



**RESEARCH*****PUBLICATIONS (REFEREED):***

1. **Kim, M.**, Gibson, H. J., & Ko, Y. J. (accepted). Understanding donors to university performing arts programs: Who are they and why do they contribute? *Managing Leisure: An International Journal*.
2. **Kim, M.**, & Trail, G. T. (2009- in press). The effects of service provider employment status and service quality exchange on perceived organizational image and purchase intention. *Sport Management Review*. (online preview available: <http://dx.doi.org/10.1016/j.smr.2009.06.001>).
3. **Kim, M.**, Zhang, J. J., & Connaughton, D. P. (2009- in press). Modification of volunteer functions inventory for sport settings. *Sport Management Review*. (online preview available: <http://dx.doi.org/10.1016/j.smr.2009.04.005>).
4. Kwon, H. H., Pyun, D. Y., & **Kim, M.** (in press). Perceived leadership behavior of physical education teacher-coaches. *Journal of Teaching in Physical Education*.
5. **Kim, M.**, Trail, G. T., Lim, J., & Kim, Y. K. (2009- in press). The role of psychological contract in intention to continue volunteering. *Journal of Sport Management*, 23(5).
6. **Kim, M.** (2009- in press). Training effectiveness: The relationship between training experience and volunteer coaches' self-efficacy. *Journal of Youth Sports*.
7. **Kim, M.**, & Trail, G. T. (2009 – in press). The effects of service provider gender and rater gender on perceived service quality. *International Journal of Sport Management*.
8. **Kim, M.**, Won, D., & Harrolle, M. G. (2009). The influences of gifts on perspective volunteers: A conjoint analysis. *International Journal of Sport Management*, 10, 1-17.
9. **Kim, M.**, Patrice, J. N., & Rodríguez, A. (2008). Influence of work status on organizational commitment and sport identity of university athletic department workers. *Journal of Issues in Intercollegiate Athletics*, 1, 74-86.
10. Lim, J., **Kim, M.**, Chen, S. S., & Ryder, C. E. (2008). An empirical investigation of student achievement and satisfaction in different learning environment. *Journal of Instructional Psychology*, 35(2), 113-119.
11. **Kim, M.**, & Chelladurai, P. (2008). Volunteer preferences for training: Influences of individual difference factors. *International Journal of Sport Management*, 9, 233-249.
12. **Kim, M.**, Chelladurai, P., & Trail, G. T. (2007). A model of volunteer retention in youth sport. *Journal of Sport Management*, 21, 151-171.

13. **Kim, M.**, & Trail, G. T. (2007). Influence of role identities on volunteer intentions. *International Journal of Sport Management*, 8(3), 1-15.

**MANUSCRIPTS IN REVIEW:**

1. **Kim, M.**, Zhang, J. J., & Connaughton, D. P. (in 2<sup>nd</sup> review). Comparison of volunteer motivation in three different types of sport organizations. *European Sport Management Quarterly*.
2. **Kim, M.**, Kim, M. K., & Odio, M. (in review). Pride, organizational support on volunteer satisfaction. *Event Management: International Journal*.
3. Ko, Y. J., Gibson, H. J., & **Kim, M.** (in 2<sup>nd</sup> review). Understanding donors: A case of university performing arts programs. *International Journal of Nonprofit and Voluntary Sector Marketing*.

**BOOK CHAPTERS:**

**Kim, M.**, & Bang, H. J. (in progress, 2009). Volunteer management in sports. In P. Chelladurai (Ed.), *Handbook of Sport Management*.

**TECHNICAL REPORTS:**

1. **Kim, M.**, Ko, Y. J., & Gibson, H. (2008). *MUP Donors' Motivations: Relationships with Gender, Age, Donor Behavior and Benefits*. Report prepared for the Major Universities Presenters (MUP) consortium's *Value & Impact Study* supported by the Andrew W. Mellon Foundation, June, 2008. (45 pp).
2. **Kim, M.**, Ko, Y. J., & Gibson, H. (2008). *An Examination of Factors that Influence Donor Behavior: The Case of University Performing Arts Programs*. Report prepared for the Major Universities Presenters (MUP) consortium's *Value & Impact Study* supported by the Andrew W. Mellon Foundation, June, 2008. (28 pp).
3. **Kim, M.**, Byon, K., & Kim, M. (2008). Comparison of employee's attitudes and turnover intention among volunteers, practicum/intern students, part-timers, and fulltime employees in the University Athletic Association at University of Florida. Report prepared for the University Athletic Association at University of Florida (HR department), May, 2008. (14pp).

