

**Donna L. Pastore**

Work Address:  
453 Larkins Hall  
The Ohio State University  
Columbus, OH 43210  
(614) 292-0954  
pastore.3@osu.edu

**DEGREES HELD**

- Ph.D.** University of Southern California: August 1988  
Major: Athletic and Physical Education Administration  
Minor: Higher Education  
Dissertation Title: A Study to Identify Strategies for Recruiting and Maintaining Qualified Female Coaches
- M.A.** University of Florida: April 1983  
Major: Physical Education  
Specialization: Athletic Administration
- B.S.** University of Florida: December 1981  
Major: Physical Education

**APPOINTMENTS AND POSITIONS**

- Full Professor** -- The Ohio State University, Sport and Exercise Management Program, College of Education, School of Physical Activity and Educational Services; Columbus, Ohio: 2002 to present
- Associate Professor** -- The Ohio State University, Sport and Exercise Management Program, College of Education, School of Physical Activity and Educational Services; Columbus, Ohio: 1996 to 2002
- Assistant Professor** -- The Ohio State University, Sport and Exercise Management Program, College of Education, School of Physical Activity and Education Services; Columbus, Ohio: 1991 to 1996
- Assistant Professor/ Head Women's Softball Coach** -- Pennsylvania State University, Beaver Campus, College of Health and Human Development, Department of Exercise and Sport Sciences; Monaca, Pennsylvania: 1988 to 1991
- Instructor/Head Women's Softball Coach** -- Pennsylvania State University, Beaver Campus, College of Health and Human Performance, Department of Exercise and Sport Sciences; Monaca, Pennsylvania: 1987 to 1988
- Graduate Teaching Assistant** -- University of Southern California, College of Education, Department of Physical Education; Los Angeles, California: 1985 to 1987
- Instructor/Head Women's Softball Coach/Intramural Coordinator** -- Mount Holyoke College, Department of Physical Education and Athletics; South Hadley, Massachusetts: 1983 to 1985
- Graduate Teaching Assistant** -- University of Florida, College of Physical Education, Health, and Recreation, Department of Professional Physical Education; Gainesville, Florida: 1982 to 1983

**RESEARCH/SCHOLARSHIP INTEREST**

My research interests include: (1) the identification and study of factors associated with the lack of females in intercollegiate coaching and administrative positions and the development of strategies to recruit and retain females in these positions; (2) diversity management within sport organizations, and (3) the examination of current issues influencing and impacting intercollegiate athletics.

## **PUBLICATIONS**

### **Refereed Publications**

- Ko, Y. J., & Pastore, D. L. (in press). Current issues and conceptualizations of service quality in the participant sport industry. *Sport Marketing Quarterly*.
- Ko, Y.J., & Pastore, D. L. (in press) A hierarchical model of service quality for the recreational sport industry. *Sport Marketing Quarterly*.
- Fink, J.S., Pastore, D. L., & Riemer, H. (in press). Managing employee diversity: Perceived practices and organizational outcomes in NCAA division III athletic departments. *Sport Management Review*.
- Pastore, D. L., & Schneider, R. (in press). Past and future predictions of NCAA division I intercollegiate athletics. *International Journal of Sport Management*.
- Dixon, M. A., & Pastore, D. L. (in press). Impacting organizational effectiveness through human resource management: A multi-level model and review of practices. *Journal of Contemporary Athletics*.
- Jordan, J., Greenwell, T. C., Geist, A. L., Pastore, D. L., & Mahony, D. F., (in press). Coaches' perceptions of conference code of ethics. *The Physical Educator*.
- Workman, G.J., & Pastore, D. L. (2003). Seniors learning tennis: A qualitative study of personal meanings toward physical activity. *Future Focus: Ohio Journal for Health, Physical Education, Recreation, and Dance*, 24, 9-16.
- Dixon, M.A., Turner, B.A., Pastore, D.L., & Mahony, D. F. (2003). Rule violations in intercollegiate athletics: A qualitative investigation utilizing an organizational justice framework. *Journal of Academic Ethics*, 1, 59-90.
- Greenwell, T. C., Fink, J.S., & Pastore, D.L. (2002). Assessing the influence of the physical sports facility on customer satisfaction within the context of the service experience. *Sport Management Review*, 5, 129-148.
- Greenwell, T. C., Fink, J.S., & Pastore, D. L. (2002). Perceptions of the service experience: Using demographic and psychographic variables to identify customer segments. *Sport Marketing Quarterly*, 11, 234-242
- Jordan, J.S., Funk, D.C., & Pastore, D.L. (2002). Exploring the relationship between moral reasoning and individual characteristics: A preliminary study to guide future research. *The Journal of MAHPERD: Mississippi Association for Health, Physical Education, Recreation, and Dance*, 19 (1), 13-19.
- Pastore, D. L. (2002). Collaborative tips for writing and publishing. *Future Focus: Ohio Journal for Health, Physical Education, Recreation, and Dance*, 23, 17-18.
- Fink, J. S., Pastore, D. L., & Riemer, H.A. (2001). Do differences make a difference? Managing diversity in division IA intercollegiate athletics. *Journal of Sport Management*, 15, 10-50.
- Greenwell, T. C., Geist, A. L., Mahony, D. F., Jordan, J., & Pastore, D. L. (2001). Characteristics of NCAA conference codes of ethics. *International Journal of Sport Management*, 2, 108-124.
- Ridinger, L. L., & Pastore, D.L. (2001). Coaches' perceptions of recruiting international student-athletes. *Journal of the International Council for Health, Physical Education, Recreation, Sport, and Dance Journal*, 37, 18-25.

