

CURRICULUM VITAE

MICHAEL SAGAS

Professor and Chair

Department of Tourism, Recreation and Sport Management

University of Florida

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EDUCATION

- | | |
|---------------------|---|
| Doctor of Education | Texas A&M University, 2001
<i>Major in Physical Education-Sport Management</i> |
| Master of Science | Texas A&M University, 1999
<i>Major in Kinesiology-Sport Management</i> |
| Bachelor of Science | University of Utah, 1996
<i>Major in Exercise and Sport Science-Coaching</i> |

PROFESSIONAL EXPERIENCE

Professor and Chair

Department of Tourism, Recreation and Sport Management

College of Health and Human Performance

University of Florida, 7/08 – present

Associate Professor

Division of Sport Management

Department of Health and Kinesiology

Texas A&M University, 9/06 – 7/08

Associate Department Head and Chair

Division of Sport Management

Department of Health and Kinesiology

Texas A&M University, 9/06 – 4/08

Director

Center for Sport Management Research and Education

Texas A&M University, 12/06- 7/08

Laboratory for the Study of Intercollegiate Athletics

Texas A&M University, 9/2003- 7/08

Assistant Professor, Coordinator of Sport Management

Texas A&M University, Sport Management, 9/2002- 8/2006.

Clinical Assistant Professor

Texas A&M University, Sport Management, 1/2002-8/2002

Graduate Assistant Teaching/Research

Texas A&M University, Sport Management, 1/2001-12/2001

Lecturer and Graduate Assistant Teaching

Texas A&M University, Physical Education Activity Program, 1/1998-12/2000.

PUBLICATIONS**REFEREED JOURNAL MANUSCRIPTS**

- *Ryan, T., & Sagas, M. (in press). Facets of role conflict in interscholastic coaching: The effect on turnover. *International Journal of Sport Management*.
- *Sosa, J., & Sagas, M. (in press). Country of origin and centrality: A positional segregation analysis of Major League Baseball. *International Journal of Sport Management*.
- *Ryan, T. D., Sagas, M. (in press). Relationships between pay satisfaction, work-family conflict, and coaching turnover intentions. *Team Performance Management*
- Clopton, A., & Sagas, M. (in press). Shattering the glass ceiling? Examining the impact of perceived gender discrimination on promotional opportunities of male and female coaches in women's athletics. *International Journal of Sport Management*.
- Clopton, A., & Sagas, M. (in press). Viewing the influence of relational demography in head coach-supervisor dyads upon perceived levels of supervisor support and satisfaction: Is different better? *International Journal of Sport Management*.
- Clopton, A. W., Ryan, T. D., Sagas, M. (in press). For love of the game: The mediating potential of job satisfaction of college coaches upon career satisfaction. *Journal of Contemporary Athletics*.
- *Choi, J. *Butler, B., Sagas, M. (in press). The impact of a cross cultural experience on the attitudes of Korean sport business exchange students. *Journal of Sport and Leisure Studies*
- *Aicher, T., & Sagas, M. (in press). Future predictions of Division II athletics: Trends, issues, and events that may occur in the upcoming decade. *Journal of Contemporary Athletics*.
- *Sosa, J., & Sagas, M. (2008). Assessing student preconceptions of sport management faculty: Where do women and Latinos stand? *Journal of Hispanic Higher Education*, 7, 266-280.
- *Butler, B., & Sagas, M. (2008). Media coverage of high school sport teams: A national study of team websites. *International Journal of Sport Management*, 9, 193-205.
- Cunningham, G. B., *Choi, J. H., & Sagas, M. (2008). Personal identity and perceived dissimilarity among college athletes. *Group Dynamics: Theory Research, and Practice*, 12, 167-177.

- Cunningham, G.B., & Sagas, M. (2007). Gender differences in the impact of treatment discrimination *Journal of Applied Social Psychology*, 37, 3010-3024.
- *Choi, J. & Sagas, M. (2007). Gender diversity and service quality in NCAA Division I women's teams. *The Journal for the Study of Sports and Athletes in Education*, 1, 195-206.
- *Choi, J., Sagas, M., Park, K., & Cunningham, G.B. (2007). The effect of leadership on coaching behavioral outcomes. *International Journal of Sport Management*, 8, 429-446.
- *Choi, J., *Sosa, J. P., & Sagas, M. (2007). The impact of leadership on organizational culture in NCAA Division I and II institutions. *Journal of Contemporary Athletics*.2, 141-161.
- Dixon, M., & Sagas, M. (2007). The relationship between organizational support, work-family conflict, and the job-life satisfaction of university coaches. *Research Quarterly for Exercise and Sport*, 78, 236-247.
- *Sartore, M. & Sagas, M. (2007). A trend analysis of the proportion of women in coaching positions. *International Journal of Sport Management*, 8, 226-244.
- Cunningham, G.B., & Sagas, M. (2007). Perceived treatment discrimination among coaches: The influence of race and sport coached. *International Journal of Sport Management*, 8, 1-20.
- Sagas, M., Cunningham, G.B., & Teed, K. (2006). Examining homologous reproduction in the representation of assistant coaches of women's teams. *Sex Roles*, 55, 503-510.
- *Butler, B., & Sagas, M. (2006). Online but off-balance: Gender differences in high school Internet coverage. *Journal of Contemporary Athletics*, 2, 187-193.
- Cunningham, G. B., & Sagas, M. (2006). The influence of person-organization fit, leader-member exchange, and organizational commitment on organizational turnover intentions. *International Journal of Sport Management*, 7, 31-49.
- Cunningham, G.B., & Sagas, M. (2006). The role of perceived demographic similarity and interaction in customer-service satisfaction. *Journal of Applied Social Psychology*. 36, 1654-1673.
- Sagas, M., Cunningham, G.B., & Pastore, D. (2006). Predicting head coaching intentions of male and female assistant coaches: An application of the theory of planned behavior. *Sex Roles*, 54, 695-705.
- *Sosa, J., & Sagas, M. (2006). Organizational culture: The effect on academic success. *Applied Research in Coaching and Athletics Annual*, 21, 130-154.
- Jordan, J., Turner, B., & Sagas, M. (2006). Factors affecting response rates in survey research: The case of intercollegiate coaches. *Applied Research in Coaching and Athletics Annual*, 21, 211-237.

