

Sean Phelps

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▲ sphelps@coloradomesa.edu

EDUCATION

2006	Florida State University Ph.D., Sport Management Dissertation Title: <i>The creation and development of an international sport federation: A case study of the International Triathlon Union from 1989-2000.</i>	Tallahassee, FL
2001	Montana State University-Billings M.S., Sport Management.	Billings, MT
1987	Eastern Montana College B.A., Mass Communications	Billings, MT
1984	Northwest Community College A.A.S., Photography	Powell, WY

TEACHING

Colorado Mesa University (Fall 2021 – Spring 2022)

- KINE200 Foundations of Kinesiology (face-to-face)
- KINE 205 Introduction to Sport Management (online)
- KINE308 Principles & Psychology of Officiating (online)
- KINE 335 Sport in Society (online & face-to-face)
- KINE494A Sport Management Senior Seminar (Spring hybrid)
- KINE495 Independent Study
- KINE499 Internship (Fall only)
- KINE500 Facility/Equipment Management (online)
- KINE 501 Research Methods (online)
- KINE520 Management Policy/Regulations in Sport (online)
- KINE 535 Graduate Sport in Society (online)
- KINE599 Internship

Colorado Mesa University (Fall 2020 – Summer 2021)

- KINE200 Foundations of Kinesiology (face-to-face)
- KINE 205 Introduction to Sport Management (online & face-to-face)
- KINE 335 Sport in Society (online & face-to-face; includes summer online)
- KINE 494A Sport Management Senior Seminar (Spring online)
- KINE499 Internship (includes summer)
- KINE 500 Facility/Equipment Management (online)
- KINE 501 Research Methods (online)
- KINE 520 Management Policy/Regulations in Sport (online)
- KINE 535 Graduate Sport in Society (online)
- KINE595 Independent Study
- KINE599 Internship (includes summer)

Colorado Mesa University (Fall 2019 – Summer 2020)

- KINE 205 Introduction to Sport Management (online & face-to-face)
- KINE 335 Sport in Society (online & face-to-face; includes summer online)
- KINE 340 Sport Operations (online)
- KINE 494A Sport Management Senior Seminar (Spring face-to-face)
- KINE 499 Internship (includes summer)
- KINE 500 Facility/Equipment Management (online)
- KINE 520 Management Policy/Regulations in Sport (online)
- KINE 535 Graduate Sport in Society (online)
- KINE 599 Internship (includes summer)

Colorado Mesa University (Fall 2018 – Summer 2019)

- KINE 205 Introduction to Sport Management (online & face-to-face)
- KINE 335 Sport in Society (online & face-to-face; includes summer online)
- KINE 340 Sport Operations (online)
- KINE 345 Finance of Sport
- KINE 494A Sport Management Senior Seminar (Spring face-to-face)
- KINE 499 Internship (includes summer)
- KINE 500 Facility/Equipment Management (online)
- KINE 520 Management Policy/Regulations in Sport (online)
- KINE 591 Directed Readings (online)

GUEST LECTURER (CMU)

- ATRN502 Qualitative Methods (Spring semesters: 2019-present)

Montana State University-Billings (Fall 2017 & Spring 2018)

- COMX106 Communications in a Dynamic Workplace

Montana State University-Billings (Fall 2016)

- WRIT095 Developmental Writing
- WRIT104 Workplace Communications

Montana State University-Billings (Fall 2015)

- WRIT095 Developmental Writing

Auckland University of Technology (Semester 1, 2014)

- 516557 Sport and Recreation in Society
- 517020 Conjoint Sport and Business Co-op Supervision
- 469015 Advanced Sport Management
- 589635 Leadership & Management I
- 478200 Specialists Readings

Auckland University of Technology (2013)

- 517035 Sport and Recreation Communications
- 516557 Sport and Recreation in Society
- 517020 Conjoint Sport and Business Co-op Supervision
- 469015 Advanced Sport Management
- 589635 Leadership & Management I
- 556109 Special Topics (Semester 2)

Auckland University of Technology (2012)

- 517035 Sport and Recreation Communications
- 516557 Sport and Recreation in Society
- 517020 Conjoint Sport and Business Co-op Supervision
- 478200 Specialists Readings (Semester 2)

Auckland University of Technology (2011)

- 469015 Sport and Recreation Governance and Strategy
- 516557 Sport and Recreation in Society
- 517020 Conjoint Sport and Business Co-op Supervision
- 517036 Leadership in Sport and Recreation

