

DCANNE LEAR DEMARTINI, M.ED., J.D.

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EDUCATION

Juris Doctor (2006)

University of Georgia School of Law, Athens, GA

Graduated Cum laude

Member: Sports Law Society, Women's Law Student Association

Masters of Education in Sports Studies (2003)

University of Georgia, College of Education, Athens, GA

GPA: 4.0

Honors: University-wide Assistantship

Bachelor of Arts in Political Science, Exercise and Sport Science (1999)

University of North Carolina-Chapel Hill, Chapel Hill, NC

Graduated with Highest Distinction

Honors: Order of Grail-Valkyries, UNC Honors Program, Earey Award for Excellence in Exercise Science, Phi Beta Kappa

PROFESSIONAL EXPERIENCE

TEACHING & ADMINISTRATION

Assistant Professor of Sport Management. *Exercise Science and Sport Management Department*

Kennesaw State University.....Kennesaw, GA

August 2021 – present

- Teach undergraduate classes including Sport Law, Recreation Programming, and Sport and Film
- Serve the campus community and profession (please see Service section below)
- Conduct, present, and publish research on legal issues in sport industry (please see Scholarship section below)

Associate Professor of Sport Management. *Sport Management program, Dept. of Business*

Administration (formerly Dept. of Hospitality, Tourism and Sport Management and Dept. of Sport Management)

Flagler College.....St Augustine, FL

August 2013 – 2021

- Taught undergraduate classes including Sport Law, Sociology of Sport, Recreation and Fitness Management, Sport Ethics, Introduction to Sport Management, Principles of Health and Wellness, Sport and Film, Parks & Recreation Management, Sport Marketing, Sport Finance, and upper level student professional skills seminar classes
- Advised an average of 35 undergraduate Sport Management majors/semester
- Created new courses in Sport and Film, Parks & Recreation Management, Fitness Management, Diversity, Equity & Inclusion in the Service Industries, Baseball & Culture in the Dominican Republic, Sports Ethics for core general education program

- Supervised students participating in practical apprenticeship experiences
- Participated in first year student Learning Communities linking course with microeconomics
- Participated in first year academic orientation and summer advising
- Served as online teaching faculty mentor
- Served the campus community and profession (please see Service section below)
- Conducted, present, and publish research on legal issues in sport industry (please see Scholarship section below)

Program Director. *Sport Management program, Dept. of Business Administration*

Flagler College.....St Augustine, FL

July 2018 - present

- Supervised and evaluated two full time faculty members
- Hire, train, supervise and evaluate seven adjunct faculty members
- Manage \$2,7000 budget
- Develop and execute annual sport management program assessment plans
- Proposed curriculum revision to include specialized tracks in Sports Analytics, Fitness Management and Sport Marketing
- Develop and execute departmental diversity and inclusion program and peer tutoring program
- Coordinate Fitness and Wellness program activity classes

Instructor.

ULiftU.....Philadelphia, PA

Summer 2019

- Designed fitness management curriculum for vocational training in non-profit organization dedicated to creating career paths through CrossFit for previously incarcerated persons
- Individualized instruction for adult learner returning citizens

Department Chair. *Dept. of Hospitality, Tourism and Sport Management*

Flagler College.....St Augustine, FL

November 2017 – July 2018

- Supervised and evaluated three full time faculty members and five adjunct faculty members
- Managed \$10,000 budget including sport management and hospitality and tourism programs
- Wrote sport management program’s 5 year strategic reviews
- Developed and executed annual sport management program assessment plans
 - Transferred assessment tools online for improved tracking and reporting
- Developed and executed departmental diversity and inclusion program and peer tutoring program
- Coordinated Fitness and Wellness program activity classes

Assistant Professor of Sport Management. *Dept. of Sport Management*

Flagler College.....St Augustine, FL

August 2007 – 2013

Visiting Assistant Professor of Sport Management. *Dept. of Kinesiology Leisure and Sport Sciences*
East Tennessee State University, College of Education.....Johnson City, TN
August 2006 – May 2007