- Bennett, G.B., Sagas, M., & *Dees, W. (2006). Media preferences of action sports consumers: Differences between Generation X and Y. *Sport Marketing Quarterly*, 15, 40-49.
- Sagas, M., Paetzold, R., & Cunningham, G.B. (2006). Effects of dyad demographic diversity on the job satisfaction experienced by assistant coaches. *International Journal of Sport Management*, 7, 141- 159.
- Cunningham, G. B., & Sagas, M. (2005). Diversified dyads in the coaching profession. *International Journal of Sport Management*, 6, 305-323.
- Cunningham, G. B., Bruening, J., Sartore, M., Sagas, M., & Fink, J. S. (2005). Social cognitive career theory and intentions to enter the sport and leisure industry. *Journal of Career Development*, 32, 122-138.
- Bennett, G.B., Sagas, M., Fleming, D., & Roenn, S.V. (2005). On being a living contradiction: The struggle of an elite Christian coach. *Journal of Beliefs and Values*, 26, 289-300.
- Sagas, M., & Cunningham, G.B. (2005). Racial differences in the career success of assistant football coaches: The role of discrimination, human capital, and social capital. *Journal of Applied Social Psychology*, 35, 773-797.
- Cunningham, G. B., & Sagas, M. (2005). Access discrimination in intercollegiate athletics. *Journal of Sport and Social Issues*, 29, 148-163.
- **Stumph, K.J., & Sagas, M. (2005). Gender disparities in career outcomes of assistant coaches: Discrimination or capital deficiencies. *Applied Research in Coaching and Athletics Annual*. 20, 94-118.
- Cunningham, G. B., Fink, J. S., & Sagas, M. (2005). Extensions and further examination of the job embeddedness construct. *Journal of Sport Management*, 19, 319-335.
- Sagas, M., & Cunningham, G. B. (2005). Work and family conflict among college assistant coaches. *International Journal of Sport Management*, 6, 183-197.
- Dixon, M. A., Cunningham, G. B., Turner, B. A., Sagas, M., & Kent, A. (2005). Challenge is key: An investigation of affective organizational commitment in undergraduate interns. *Journal of Education for Business*, 80, 172-181.
- Cunningham, G. B., Sagas, M., Dixon, M. A., Kent, A., & Turner, B. A. (2005). Anticipated career success, affective occupational commitment, and intentions to enter the sport management profession. *Journal of Sport Management*, 19, 43-57.
- Sagas, M., Paetzold, R., & Ashley, F.B. (2005). Relational demography in coaching dyads. *Physical Educator*, 62, 103-112.
- Cunningham, G. B., & Sagas, M. (2004). Work experiences, occupational commitment and intent to enter the sport management profession. *Physical Educator*, 61, 146-157.

- Sagas, M., Cunningham, G.B., & Fink, J.S. (2004). Downfalls of embeddedness: Examining the effects of job embeddedness on head coaching intentions among women assistant coaches. *Journal of Contemporary Athletics*, 1, 353-362.
- Cunningham, G. B., & Sagas, M. (2004). Examining the main and interactive effects of deep- and surface-level diversity on job satisfaction and organizational turnover intentions. *Organizational Analysis*, 12, 319-332.
- *Bianco, B., Cunningham, G. B., & Sagas, M. (2004). The economic impact of professional tennis. *Journal of Contemporary Athletics*, 1, 125-136.
- Cunningham, G. B., & Sagas, M. (2004). Group diversity, occupational commitment, and occupational turnover intentions among NCAA Division IA football coaching staffs. *Journal of Sport Management*, 18, 236-254.
- Park, S., Park, S., *Choi, J., & Sagas, M. (2004). The impact of perceived service quality on behavioral intentions for adult swimming participants of commercial sport centers. *Korean Journal of Sport Management*, 9, 153-165.
- Sagas, M., & Cunningham, G. B. (2004). Relational demography in head coach-assistant coach dyads: The impact on assistant coach intent to head coach, job satisfaction, occupational commitment, and perceived advancement opportunities. *Applied Research in Coaching and Athletics Annual*, 19, 109-136.
- Cunningham, G. B., Sagas, M., Sartore, M. L., Amsden, M. L., & *Schellhase, A. (2004). Gender bias in the media coverage of intercollegiate athletics? The *NCAA News* revisited. *Sex Roles*, 50, 861-870.
- Sagas, M., & Cunningham, G.B. (2004). The impact of supervisor support on perceived career outcomes of the senior woman administrator. *International Journal of Sport Management*, 5, 229-242.
- Cunningham, G.B., & Sagas, M. (2004). People make the difference: The influence of human capital and diversity on team performance. *European Sport Management Quarterly*, 4, 3-22.
- Sagas, M., & Cunningham, G. B. (2004). Does having the "right stuff" matter? Gender differences in the determinants of career success among intercollegiate athletic administrators. *Sex Roles*, 50, 411-421.
- Cunningham, G. B., & Sagas, M. (2004). The effects of group diversity on organizational commitment. *International Sports Journal*, 8, 124-131.
- Cunningham, G.B., & Sagas, M. (2004). Racial differences in occupational turnover intent among NCAA Division IA assistant football coaches. *Sociology of Sport Journal*, 21, 84-92.