**UNPUBLISHED THESIS:**

1. Kim, M. (2001). An analysis of beer sale patterns at specific intervals during two National Football League games, Barry University, Miami Shores, FL. (Master Thesis).

**PRESENTATIONS:**

1. Kim, M. K., Zhang, J. J., & **Kim, M.** (2010). Measurement Associated with Studying the Effectiveness of Taekwondo School Operations: Issues and Conceptual Framework. Will be presented (free communication) at the Southern District AAHPERD Convention, Myrtle Beach, SC., February, 2010.
2. **Kim, M.**, & Connaughton, D. (2009). Does training matter? Self-efficacy of sport volunteers. Paper submitted at the 1<sup>st</sup> Sport, Entertainment & Venues Tomorrow, Columbia, SC., November, 2009.
3. Kim, M. K., & **Kim, M.** (2009). Are you proud? The influence of Sport and Community Identity and Job Satisfaction on Pride of Volunteers in a Mega Sporting Event. Paper (Poster) accepted at the 7<sup>th</sup> Sport Marketing Association, Cleveland, OH., October 2009.
4. Cattani, K., Ko, Y. K., & **Kim, M.** (2009). Utilitarianism v. Hedonism: The link between consumer behavior and regulatory focus theory. Paper submitted at the 7<sup>th</sup> Sport Marketing Association, Cleveland, OH., October 2009.
5. Karadakis, K., Kaplanidou, K., & **Kim, M.** (2009). Exploring environmental responsibility: The case of the International Olympics Committee. Paper accepted at the 17<sup>th</sup> Annual Congress of the European Association of Sport Management (EASM), Amsterdam, Holland, September 2009.
6. **Kim, M.** (2009). Introduction of a human resources project and its evaluation rubric (Graduate-level: semester-long project). Paper presented at the 24<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Teaching and Learning Fair (selective but non-referred), Columbia, South Carolina, May 2009.
7. **Kim, M.**, & Kim, M. K. (2009). Are volunteers motivated differently? The comparison of volunteer motivation in four different sport organizations and events. Paper presented at the 24<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Columbia, South Carolina, May 2009.
8. Andrew, D.P.S., **Kim, M.**, & Kim, S. M. (2009). The influence of leader-member exchange and organizational support on volunteer satisfaction and retention. Paper presented at the 24<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Columbia, South Carolina, May 2009.
9. **Kim, M.**, & Zhang, J. J. (2008). Modified scale of volunteer functions inventory. Paper (Poster) presented at the research consortium of the American Alliance of Health, Physical Education, Recreation and Dance (AAHPERD) National Convention, Baltimore, VA., April 2009.
10. Rodriguez, A., **Kim, M.**, Wu, T. B., & Buta, N. (2008). Effects of running on life satisfaction in elementary school-aged children. Paper presented at the research consortium of the American Alliance of Health, Physical Education, Recreation and Dance (AAHPERD) National Convention, Baltimore, VA., April 2009.