Auckland University of Technology (2010)

- 469015 Sport and Recreation Governance and Strategy
- 516557 Sport and Recreation in Society
- 517020 Conjoint Sport and Business Co-op Supervision
- 515205 Sport and Recreation Marketing

Auckland University of Technology (2009)

- 489010 Advanced Sport Marketing
- 517036 Sport and Recreation Leadership
- 517020 Conjoint Sport and Business Co-op Supervision
- 516557 Sport and Recreation in Society
- 515205 Sport and Recreation Marketing

Auckland University of Technology (2006-2008)

- 489010 Advanced Sport Marketing
- 517035 Sport and Recreation Communication
- 517021 Facilities and Event Management
- 517022 Sport and Recreation Marketing
- 517001/02 Co-op I & II Supervision
- 516548 Event and Small Business Management
- 515205 Sport and Recreation Marketing
- 478200 Specialists Readings (Semester 2, 2008)
- 556109 Special Topics (Semester 1)

GUEST LECTURER (AUT)

- 516001 Industry Experience and Research: Qualitative Methods
- 515203 Professional Practice

Florida State University (2003-2006)

- PET 4401 Introduction to Sport Management
- PET 4499 Sport Governance
- PET 4930 Sport and Society
- PET 4942/5947 Sport Management Internship Coordinator

TEACHING ASSISTANT (FSU)

- PET 5478 Issues in Sport Law
- PET 5470 Foundations of Sport Management

GUEST LECTURER (FSU)

- PET 4461 Sport Marketing: Marketing the 2002 Winter Olympics
- PET 4463 Sport Finance: Funding a Business

PUBLICATIONS

Published Refereed Journal Articles

- MacFarlane, J., **Phelps**, S., & Schulenkorf, N. (2019). Fitness industry self-regulation: Institutional or by choice? *Sport, Business and Management*, 9(5), 506-524.
- Dickson, G., Hallman, K., & **Phelps**, S. (2017). Antecedents of a sport volunteer's sense of community. *International Journal of Sport Management and Marketing*, 17(1/2), 71-93.
- MacFarlane, J., **Phelps**, S., & Schulenkorf, N. (2016). Discovering network legitimacy in the fitness industry: A case study of REPS NZ. *International Journal of Sport Management*, 17(1), 1-25.
- Dickson, G., Naylor, M., & **Phelps**, S. (2015). Consumer attitudes towards ambush marketing: Rugby World Cup 2011. *Sport Management Review*, 18(2), 280-290. <http://dx.doi.org/10.1016/j.smr.2014.07.001>
- Walters, S., Hallas, J., **Phelps**, S., & Ikeda, E. (2015). Enhancing the ability of students to engage with theoretical concepts through the creation of learner-generated digital video. *Sport Management Education Journal*, 3(2), 102-112. <http://dx.doi.org/10.1123/SMEJ.2014-0041>
- Dickson, G., **Phelps**, S., & Waugh, D. (2014). The impact of affiliate disaffiliation on the interorganisational dynamics of a federated network. *European Sport Management Quarterly*, 14(5), 538-555. <http://dx.doi.org/10.1080/16184742.2014.950306>
- Phelps**, S., & Kent, A. (2010). Isomorphism and choice in the creation and development of an international sport federation: A review of the International Triathlon Union. *International Journal of Sport Management and Marketing*, 8(3/4), 277-295.
- Phelps**, S. (2010). Communicating the need for a new field of dreams: If we don't rebuild it will they go? *Sport Management Review*, 13(3), 296-304.
- Dickson, G., **Phelps**, S., & Waugh, D. (2010). Multi-level governance in an international strategic alliance: The plight of the Phoenix and the Asian football market. *Asian Pacific Journal of Marketing and Logistics*, 22(1), 111-124.
- Phelps**, S., & Dickson, G. (2009). Symbolic isomorphism and legitimacy: New Zealand's Ice Blacks and Ice Fernz hockey teams. *International Journal of Sport Management and Marketing*, 5(1/2), 90-100.
- Dittmore, S., Mahony, D., Andrew, D.F., & **Phelps**, S. (2007). Is sport management research diverse? A five-year analysis of dissertations. *International Journal of Sport Management*, 8(1), 21-31.

In Press

- Milstein, S., French, P., & **Phelps**, S. (2022). Professional preparedness: Starting with the sophomore experience. *College Student Journal and Education*.