- Sagas, M., & Cunningham, G.B. (2004). Treatment discrimination in college coaching: Its prevalence and impact on the career success of assistant basketball coaches. *International Sports Journal*, 8, 76-88.
- Cunningham, G. B., & Sagas, M. (2003). Treatment discrimination among coaches of women's teams. *Research Quarterly for Exercise and Sport*, 74, 455-466.
- Cunningham, G. B., Sagas, M., & Ashley, F. B. (2003). Coaching self-efficacy, desire to head coach, and occupational turnover intent: Gender differences between NCAA assistant coaches of women's teams. *International Journal of Sport Psychology*, 34, 125-137.
- Cunningham, G.B., & Sagas, M. (2003). Occupational turnover intent among assistant coaches of women's teams: The role of organizational work experiences. *Sex Roles*, 49, 185-190.
- Bennett, G., Phillips, J., Drane, D., & Sagas, M. (2003). The coaching carousel: Turnover effects on winning in professional sport. *International Journal of Sport Management*, 4, 194-204.
- Cunningham, G. B., & Sagas, M. (2002). The differential effects of human capital for male and female Division I basketball coaches. *Research Quarterly for Exercise and Sport*, 73, 489-495.
- Wigley, B. J., Sagas, M., & Ashley, F. B. (2002). A study of collegiate baseball: Examining sport fan motivation and marketing implications. *International Journal of Sport Management*, 3, 90-100.
- Cunningham, G. B., & Sagas, M. (2002). Utilizing a different perspective: Brand equity and media coverage of intercollegiate athletics. *International Sports Journal*, 6, 134 - 145.
- Sagas, M. & Ashley, F. B. (2001). Gender differences in the intent to leave coaching: The role of personal, external, and work-related variables. *International Journal of Sport Management*, 2, 297-314.
- Sagas, M., & Batista, P. J. (2001). The importance of Title IX compliance on the job satisfaction and occupational turnover intent of intercollegiate coaches. *Applied Research in Coaching and Athletics Annual*, 16, 15-43.
- Cunningham, G. B., Sagas, M., & Ashley, F. B. (2001). Occupational commitment and intent to leave the coaching profession: Differences according to race. *International Review for the Sociology of Sport*, 36, 131 - 148.
- Cunningham, G. B., Sagas, M., & Ashley, F. B. (2001). Examining federal and state pay equity laws in Texas. *Applied Research in Coaching and Athletics Annual*, 16, 44-62.
- Cunningham, G. B., Keiper, P. E., Sagas, M., & Ashley, F. B. (2001). Initial reliability of the Coaching Isomorphism Questionnaire for NCAA coaches. *Psychological Reports*, 88, 323-324.
- Sagas, M., Cunningham, G. B., Wigley, B. J., & Ashley, F. B. (2000). Internet coverage of university softball and baseball websites: The inequity continues. *Sociology of Sport Journal*, 17, 196-203.

Sagas, M., Cunningham, G. B., & Ashley, F. B. (2000). Examining the women's coaching deficit through the perspective of assistant coaches. *International Journal of Sport Management, 1*, 267-282.

Sagas, M., Wigley, B., Cunningham, G. B., & Ashley, F. B. (2000). Completing the evolution: Revenue sharing through the Sears Directors Cup as a catalyst to achieve substantial proportionality. *Sociology of Sport Online, 3*, 1.

*Graduate student ** Undergraduate student

INVITED REFEREED JOURNAL MANUSCRIPTS AND ARTICLES

Cunningham, G.B., & Sagas, M. (2008). Gender and sex diversity in sports organizations. *Sex Roles, 58*, 3-9.

*Butler, B., & Sagas, M. (2008). Making room in the lineup: Newspaper web sites face growing competition for sports fans' attention. *International Journal of Sport Communication, 1*, 17-25. (commentary)

BOOK CHAPTERS

Sagas, M., Cunningham, G. B., Wigley, B. J., & Ashley, F. B. (2004). Internet coverage of university softball and baseball websites: The inequity continues. In D. Rowe (Ed.) *Critical Readings: Sport, Culture and The Media* (pp. 340- 349). London: McGraw Hill.

Sagas, M., Cunningham, G. B., Keiper, P. E., & Champion, S. (2003). Sport specific measurees: Anxiety. In A. LeUnes (Ed.), *Bibliography of psychological tests used in research in sport and exercise psychology* (pp. 171-207). Lewiston, NY: Mellon Press.

Cunningham, G. B., Keiper, P. E., & Sagas, M. (2003). Measures of temporary states: Anxiety, depression, and mood. In A. LeUnes (Ed.), *Bibliography of psychological tests used in research in sport and exercise psychology* (pp. 95-166). Lewiston, NY: Mellon Press.

NON-REFEREED PUBLICATIONS

*Finch, B., & Sagas, M. (2005). *Technical Report: 2005 TAMU Student Athlete Exit Interview Report*. SMRG Report 2005-02.

Cunningham, G. B., & Sagas, M. (2004). *Technical Report: 2004 US Men's Clay Court Championships Report*. SMRG Report 2004-02.

Sagas, M. (2004). *Technical Report: 2004 Round Rock Express Marketing Report*. SMRG Report 2004-03.

Sagas, M. (2004). *Technical Report: 2004 TAMU Student Athlete Exit Interview Report*. SMRG Report 2004-04.

Cunningham, G. B., & Sagas, M. (2003). *Technical Report: Tennis Masters Cup Report*. Sport Management Research Group Report 2004-01.

Sagas, M. (2002). Book review of *Profiles of Sport Industry Professionals*. *Journal of Sport Management*, 16, 82-83.