- Taught undergraduate classes including Legal Issues in Sport (oral and writing intensive), Sport Fundraising, Issues and Trends in Sport
- Taught graduate classes including Sport Communication, Sport Finance, and Risk Management in Sport
- Acted as Undergraduate Program Coordinator, performed academic advising for 45 undergraduate Sport Management majors
- Supervised students participating in practica experiences

Adjunct Instructor of Sport Studies. *Physical Education and Sport Studies Program*

University of Georgia, Department of Kinesiology, College of Education.....Athens, GA
Spring 2005, Spring 2006

- Taught undergraduate classes including Philosophy & Ethics of Sport and Gender and Sport

Teaching Assistant. *Physical Education and Sport Studies Program*

University of Georgia, Department of Kinesiology, College of Education.....Athens, GA
Spring 2003

- Assisted with instruction of undergraduate Gender and Sport class
- Graded papers, led class discussion, guest lectured

Research Assistant. *Physical Education and Sport Studies Program*

University of Georgia, Department of Kinesiology, College of Education.....Athens, GA
Fall 2002

- Conducted legal research on Title IX, Equal Protection, and female athletes involved in contact sports
- Advisor: Sarah K. Fields, JD, PhD

SERVICE

To the College/University:

Chair – Diversity and Inclusion Committee. Flagler College, Fall 2013 – Spring 2015, Fall 2017 – Spring 2020.

- Initiated committee creation
- Created campus wide calendar of diversity related events
- Conducted research, wrote reports, presented arguments to advocate for
 - gender neutral bathrooms
 - a diversity related co-curricular requirement
 - College membership into First Coast Diversity Council
 - adding diversity and inclusion to College's core values
 - requiring statement of diversity and inclusion on syllabi
 - departmental freedom to publish statements of diversity and inclusion
 - removal of faith specific prayer at academic ceremonies
 - reducing use of surveillance software for online exam proctoring
- Invited to present diversity and inclusion related information across campus
- Implemented inaugural diversity and inclusion week

Member - Diversity and Inclusion Committee. Flagler College, Fall 2020 - Spring 2021

Member – Great Colleges Presidential Taskforce, committee working directly with President to address working conditions. Flagler College, Fall 2019.

Faculty Mentor – Women’s Basketball team. Flagler College, Fall 2019 – Spring 2020.

Member – Continuation committee, working with Student Affairs determining student enrollment eligibility, Spring 2020 – Spring 2021

Chair – Department Level Advancement Committee for colleague applying for advancement to Associate Professor, Spring 2018

Chair – Search Committee for faculty position in Sport Management program. Flagler College, Fall 2017 – Spring 2018

Member – Search Committee for new faculty position in Hospitality and Tourism program. Flagler College, Fall 2017 – Spring 2018

Vice Chair – Faculty Senate. Flagler College, Fall 2014 – 2017

Member – Faculty Senate. Flagler College, Spring 2010 – 2017, 2018 – 2021

Member – Faculty Senate Executive Committee. Flagler College, Fall 2010, Fall 2014 – 2017, Fall 2020 - present

Chair – Faculty Senate Constitution Committee. Flagler College, Fall 2011 – Spring 2013, Fall 2014 - 2017

- Implemented improved senate resolutions tracking process

Chair – Academic Transition Committee. Flagler College, Spring 2017

- Coordinating a faculty focused transition process for Flagler College’s new President-elect, focus on institutional diversity and inclusion

Member – Ad hoc committee to create Political Activities Policy, Flagler College, Fall 2017

Member – Search Committee for new faculty position in Hospitality and Tourism program, Flagler College, Fall 2015

Member – President’s Advisory Council. Flagler College, Fall 2014 – 2017

Academic Orientation Faculty. Flagler College, Fall 2013, 2014, 2017

Member – Ad hoc committee to investigate tenure system, Flagler College, Spring 2015

