII upon the American culture and the game, the great depression, the rise of the

industrial age, racism and the integration of black players into MLB in 1947, free agency and monopsonistic exploitation of MLB owners).

Course Summary Grid for Sections Taught:

| Course | Undergrad Sections Taught | Graduate Sections Taught | Doctoral Sections Taught |
|------------------------------------|---------------------------|--------------------------|--------------------------|
| Seminar in Org Beh/HR in SMGT | | | 3 |
| Human Resource Management | 2 | 45 | |
| Research Methods and Stats | | 11 | |
| Ticket Sales / Operations in Sport | 20 | 4 | |
| Consumer Behavior in Sport | | 2 | |
| Financial Prin. in Sport Industry | 24 | 4 | |
| Intro to Sport Management | 20 | | |
| Economics of Sport | 7 | | |
| Management in Sport Organizations | 5 | | |
| History of Baseball | 7 | | |
| Sport Fan Behavior (online) | 9 | | |
| Internship | 8 | 16 | 3 |
| Grand Total | 190 | | |

Professional Memberships-Past or Present

National Association of International Educators (NAFSA)
 Society for Industrial and Organizational Psychology (SIOP)
 Society for Human Resource Management (SHRM)
 Academy of Management (AOM)
 Southern Management Association (SMA)
 North American Society for Sport Management (NASSM)
 Eastern Academy of Management (EAM)
 Southwest Academy of Management (SWAM)
 European Association of Sport Management (EASM)

Customized Analytics Services / Consulting

Customized Sport Industry Analytics Services:

- 2019; Work in Sports, created an experimental survey to explore how job seekers in sport evaluate the attractiveness of job openings
- 2016; BB&T Atlanta Open, created a customized customer analytics project targeting fan satisfaction, engagement, potential corporate sponsors, and revenue generation ideas

- 2014; BB&T Atlanta Open, created a customized analytics project aimed at improving the satisfaction of tournament volunteers
- 2011; Atlanta Tennis Championships, Fan Survey and Market Research
- 2006; Atlanta Hawks/ Thrashers, created a customized analytics project to explore the personality predictors of salesperson overall success.
- 2006; Pittsburgh Pirates, Account Executive Personality Research
- 2006; Orlando Magic Account Executive Personality Research
- 2006; Indiana Pacers/Fever Account Executive Personality Research
- 2005; Major League Soccer; New York HQ; conducted a personality and performance assessment on Account Executives for 12 U.S. teams. Provided recommended selection procedures to league office.
- 2004; Norfolk Tides Minor League Baseball Club; Norfolk VA, completed survey data analysis on customer perceptions of service quality, demographic information
- 2004; Georgia Southern University Department of Athletics, conducted Title IX survey
- 2003; Watermark Inc, Eureka, CA. Manufacturer of recreational equipment under the trademarks of Perception, Harmony, Dagger, Mainstream, and Yakima. Designed and executed employee satisfaction and commitment survey

Service Within a University Environment

University of South Carolina (College, University)

*Council of Academic Deans of Diversity (University)

*College HRSM Faculty Research and Grants Committee

*College of HRSM, Staff Member of the Year

Georgia Southern University Service (Department, College, University)

Committees **Chaired** During Time of Service

- College-Level Promotion and Tenure, 2016
 - (reviewed 23 candidates for promotion and/or tenure)
- College-Level committee to draft and approve College Bylaws, 2011-2012
- Departmental-Level Promotion and Tenure, 2009
 - (reviewed 10 candidates for promotion and/or tenure)
- Departmental-Level Promotion and Tenure, 2010
 - (reviewed 5 candidates for promotion and/or tenure)
- Sport Management Conference Planning Chair, 2009-2010
- Sport Management Conference Planning Chair, 2008-2009
- Sport Management Conference Planning Chair, 2007-2008

Academic Search Committee Membership

- Dietetics Internship Director, 2016-2017
- Faculty Search, Assistant Professor, Sport Management, 2015-16
- Dean of College Search, 2014
- Faculty Search, Assistant Professor, Sport Management, 2013
- Faculty Search, Assistant Professor, Sport Management, 2012
- Chair Search, School of Human Ecology, 2012

- Chair Search, Department of HTFCS, 2009
- Chair Search, Department of HTFCS, 2008
- Faculty Search, Assistant Professor, Sport Management, 2010
- Faculty Search, Assistant Professor, Sport Management, 2006
- Faculty Search, Assistant Professor, Sport Management, 2005

Other Committee Membership

- Operational Work Group- related to the consolidation of Georgia Southern University with Armstrong Atlantic, specific to the union of Health Sciences degree programs, 2017
- University Faculty Senate, 2016-2017
- School-level Promotion & Tenure, 2014, 2015
- Departmental Reorganization Subcommittee, 2012
- College Awards Committee, 2013, 2014
- University Internal Review Board, 2007, 2008, 2009
- College Research Committee, 2007, 2008, 2008, 2010
- Sport Management Conference Planning Committee, 2004, 2005, 2006