Sagas, M. (2001). Book review of *Trials and Triumphs*. *Applied Research in Coaching and Athletics Annual*, 16, 219-223.

Sagas, M. (2000). Book review of *The Successful College Athletic Program*. *Sociology of Sport Journal*, 17, 425-427.

Sagas, M. (2000). Utilizing the person-organization fit model of personnel selection in athletic programs. *Athletic Insight: The Online Journal of Sport Psychology*, 2 (2).

REFEREED CONFERENCE PROCEEDINGS

INTERNATIONAL/NATIONAL

Bopp, T. & Sagas, M. (2008). *A trend analysis of African American coaches in NCAA men's sports: 1996-2006*. Paper presented at the Scholarly Conference on College Sport, Memphis, TN.

Ryan, T. & Sagas, M. (2008). *Work-family fit: A more complete picture of work-family nexus*. Paper presented at the Scholarly Conference on College Sport, Memphis, TN.

*Aicher, T. & Sagas, M. (2008). *Future Predictions of Division-II administrators: A comparison of the issues and trends of historical black and predominantly White universities*. Paper presented at the Scholarly Conference on College Sport, Memphis, TN.

*Choi, J., *Butler, B., & Sagas, M. (2007). *Perceptual understanding through a short-term cross-cultural experience*. Paper presented at the East-West Sports Summit, Honolulu, HI.

*Sartore, M., & Sagas, M. (2007). *A trend analysis of the proportion of women in college coaching*. Paper presented at the annual conference of the North American Society for Sport Management, Ft. Lauderdale, FL.

*Ryan, T., Sagas, M. (2007). *The work-family interface: The development of family constructs*. Paper presented at the annual conference of the North American Society for Sport Management, Ft. Lauderdale, FL.

*Finch, B., & Sagas, M. (2007). *Investigating college student-athletes' role identity and career decision-making self-efficacy*. Paper presented at the annual conference of the North American Society for Sport Management, Ft. Lauderdale, FL.

*Ryan, T., & Sagas, M. (2007). *The web-based survey: A 2 X 2 experiment*. Paper presented at the annual conference of the North American Society for Sport Management, Ft. Lauderdale, FL.

- *Finch, B., & Sagas, M. (2007). *An examination of racial diversity in collegiate football: A 15 year update*. Paper presented at the annual conference of the North American Society for Sport Management, Ft. Lauderdale, FL.
- Fink, J., Sagas, M., Green, C., & Chalip, L. (2007). *Developing a research agenda in sport management: Tips for building programmatic, theory building research*. Symposium presented at the annual conference of the North American Society for Sport Management, Ft. Lauderdale, FL.
- Sagas, M. (2007). *Extramural funding sources in sport management*. Paper presented at the Past President's Workshop on Extramural Funding and the Sport Management Discipline at the annual conference of the North American Society for Sport Management, Ft. Lauderdale, FL.
- *Sosa, J., & Sagas, M. (2007). *Country of origin and centrality: A positional segregation analysis of Major League Baseball*. Paper presented at the Cooperstown Symposium on Baseball and American Culture. Cooperstown, NY.
- Clopton, A.W., *Ryan, T. D. & Sagas, M. (2007). *Examining job satisfaction as a mediator on selected work outcomes of college coaches*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Baltimore, MD.
- *Finch, B., Sagas, M., Clopton, A.W., & Thornton, J. (2007). *Factors influencing college student-athlete overall satisfaction*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Baltimore, MD.
- *Ryan, T., Sagas, M., & Clopton, A. (2007). *Work-family conflict as a mediator between job stressors and organizational turnover intent*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Baltimore, MD.
- Cunningham, G.B., & Sagas, M. (2007). *Coaching staff diversity and its effects on perceptions of diversity, value congruence, and life satisfaction*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Baltimore, MD.
- Ferreira, M., Cunningham, G.B., & Sagas, M. (2007). *Influence of race and sport coached on the choice to leave the coaching profession*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Baltimore, MD.
- *Ryan, T., & Sagas, M. (2007). *Predicting job insecurity in college coaches from background variables*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Baltimore, MD.
- *Sosa, J.P., & Sagas, M. (2007). *Assessing preconceptions of Latinos and women as sport management faculty*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Baltimore, MD.

- Cunningham, G. B., & Sagas, M. (2006). *Gender differences in the impact of discrimination*. Paper presented at the annual conference of the North American Society for Sport Management, Kansas City, MO.
- *McDowell, J. *Sartore, M. L., Cunningham, G. B., & Sagas, M. (2006). *If you support them, they will stay: The influence of organizational support in the relationship between head coach gender and turnover intentions*. Paper presented at the annual conference of the North American Society for Sport Management, Kansas City, MO.
- *Ryan, T.D., & Sagas, M. (2006). *The high school teacher-coach: Antecedents to interrole conflict*. Paper presented at the annual conference of the North American Society for Sport Management, Kansas City, MO.
- *Sosa, J., *Butler, B., & Sagas, M. (2006). *The influence of person-organization fit and job satisfaction on organizational turnover in coaching*. Paper presented at the annual conference of the North American Society for Sport Management, Kansas City, MO.
- *Ryan, T., & Sagas, M. (2006). *The quality of employment in college and high school coaching: The development of explanatory taxonomies*. Paper presented at the annual conference of the North American Society for Sport Management, Kansas City, MO.
- *Finch, B., Keiper, P., & Sagas, M. (2006). *NCAA coaches' perceptions of important factors in the recruiting process*. Paper presented at the annual conference of the North American Society for Sport Management, Kansas City, MO.
- Dixon, M.A., & Sagas, M. (2006). *Organizational support and job-life satisfaction: The mediating role of work family conflict*. Paper presented at the annual conference of the North American Society for Sport Management, Kansas City, MO.
- Sagas, M., & Cunningham, G. B. (2006). *The relationship between job and life satisfaction: Evidence from college head coaches*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Salt Lake City, UT.
- *Sosa, J., & Sagas, M. (2006). *Assessment of organizational culture and job satisfaction in National Collegiate Athletic Association Academic Administrators*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Salt Lake City, UT.
- Clopton, A.W., Sagas, M., & *Sosa, J. (2006). *Exploring the role of gender in head coach-supervisor dyad and subsequent levels of support and satisfaction*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Salt Lake City, UT.
- Ryan, T. & Sagas, M. (2006). *Facets of role conflict in interscholastic coaching: The effect on turnover*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Salt Lake City, UT.