Chair, Member – Faculty Compensation and Benefits Committee. Flagler College, Fall 2010 – Spring 2013

- Created research report regarding offering domestic partner benefits

Member - Gardner Institute Foundations of Excellence Diversity Committee. Flagler College, Fall 2011 – Spring 2012

- Wrote and conducted intra-College diversity surveys

Member - Ad hoc committee to investigate, design and recommend a co-curricular requirement, Flagler College, Spring 2012 – Fall 2013

Member - Intercollegiate Athletics Advisory Committee. Flagler College, 2008 – 2014

Member - Ad hoc committee to re-write faculty senate committee on Academic Freedom bylaws, Flagler College, Fall 2011

Member - Ad hoc committee to re-write electronic communications policy, Fall 2010

Member – Search Committee for Sport Management Faculty position. Flagler College, Fall 2009 – Spring 2010 and Fall 2013 - Spring 2014

Member - Search Committee for Flagler College Athletic Director. Flagler College, Fall 2009

Faculty Advisor - Surf Club. Flagler College, Fall 2008 – Spring 2013

Member - Student Life Committee. Flagler College, 2007 – 2010

- Created research report on student disciplinary process

Member – Wellness Committee. Flagler College, 2008 – 2009

Faculty Advisor - Sport Management Club. East Tennessee State University, 2006 – 2007

To the Profession:

Reviewer. Business, Economics, Law, Politics & Statistics portfolio, Springer publishing, Australia 2019 - present

Peer Referee/Abstract Reviewer. Sport and Recreation Law Association, 2008 – present

Graduate Student Paper Reviewer. Sport and Recreation Law Association, 2009 – present

Member - Teaching Committee. Sport and Recreation Law Association, 2008 – present

Member – Honors and Awards Committee. Sport and Recreation Law Association, 2012 – present

Judge – Graduate Student Case Competition. Sport and Recreation Law Association, 2019

SCHOLARSHIP

Referred International Presentations:

Dodds, M., Polasek, K., & DeMartini, A. (2020, Feb. 18). *Transgender student-athlete rights in the United States*. The National Conference of Sport Sciences Research, Tehran, Iran (delivered by recorded video).

McNiff-Villemaire, J. and DeMartini, A.L. (2020, September). *Implementing student choice in the sport management classroom*. European Sport Management Virtual Conference.

Refereed National Presentations:

DeMartini, A. Polasek, K. and Dodds, M. (2021, March). *Transgender student-athlete rights in the United States*. Sport and Recreation Law Association Annual Conference, virtual.

DeMartini, A.L. (accepted for March 2020, cancelled due to Covid-19). *Sport for livelihoods: Using the fitness industry as vocational training for previously incarcerated persons*. Social Justice through Sport and Exercise Psychology Symposium, Knoxville, TN.

DeMartini, A. L., McArdle, D., Kim, S. & Connaughton, D. (2020, March). *Legal consciousness and sport-related concussion: Comparing perceptions of youth soccer coaches in Scotland and Florida, US*. Sport and Recreation Law Association Annual Conference, Louisville, KY.

DeMartini, A.L. (2019, April). *Using site visits to teach Fitness Management*. NIRSA Fitness Symposium EVOLVE conference, Gainesville, FL.

DeMartini, A. L., McArdle, D., Kim, S. & Connaughton, D. (2019, February). *Legal consciousness and sport-related concussion: Perceptions of youth soccer coaches in Scotland*. Sport and Recreation Law Association Annual Conference, Philadelphia, PA.

DeMartini, A.L. (2019, February). *Peer review is not enough: CrossFit , Inc. v. NSCA and the perils of publishing*. Commission on Sport Management Accreditation Annual Conference. Atlanta, GA.

J. McNiff-Villemaire and DeMartini, A.L. (2018, August 15). *Use student choice to increase engagement* [Webinar]. SHAPE America, Society of Health and Physical Educators online institute. http://sa.mycrowdwisdom.com/diweb/catalog/item/id/2304192/q/t=8772&q=student*20choice&c=394

DeMartini, A.L. (2018, March). *The end of CrossFit ®, Inc. v. National Strength and Conditioning Association: Peer review isn't enough. How can academic journals protect themselves?* Sport and Recreation Law Association Annual Conference, San Antonio, TX.