Other Service

- Program Lead, SACS-COC reporting for Institutional Effectiveness, 2010, 2011, 2012, 2013, 2014, 2015, 2016
- Undergraduate Program Director, Sport Management, 2014-2017
- Internship Director, Sport Management, 2014-2017
- Sport Management Major's Club Advisor, 2014
- Reformed University Fellowship Advisor, 2003-2017
- Graduate Program Director, Sport Management, 2007, 2008, 2009, 2010, 2011
- Athletic Department Ticket Sales Team, 2012: \$11,459 generated
- Athletic Department Ticket Sales Team, 2011: \$10,433 generated
- Athletic Department Ticket Sales Team, 2010: \$6,679 generated
- Athletic Department Ticket Sales Team, 2009: \$5,690 generated
- Market Research Project, Athletic Department-Georgia Southern University, 2008
- Freshman Orientation Experience, faculty instructor, 2 semester long courses, 2008
- Faculty Representative: Reformed University Fellowship, 2006-2013
- NCAA Title IX Compliance Survey for Georgia Southern Athletic Department, 2004, 2007
- Outside Committee Member, Master's Theses, Sport Psychology Master's Program:

Master's Thesis (outside) Committee Membership (Georgia Southern University)

- 2015, Grant, K. Tackling the transition: A life skills intervention to improve college adjustment, college self-efficacy, and the transference of life skills of freshmen student-athletes.

- 2014, Roorda, A. An Examination Between High and Low Optimistic NCAA Division I Student-Athletes' Perceptions of Preferred Leadership Behavior in Sport: A Qualitative Investigation.
- 2014, Ryan, Z. A Qualitative Examination of the Sport Music Preferences of NCAA Division I Athletes.
- 2014, Bennett, H. Perceptions of Coping with an Injury in Sport at the NCAA Division I Level: A Narrative Approach of Student Athletes and Athletic Trainers.
- 2013, White, D. Antecedents and burnout among college tennis players.
- 2013, Nartey, H. Perceptions of delinquency among male athletes and non-athletes: A qualitative investigation.
- 2013, Bird, M. Perceptions of the ethical use of technology use of technology for sport psychology service delivery among AASP certified consultants.
- 2012, Egli, T. Christian prayer in coaches.
- 2008, Scott, L. Effects of exercise and a brief education intervention on social physique anxiety.
- 2007, Delvecchio, A. Exploring the experiences of athletes who utilize hip hop music before, during, and after competition.

Doctoral Dissertation Committee Membership, University of South Carolina

- 2018, Jara-Pazmino, Sue. "Newcomer student-athlete perceptions of coaches socialization strategies: Scale development."
- 2018, Ross, Walker. "Investigating managerial priority of environmental inputs and outputs in the public assembly venues."
- 2020, Gao, Fei. "The downside of national team identity: A model to measure negative outcomes of team identity."
- 2022, Lopes, Alexia. "No tits in the pits!": An exploratory analysis of the experiences of female decision makers in motorsports in the United States.
- 2023: Huang, Xiaoan. "Framework for NBA general manager dismissal."
- 2023: Seidman, Michael.

Doctoral Dissertation Committee Chair

- 2023: Qi, Jiayao. "The influence of passion on sport industry job attraction, a biometric approach."

Service to Academic Profession

- 2020; External Reviewer, Promotion and Tenure
 - Indiana University, Louisiana State University, Indiana Univ Purdue Univ Indianapolis
- 2020; Reviewer, *Journal of Organizational Behavior*
- 2020; Reviewer, *European Sport Management Quarterly*
- 2019; Editorial Board, *International Journal of Sport Management and Marketing*
- 2017; Reviewer, *Journal of Sport Management*
- 2017; Invited Reviewer, *Introduction to Human Resource Management, 2nd edition* (Banfield and Kay), Oxford University Press
- 2016; Reviewer, *Journal of Sport Management*

- 2016; Reviewer, *Sport Management Education Journal*
- 2016; Reviewer, *Journal of Applied Sport Management*
- 2015; Co-Editor of Special Issue, *Journal of Applied Sport Management* Special Issue: "Political skills and power in sport organizations"
- 2013, Reviewer, *Journal of Applied Sport Management*
- 2013; Invited Reviewer: "*Human Resource Management*" textbook (Dessler, G.), Pearson Education.
- 2013; Invited Reviewer: *Journal of Business Logistics*
- 2013; Invited Reviewer: *Strategic Management Journal*
- 2013; Invited Reviewer: *Journal of Business Logistics*, special issue
- 2011, North American Society of Sport Management Student Paper Competition Reviewer
- 2010; Sport, Entertainment, and Venues Tomorrow Conference Reviewer
- 2010; Reviewer, Special Issue, *Sport Marketing Quarterly*
- 2009; Sport, Entertainment, and Venues Tomorrow Conference Reviewer
- 2008; North American Society for Sport Management Conference Section Reviewer Head
- 2008-2009; Senior Peer Reviewer, *Athletic Insight*
- 2007; Ad Hoc Reviewer, *Journal of Applied Social Psychology*
- 2007; Reviewer, *International Journal of Sport Management and Marketing* special issue
- 2006-2008; Reviewer, International Conference on Sport and Entertainment Business, University of South Carolina
- 2008; NASSM Student Research Award paper reviewer
- 2006; NASSM Student Research Award paper reviewer
- 2005; Reviewer, *Sport Management Review* special issue
- 2004; NASSM Conference abstract reviewer
- 2003; Reviewer, *Sport Marketing Quarterly* Case Study
- 2003; Sport Marketing Association conference abstract reviewer
- 2002; NASSM Student Initiatives Committee, elected at the annual meeting in Canmore, Alberta, Canada.