- *Butler, B., & Sagas, M. (2006). *Internet coverage of high school athletic web-sites*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Salt Lake City, UT.
- Cunningham, G. B., & Sagas, M. (2006). *Sport management through distance education: Pros, cons, and strategies for success*. Paper presented at the Commonwealth International Sport Conference, Melbourne, Australia.
- Sagas, M., & Cunningham, G. B. (2006). *Establishing a measure of organizational effectiveness in US intercollegiate athletics*. Paper presented at the Commonwealth International Sport Conference, Melbourne, Australia.
- Sagas, M., & *Clopton, A. W. (2005). *Truth in perceptions? Exploring the perceived gender discrimination among coaches*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Winston-Salem, NC.
- Sagas, M., Cunningham, G. B., Pastore, D. L., & *Sosa, J. (2005). *Understanding the head coaching intentions and behaviors of male assistant coaches*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Chicago, IL.
- *Bianco, B., Cunningham, G. B., & Sagas, M. (2005). *Economic impact of professional tennis*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Chicago, IL.
- Bruening, J., Cunningham, G. B., Fink, J. S., & Sagas, M. (2005). *Students' intentions to enter the sport and leisure industry: An application of social cognitive career theory*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Chicago, IL.
- *Kim, J-C., Cunningham, G. B., & Sagas, M. (2005). *Antecedents and consequences of perceived organizational support*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Chicago, IL.
- Sagas, M., Cunningham, G. B., Teed, K., & Waltemyer, S. (2005). *Coaching staff gender diversity and team performance*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Chicago, IL.
- *Waltemyer, S., Sagas, M., Cunningham, G. B., Jordan, J. S., & Turner, B. A. (2005). *The effects of personalization and colored paper on mailed questionnaire response rates in a coaching sample*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, Chicago, IL.
- *Sartore, M., *Ryan, T., Sagas, M., & Cunningham, G.B. (2005). *Work-family conflict and life satisfaction: The effects of working hours for college coaches*. Paper to be presented at the annual conference of the North American Society for Sport Management. Regina, Canada.

- Turner, B.A., Jordan, J.J., Kent, A., Sagas, M., & Funk, D. (2005). *Is one enough? The use of single-item measures in sport management*. Symposium presented at the annual conference of the North American Society for Sport Management. Regina, Canada.
- Cunningham, G.B., Sagas, M., *Sartore, M.L., & *Ryan, T. (2005). *The role of demographic dissimilarity in a service exchange*. Paper to be presented at the annual conference of the North American Society for Sport Management. Regina, Canada.
- *Choi, J.H., & Sagas, M. (2005). *The impact of leadership on organizational culture in NCAA Division I and II institution*. Paper to be presented at the annual conference of the North American Society for Sport Management. Regina, Canada.
- Cunningham, G. B., & Sagas, M. (2004). *Access discrimination in university athletics: The case of men's basketball*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Tucson, AZ.
- Sagas, M., Cunningham, G. B., Teed, K. C., & *Waltemyer, D. S. (2004). *Examining homologous reproduction in the representation of assistant coaches*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Tucson, AZ.
- Park, S., Park, S., *Choi, J., & Sagas, M. (2004). *The behavioral consequences of service quality for adult swimming participants in commercial sport centers*. Paper presented at the annual conference of the International Sport Science Congress, Daejeon, Korea.
- Sagas, M. & *Penry, J. (2004). *Racial differences in the career success of assistant football coaches: The role of discrimination, human capital, and social capital*. Paper presented at the annual conference for the North American Society for Sport Management, Atlanta, GA.
- Cunningham, G. B., Sagas, M., & *Kim, J. C. (2004). *The effects of group diversity on occupational commitment and occupational turnover intentions*. Paper presented at the annual conference for the North American Society for Sport Management, Atlanta, GA.
- Cunningham, G. B., Bruening, J., *Straub, T., & Sagas, M. (2004). *Opportunities in coaching collegiate athletics: Differences according to race*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, New Orleans, LA.
- Cunningham, G. B., Sagas, M., Sartore, M. L., Amsden, M. L., & *Shellhase, A. (2004). *Still inequitable? Examination of the NCAA News 10 years later*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, New Orleans, LA.
- Dixon, M. A., Cunningham, G. B., Sagas, M., Turner, B., & Kent, A. (2004). *The more challenging the better: Antecedents of interns' organizational commitment*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, New Orleans, LA.