- Inglis, S., Danylchuk, K. E., & Pastore, D. L. (2000). Multiple realities of women's work experiences in coaching and athletic management. *Women in Sport and Physical Activity Journal*, 9, 1-26.
- Ridinger, L.L., & Pastore, D.L. (2000). A proposed framework to identify factors associated with international student-athlete adjustment to college. *International Journal of Sport Management*, 1, 4-24.
- Ridinger, L. L., & Pastore, D. L. (2000). International student athlete adjustment to college: A preliminary analysis. *NACADA Journal (The Journal of the National Academic Advising Association)*, 20 (1), 33-41.
- Funk, D. C., & Pastore, D. L. (2000). Equating attitudes to allegiance: The usefulness of selected attitudinal information in segmenting loyalty to professional sports teams. *Sport Marketing Quarterly*, 9 (4), 175-184.
- Fink, J.S., & Pastore, D.L. (1999). Diversity in sport? Utilizing the business literature to devise a comprehensive framework of diversity initiatives. *Quest*, 51 (4), 310-327.
- Mahony, D. F., Fink, J. S., & Pastore, D.L. (1999). Ethics in intercollegiate athletics: An examination of NCAA violations and penalties - 1995-1997. *Professional Ethics*, 7 (20), 53-74.
- Pastore, D.L., Danylchuk, K.E., & Inglis, S. (1999). Confirmatory factor analyses of retention factors for American and Canadian coaches and athletic managers. *Journal of the International Council for Health, Physical Education, Recreation, Sport, and Dance*, 35 (4), 26-31.
- Pastore, D., Danylchuk, K., & Inglis, S. (1999). Retention factors in coaching and athletic management positions: A comparison between studies. *Future Focus: Journal of the Ohio Association for Health, Physical Education, Recreation, and Dance*, 20 (1), 17-22.
- Pastore, D.L. (1999). Celebrating the past, shaping the future, Anglo American women in sport. *Journal of Physical Education, Recreation, and Dance*, 70 (4), 39-41.
- Lyberger, M. R., & Pastore, D.L. (1998). Health club facility operators perceived level of compliance to the Americans with Disabilities Act (ADA). *Journal of Sport Management*, 12 (2), 138-145.
- Mahoney, D.F., & Pastore, D. L. (1998). Distributive justice: An examination of revenues and expenses at NCAA institutions - 1973-1993. *Journal of Sport and Social Issues*, 22 (2), 127-152.
- Ko, Y.J. & Pastore, D.L. (1998). Analyzing cultural values within a sport organization: The case of United States Taekwondo union members. *Journal of the International Council for Health, Physical Education, Recreation, Sport, and Dance* (1), 36-40.
- Fink, J. S., Pastore, D. L., & Moore, D. B. (1997). Gender equity survey. *Strategies*, 10 (5), 8-9.
- Fink, J.S., & Pastore, D.L. (1997). Gender equity? Differences in athletes perceptions of equity in sport. *Journal of Legal Aspects of Sport*, 7 (3), 130-144.
- Lyberger, M.L., & Pastore, D.L. (1997). Section 504 and the ADA: Past, Present and Future. *Journal of Legal Aspects of Sport*, 7 (2), 105-117.
- Riemer, H., Pastore, D.L., & Goldfine, B. (1997). Areas of administrative support for NCAA college coaches. *Future Focus: Ohio Journal for Health, Physical Education, Recreation, and Dance*, 18 (1), 23-28.

- Pastore, D. L., Inglis, S., & Danylchuk, K. E. (1996). Retention factors in coaching and athletic management: Differences by gender, position, and geographic location. *Journal of Sport and Social Issues*, 24 (4), 427-441.
- Pastore, D. L., Goldfine, B., & Riemer, H. (1996). NCAA college coaches and athletic administrative support. *Journal of Sport Management*, 10 (4), 373-387.
- Danylchuk, K.E., Pastore, D. L., & Inglis, S. (1996). Critical factors in the attainment of intercollegiate coaching and management positions. *The Physical Educator*, 53, 137-146.
- Inglis, S., Danylchuk, K.E., & Pastore, D. (1996). Understanding retention factors in coaching and athletic management positions. *Journal of Sport Management*, 10 (3), 237-249.
- Goldfine, B., & Pastore, D. (1996). The coaches' opinion survey: A great way to enhance communication with athletic administrators. *Strategies*, 10 (1), 9-11.
- Fink, J.S., & Pastore, D. L. (1996). Hands-on projects for sports law classes. *Strategies*, 9 (8), 11-13.
- Workman, G., & Pastore, D. L. (1996). Personal meaning differences among adult recreation softball players. *Future Focus: Ohio Journal of Health, Physical Education, Recreation, and Dance*, 17 (1), 24-28.
- Pastore, D.L. & Judd, M.R. (1995). Teaching legal issues in sport -- Hints for nonlawyers. *Strategies*, 8, 19-21.
- Kutame, M.A., & Pastore, D.L. (1995). A conceptual framework for coaching education in Ghana. *Journal of the International Council for Health, Physical Education, Recreation, Sport, and Dance*, 30-34.
- Meacci, W.G., & Pastore, D.L. (1995). Effects of occluded vision and imagery on putting golf balls. *Perceptual and Motor Skills*, 80, 179-186.
- Hums, M.A., MacLean, J., Richman J.M., & Pastore, D.L. (1994). Influences on women's intercollegiate sport in the United States and Canada. *Journal of the International Council for Health, Physical Education, Recreation, Sport and Dance*, 31, 35-37.
- Kellams, K., & Pastore, D.L. (1994). An opportunity for the '90's: Increase women in coaching. *Interscholastic Athletic Administration*, 21 (2), 13-14.
- Pastore, D.L. (1994). Strategies for retaining female high school head coaches: A survey of administrators and coaches. *Journal of Sport and Social Issues*, 18, 169-182.
- Galuska, M., & Pastore, D.L. (1994). Gymnasium wall colors and unsportsmanlike conduct in intramural programs. *National Intramural-Recreational Sports Association Journal*, 18, 38, 40-41.
- Pastore, D.L., & Meacci, W.G. (1994). Employment process for NCAA female coaches. *Journal of Sport Management*, 8, 115-128.
- Pastore, D.L. (1994). Job satisfaction and female college coaches. *The Physical Educator*, 50, 216-221.
- Baumann, A., & Pastore, D.L. (1994). A status report of women's intercollegiate athletic programs in Ohio two-year and four-year colleges/universities. *Future Focus: Ohio Journal of Health, Physical Education, Recreation, and Dance*, 15, 10-14.

- Pastore, D. L., & Kuga, D. J. (1993). High school coaches of women's teams: An evaluation of burnout levels. *The Physical Educator*, 50, 126-131.
- Buhr, R., & Pastore, D. L. (1993). Retention of officials: A four step approach. *National Intramural-Recreational Sports Association Journal*, 17, 48, 51.
- Pastore, D. L. & Judd, M. R. (1993). Burnout and gender differences in two year college coaches of women's athletic teams. *Sociology of Sport Journal*, 10, 205-212.
- Pastore, D.L. (1993). A checklist for accident report forms. *Strategies*, 7, 15-17.
- Kuga, D.J., & Pastore, D.L. (1993). Burnout levels in Wisconsin track and softball coaches. *Journal: The Wisconsin Association for Health, Physical Education, Recreation, and Dance*, 22, 21-22, 29, 34.
- Judd, M. R., Pastore, D. L., & Kelley, B. C. (1993). Strategies to reduce and prevent coaching burnout. *Strategies*, 6, 15-17.
- Pastore, D.L. (1993). Ohio high school coaches of female teams: Are they burned out? *Future Focus: Ohio Journal of Health, Physical Education, Recreation, and Dance*, 13, 28-30.
- Pastore, D. L. & Judd, M. R. (1992). Burnout in two-year college coaches of women's team sports. *Journal of Physical Education, Recreation, and Dance*, 63, 74-79.
- Pastore, D. L. & Meacci, W. G. (1992). Administrative recommendations for increasing the number of female coaches at two-year colleges. *The Physical Educator*, 49, 67-72.
- Pastore, D. L. (1992). Two year college coaches of women's teams: Gender differences in coaching career selections. *Journal of Sport Management*, 6, 179-190.
- Kuga, D. J., & Pastore, D.L. (1992). Evaluating the personal behavior of intramural and recreational sports program administrators. *National Intramural-Recreational Sports Association Journal*, 16, 30, 32-33.
- Meacci, W. G. & Pastore, D. L. (1992). Golf: Making short putts. *Strategies*, 5, 13-15.
- Pastore, D. L. (1991). The status of female coaches in two year colleges. *Journal of Physical Education, Recreation, and Dance*, 62, 22-26.
- Kuga, D. J., & Pastore, D. L. (1991). Assisting high school intramural programs with self-evaluation. *National Intramural-Recreational Sports Association Journal*, 16, 41-44.
- Pastore, D. L. (1991). Male and female coaches of women's athletic teams: Reasons for entering and leaving the profession. *Journal of Sport Management*, 5, 128-143.
- Pastore, D. L., & Meacci, W. G. (1990). Coaches recommendations for recruiting and retaining female college coaches. *Journal of Physical Education, Recreation, and Dance*, 61, 86-89.
- Meacci, W., Pastore, D., & Karwoski, J. (1989). Racquetball: Teaching kill shots to a novice. *Strategies*, 2, 26-27.
- Pastore, D. L., & Kuga, D. J. (1989). High school intramural programs. *National Intramural-Recreational Sports Association Journal*, 12, 8-10, 12.
- Pastore, D. L., & Whiddon, S. (1983). The employment of males and females in athletics and physical education in the state of Florida. *The Physical Educator*, 40, 207-210.