11. **Kim, M.**, Lee, C.W., Chon, T.J., & Chae, J.H. (2008). What can we learn from former Olympic volunteers? Interview with 1988 Olympic volunteers. Paper presented at the 23<sup>rd</sup> Annual Conference of the North American Society for Sport Management (NASSM), Toronto, Canada, June 2008.
12. **Kim, M.**, Lim, J., & Kim, Y. K. (2008). The influence of volunteers' psychological contract on fits and intention for retention. Paper presented at the 23<sup>rd</sup> Annual Conference of the North American Society for Sport Management (NASSM), Toronto, Canada, June 2008.
13. Byon, K., Zhang, J.J., & **Kim, M.** (2008). Examining the detrimental effect of ambush marketing. Paper presented at the Annual Conference of Association of Collegiate Marketing Educator, Huston, TX., March, 2008.
14. **Kim, M.** (2007). Spreading volunteerism through the Olympic Games. Paper presented at the 28<sup>th</sup> Annual conference of North American Society of Sport Sociology, Pittsburgh, PA., November 3, 2007.
15. **Kim, M.**, & Trail, G. T. (2007). The effects of service provider gender on technical and relational service quality. Paper presented at the 5th Annual Sport Marketing Association Conference, Pittsburgh, PA., November 2007.
16. **Kim, M.** (2007). The conceptual model of volunteer retention based on psychological contract, Person-Task and Person-Organizational Fits, and Empowerment. Paper (Keynote Presentation) presented at the International Conference for Sports Administrators, Tamilnadu, India, August 2007.
17. **Kim, M.**, & Trail, G. T. (2007). The effects of the employment status, information presentation, and willingness to help of the service provider on perceived service quality and organizational attributes. Paper presented at the 22<sup>nd</sup> Annual Conference of the North American Society for Sport Management (NASSM), Miami, FL., June 2007
14. Kim, M.K., & **Kim, M.** (2007). Dimensions of Market Demand Associated with Private Taekwondo Schools in North America: Development of a Theoretical Framework. Paper presented at the 22<sup>nd</sup> Annual Conference of the North American Society for Sport Management (NASSM), Miami, FL., June 2007.
15. Ammon, R., Mahoney, D., Doherty, A., Sagas, M., & **Kim, M.** (2007). The doctoral students' guide to landing a job as a sport management faculty member: A panel discussion presented by the NASSM student board at the 22<sup>nd</sup> Annual Conference of the North American Society for Sport Management (NASSM), Miami, FL., June 2007.
16. **Kim, M.**, & Trail, G. T. (2007). Influence of Role identities on Volunteer Intentions. Paper (Poster) presented at the research consortium of the American Alliance of Health, Physical Education, Recreation and Dance (AAHPERD) National Convention, Baltimore, VA., March 2007.

17. **Kim, M.** (2007). Sport Management Education for International Students. Paper presented at the NASPE-Sport Management Council, the AAHPERD National Convention, Baltimore, VA., March 2007.
18. **Kim, M.** (2006). Market Volunteers! Sport Volunteers as Serious Fans Paper presented at the 4th Annual Sport Marketing Association Conference, Denver, CO., November 2006.
19. **Kim, M., & Chelladurai, P.** (2006). Retention of volunteers: The role of psychological contract. Paper presented at the 21<sup>st</sup> Annual Conference of the North American Society for Sport Management (NASSM), Kansas City, MO., June 2006.
20. Trail, T.G., **Kim, M.**, Chelladurai, P., & Lee, D.H. (2006). Differences by gender and institutional level across personal values, organizational goals and processes in intercollegiate athletics. Paper presented at the 21<sup>st</sup> Annual Conference of the North American Society for Sport Management (NASSM), Kansas City, MO., June 2006.
21. **Kim, M., & Chelladurai, P.** (2005). Influence of individual difference factors on volunteer willingness to be trained. Paper presented at the 20<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Regina, Canada, June 2005.
22. **Kim, M., & Chelladurai, P.** (2004). Individual difference factors and volunteer willingness to be trained. Paper presented at the 12<sup>th</sup> Annual Congress of the European Association of Sport Management (EASM), Ghent, Belgium, September 2004.
23. **Kim, M., & Chelladurai, P.** (2004). Differences in volunteers' needs and satisfaction due to gender and work status. Paper presented at the 19<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Atlanta, GA., June 2004
24. **Kim, M.** (2004). The Federal Volunteer Protection Act. How well does it actually protect volunteers? Paper presented at the 19<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Atlanta, GA., June 2004
25. **Kim, M.** (2003). Sport involvement: the perspective of a sport participant. Paper presented at the State Convention of the 74<sup>th</sup> Ohio Alliance for Health, Physical Education, Recreation and Dance (OAHPERD), Dayton, OH., December 2003.
26. Chelladurai, P., & **Kim, M.** (2003). Person-task, person-organisation fit, managerial treatment and empowerment among youth sport volunteers. Paper presented at the 11<sup>th</sup> Annual Congress of the European Association of Sport Management (EASM), Stockholm, Sweden, September 2003.
27. **Kim, M., & Won, D.** (2003). Perceptions and preferences concerning volunteer gifts in sporting events. Paper presented at the 18<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Ithaca, NY., May 2003.