Book Chapter

- Dickson, G., Craw, M., Ajjee, R., S., Johnston, M., & **Phelps**, S. (2023). Global sport events. In *Handbook for Sport and COVID-19*. Oxon, UK: Routledge.

Stai, P., Schlenker, N., Godfrey, J., & **Phelps**, S. (2018). Sri Lanka. In K. Hallman & S. Fairley (Eds.), *Sports Volunteers Around the Globe*. Cham, Switzerland: Springer Nature Switzerland AG.

Dickson, G., & **Phelps**, S. (2018). Oceania Football Confederation. In S. Chadwick, D. Parnell & P. Widdop (Eds.), [*Routledge Handbook of Football Business and Management*](#). London: Taylor & Francis Group.

Dickson, G., & **Phelps**, S. (2008). Who could wish for more? New Zealand's Coast to Coast. In S. Chadwick & D. Arthur (Eds.), [*International Cases in the Business of Sport*](#) (pp. 90-100). Oxford, UK: Butterworth Heinemann.

Phelps, S. (2011). Manage a triathlon. In L.E. Swayne & M. Dodds (Eds.). [*Encyclopedia of Sport Management and Marketing*](#). Thousand Oaks, CA: Sage.

Phelps, S. (2011). Manage an Ironman. In L.E. Swayne & M. Dodds (Eds.). [*Encyclopedia of Sport Management and Marketing*](#). Thousand Oaks, CA: Sage.

Phelps, S. (2011). Triathlon. In S. Riess & P. Vertinsky (Eds.). [*Sports in America*](#). Armonk, NY: M.E. Sharpe, Inc.

Book Reviews

Phelps, S. (2010). Olympic event organization by Theodoraki, E. *Sport Management Education Journal*, 3(1), 125-127.

Phelps, S. (2008). Fundamentals of sport marketing (3rd ed.) by Pitts, B.G., & Stotlar, D.K. *Sport Management Education Journal*, 2(1), 68-69.

Magazine

Phelps, S. (2009). De groei stuipen van de triatlon [The growing pains of the triathlon]. *Sport & Strategie*, 3(7), 15.

CONFERENCE PRESENTATIONS

Khemani, A., Dickson, G., & **Phelps**, S. (December 2021). *She's Been Given Out: Public Sentiment Toward Cricket Australia's Transgender Policy*. Sport Management Association of Australia and New Zealand Conference.

Milstein, S., French, P., & **Phelps**, S. (February 2021). *Professional preparedness: Starting with the sophomore experience embedding competencies into sport management curriculum*. Commission on Sport Management Accreditation Conference (virtual presentation).

Sharp, A., Dickson, G., & **Phelps**, S. (November 2013). *Complex adaptive system modeling: An approach to understanding the New Zealand sport sector*. Sport Management Association of Australia and New Zealand Conference, University of Otago, New Zealand.

Kang, B.S., Dickson, G., Naylor, M., & **Phelps**, S. (November 2012). *Endurance sport online communities: An examination of scale psychometrics*. Sport Management Association of Australia and New Zealand Conference.

Dickson, G., Naylor, M., & **Phelps**, S. (September 2012). *A comparison of sampling techniques in sport marketing research*. European Association of Sport Management.