Service to Non-University Entities (i.e., Community)

- Completed 60-hours of training (two, 3-day workshops) in the area of Marine Science and Fisheries Management sponsored by the Marine Resources Education Program (MREP), St. Petersburg, FL, 2016
- Youth Sport Coaching, Bulloch County Recreation Department, Statesboro, GA
 - 2013, 2014, 2015, 2016, 2017 Youth baseball (8 teams), Youth basketball (4 teams)
- First President and CEO, Home Owners Association (HOA) of a local community consisting of 250 homes, 2015
- Wounded Warrior Saltwater Fishing Rodeo, Richmond Hill, GA, 2011, 2012, 2013, 2014
 - Boat captain, led guided fishing excursions for wounded military veterans
- Bulloch County Soup Kitchen, Statesboro, GA, 2012, 2013
- American Red Cross, Bulloch County Chapter, Executive Board Member, 2005-2006
- Habitat for Humanity Community Service, Tallahassee Project, 2002

Conferences and Workshops Attended

- 2023: European Association of Sport Management (EASM), Belfast, Northern Ireland
North American Society for Sport Management (NASSM), Montreal, Canada
- 2022: European Association of Sport Management (EASM), Innsbruck, Austria
North American Society for Sport Management (NASSM), Atlanta, GA
- 2020: Stadium Manager's Association, Phoenix, AZ
- 2019: EAB Workshop, Academic Performance Solutions, Washington DC
Applied Sport Management Conference, Nashville, TN
College Sport Research Institute (CSRI), Columbia, SC
Administrative Sciences Association of Canada (ASAC), St. Catharines, Canada
North American Society for Sport Management (NASSM), New Orleans, LA
Academy of Management (AOM), Boston, MA
International Conference on Tourism and Retail Management, Tianjin, China
Sport, Entertainment, Venues Tomorrow (SEVT), Columbia, SC
- 2018: European Association of Sport Management (EASM), Malmo, Sweden
Applied Sport Management Conference (ASMC), Baylor University, Waco, TX
Sport, Entertainment, Venues Tomorrow (SEVT), Columbia, SC
College Sport Research Institute (CSRI) Columbia, SC
Society for Industrial and Organizational Psychology (SIOP), Chicago, IL
North American Society for Sport Management (NASSM), Halifax, Nova Scotia, Canada
- 2017: North American Society for Sport Management (NASSM), Denver, CO
Marine Resource Education Program (MREP), Fisheries Policy, St. Petersburg, FL
- 2016: Eastern Academy of Management (EAM), New Haven, CT
Southwest Academy of Management (SWAM), Oklahoma City, OK
Marine Resource Education Program (MREP) Fisheries Science, St. Petersburg, FL
- 2015: American Marketing Association (AMA), Analytics With Purpose, San Diego, CA.
Sport Marketing Association (SMA), Atlanta, GA
- 2014: Eastern Academy of Management (EAM), Newport, RI
- 2012: North American Society for Sport Management (NASSM), Seattle, WA
- 2011: Southern Management Association (SMA), Savannah, GA
Sport, Entertainment, Venues Tomorrow (SEVT), Columbia, SC
- 2010: Sport, Entertainment, Venues Tomorrow (SEVT), Columbia, SC
- 2009: Sport, Entertainment, Venues Tomorrow (SEVT), Columbia, SC
- 2008: Sport, Entertainment, Venues Tomorrow (SEVT), Columbia, SC
- 2007: Southern Management Association (SMA), Nashville, TN
- 2006: North American Society for Sport Management (NASSM), Kansas City, MO
- 2005: International Conference on Sport and Entertainment Business (ICSEB), Columbia, SC
Sport Marketing Association (SMA), Phoenix, AZ
- 2004: North American Society for Sport Management (NASSM), Atlanta, GA
- 2003: North American Society for Sport Management (NASSM), Ithaca, NY
- 2002: North American Society for Sport Management (NASSM), Canmore, Alberta Canada
International Conference on Sport and Entertainment Business (ICSEB), Columbia, SC