- Kent, A. Sagas, M., Cunningham, G. B., Dixon, M. A., & Turner, B. (2004). *Always beneficial? Examining the effects of the sport management internship*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, New Orleans, LA.
- Sagas, M., & Cunningham, G. B. (2004). *Does having the "right stuff" matter? Gender differences in the determinants of career success among intercollegiate athletic administrators*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, New Orleans, LA.
- Sagas, M., Cunningham, G. B., Pastore, D. L., & Waltemyer, S. (2004). *Understanding head coaching behavior among female NCAA assistant coaches*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, New Orleans, LA.
- Bennett, G., Dees, W., Cunningham, G., & Sagas, M. (2003). *Media usage among action sports consumers*. Paper presented at the annual conference for the Sport Marketing Association, Gainesville, FL.
- Cunningham, G. B., Sagas, M., & Fink, J. S. (2003). *Examining the effects of job search behavior and job alternatives on the relationship between affective reactions to the organization and turnover intentions*. Paper presented at the annual conference for the North American Society for Sport Management, Ithaca, NY.
- Turner, B., Jordan, J., & Sagas, M. (2003). *Factors affecting response rates to mailed questionnaires: The case of intercollegiate coaches*. Paper presented at the annual conference for the North American Society for Sport Management, Ithaca, NY.
- Sagas, M., & Cunningham, G.B. (2003). *Effects of diversified dyads and work groups on leader member exchanges and career outcomes*. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Philadelphia, PA.
- Fink, J., Cunningham, G.B., & Sagas, M. (2003). *Job embeddedness: Effects on coaches' turnover intentions*. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Philadelphia, PA.
- Sagas, M., Cunningham, G.B., & Dollar, J.E. (2002). *Supervisor-intern relational diversity and the success of a sport organization internship*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Indianapolis, IN.
- Sagas, M., Cunningham, G.B., & Paetzold, R. (2002). *A discrimination framework for understanding the dearth of females in college coaching*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Indianapolis, IN.
- Sagas, M. (2002). *Gender differences in the work-family conflict experienced by NCAA assistant coaches*. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.

- Gehring, M., & Sagas, M. (2002). *Competing frameworks for understanding the dearth of women coaches*. Program presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.
- Sagas, M., & Cunningham, G.B. (2002). *The impact of supervisor support on career outcomes of the senior woman administrator*. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.
- Cunningham, G. B., & Sagas, M. (2002). *Diversity in coaching: A relational demography perspective*. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, San Diego, CA.
- Dollar, J., & Sagas, M. (2002). *Sport management internships: The impact of site supervisor leadership behavior*. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.
- Sagas, M., Ashley, F.B., & Paetzold, R. (2002). *The effects of dyad demographic diversity on job satisfaction, supervisor support, and coaching aspirations: The case of NCAA assistant coaches*. Paper presented at the annual conference for the North American Society for Sport Management, Canmore, Canada.
- Keiper, P.K., Sagas, M., & Paetzold, R. (2002). *The impact of organizational ethos on organizational commitment: The case of NCAA Division I coaches*. Paper presented at the annual conference for the North American Society for Sport Management, Canmore, Canada.
- Batista, P.B., & Sagas, M. (2002). *Knowledge of Title IX provisions among Texas high school superintendents*. Paper presented at the annual meeting of The Society for the Study of Legal Aspects of Sport and Physical Activity, Waco, TX.
- Sagas, M., & Batista, P. (2001). *The importance of Title IX compliance on the job satisfaction and occupational turnover intent of intercollegiate coaches*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, San Antonio, TX.
- Cunningham, G. B., & Sagas, M. (2001). *Gender comparisons in human capital, turnover, and intentions to become a head coach*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, San Antonio, TX.
- Cunningham, G. B., Sagas, M., & Keiper, P. E. (2001). *Human resources and organizational effectiveness of intercollegiate athletic departments*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, San Antonio, TX.
- Sagas, M., Cunningham, G. B., & Ashley, F. B. (2001). *Relational demography in head coach-assistant coach dyads: The impact on assistant coach intent to head coach, job satisfaction, occupational commitment, and perceived advancement opportunity*. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.

- Cunningham, G. B., & Sagas, M. (2001). *Occupational commitment of NCAA assistant coaches: An institutional perspective*. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.
- Cunningham, G. B., & Sagas, M. (2001). *Coaching self-efficacy and the women's coaching deficit: A study of NCAA assistants*. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.
- Ashley, F. B., & Sagas, M. (2001). *Professional wrestling fans: Predicting fan motivation*. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.
- Cunningham, G. B., Sagas, M., & Dollar, J. E. (2001). *Examining the role of internships in sport management students' desire to enter the profession*. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.
- Sagas, M., & Ashley, F. B. (2001). *Gender differences in the intent to leave coaching: The role of personal, external, and work-related variables*. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Cincinnati, OH.
- Cunningham, G. B., & Sagas, M. (2001). *Examining gender differences in the Internet coverage of intercollegiate athletics*. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Cincinnati, OH.
- Cunningham, G. B., & Sagas, M. (2001). *Studying assistant coaches to understand the women's coaching deficit: A synthesis and review*. Program presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Cincinnati, OH.
- Batista, P. J., & Sagas, M. (2001). *Perceived compliance of the Title IX benefits and treatments clauses*. Paper presented at the annual meeting of The Society for the Study of Legal Aspects of Sport and Physical Activity, Branson, MO.
- Sagas, M. (2000). *Gender differences in the desire to head coach: The role of organizational commitment, work experiences, and turnover intent in a sample of NCAA Division I assistant coaches*. Paper presented at the annual conference for the North American Society for Sport Management, Colorado Springs, CO.
- Sagas, M. & Cunningham, G. B. (2000). *Gender differences in diversions, motivators, and desire to head coach*. Paper presented at the annual conference for the North American Society for Sport Management, Colorado Springs, CO.
- Sagas, M., & Wigley, B. (2000). *Advancing substantial proportionality by revenue sharing through the Sears Cup*. Paper presented at the annual conference for North American Society for Sport Management, Colorado Springs, CO.

Sagas, M. & Cunningham, G. B. (2000). *Contradicting State and Federal pay equity laws in Texas*. Paper presented at the annual conference for North American Society for Sport Management, Colorado Springs, CO.

Wigley, B., Ashley, F. B., & Sagas, M. (2000). *A study of collegiate baseball: Examining sport fan motivation and marketing implications*. Paper presented at the annual conference for North American Society for Sport Management, Colorado Springs, CO.