- Naylor, M., Dickson, G., **Phelps**, S., & Hedlund, D. P. (June 2012). *Rugby World Cup 2011: Sponsor memorization*. North American Society for Sport Management Conference.
- Naylor, M., Dickson, G., & **Phelps**, S. (December 2011). *Perceptions of the ethics of ambush marketing: Rugby World Cup 2011*. International Conference of the African Sport Management Association (ASMA).
- MacFarlane, J., **Phelps**, S., & Schulenkorf, N. (November 2011). *Perceptions of Legitimacy amongst Members and Non-Members of a Federated Network: A Case Study of the New Zealand Register of Exercise Professionals (REPs NZ)*. Sport Management Association of Australia and New Zealand Conference.
- Phelps**, S., Schulenkorf, N., & Patrick, T. (June 2011). *When, where, how, and why do we teach the PhDs to teach? An autoethnographic comparison of universities*. North American Society for Sport Management Conference.
- Phelps**, S. & Dickson, G. (November 2010). *Full of sound and fury signifying nothing: The implementation of ambush marketing legislation*. New Zealand Tourism & Hospitality Research Conference.
- Dickson, G. & **Phelps**, S. (November 2010). *Explaining the under-utilisation of event-specific ambush marketing legislation*. Sport Management Association of Australia and New Zealand Conference.
- Phelps**, S. & Dickson, G. (June 2010). *“That which isn’t worth replicating isn’t worth knowing”: Is theoretical replication and extension in sport management research missing?* North American Society for Sport Management Conference.
- Waugh, D., **Phelps**, S., & Dickson, G. (June 2010). *Oceania Football Confederation: The impact of affiliate disaffiliation on the inter-organizational dynamics of a federated network*. North American Society for Sport Management Conference.
- Phelps**, S. (December 2007). *Surviving positivism: Social construction in organisational theory*. Sport Management Association of Australia and New Zealand Conference.
- Phelps**, S. (December 2007). *Isomorphism and choice in the creation and development of an international sport federation: A review of the International Triathlon Union*. Sport Management Association of Australia and New Zealand Conference.
- Phelps**, S. (October 2005). *A practical application of institutional theory: A look at USA triathlon’s board of directors’ election of 2003*. Florida State University Sport Management Conference.
- Dittmore, S., Mahony, D., & **Phelps**, S. (June 2005). *Diversity in sport management research? An examination of sport management dissertation topics*. North American Society for Sport Management Conference.
- Kian, T., Noland, M., & **Phelps**, S. (October 2004). *Missing in action: Qualitative research in sport management*. Florida State University Sport Management Conference.

INVITED PRESENTATIONS

- Phelps**, S. (January 2022). *Purpose of the volunteer coach*. USA Triathlon Collegiate Triathlon Coaches Association.

FUNDED RESEARCH PROJECTS

- The contribution of event training and event experience to long-term volunteering (SPARC funded: \$37K NZ) (Dickson, G., **Phelps**, S., & Rae, S., 2011).
- Participation events and sustained, increased levels of physical activity (SPARC funded: \$19K NZ) (Schofield, G., Dickson, G., Funk, D., & **Phelps**, S., 2009).

EDITORIAL ACTIVITIES

- Manuscript reviewer for *International Journal of Sport Policy and Politics* (May 2022)
- Manuscript reviewer for *International Journal of the Sociology of Leisure* (March 2019)
- Manuscript reviewer for *International Journal of Sport Management, Recreation & Tourism* (October 2016)
- Manuscript reviewer for *Sport Management Review* (May & October 2016)
- Manuscript reviewer for *Sport Management Review* (January 2013)
- Abstract reviewer for 2012 Sport Management Association of Australia and New Zealand.
- Abstract reviewer for 2012 North American Society for Sport Management Conference.
- Manuscript reviewer for the *International Journal of Sport Management and Marketing* (2011-present).
- Manuscript reviewer for *Sport Management Review* (September 2011).
- Abstract reviewer for 2011 North American Society for Sport Management Conference.
- Appointed a reviewer for the *International Journal of Sport Management, Recreation & Tourism* (November 2010).
- Guest editor, special edition of the *International Journal of Sport Marketing and Sponsorship* 12(1), "Athletes in the arena: Non-elite sporting events," 2010.
- Manuscript reviewer for 2010 New Zealand Tourism & Hospitality Research Conference.
- Abstract reviewer for 2010 Administrative Sciences Association of Canada Tourism and Sport Management Track Conference.

RESEARCH PROJECTS

- Triathlon New Zealand 2006-2007 season participant satisfaction pilot study
- Triathlon New Zealand 2007-2008 season participant satisfaction study
- Sport and Recreation New Zealand (SPARC) Benefits of Events (annotated bibliography) 2007
- Sport and Recreation New Zealand (SPARC) National Identity and Sport (annotated bibliography) 2007

RESEARCH INTERESTS

- Organizational theory
- Organizational behavior
- International sport federations
- National governing bodies

GRADUATE STUDENT SUPERVISION

Completed Post-Graduate Degrees (Thesis & Dissertation)

Paul Cleary (Master of Business, AUT). Secondary supervisor: *National Sporting Organisations and private franchise relationships: A New Zealand comparative case study of inter-organisational learning*

Caroline Dickson (Master of Health Practice, AUT). Secondary supervisor: *Girls' experience of physical activity*

Kate Elliott (Honour's Health & Environmental Science, AUT). Primary supervisor: *The effect of sport participant satisfaction in determining a favourable attitude towards the naming-rights sponsor*