Pastore, D., & Hall, L. (1983). Midnight fun run. *National Intramural-Recreational Sports Association Journal*, 12, 8-10, 12.

### **Editor Reviewed Journal Articles**

Pastore, D. L. (2003). A different lens to view mentoring in sport management. *Journal of Sport Management*, 17, 1-12.

Geist, A. L., & Pastore, D. L. (2002). NCAA division II leadership study. *Athletics Administration*, 37 (2), 10, 12-13.

Pastore, D. L. (2000). Going the distance in the 21<sup>st</sup> century. *International Journal of Sport Management*, 1, 249-252.

Daprano, C.M., Pastore, D.L., & Moore, D.B. (1998). Perceptions: A Study of Member Schools' Perceptions of the OHSAA. *The Ohio High School Athlete*, 58 (2), 46-55.

Ridinger, L. L., & Pastore, D. L. (1998). Two-year college coaches' perceptions toward recruiting international student-athletes: A preliminary analysis. *JUCO Review (The Official NJCAA Journal)*. Vol. XLIX (6), 4, 16, 18, 19.

Fink, J. S., Pastore, D. L., & Moore, D. B. (1997). A gender equity study and its results from Ohio high schools. *The Ohio High School Athlete*, LVI, 5-7.

Kuga, D.J., & Pastore, D.L. (1994). A status report of women's intercollegiate athletic programs in two-year colleges. *JUCO Review: National Junior College Athletic Association*, 18-22.

Goldfine, B., & Pastore, D.L. (1994). Upward feedback in athletic administration. *Scholastic Coach*, 64, 6, 8.

Clayton, N., & Pastore, D.L. (1994). Promoting women's athletic programs. *The Ohio High School Athlete*, 23, 5-6.

Pastore, D.L., & Kuga, D.J. (1994). An evaluation of coaching behavior: Potential for burnout among Iowa coaches. *Iowa Association for Health, Physical Education, Recreation, and Dance State Journal*, 27, 23-26.

Meacci, W., & Pastore, D. L. (1991). Female coaching trends and administrative evaluation of select employment strategies for two year colleges in the northeastern United States. *JUCO Review: National Junior College Athletic Association*, 27, 4-11.

Pastore, D. L. (March, 1986). A weight training/exercise program for winning softball. *Women's Coaching Clinic*, 9, 1-5.

Pastore, D. L., & Erwin, J. (January, 1986). The essentials of catching. *Women's Coaching Clinic*, 9, 4-7.

Pastore, D. L. (January, 1985). Batting: an important aspect of offensive softball. *Women's Coaching Clinic*, 8, 7-8.

Pastore, D. L., & Hesse, H., (November, 1984). The softball switch: Slowpitch to fastpitch. *Florida Journal of Health, Physical Education, Recreation, and Dance*, 22, 3-4, 25

Pastore, D., Obreza, L., & Osgood, H. (May 1981). The fun run: A new dimension in the physical education program. *Florida Journal of Health, Physical Education, Recreation, and Dance*, 19, 7.

### Reviews and Abstracts

- Dixon, M. A., & Pastore, D. L. (2003). An empirical investigation of the satisfaction, commitment, and performance of NCAA division III coaches. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 74 (1), A-85.
- Greenwell, T.C., Fink, J.S., & Pastore, D. L. (2002). An examination of the link between customer satisfaction and profitability. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 73 (1), A-110.
- Jordan, J.S., Fink, J.S., & Pastore, D. L. (2002). Determining the dimensionality of the OJI in a sport setting. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 73 (1), A-110.
- Ko, Y.J., & Pastore, D. L. (2001). A multidimensional and hierarchical model of service quality in the participant sport industry. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 72 (1), A-109.
- Bruening, J., & Pastore, D. L. (2000). The socialization process and African American female sport participants. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 71 (1), A-116.
- Funk, D. C., & Pastore, D. L. (2000). Examining the attitudinal component of loyalty toward a professional sports team. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 71 (1), A-118.
- Ridinger, L. L., & Pastore, D.L. (1999). International and domestic student athlete adjustment to college. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 70 (1), A-113.
- Fink, J.S., & Pastore, D.L. (1998). Intercollegiate athletic members' perceptions of managing employee diversity. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*. 69 (1), A-122.
- Meacci, W. G., Pastore, D. L., & Nichols, R. (1997). Effects of occluded vision an imagery putting golf balls. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*, 68 (1), A-104.
- Lyberger, M., & Pastore, D. L. (1997). Health club facility operators perceived level of compliance to the Americans with Disabilities Act (ADA) *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*, 68 (1), A-122.
- Workman, G. J., & Pastore, D. L. (1996). Personal meaning differences among adult recreation softball players. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*, 67 (1), A-112.
- Workman, G. J., & Pastore, D. L. (1996). Seniors learning sport: A qualitative study. *Research Quarterly for Exercise and Sport: Abstracts of Completed Research*, 67 (1), A-111.

### Papers in Proceedings

- Mahony, D.F., Geist, A. L., Jordan, J. S., Greenwell, T.C., & Pastore, D. L. (1999). Codes of ethics used by sport governing bodies: Problems in intercollegiate athletics. *European Association for Sport Management Proceedings*. 206-208.

## PRESENTATIONS

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance, Annual State Convention. "Retention Strategies for Ohio High School Coaches and Athletic Administrators." Dayton, OH, December, 2003. With T. Ciesak.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance, Annual State Convention. "Goodness of Fit: Matching Your Job to Your Interests, Goals, and Core Values." Dayton, OH, December, 2003. With J. Cuneen, and R. Baker.