DeMartini, A.L., McNiff-Villemaire, J. & Duarte, B. (2018, February). *Personality characteristics of sport management students: implications for teaching*. Commission on Sport Management Accreditation Annual Conference. Jacksonville, FL.

- DeMartini, A.L. (2017, March). *Research Misconduct: is it actionable? Is peer review enough?* Sport and Recreation Law Association Annual Conference, Las Vegas, NV.
- McNiff-Villemaire, J. and DeMartini, A.L. (2017, February). *Student choice*. Commission on Sport Management Accreditation Annual Conference. Tampa, FL.
- DeMartini, A.L. (2016, February). *CrossFit[®], Inc. v. National Strength and Conditioning Association*. Sport and Recreation Law Association Annual Conference, New Orleans, LA.
- DeMartini, A.L. (2015, March). *CrossFit's[®] intellectual property strategy: beast or bully?* Sport and Recreation Law Association Annual Conference, Charlotte, NC.
- DeMartini, A.L, and Saran, D. (2014, February). *Protecting CrossFit's[®] intellectual property* Sport and Recreation Law Association Annual Conference, Orlando, FL.
- DeMartini, A. L. (2013, March). *Apilado v. North American Gay Amateur Athletic Alliance: "Reverse" discrimination against straight athletes?* Sport and Recreation Law Association Annual Conference, Denver, CO.
- DeMartini, A. L. and Heshka, J. (2012, March). *Parkour across North America: Should schools be worried?* Sport and Recreation Law Association Annual Conference, Greensboro, NC.
- DeMartini, A. L. (2011, March). *Is Parkour a problem? College and university liability for extreme sports on campus*. Sport and Recreation Law Association Annual Conference, Savannah, GA.
- DeMartini, A. L (2010, March). *Thirty Years after Richards v. USTA: the continued significance of transgender athletes' participation in sport*. Sport and Recreation Law Association Annual Conference, Albuquerque, NM.
- DeMartini, A. L. (2009, March) *Teaching Sport Law to Sport Management Undergraduate Students: A Modified Socratic Method*. Sport and Recreation Law Association Annual Conference, San Antonio, TX.
- DeMartini, A. L (2009, March) *Parkour and the Law: Legislation and Liability regarding l'art du déplacement*. Sport and Recreation Law Association Annual Conference, San Antonio, TX.
- DeMartini, A. L (2008, March) *NASCAR Legal Liability: A Survey of Recent Cases*. Sport and Recreation Law Association Annual Conference, Myrtle Beach, SC.
- DeMartini, A. L (2007, March) *A Keg Up On the Competition: Potential University Liability for Official Recruiting Visit Misbehavior*. Sport and Recreation Law Association Annual Conference, Chapel Hill, NC.

Publications:

Peer reviewed

Journal articles

- DeMartini, A.L. (accepted, October 2021). Social justice through service learning in parks & recreation management education. *Experiential Learning & Teaching in Higher Education*.

DeMartini, A. L., Polasek, K., Dodds, M. (accepted, 2021). Transgender student-athlete rights in the United States. *Journal of Contemporary Athletics*, 15(1).