Melody Johnston (MBus, AUT). Primary supervisor: *The legitimising effects of hosting a World Championship event for a National Sports Organisation*

Byung Seok Kang (PhD, AUT). Secondary supervisor: *Factors affecting knowledge sharing within endurance-sport online communities (ESOC).*

John McFarlane (Master of Business, AUT). Primary supervisor: *Perceptions of Legitimacy amongst Members and Non-Members of a Federated Network: A Case Study of the New Zealand Register of Exercise Professionals (REPs NZ)*

Nicola Power (Master of Health Practice, AUT). Secondary supervisor: *Male primary school teachers experience of touch – A hermeneutic phenomenological study*

Preben Stai (MBus, AUT). Primary supervisor: *Expectations and Experiences of Volunteers at Sport-for-Development Projects: The Case of Sri Lanka.*

Dan Waugh (Master of Business, AUT). Primary supervisor: *The impact of affiliate defection on the inter-organisational dynamics of a federated network: New Zealand and the Oceania Confederation*

Alec Wilson (MBus, AUT). Secondary Supervisor: *Recruitment, registration, & retention of talented foreigners: A review of HRM practices and player recruitment strategies of A-League Football Franchises.*

GRADUATE STUDENT THESIS/DISSERTATION EXAMINATION

Bist, D. (2021). (Master of Sport Management, La Trobe University). *Fans perception of incompetence and explicit bias in AFL umpiring.*

Deodhar, K.S. (2021). (Master of Sport Management, La Trobe University). *Determinants of sport management attractiveness: Indian student-athlete perspectives.*

Khemani, A. (2021). (Master of Sport Management, La Trobe University). *Transgender sport policies: A study of policy convergence and public statement.*

Cox, K. M. (2012). (PhD, AUT Health and Environmental Sciences). *Responsibility for children's physical activity.*

Mowbray, D.P. (2012). (PhD, AUT Faculty of Business). *Searching for the "mythical unicorn" – the missing link between boards of directors and organizational effectiveness.*

Hodgetts, D. (2011). (PhD, University of Central Queensland). *Legacy by osmosis? Investigation of sport development legacies resulting from the conduct of a major sport event.*

Kwok, K.R. (2011). (Master of Philosophy Health and Environmental Sciences). *Tactical innovation in New Zealand representative rugby: A grounded theory of developing.*

Crofts, C. (2010). (Master of Philosophy Applied Humanities, AUT). *Triwoman 2009: Participant attributes and intentions.*

Jayaswal, T. (2009). (Master of Philosophy Applied Humanities, AUT). *Events-induced tourism: A protocol analysis.*

EXTERNAL MODERATION OF CLASSES

2022	La Trobe University (AU): Sport Leadership and Governance
2010	Nelson Marlborough Institute of Technology (NZ): Principles of Applied Management
2010	Nelson Marlborough Institute of Technology (NZ): Principles of Marketing
2009	Bay of Plenty Polytechnic (NZ): Sport Business Management & Marketing

SERVICE

2021-2022	HLC Criterion 5 Committee (Spring 2022) CMU Sabbatical Committee CMU Graduate Studies Advisory Committee CMU Kinesiology Academic Scholarship Reviewer Co-Faculty Advisor for CMU Sport Management Club Undergraduate and Graduate Sport Management Program Coordinator Eastern Montana College/Montana State University Billings Alumni Association Board Florida State University Professional Mentors Program member North American Society for Sport Management Faculty-Student Mentor Initiative CMU Women's Triathlon Volunteer Coach Big Sky State Games Open Water Swim Commissioner
2020-2021	CMU Sabbatical Committee CMU Kinesiology Academic Scholarship Reviewer Co-Faculty Advisor for CMU Sport Management Club Undergraduate and Graduate Sport Management Program Coordinator CMU D2L "Power Users" Advisory Group Member, CMU Search Committee for Women's Triathlon Coach Eastern Montana College/Montana State University Billings Alumni Association Board Florida State University Professional Mentors Program member North American Society for Sport Management Faculty-Student Mentor Initiative CMU Women's Triathlon Volunteer Coach Big Sky State Games Open Water Swim Commissioner
2019-2020	CMU Sabbatical Committee CMU Kinesiology Academic Scholarship Reviewer Co-Academic Advisor for CMU Sport Management Club Undergraduate and Graduate Program Coordinator CMU Women's Triathlon Volunteer Coach Big Sky State Games Open Water Swim Commissioner
2018-2019	CMU Sabbatical Committee CMU Kinesiology Academic Scholarship Reviewer Sport Management Search Committee Co-Chair Member, CMU Search Committee for Sport Management Professor CMU Women's Triathlon Volunteer Coach Big Sky State Games Open Water Swim Commissioner