Paper presented at the North American Society for Sport Management Conference. "The Drive for Tenure in the 21<sup>st</sup> Century: Keys for Successful Research Collaboration." Ithaca, NY, May 2003. With J. Jordan, B. Turner, C. Daprano, M. Dixon, S. Lilienthal, C. Greenwell, Y. Ko, and J. Bruening.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Hints on Job Hunting Strategies and How to Become More Marketable (Employable) Within HPERD." Philadelphia, PA, April 2003. With W. Stier. et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Journal Writers' Workshop." Philadelphia, PA, April 2003. With W. Stier. et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sport Management. "An Empirical Investigation of the Satisfaction, Commitment, and Performance of NCAA Division III Coaches." Philadelphia, PA, April 2003. With M. Dixon.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "Strategies for Enhanced Retention of Female Coaches." Philadelphia, PA, April 2003. With M. Dixon and M. Gehring.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance, Annual State Convention. "Getting Attention: Publicizing your HPERD Programs in Local and Regional Media." Cleveland, OH, November, 2002. With J. Cuneen, and R. Baker.

Earle F. Zeigler Lecture. Presented at the North American Society for Sport Management Conference. "A Different Lens to View Mentoring in Sport Management." Canmore, Canada, June 2002.

Paper presented at the North American Society for Sport Management Conference. "Surviving Your First Year as A Sport Management Faculty Member: Successful Strategies." Canmore, Canada, June 2002. With J. Jordan, C. Daprano, M. Dixon, B. Turner, M. Ferreira, C. Greenwell, Y. Ko, and J. Bruening.

Paper presented at the North American Society for Sport Management Conference. "Perceptions of Organizational Effectiveness and Change in a Sport Association." Canmore, Canada, June 2002. With C. Daprano.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sport Management. "An Examination of the Link Between Customer Satisfaction and Profitability." San Diego, CA, April, 2002. With T.C. Greenwell, and J. Fink.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sport Management. "Determining the Dimensionality of the OJI in a Sport Setting." San Diego, CA, April, 2002. With J. Jordan, and J. Fink.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "Rule Violations in Intercollegiate Athletics: A Coach's Perspective." San Diego, CA, April, 2002. With M. Dixon.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "AAHPERD Writer's Forum." San Diego, CA, April, 2002. With W. Stier, et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "Connecting with graduate schools: Asking questions and getting answers." San Diego, CA, April, 2002. With S. Hodge, et al.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance, Annual State Convention. "Write and Publish in Future Focus! A Seminar and Workshop for Current and Future Authors." Toledo, OH, November, 2001. With K. Burnett, J. Cuneen, L. Darby, P. Allison, and B. Pissanos.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance, Annual State Convention. "Link Between Visual Portrayals and Life Roles: A Theory Regarding the Influences of Sport-Related Advertising on Sport-Related Career Selection for Girls and Women." Toledo, OH, November, 2001. With J. Cuneen,

Paper presented at the North American Society for Sport Management Conference. "Consumers' Perceptions of Service Quality: Assessment and Practical Implications for University Recreational Sport Programs." Virginia Beach, VA, June, 2001. With Y.J. Ko.

Paper presented at the North American Society for Sport Management Conference. "Coaches Perceptions of Codes of Ethics and Rule Violations in Athletics." Virginia Beach, VA, June, 2001. With M. Dixon, A. Geist, C. Greenwell, D. Mahony, B. Turner, and J. Jordan.

Paper presented at the North American Society for Sport Management Conference under the Research Poster Session. "An Empirical Analysis of a Service Quality Model in the Participant Sport Industry." Virginia Beach, VA, June, 2001. With Y.J. Ko.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "How to Become More Marketable within HPERD & A - Hints, Strategies, and Tactics for Finding Jobs in the 21<sup>st</sup> Century." Cincinnati, OH, March, 2001. With B. Stier et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "How to Become a Published Journal Author." Cincinnati, OH, March, 2001. With B. Stier et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sport Management. "A Multidimensional and Hierarchical Model of Service Quality in the Participant Sport Industry." Cincinnati, OH, March, 2001. With Y.J. Ko.

Paper presented at the North American Society for Sport Management Conference. "Examining the Use of Codes of Ethics in Intercollegiate Athletics: A Team Approach to Research." Colorado Springs, Colorado, June, 2000. With A. Geist, C. Greenwell, J. Jordan, D. Mahony, B. Turner, M. Dixon, and R. Morris.

Paper presented at the North American Society for Sport Management Conference. "A Multidimensional and Hierarchical Model of Service Quality for Sport Consumers." Colorado Springs, Colorado, June, 2000. With Y. Ko.

Paper presented at the North American Society for Sport Management Conference. "College Teaching and Sport Management: What Methods and Strategies are Being Used to Develop Effective College Teachers?" Colorado Springs, Colorado, June, 2000. With J. Jordan, R. Morris, M. Dixon, J. Fink, and A. Kent.

Paper presented at the North American Society for Sport Management Conference under the Research Poster Session. "A Study Examining High School Athletic Violations and Penalties." Colorado Springs, Colorado, June, 2000. With B. Turner and D. Mahony.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "Career Opportunities within HPERD & A and Appropriate Strategies for Finding Jobs in the New Millennium." Orlando, FL, March, 2000. With B. Stier et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "Connecting with Graduate Schools: Asking Questions-Getting Answers." Orlando, FL, March, 2000. With S. Hodge et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sport Management. "The Socialization Process of African American Female Sport Participants." Orlando, FL, March, 2000. With J. Bruening.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sport Management. "Examining the Attitudinal Component of Loyalty Towards a Professional Sports Team." Orlando, FL, March, 2000. With D. Funk.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance, Annual State Convention under the Research Poster Session. "Moral Reasoning of Student-Athletes and Non-Athletes." Columbus, OH, December, 1999. With J. Jordan.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance, Annual State Convention. "Ways to Celebrate Girls and Women in Sport Day." Columbus, OH, December, 1999. With J. Cuneen.

Paper presented at the North American Society for Sport Management Conference under the Research Poster Session. "Results from a Study on International Student-Athlete Adjustment to College." Vancouver, BC, May, 1999. With L. Ridinger.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sociocultural Aspects. "International and Domestic Student Athlete Adjustment to College." Boston, MA, April, 1999. With L. Ridinger.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "Phenomenal Women: How Socialization Leads to the Underrepresentation of African-American Females in College Athletics." Boston, MA, April, 1999. With J. Bruening.

Paper presented at the European Association for Sport Management Conference. "Codes of Ethics Used by Sport Governing Bodies: Problems in Intercollegiate Athletics." Thessaloniki, Greece, September, 1999. With D. Mahony, A. Geist, J. Jordan, and T.C. Greenwell.

Paper presented at the North American Society for Sport Management Conference. "Multiple Realities of Women's Experiences in Athletic Coaching and Management: Listening to the Voices." Buffalo, NY, May, 1998. With S. Inglis and K. Danylchuk.