McArdle, D.A., DeMartini, A.L., Kim, S., Connaughton, D.P. (2021). It isn't my area: A reflection on coaches' awareness of concussion policies in Scottish youth football. *Scottish Affairs*, 30(1), p. 53 - 73. <https://eupublishing.com/doi/full/10.3366/scot.2021.0352>

DeMartini, A.L., Kim, S., Connaughton, D.P., McArdle, D.A. (2020). A comparison of US and Scotland youth soccer coaches' legal consciousness regarding concussion safety regulations. *International Journal for Sports Science and Coaching*. <https://journals.sagepub.com/doi/10.1177/1747954120981197>

DeMartini, A.L. and Belasik, W. (2020) CrossFit partner work: Strengthening SDP. *Journal for Sport for Development*, 8(15), p. 40 – 48. https://jsfd.files.wordpress.com/2020/12/demartini.crossfit.partner.work_.pdf

DeMartini, A.L. (2014). Is parkour a problem? College and University liability for extreme sport activities. *Recreational Sports Journal*, 38(1), p. 69 -81. <https://doi.org/10.1123/rsj.2014-0039>

Case reviews

DeMartini, A.L. (2017). Coaches' surprising tort liability. *Journal of Physical Education, Recreation and Dance*. 88(9) p. 57 - 59

DeMartini, A.L. (2016). Sexual hazing or harassment is a Title IX violation. *Journal of Physical Education, Recreation and Dance*. 87(4) p. 53-55.

DeMartini, A.L. (2016). Student-athletes with disabilities have the right to participate. *Journal of Physical Education, Recreation and Dance*. 87(2) p. 49-51.

DeMartini, A.L. (2013). "Reverse" discrimination in sport? Apilado v. North American Gay Amateur Athletic Alliance. *Journal of Physical Education, Recreation and Dance*. 84 (2) p. 14-16.

Book chapters & Encyclopedia entries

DeMartini, A. (2021, accepted). Fitness Management. In P.D. Pederson (Ed.), *Encyclopedia of Sport Management*. Edward Elgar Publishing Ltd.

DeMartini, A. (2020). Age Discrimination in Employment Act. In D. Cotten and J. Wolohan (Eds.), *Law for Recreation and Sport Managers 8th Ed.* Dubuque, IA: Kendall Hunt.

DeMartini, A. & Dodds, M. (2020). Private clubs and private associations in sport and recreation. In D. Cotten and J. Wolohan (Eds.), *Law for Recreation and Sport Managers 8th Ed.* Dubuque, IA: Kendall Hunt.

DeMartini, A.L. (2020) Gymnastics. In J. Nauright and S. Zipp (Eds.) *The Routledge handbook of global sports*. New York, NY: Taylor & Francis Group <https://doi.org/10.4324/9781315714264>

DeMartini, A. (2017). Age Discrimination in Employment Act. In D. Cotten and J. Wolohan (Eds.), *Law for Recreation and Sport Managers 7th Ed.* Dubuque, IA: Kendall Hunt.

DeMartini, A. & Dodds, M. (2017). Private clubs in sport and recreation. In D. Cotten and J.

- Wolohan (Eds.), *Law for Recreation and Sport Managers 7th Ed.* Dubuque, IA: Kendall Hunt.
- Dodds, M., & DeMartini, A. (2012). Private clubs in sport and recreation. In D. Cotten and J. Wolohan (Eds.), *Law for Recreation and Sport Managers 6th Ed.* Dubuque, IA: Kendall Hunt.
- DeMartini, A. L. (2012). Thirty years after USTA v. Richards: The climate for transgender athletes. In S. Regalado & S. Fields (Eds.) *Sport and the law: Historical and cultural intersections.* Fayetteville, Arkansas: University of Arkansas Press.

Other

- McArdle, D.A., DeMartini, A.L. (2021, March). *An Overview of the United States Concussion Legislation.* Written Evidence Submitted to the UK House of Commons' Department of Culture, Media and Sport Select Committee on Concussion in Sport.