Sagas, M. (1999). *To coach or not to coach: Women entering the profession*. Paper presented at the annual conference for the North American Society for Sport Management, Vancouver, Canada.

Cunningham, G., Sagas, M., and Wigley, B. (1999). *Internet coverage of male and female collegiate sports: The inequity continues*. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Cleveland, OH.

INVITED

Sagas, M. (September, 2007). *College Sports in the U.S.: International business perspectives*. Presentation given at the Yanbian International Convention of Sports Science, Yanji, China.

Sagas, M. (November, 2006). *Identification and its outcomes: An organizing framework*. Presentation given at the BK21 Dankook University Sport Marketing Forum. Cheonon, South Korea.

Sagas, M. (November, 2006). *Social categorization and identification in sports organizations*. Presentation at the Kyung Hee University Sport Industry Forum, Suwon, South Korea.

Sagas, M. (February, 2006). *Sport management curricula in the United States*. Presentation given to the Qatar University Physical Education Faculty, Doha, Qatar.

Sagas, M. (March, 2004). *Trends and issues in the United States sports industry*. Keynote address given to the Asian Sport Industry Seminar at SPOEX 2004. Seoul, South Korea.

STATE/REGIONAL

**Stumph, K.J. & Sagas, M. (2004). *Gender disparities in career outcomes of assistant coaches: Discrimination or capital deficiencies*. Paper presented at the annual Florida State Sport Management Conference, Tallahassee, FL.

*Choi, J.H., Sagas, M., *Sosa, J., & Cunningham, G.B. (2004). *The development of a quality of employment in coaching typology and questionnaire*. Paper presented at the annual Florida State Sport Management Conference, Tallahassee, FL.

*Sosa, J., Sagas, M., & Cunningham, G.B. (2004). *A conceptual understanding of organizational culture in sport organizations: The habitus effect*. Paper presented at the annual Florida State Sport Management Conference, Tallahassee, FL.

- Sagas, M., Wigley, B., & Keiper, P. E. (2001). *Predicting coach turnover intent in Texas high schools*. Paper presented at the Texas Association for Health, Physical Education, Recreation, and Dance annual meeting, Corpus Christi.
- Dollar, J.E., Sagas, M., & Barnwell, K. (2001). *Sport management interns: I wonder who is leading them now*. Paper presented at the Texas Association for Health, Physical Education, Recreation, and Dance annual meeting, Corpus Christi.
- Sagas, M., & Cunningham, G. B. (2000). *Forming a juxtaposed taxonomy of the female deficit literature concerning assistant coaches*. Paper presented at the Texas Association for Health, Physical Education, Recreation, and Dance annual meeting, Dallas.
- Sagas, M., & Cunningham, G. B. (2000). *Exploring gender and racial differences in NCAA coaching*. Paper presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Dallas.
- Wigley, B., Sagas, M., & Ocker, L. (2000). *Topical issues within sport management: Ideas and strategies for student research*. Program presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Dallas.
- Sagas, M. (1999). *Gender inequities on Texas web sites: Analysis of the 1999 baseball and softball season*. Paper presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Austin.
- Sagas, M., & Cunningham, G. B. (1999). *Avoiding sex-based discrimination in the compensation of Texas high school coaches*. Paper presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Austin.
- Sagas, M., & Cunningham, G. B. (1999). *Sports management: A student perspective*. Program presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Austin. *Graduate student **Undergraduate student

TEACHING EXPERIENCE

SPORT MANAGEMENT COURSES

Undergraduate

Foundations of Sport Management
 Sociology of Sport
 Seminar in Athletics Administration
 Internship Field Experience in Sport Management

Graduate

Research Methods for Sport Organizations
 Sport Marketing
 Seminar in Social Issues of Sport
 Seminar in Sport Ethics
 Seminar in Business of Sports
 Doctoral Research Design Seminar
 Research Seminar
 Internship Field Experience in Sport Management

GRADUATE STUDENTS SUPERVISED

Master's Thesis- Chaired Committees (year graduated/expected graduation year)

Jong-Chae Kim (Co-Chair, M.S., 2004)
 Thomas Aicher (Chair, M.S., 2007)
 Gabriella Martinez (Chair, M.S., 2007)
 Michael Hutchinson (Chair, M.S., expected 2008)
 Cheryl Rode (Chair, M.S., expected 2008)

Master's Non-Thesis

2002-2003 (8 students, chair of committee on 3)
 2003-2004 (19 students, chair of committee on 12)
 2004-2005 (14 students, chair of committee on 9)
 2005-2006 (9 students, chair of committee on 5)
 2006-2007 (9 students, chair of committee on 5)

Doctoral Students-Chaired Committees (year graduated/expected graduation year)

Doctor of Philosophy

Jason Sosa (May, 2007)
 Tim Ryan (August, 2007)
 Bryan Finch (August, 2007)
 Bryan Butler (expected 2007)
 Hailey Daenke (expected 2009).
 Tommy Aicher (expected 2009)
 Trevor Bopp (expected 2009)

Doctor of Education

Jin Ho Choi (May, 2006)
 Mike Thornton (August, 2007)