Paper presented at the North American Society for Sport Management Conference. "A Comparison between Men's and Women's Intercollegiate Athletic Programs and NCAA Violations." Buffalo, NY, May, 1998. With D. Mahony and J. Fink.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sociocultural Aspects. "Intercollegiate Athletic Members' of Managing Employee Diversity." With J. Fink.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Female College Coaches' Perceptions Toward the Recruitment of Foreign Student-Athletes." Reno, NV, April 1998. With L. Ridinger.

Paper presented at the Midwest District of the American Alliance for Health, Physical Education, Recreation, and Dance Annual. "Become a Voice for Girls and Women in Sport." Ft. Wayne, IN, February, 1998.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance Convention under the Research Poster Section. "Two-Year College Coaches' Perceptions Toward Recruiting International Student-Athletes: A Preliminary Analysis." Dayton, OH, December 1997. With L. Ridinger.

Paper presented at the North American Society for Sport Management Conference. "TIME OUT: Research and Women in Intercollegiate Coaching and Management Positions." San Antonio, Texas, May 1997. With S. Inglis and K. Danylchuk.

Paper presented at the North American Society for Sport Management Conference. "An Analysis of NCAA Revenue and Expense Reports: 1973-1993." San Antonio, Texas, May 1997. With D. Mahony.

Paper presented at the North American Society for Sport Management Conference. "Getting Hired: Tactics and Strategies for Breaking into the Sport Management Profession." San Antonio, Texas, May 1997. With M. Fitzgerald and L. Sawyer.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Women Moving Ahead: Becoming Involved in NAGWS." St. Louis, Missouri, March 1997.

Paper presented at the Central District for Health, Physical Education, Recreation, and Dance, Advocacy Workshop. "Celebrating the National Girls and Women in Sport Day." St. Louis, Missouri, March 1997.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Becoming Marketable Within the HPERD and A Profession - Securing a Job." St. Louis, Missouri, March 1997, With W. Stier et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention under the Research Consortium Poster Session: Psychology. "Effects of Occluded Vision an Imagery Putting Golf Balls." St. Louis, Missouri, March 1997, With W. Meacci.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention under the Research Consortium Poster Session: Special Populations. "Health Club Facility Operators Perceived Level of Compliance to the Americans with Disabilities Act (ADA)." St. Louis, Missouri, March 1997, With M. Lyberger.

Paper presented at the North American Society for Sport Management Conference. "Generating Participation at NASSM." New Brunswick, Canada, May 1996. With P. Titlebaum, B. Crow, and D. Stotlar.

Paper presented at the North American Society for Sport Management Conference. "Perspectives on Pre-Qualifications of Internship Site Supervisors." New Brunswick, Canada, May 1996. With P. Titlebaum, E. Verner, and B. Goldfine.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Female Athletes and Football Players Perceptions Toward Title IX Compliance." Atlanta, Georgia, April 1996. With J. Fink.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Becoming Marketable Within the HPERD and A Profession - Securing a Job." Atlanta, Georgia, April 1996, With W. Stier et al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Equity Survey for High School Athletic Associations and Athletic Departments." Atlanta, Georgia, April 1996. With J. Fink, and D. Moore.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "The Impact of the Crime Awareness and Campus Security Act of 1990 on Reporting Alcohol Related Campus Crimes." Atlanta, Georgia, April 1996. With W. Meacci.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention under the Research Consortium Poster Session: Sociocultural; Leisure. "Seniors Learning Sport: A Qualitative Study." Atlanta, Georgia, April 1996. With G. Workman.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention under the Research Consortium Poster Session: Sociocultural; Leisure. "Personal Meaning Differences Among Adult Recreation Softball Players." Atlanta, Georgia, April 1996. With G. Workman.

Paper presented at the Ohio Association for Health, Physical Education, Recreation, and Dance Convention. "Sport Management Internships: How to Select a Site & Receive An Offer." Cleveland, OH, December 1996. With J. Cuneen.

Paper presented at the North American Society for Sport Management Conference. "The Development of a Gender Equity Measurement Designed in Accordance with OCR Standards." Athens, GA, June 1995. With J. Fink.

Paper presented at the North American Society for Sport Management Conference. "Retention Factors in Coaching and Athletic Management: Differences by Gender, Position, and Geographical Location." Athens, GA, June 1995. With S. Inglis, and K. Danylchuk.

Paper presented at the North American Society for Sport Management Conference. "Athletic Administration Support for Collegiate Coaches: Development of a Scale." Athens, GA, June 1995. With B. Goldfine, and H. Riemer.

Panel session presented at the North American Society for Sport Management Conference. "Perspectives on Motivating Students for Their Internship Experiences." Athens, GA, June 1995. With P. Titlebaum, B. Goldfine, J. Richman, and L. Schoonmaker.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Two-Year College Coaches of Women's Teams and Job Satisfaction." Portland, Oregon, April 1995. With W. Meacci, and G. Workman.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention, under NAGWS Potpourri of Research IV Session. "Employee Opinion Surveys for Women's Intercollegiate Athletic Programs." Portland, Oregon, April 1995. With B. Goldfine.

Paper presented at the Ohio State Association for Health, Physical Education, Recreation, and Dance Convention. "Job Satisfaction and College Coaches." Toledo, OH, December 1994. With J. Fink.

Paper presented at the North American Society for Sport Management Conference. "Why do Individuals Stay? Retention Factors in Coaching and Athletic Management Positions: Development of a Scale." Pittsburgh, PA, June 1994. With K. Danylchuk, and S. Inglis.

Panel session presented at the North American Society for Sport Management Conference. "Perspectives on Student Internship Evaluation." Pittsburgh, PA, June 1994. With L. Schoonmaker, M. Hums, and B. Goldfine.

Panel session presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Job Marketability and Career Planning within HPERD & A." With W. Stier et. al.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Job Satisfaction Among Male and Female College Coaches of Women's Teams." Denver, Colorado, April 1994. With W. Meacci.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Multiculturalism and Personal Meaning Among Adult Recreational Softball Participants." Denver, Colorado, April 1994. With G. Workman.

Paper presented at the Midwest District Convention of the American Alliance for Health, Physical Education, Recreation, and Dance. "An Update of Women's Athletic Programs in Two-Year Colleges." Morgantown, West Virginia, February 1994.

Paper presented at the Ohio State Association for Health, Physical Education, Recreation, and Dance Convention. "Burnout and Coaches." Columbus, Ohio, December 1993.

Panel presentation at the North American Society for Sport Management Conference. "Sport Management Internships: Perspectives from Four Institutions." Edmonton, Alberta, Canada, June 1993. With M. Judd, R. Madrigal, M. Hums, and B. Goldfine.

Panel presentation at the North American Society for Sport Management Conference. "Innovative Methods of Teaching Facility Design and Management." Edmonton, Alberta, Canada, June 1993. With B. Goldfine, M. Judd, and M. Hums.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Retention Strategies for Females in High School Coaching Positions." Washington, D.C., March 1993. With W. Meacci.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Current Issues and Trends in Women's Athletics: American and Canadian Perspectives." Washington, D.C., March 1993. With M. Hums, J. Richman, and J. MacLean.