OTHER PROFESSIONAL DEVELOPMENT

- Attendee.** Enhancing Inclusion and Equity in the Online Class. Kennesaw State University Center for Teaching and Learning. August 2021.
- Attendee.** Increasing Online Student Engagement webinar. Flagler College Office of Online Education and Instructional Design. November 2020.
- Attendee.** Develop a Race-Based Education Program for Your White Students webinar. Flagler College Office of Diversity and Inclusion. November 2020.
- Attendee.** Hawkes Learning webinar. Maintaining Integrity: Tips to help you protect the integrity of your class in a tech-driven world. July 2020.
- Attendee.** Association of American Colleges and Universities webinar [Safeguarding Quality, Equity, and Inclusion as Learning Moves Online](#). March 2020.
- Award recipient.** In a minute series. Flagler College. January 2020:
<https://www.youtube.com/watch?v=Ayc2swpA8ow>
- Invited presenter.** Diversity and inclusion for student leaders. Student Government Association executive committee training. Flagler College. August 2017, November 2018, January 2020.
- Invited presenter.** Diversity and inclusive teaching practices for faculty. First Year Experience faculty training. Flagler College. August 2017, August 2018, August 2019.
- Participant.** Teaching “squares.” Center for Teaching and Learning. Flagler College. Fall 2019
- Attendee.** Reflection as critical inquiry workshop. Center for Teaching and Learning. Flagler College. Fall 2019
- Attendee.** Insights into power and privilege workshop. Center for Teaching and Learning. Flagler College. Fall 2019

Attendee. *Teaching College: The ultimate guide to lecturing, presenting, and engaging students* workshop. Norman Eng. Center for Teaching and Learning. Flagler College. Fall 2019

Attendee. Association of American Colleges and Universities Diversity, Learning and Student Success Conference. March 16-18, 2017. Jacksonville, FL.

Attendee. Commission on Sport Management Accreditation Annual Conference. February 11-12, 2016. Tampa, FL.

Panelist. DeMartini, A.L., McNiff-Villemaire, J. and Hunter, C. The imperative internship? Commission on Sport Management Accreditation Annual Conference. February 2-3, 2017. Tampa, FL.

LEGAL EXPERIENCE

Counselor. *Public Interest Practicum*

University of Georgia School of Law, Athens, GA Fall, Spring 2005

- Acted as advisor and ombudsman for indigent, unrepresented, jailed and homeless clients in the Athens area; gave legal information and social agency referrals
- Conducted legal research in areas such as landlord-tenant disputes, custody issues and public benefits eligibility; wrote corresponding memoranda, drafted counseling letters
- Educated students at Alternative High school about constitutional rights and the court system

Summer Associate. *Parker, Poe, Adams & Bernstein*

Charlotte, NC Summer 2005

- Conducted legal research in environmental regulatory law, insurance law, tort law and contract law; wrote corresponding memoranda
- Drafted documents including response to OCR complaint, brief in support of MSJ

Legal Intern. *North Carolina Attorney General's Office, Education Section*

Raleigh, NC Summer 2004

- Conducted legal research in state employment and education law; wrote corresponding memoranda
- Drafted documents including fact statement for criminal appellate brief, pre-hearing statements for the Office of Administrative Hearings, motions to dismiss and to compel production, affidavits, and discovery requests
- Observed and assisted with witness preparation for trial, witness interviews, and depositions

SPORT/FITNESS MANAGEMENT EXPERIENCE

CrossFit Level 2 Trainer, CrossFit Kids Trainer. *DRiV Fitness, CrossFit DF and GO Headquarters*
St Augustine, FL 2012- 2016

CrossFit Kids Trainer. *CrossFit Skirmish*

Edinburg, Scotland, UK Summer 2018

- Coached high intensity, functional fitness group classes averaging 10-15 athletes/class

- Designed and implemented fitness programming for children ages 6-13
- Assisted with fitness event planning and operations

Wellness Coordinator. *Vanderbilt University Recreation and Wellness Center*

Nashville, TN

Summer 2014

- Wrote department mission statement and strategic goals
- Designed and implemented program evaluation system
- Operated 4 week long, 15 participant “Biggest Winner” weight loss program
- Tracked outcomes for Summer Shape Up program
- Designed and created nutritional information brochure
- Taught strength training group exercise classes