FUNDING ACTIVITIES

RESEARCH GRANTS

- Sagas, M., [PI] & Cunningham, G.B. [Co-PI] & Pastore, D. [Co-I] (2003). Understanding head coaching behavior among female NCAA assistant coaches. *American Alliance for Health, Physical Education, Recreation and Dance Research Consortium Seed Grant. Funded \$4,900.*
- Sagas, M. [PI] & Cunningham, G.B. [Co-PI] (2003). Development of a questionnaire for evaluation of employment quality in coaching [for African-American Coaches]. *Race and Ethnic Studies Institute mini-grant program. Funded, \$1,800.*
- Sagas, M. [PI], Cunningham, G.B., [Co-PI] & Ashley, F.B. [Co-I] (2002). Treatment discrimination in college football: Testing the mediating effects of human and social capital on the career achievement of NCAA assistant football coaches. *Race and Ethnic Studies Institute mini-grant program. Funded, \$2,450.*
- Sagas, M. [PI], & Cunningham, G. B. [Co-PI] (2001). The impact of relational ethnicity on the head coach assistant coach dyad in NCAA Basketball assistant coaches, *Race and Ethnic Studies Institute mini-grant program, Funded \$800.*

RESEARCH CONTRACTS

- Cunningham, G.B. [PI], & Sagas, M. [Co-PI] (2003). Economic impact of the Tennis Masters Cup. *Westside Tennis Club- Houston, TX, Funded \$9,850.*
- Cunningham, G.B. [PI], & Sagas, M. [Co-PI] (2003). Economic impact of the US Men's Clay Court Championships. *Westside Tennis Club- Houston, TX, Funded \$10,000.*

TRAINING GRANTS

- Sagas, M., Bennett, G.B. [Co-PI's], Sosa, J. [Co-I] & Hall, T. [Co-I]. (2008). The American Sports Brand Fusion Arts Exchange. U.S. Department of State- Bureau of Educational and Cultural Affairs. **Funded: \$300,000.**
- Sagas, M., & Bennett, G.B. [Co-PI's] (2007). The American Sports Brand Fusion Arts Exchange. U.S. Department of State- Bureau of Educational and Cultural Affairs. **Funded: \$279,897.**

Note: Total funding committed for Fusion Arts Exchange grant is \$880,000 for period May 2007-December 2009

TRAINING CONTRACTS

- Sagas, M. [PI] (2008). Kyung Hee University Sport Industry Forum Exchange. Kyung Hee University, **Funded \$14,500.**
- Sagas, M. [PI] (2007). Kyung Hee University Sport Industry Forum Exchange. Kyung Hee University, **Funded \$9,000.**
- Sagas, M. [PI] (2006). Kyung Hee University Sport Industry Forum Exchange. Kyung Hee University, **Funded \$9,000.**

PROFESSIONAL AFFILIATIONS

North American Society for Sport Management (NASSM), 1998-present
 North American Society for the Sociology of Sport (NASSS), 1998-2004
 American Alliance for Health, Physical Education, Recreation and Dance, 2000-present
 The Academy of Management, 2002-2004
 Texas Association for Health, Physical Education, Recreation and Dance, 1999-2001

HONORS AND AWARDS

Texas A&M ING Faculty of Excellence Award, April, 2007.
 North American Society for Sport Management, Research Fellow, Inducted in 2006
 Texas A&M University College of Education, Outstanding New Faculty Award, 2005
 Research Consortium of the American Alliance for Health, Physical Education,
 Recreation and Dance Student Research Award, 2001.
 North American Society for Sport Management Student Research Competition Winner,
 2000.

EDITING AND REVIEWING

September 2007 – present	Editorial Board Member. <i>Journal of Issues in Intercollegiate Athletics</i>
November 2006- Dec. 2007	Co-Editor, Special Issue of <i>Sex Roles</i> on Gender and Sex Diversity in Sport Organizations
January 2006- present	Editorial Board Member. <i>International Journal of Sport Management</i>
January 2002- present	Editorial Board Member. <i>Applied Research in Coaching and Athletics Annual</i>
September 2000 – 2004	Editorial Board Member. <i>Athletic Insight: The Online Journal of Sport Psychology</i>
Guest Reviewer	<i>Sex Roles</i> <i>Social Science Quarterly</i> <i>Leisure Science</i> <i>Journal of Sport Management</i> <i>Journal of Leisure Research</i> <i>Sport Management Review</i>

UNIVERSITY AND PROFESSIONAL SERVICE

PROFESSIONAL

Consultant, Qatar University Department of Physical Education, Sport Management Program, Doha, Qatar, February 2006

Reviewer, AAHPERD Conference, Research Consortium, Socio-cultural section, 2007

Reviewer, Abstracts for the 2007 NASSM Conference, Management Section, 2006.

Reviewer, Abstracts for the 2006 NASSM Conference, Management Section, 2005.

Member, Nominating Committee for NASSM, 2005-2007 (chair for 2007 conference)

Reviewer, AAHPERD Conference, Research Consortium, Socio-cultural section, 2006

Reviewer, AAHPERD Conference, Research Consortium, Sport Management section, 2005

Reviewer, Abstracts for the 2005 NASSM Conference, Management Section, 2004.

Reviewer, Papers for the NASSM Student Research Contest, 2004

Reviewer, Papers for the Academy of Management Conference, 2004.

Reviewer, AAHPERD Conference, Research Consortium, Sport Management section, 2004

Reviewer, AAHPERD Conference, Research Consortium, Socio-cultural section, 2004

UNIVERSITY/DEPARTMENTAL

Member, Associate Provost for Undergraduate Education Search Committee, Fall 2006

Member, Department Head Search Committee, 2006-2007

Member, Research, Measurement and Statistics Search Committee, EPSY, 2006-2007

Sport Management Program Coordinator/Chair 2002- present

Sport Management Program Masters Coordinator 2002-2006

Sport Management Faculty Searches (7 since 2003, Chair of 4)

University Committees (3 since 2004)

Advisor, Undergraduate Research Fellows Program, Ms. Kelly Stumph, 2003-2004.

Advisor, Sport Management Association student organization, 2003-2004.

Co-Advisor, Sport Management Society, 2003-2004.

Advisor, Graduate Sport Society, 2004-present.