Paper presented at the National Girls and Women in Sport Symposium. "High School Coaches of Women's Teams and Burnout." Slippery Rock, PA, February 1993. With K. Armstrong.

Paper presented at the North American Society for Sport Management Conference. "The Employment Process of NCAA Division I Female Coaches." Knoxville, TN, June 1992.

Panel presentation at the North American Society for Sport Management Conference. "Research-Teaching-Service Syndrome: Survival Techniques for Tenure Track Faculty." Knoxville, TN, June 1992. With M. Judd, M. Hums, and B. Goldfine.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "The Employment Process for NCAA Female Coaches." Indianapolis, IN, April 1992. With W. Meacci.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Effective Management Competencies as Recommended by Athletic Directors of Women's Athletic Programs." Indianapolis, IN, April 1992. With M. Judd.

Paper presented at the 1992 Big Ten/CIC Women in Sport Conference. "Women's Athletics and NCAA Violations." Columbus, OH, April 1992.

Paper presented at the National Girls and Women in Sport Symposium. "NCAA and Women's Athletics." Slippery Rock, PA, February 1992. With D. Kuga.

Paper presented at the Ohio Advisory Council National Physical Education Conference K-8. "Improve Your Intramural Program: Use a Self-Evaluation Tool." Youngstown, OH, October 1991.

Paper presented at the North American Society for Sport Management Conference. "Administrators Recommendations for Recruiting and Retaining Female College Coaches." Ottawa, Canada, June 1991.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Burnout and Two-Year College Coaches of Women's Athletic Teams." San Francisco, CA, April 1991. With W. Meacci and M. Judd.

Paper presented at the National Association for Women Dean's, Administrators, and Counselors Annual National Convention. "Women's Athletics: A Look from the Past to the Future." Boston, MA, March 1991.

Paper presented at the Pennsylvania State Association for Health, Physical Education, Recreation, and Dance Convention. "Burnout and College Coaches." Hershey, PA, November 1990.

Paper presented at the Eastern Association for Physical Education of College Women Fall Conference. "Reasons Two-Year and Four-Year Female College Coaches Enter and Leave the Profession." Tamiment, PA, October 1990.

Paper presented at the Annual Penn State University Commonwealth Education System Research/Scholarship Symposium. "Coping with Burnout in the Coaching Profession." University Park, PA, October 1990.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Employment Status of Female Coaches at Two-Year Colleges." New Orleans, LA, March 1990. With W. Meacci.

Paper presented at the Annual Penn State University College of Health and Human Development Annual Research Symposium. "Burnout Differentials and Effects on Coaches of Women's Intercollegiate Sports." University Park, PA, February 1990.

Paper presented at the Third Annual International Conference for Women in Higher Education. "Women's Intercollegiate Athletics in the United States and Canada." El Paso, TX, January 1990.

Paper presented at the Ohio Advisory Council National Physical Education Conference K-8. "Intramural: New and Innovative Ideas for a School Program." Youngstown, OH, October 1989.

Paper presented at the Annual Penn State University Commonwealth Education System Research/Scholarship Symposium. "Suggestions for Increasing the Number of Female Coaches." University Park, PA, October 1989.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "Strategies for Recruiting and Maintaining Qualified Female College Coaches." Boston, MA, April 1989. With W. Meacci and D. Kuga.

Paper presented at the American Alliance for Health, Physical Education, Recreation, and Dance, Annual National Convention. "The Status and Evaluation of Secondary School Intramural Programs." Boston, MA, April 1989. With D. Kuga.

Paper presented at the Pennsylvania State Association for Health, Physical Education, Recreation, and Dance Convention. "Strategies Recommended by Athletic Administrators to Recruit and Retain Female Coaches at Two-Year Colleges." Downingtown, PA, December 1988. With W. Meacci.

Paper presented at the Ohio National Physical Education Conference K-8. "Intramural for Grades K-8." Youngstown, OH, October 1988.

Paper presented at the Eastern District Convention of the American Alliance for Health, Physical Education, Recreation, and Dance. "A Review of Women's Athletics: The Past, Present, and the Future." Philadelphia, PA, February 1988.

Paper presented at the Ohio National Physical Education Conference K-8. "An Analysis of Interscholastic Athletics in Grades 7-8." Columbus, OH, October 1987.

Paper presented at the North American Society for Sport History Conference. "From Amateurism to Non-Professionalism in the Olympic Games." Columbus, OH, May 1987. With D. Ross.

Paper presented at the California State Association for Health, Physical Education, Recreation, and Dance Convention. "An Examination of Factors Influencing Male and Female Coaching Changes." Monterey, CA, March 1987.

Paper presented at the Massachusetts State National Intramural-Recreational Sport Association Conference. "Innovative Programs and Special Events." Ashland, MA, February 1985.

Paper presented at the Northeast Regional National Intramural-Recreational Sport Association Conference. "Special Events in a Small Liberal Arts College." Boston, MA, November 1983.

Paper presented at the Florida State Association for Health, Physical Education, Recreation, and Dance Convention. "The Employment of Males and Females in Athletics and Physical Education." St. Petersburg, FL, October 1983.

Paper presented at the Florida Parks and Recreation Association Conference. "Aerobic Dance." Gainesville, FL October 1981.

### **Invited Presentations**

Invited Presenter. University of Windsor, Windsor, Canada. "Retention Factors for High School Coaches and Athletic Administrators." Guest presenter to students and faculty in the Department of Kinesiology. October 24, 2003.

Invited Presenter. Rice University. Houston, TX, "Retention of Coaches and Athletic Administrators." Guest presenter to students and faculty in the Department of Kinesiology. February 6, 2003.

Invited Presenter. Ohio Association for Health, Physical Education, Recreation, and Dance Association Spring Leadership Conference, Columbus, OH, "How to be an Advocate for Health and Physical Education." June 20, 2001.

Invited Presenter. Bowling Green State University, Bowling Green, OH "Male and Female Coaches: Reasons for Staying in Their Positions." Guest presenter to the students and faculty in the School of Human Movement, Sport, and Leisure Studies. March 2, 2001

Invited Presenter, Columbus High School Athletic Directors Meeting. "Recruiting and Retaining Female Coaches." Columbus, OH, August 17, 1999.

Invited Presenter. American Association for University Women. Columbus, Ohio. "Issues in Girls and Women in Sport: The Declining Female Coach/Administrator." May 14, 1998.

Invited Presenter/Moderator. Warsaw Sports Marketing Center's Women in Sports Business Symposium. "Cashing In: A Closer Look at Sports Sponsorship" University of Oregon, Eugene, Oregon. May 7-8, 1998.

Invited Presenter. Athletics and Exercise and Sport Sciences Symposium. Colby-Sawyer College, New London, New Hampshire. "The Underrepresentation of Women in Sport Leadership Roles: Strategies for Recruiting, Mentoring, and Retention." April 20, 1998.

Invited Presenter. FCAPE-COTA Professional Development Day, Columbus, Ohio. "Liability in Physical Education." October 18, 1996.