Finance and Operations Intern. *Washington Freedom, WUSA*

Washington, DC

Summer 2003

- Created and implemented internship recruiting process, recruited and managed volunteers for pre-game fan interactive area, planned schedule for “guerilla marketing” team
- Input data into Peachtree accounting system, created tracking system for sponsorship income and player development academy, created and maintained spreadsheets for budget forecasting
- Assisted with game day operations, supervised operations of pre-game fan interactive area

Member, Board of Directors. *Student Recreation Center*

University of North Carolina, Chapel Hill, NC

Spring 1998-

Spring 1999

- Advised 60 employee, 30,000 sq. foot campus recreation facility; including long range planning, construction, \$200,000 operating budget, purchasing, policy, maintenance

Intern. *Athletic Department, East Tennessee State University*

Johnson City, TN

Summer 1998

- Maintained squad lists, processed grants-in-aid, wrote NCAA waiver requests

OTHER EXPERIENCE

Recruiting Coordinator. *Bain and Company*

Atlanta, GA

2000-2002

- Designed and managed the application, interview, and hiring processes for undergraduate students and interns with \$200,000 budget
- Managed team of 3 to 9 people for each of 5 top southeastern undergraduate institutions; coordinated event planning; promoted Bain brand on campus; analyzed recruiting efforts, prepared and presented status reports

Associate Consultant. *Bain and Company*

Atlanta, GA

1999-2000

- Performed extensive financial analysis, market research, and competitor evaluations in team-focused environment at global strategy consulting firm

LEADERSHIP

Member, Civilian Law Enforcement Academy. *St Johns County Sheriff's Dept.*
St Augustine, FL Fall 2018

Member, Board of Directions. *Keepers of the Coast* Spring 2008 – 2009
St Augustine, FL

- Served non-profit organization dedicated to local coastal preservation and clean-up
- Planned fundraising events

Consultant to Board of Directors. *Soccer in the Streets*
Atlanta, GA Spring 2005

- Advised Board of Directors of non-profit organization dedicated to improving the lives of disadvantaged children through sports on Board development and recruitment

Member, Steering Committee and Advisory Board. *North Carolina Fellows*
University of North Carolina, Chapel Hill, NC 1995-1999

- Selected for four-year leadership development program and Advisory Board; researched and analyzed leadership styles; provided feedback for long range planning, program development, and selection process

Attendee. *Center for Creative Leadership*
Greensboro, NC December, 1997

- Participated in team-building activities; analyzed personal leadership and communication styles

COMMUNITY SERVICE

Volunteer. <i>Standing Up for Racial Justice</i>	2021- present
Volunteer. <i>Florida League of Women Voters</i>	2020 - 2021
Volunteer. <i>Operation New Hope, Ready4Work program</i>	2019 - 2021
Volunteer. <i>Say Yes to Second Chances Campaign: Floridians for a Fair Democracy, ACLU</i>	2017 - 2021
Volunteer. <i>WJCT Radio Reading Service</i>	2016 - 2021
Volunteer. <i>Hands On Jacksonville MLK, Jr. Day of Service</i>	2014 - 2021
Volunteer. <i>Betty Griffin Center, domestic violence shelter</i>	2011 - 2014
Volunteer. <i>Keepers of the Coast</i>	2008 - 2013
Volunteer. <i>Soccer in the Streets, Hands On Atlanta Teamworks, MLK, Jr Day On Program</i>	1999-2006
Volunteer Soccer Coach. <i>YMCA, Boys and Girls Club, P2P Sports Ambassadors in Australia, New Zealand and Brazil, Centennial High School, Athens United Soccer Club</i>	2000-2005

ASSOCIATION MEMBERSHIPS

Phi Beta Kappa
Sport and Recreation Law Association
North American Society for Sports Management
National Association for Civilian Oversight of Law Enforcement
Commission on Sport Management Accreditation

OTHER CERTIFICATIONS

ATIXA Civil Rights Investigator Level One
Red Cross CPR and First Aid certified
Georgia State Soccer Association "F" license
National Exercise Trainers Association Group Exercise Leader certification
CrossFit Level 2 trainer
CrossFit Kids certified trainer