2013
 AUT Faculty of Business Post-Graduate Exam Board
 AUT Faculty of Business Post-Graduate Board of Study
 AUT Bachelor Sport & Recreation Coordinator
 AUT Bachelor Sport & Recreation Stream Leader
 Triathlon New Zealand Age Group Selection Commission
 Triathlon New Zealand Age Group Advisory Panel

2012
 AUT Faculty of Business Post-Graduate Exam Board
 AUT Faculty of Business Post-Graduate Board of Study
 AUT Bachelor Sport & Recreation Coordinator
 AUT Bachelor Sport & Recreation Stream Leader
 Triathlon New Zealand Age Group Selection Commission
 Triathlon New Zealand Age Group Advisory Panel
 Triathlon New Zealand World Championship Age Group Team Manager

2011
 AUT Faculty of Business Post-Graduate Exam Board
 AUT Faculty of Business Post-Graduate Board of Study
 AUT Bachelor Sport & Recreation Coordinator
 Triathlon New Zealand Age Group Selection Commission
 Triathlon New Zealand World Championship Age Group Team Manager

2010
 Member, AUT Sport & Recreation Faculty Search Committee
 AUT Faculty of Business Post-Graduate Exam Board
 AUT Faculty of Business Post-Graduate Board of Study
 AUT Bachelor Sport & Recreation Coordinator
 AUT School Academic Team
 Triathlon New Zealand Age Group Commission

2009
 AUT Faculty of Business Post-Graduate Exam Board
 AUT Health & Environmental Sciences Post-Graduate Board of Study
 AUT Bachelor Sport & Recreation Coordinator
 AUT School Academic Team

2008
 AUT Bachelor Sport & Recreation Coordinator
 AUT School Academic Team
 AUT Health & Environmental Sciences Post-Graduate Board of Study

2007
 SMAANZ Conference Organizing Committee
 AUT Bachelor Sport & Recreation Coordinator
 AUT School Academic Team
 AUT Health & Environmental Sciences Post-Graduate Board of Study

2005-2006
 USA Triathlon National Coaches Commission

2004-2005
 NASSM Executive Council Student Representative

2004-2006
 Faculty advisor for FSU Triathletes, recognized student club

2000
 Member, MSU-Billings Volleyball Head Coach Search Committee
 Member, MSU-Billings Women's Head Basketball Coach Search Committee

MISCELLANEOUS HONORS

- 2018 Big Sky State Games Male Athlete of the Year
- [2012 Northwest College Distinguished Alum](#)
- 2008 Montana State University-Billings Outstanding Alumni: Exceptional Contribution
- 2007 Road Runners Club of America Western Region Club Writer Award

PRACTITIONER BASED EXPERIENCE

Big Sky State Games (2018-present)

Open Water Swim Commissioner

Billings Aquatic Club (2014-2018)

Associate Coach Junior Development

Triathlon New Zealand (2010-2012)

Age group team manager for 2012 ITU World Championships in Auckland, New Zealand

Age group team manager for 2011 ITU World Championships in Beijing, China

Age group committees

Florida State University (2005-2006)

FSU Triathletes faculty club representative & team coach

Big Sky State Games (1999-2005)

Triathlon Commissioner

NCAA DII National Wrestling Tournament (2004)

Website Content Provider

Sunshine State Games (2003)

Venue Supervisor & Event logistics

Florida Senior Games (2002)

Venue Supervisor & Event logistics

Special Olympics Montana (2002)

Interim Summer Games Manager

Salt Lake City Organizing Committee (2001-2002)

Main Press Center Supervisor for 2002 Winter Olympics & Paralympics

Montana State University- Billings (2000)

Sports Information Graduate Assistant

USA Triathlon (1989-1993)

Officials Coordinator

Mankato State University (1987-1989)

Sports Information Graduate Assistant

High School Volleyball Referee (15 years)
Montana, Colorado, Utah & Florida

OTHER WORK EXPERIENCE

The Splash Page (1994-2010)
Co-Owner of specialty retail store: advertising, marketing, promotions
www.splashpagemontana.com