Invited Presenter. University of New Brunswick, New Brunswick, Canada. October 20-24, 1993. Presentations and activities: (a) Media conference with provincial newspapers and radio stations. October 20, 1993, (b) "Sport Management Career Opportunities in the United States." Guest lecturer for undergraduate sport management class. October 21, 1993, (c) "Women's Athletics in the United States." Guest lecturer for undergraduate sport sociology class." October 21, 1993, (d) "Burnout in Coaching: A Concern for the 90's." Public lecture for university and city of New Brunswick. October 21, 1993, (e) "Research in Sport Management." Seminar presentation to graduate sport management students. October 22, 1993, and (f) Conference and consultation with Executive Directors of Sport New Brunswick. October 22, 1993.

### **Grants**

Funded for \$2491 from the Ohio Association for Health, Physical Education, Recreation, and Dance (OAHPERD) Grant Competition. "A Survey of Retention Factors for High School Coaches and Athletic Administrators." With T. Cieslak. 2003-04.

Funded for \$4902 from the American Alliance for Health, Physical Education, Recreation and Dance Research Consortium Seed Grant. "Understanding head coaching behavior among female NCAA assistant coaches." With M. Sagas and G. Cunningham. 2003-04.

Funded for \$12,000 from the Ohio Special Olympics. "Sport Management Special Olympics Intern." 2000-01.

Funded for \$5,843 from The Ohio State University Center for Women's Studies. "Retention Factors for Female Coaches and Athletic Administrators." 1995-96.

Funded for \$300 from the OSU School of Health, Physical Education, and Recreation (DDRS) and \$2700 from the University of Dayton. "An Employee Opinion Survey for Intercollegiate Athletics." 1993-94.

Funded for \$550 from the OSU School of Health, Physical Education, and Recreation (DDRS). "The Development of an Instrument that Assesses Retention Factors of Individuals in Coaching and Athletic Management Positions." 1993-94.

Funded for \$3,865 from the OSU University Seed Grant Program. "The Development of Recruitment and Retention Strategies to Increase the Number of Female High School and College Coaches." 1991-92.

Funded for \$11,122 from World Gym and Fitness Center. "Sport Management Fitness Specialist." 1991-92.

Funded for \$750 from the OSU College of Education New Faculty Grant-in-Aid Program. "Job Satisfaction Among Male and Female Coaches." 1991-92.

Funded for \$750 from OSU School of Health, Physical Education, and Recreation (DDRS). "Burnout in High School Coaches of Women's Athletic Teams." 1991-92.

Funded for \$750 from the Pennsylvania State University Research and Development Grant Competition. "Burnout Levels of Male and Female Coaches in Two-Year Colleges." 1990-91.

Funded for \$1200 from the Pennsylvania State University Research and Development Grant Competition and \$600 from the OSU School of Health, Physical Education, and Recreation (DDRS). "A Survey on the Recruiting and Hiring Methods Used by NCAA Athletic Administrators for Employing Coaches." 1989-92.

Funded for \$750 from the Pennsylvania State University Research and Development Grant Competition. "The Status and Evaluation of Secondary School Intramural Programs." 1989-90.

Funded for \$725 from the Pennsylvania State University Research and Development Grant Competition. "A Survey of the Employment Status of Male and Female Athletic Coaches at the Two Year College Level." 1988-89.

Funded for \$2472 from the American Association of University Women (AAUW). "A Project to Encourage High School Female Athletes to Enter the Coaching Profession." 1988-89.

## **SCHOLARLY WORKS IN PROGRESS**

### **Publications in review**

Park, M., & Pastore, D.L. (in review). An exploratory study of attitudes and purchase intentions toward the sponsorship of the paralympic games. Submitted to *the International Sports Journal*. November, 2003.

Won, D., Zhu, Z., & Pastore, D. L. (in review). The effects of attitude toward commercialization on purchasing intentions of sponsors' products. Submitted to *Sport Marketing Quarterly*. November, 2003.

Harris, L. L., Demb, A., & Pastore, D. L. (in second review). Determining changes in athletic training students' perceptions of the injured collegiate student-athlete. Submitted to the *Journal of Applied Health*. December 2003.

Dixon, M.A., Noe, R.A., & Pastore, D.L. (in review). Human resource management systems in non-profit sport organizations: A test of Ostroff and Bowen's multi-level approach. Submitted to the *Journal of Organizational Behavior*. December 2003.

Jordan, J., Fink, J.S., & Pastore, D. L. (in review). The relationship between organizational justice and job satisfaction: An examination of NCAA head basketball coaches. Submitted to the *Journal of Sport Management*. May 2003.

Turner, B. A., Mahony, D. F., & Pastore, D. L. (in second review). An exploratory investigation of rules violations and penalties in high school athletics in the United States. Submitted to the *International Journal of Sport Management*. December 2003.

Bruening, J. E., Pastore, D. L., & Armstrong, K. L. (in review). Society's message and the individual's response: The socialization process of African American female student-athletes. Submitted to *Journal of Sport and Social Issues*. November 2002.

Bruening, J. E., Armstrong, K., & Pastore, D. L. (in review). Listening to the voices: The experiences of African American female student-athletes. Submitted to *Research Quarterly for Exercise and Sport*. October 2002.

Ko, Y. J., & Pastore, D. L. (in review). An instrument to assess customers' perceptions of service quality and satisfaction in university recreation and intramural programs. Submitted to the *NIRSA (National Association for Recreational Sports Association) Journal*. August 2002.

### **Presentations**

Paper to be presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "Teaching Leadership Skills Through Outdoor Adventure." New Orleans, LA, May 2003. With G. Workman.

Paper to be presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Symposium. "Diversity in Sport." New Orleans, LA, July 2003. With G. Cunningham and M. Sagas.

Paper to be presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under the Research Consortium Poster Session: Sport Management. "A Qualitative Investigation of Intercollegiate Coaches' Perceptions of Altruistic Leadership." New Orleans, LA, July 2003. With L. Miller and J. Fink.

Paper to be presented at the American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention. "A Comparison of Women's and Men's College Basketball Fans." New Orleans, LA, May 2003. With L. Ridinger and D. Funk.

Panel session to be presented American Alliance for Health, Physical Education, Recreation, and Dance Annual Convention under NAGWS. "Career Preparation – Sports Administration." New Orleans, LA, March 2004. With L. Ransdell, et al.

Paper submitted to the North American Society for Sport Management Conference. "Organizational Culture and Diversity Management in NCAA Division III Institutions." Atlanta, GA, June 2004. With J. Fink, A. Doherty, and S. Inglis.

Paper submitted to the North American Society for Sport Management Conference. "Technology in Sport Management: Faculty Perspectives." Atlanta, GA, June 2004. With B. Turner, C. Daprano, Y. Ko, M. Dixon, S. Lilenthal, J. Bruening, C. Greenwell, and J. Jordan.

### **Invited Presentations to be given**

Invited Presenter. "Sportsmanship from a Sport Management Perspective." 14<sup>th</sup> Excellence in Sportsmanship Banquet: The Joint Soccer Officials Association Committee, Licking County, OH, February 6, 2004.

Invited Presenter. "Effective Teaching Methods in Sport Management." Past-President's Pre-Conference Workshop. North American Society for Sport Management Conference, Atlanta, GA, June, 2004. With J. Cuneen, J. Gladden, and C. Claussen.

### **TEACHING ACTIVITIES: COURSES TAUGHT**

#### The Ohio State University

Edu PAES 245, Sport and Recreation Leadership

Edu PAES 545, Programming in Sport and Recreation

Edu PAES 607, Legal Aspects of Sport and Physical Activity

Edu PAES 732, Current Topics in Sport and Exercise Management

Edu PAES 807, Legal Issues Affecting Sport

Edu PAES 835, Problems in Interscholastic and Intercollegiate Athletics

Edu PAES 836, Structures and Processes of Sport Organizations/Associations

Edu PAES 837, Event and Facility Management

### **DISSERTATIONS SUPERVISED AT OHIO STATE UNIVERSITY**

\*Miller, Lisa (Summer 2003). Qualitative Investigation of Intercollegiate Coaches' Perceptions of Altruistic Leadership.

Dixon, Marlene (Winter 2002). The Relationship Between Human Resource Management and Organizational Effectiveness in Non-Profit Sport Organizations: A Multi-Level Approach.

\*Jordan, Jeremy (Summer 2001). The Relationship Between Organizational Justice and Job Satisfaction: An Examination of NCAA Basketball Coaches.

\*Greenwell, Chris (Spring 2001). The Influence of Spectator Sports Facilities on Customer Satisfaction and Profitability.

Geist, Alan (Spring 2001). Leadership and Followership in NCAA Division II Athletic Directors.

Daprano, Corinne (Winter 2001). Perceptions of Organizational Effectiveness and Change in a Sport Association.

Ko, Yong Jae (Summer 2000). A Multidimensional and Hierarchical Model of Service Quality in the Participant Sport Industry.

Bruening, Jennie (Winter 2000). Phenomenal Women: A Qualitative Study of Silencing, Stereotypes, Socialization, and Strategies for Change in the Sport Participation of African American Female Student-Athletes.

Ridinger, Lynn (Spring 1998). Acculturation Antecedents and Outcome Associated With International and Domestic Student-Athletes' Adjustment to College.

Funk, Dan (Summer 1998). Fan Loyalty: The Structure and Stability of an Individual's Loyalty toward an Athletic Team.

Fink, Janet (Spring 1997). Intercollegiate Athletic Members' Perceptions of Managing Employee Diversity.

\*Lilienthal, Sonja (Autumn 1997). Service Recovery in Sport Service Contexts: An Investigation of the Veracity of the Recovery Paradox.

Lyberger, Mark (Spring 1996). Health Club Facility Operators Perceived Level of Compliance to the Americans with Disabilities Act (ADA).

Workman, Gayle (Winter 1996). Seniors Learning Sport: A Qualitative Inquiry Regarding the Meanings in Learning and Participating in Physical Activity.

\*Served in a co-advising role.

### PROFESSIONAL MEMBERSHIPS AND SERVICE

Book Review Editor: <u>Journal of Sport Management</u>	May 1995 - May 2000
Editorial Review Board: <u>Journal of Sport Management</u>	November 1993 – November 2003
Editorial Review Board: <u>The Physical Educator</u>	August 1998 – present
Editorial Review Board: <u>International Journal of Sport Management</u>	Jan. 1999 - present
Editorial Review Board: <u>Future Focus: (OAHPERD)</u>	December 1999 - present
Guest Reviewer: <u>Women in Sport and Physical Activity Journal</u>	August 2000 - present
Guest Reviewer: <u>Policy Studies Journal</u>	1999
Guest Reviewer: <u>International Journal of Sports Medicine</u>	1996
Guest Reviewer: <u>Research Quarterly for Exercise and Sport</u>	1993
Reviewer: <u>Strategies</u>	1992-97
National Association for Girls & Women in Sport	
President-elect	1996-97
President	1997-1998
Past-President	1998-99
Chair, NAGWS Nominating Committee	2000
Chair, NAGWS Honor Awards Committee	2002-04
NAGWS Honor Awards Committee	1999-2000
NAGWS Nominating Committee	1999
NAGWS Executive Board Member for the	1992-94
American Alliance for Health, Physical Education, Recreation, and Dance	
Chair, Ad Hoc Advocacy Committee (Board of Governors)	2000-01
Reviewer for the AAHPERD Research Grants	2000
Chair, Review Panel for the 2000 AAHPERD Convention	1999
(Selected reviewers for the sport management abstracts and served as a reviewer for the submitted abstracts)	
Reviewer for abstracts submitted for 2003 AAHPERD Convention	2002
Chair, Advocacy Committee (Executive Committee)	1997
Member	1978-present
North American Society for Sport Management	
Member, Zeigler Lecture Award Committee	2002-05
Reviewer for abstracts submitted for the NASSM Conference	1999-03
Future Directions Committee	2000-01
Chair, Student Initiatives Committee	1996-97
Chair, Earle F. Zeigler Lecture Award Committee	1996

Member-at-large	1995-97
Secretary	1993-95
Member	1990-present
Ohio Association for Health, Physical Education, Recreation, and Dance	
Research Grant Committee	2001-present
Vice-President for Sport Sciences	1995-96
Chair, Research Grant Committee	1994-95
Chairperson of the Research Section in Higher Education	1993-94
Legal Issues Committee	1993-94
Member	1991-present

#### **OHIO STATE UNIVERSITY SERVICE**

Departmental and School committees	
Personnel Committee	2001-03
College and University Committees	
Co-Chair, College of Education Research Committee	1999-02
College of Education Curriculum Committee	2001-03
Administrative positions held	
Graduate Studies Chair	2003-present
Coordinator for Sport and Exercise Management Program	1996-2000
Coaching Strand Coordinator (Sport & Leisure Studies)	1996-2003

#### **Awards and Honors**

December 4, 2003 – OAHPERD Scholar – Ohio Association for Health, Physical Education, Recreation, and Dance.

May 2, 2003 – Professionalism and Service Award – OSU Department of Recreational Sports

May 2003 – OSTEP Fellow - Ohio State Teaching Enhancement Program for Mid-Career and Senior Faculty

June 1, 2002 - Earle F. Zeigler Award - North American Society for Sport Management

April 2002 - Research Fellow - Research Consortium - American Alliance for Health, Physical Education, Recreation, and Dance

June 1, 2001 - Research Fellow - North American Society for Sport Management

December 2001 – Meritorious Award – Ohio Association for Health, Physical Education, Recreation and Dance

April 5, 1997 - Outstanding Alumni - University of Florida College of Health and Human Performance 50th Anniversary Celebration

September 19, 1997 - Alumnae of Outstanding Achievement University of Florida 50th Anniversary of Coeducation (Admission of Women to Full, Undergraduate Status - Selected 47 women to represent 85,000 women)

1995 - Mabel Lee Award Recipient - American Alliance for Health, Physical Education, Recreation, and Dance