28. **Kim, M.** (2003). Person-organization fit, empowerment, satisfaction, and intention to continue volunteering. Paper presented at the 18<sup>th</sup> Annual Conference of North American Society for Sport Management (NASSM) Conference (Student Research Competition Runner Up), Ithaca, NY., May 2003.
29. Won, D., **Kim, M.**, & Kwon, H. (2003). Stability of college students' psychological attachment to athletic programs. Paper presented at the 18<sup>th</sup> Annual Conference of the North American Society for Sport Management (NASSM), Ithaca, NY., May 2003.
30. **Kim, M.**, & Won, D. (2002). Effective gift packages for volunteers in sports: Managerial perspective. Paper presented at the State Convention of the 73<sup>rd</sup> Ohio Alliance for Health, Physical Education, Recreation and Dance (OAHPERD), Cleveland, OH., December 2002.
31. **Kim, M.** (2000). An analysis of beer consumption patterns at professional sport events. Paper presented at the 51<sup>st</sup> Annual Conference of the Florida Alliance of Health, Physical Education, Recreation, and Dance (FAHPERD), Orlando, FL., October 2000.

***INVITED PRESENTATIONS AND LECTURES:***

1. Kim, M. (2009, August). Research Trends in Sport Management. The Brain Korea (BK) 21 Project. DanKook University, College of Physical Education- Sport Management, Cheonan, Korea
2. Kim, M. (2009, July). Trends and Issues in Sport Management. The Brain Korea (BK) 21 Project. Yonsei University, College of Sciences in Education-Sport and Leisure Studies, Seoul, Korea
3. Kim, M. (2006, February). Volunteer Management: Trends in the USA. LEI3832: Special Events and Meeting Planning at the University of Florida, Gainesville, FL.
4. Kim, M. (2004, October). Volunteer Training. Paper presented for the HSHP Faculty Scholar Lunch Series at East Stroudsburg University, East Stroudsburg, PA.
5. Kim, M. (2004, May). Differences in volunteers' needs and satisfaction due to gender and work status. PAES 953: the research colloquium at The Ohio State University, Columbus, OH.
6. Kim, M. (2003, June). Person-organization fit, empowerment, satisfaction, and intention to continue volunteering. PAES 953: the research colloquium at The Ohio State University, Columbus, OH.

**GRANTS (FUNDED):**

1. Principal Investigator: Dr. **May Kim**. Co-Investigators: Drs. Yong Jae Ko and Heather J. Gibson. An examination of the relationships among art involvement, donor benefits, donor motivations and donor behavior. Andrew W Mellon Foundation. Total \$3,500. (2007- 2008)
2. Principal Investigator: Dr. **May Kim**. Enhancing the achievement of sport events in the Republic of Korea through volunteer management, College of Health and Human Performance Research Opportunity Fund, University of Florida. (September 2006 – October 2007)
3. Principal Investigator: Dr. **May Kim**. Co-Investigators: Drs. Yong Jae Ko and James J. Zhang. Enhancing the achievement of sport events in the Republic of Korea: Volunteer management and service quality. Seoul Olympic Sport Promotion Foundation, Korea (SOSFO). Total \$8,700. (2006 - 2007).
4. Principal Investigator: Dr. **May Kim**. Co-Investigator: Dr. James J. Zhang. International Citizenship: Sport management practicum in Asia. Internationalizing the Curriculum Award. International Center, University of Florida. Total \$3,000. (May 2007 – May 2008).

## **TEACHING**

### ***COURSES TAUGHT***

#### At the University of Florida (from 2005 to Current):

- *Graduate Level:*
  - Management and Leadership in Sport
  - Organizational Behavior in Sport (Doctoral Seminar)
  - Sport Sociology
- *Undergraduate Level:*
  - Administration of Sport and Physical Activity
  - Sport and Society

#### At East Stroudsburg University of Pennsylvania (from 2004 to 2005)

- *Graduate Level:*
  - Administration of Sport Organizations
  - Evaluation of Sport Management (Statistics)
- *Undergraduate Level:*
  - Foundation of Sport Management
  - Introduction to Movement Studies and Exercise Sciences
  - Financing Sport Operation
  - Administration of Sport Organization

At the Ohio State University (from 2002 to 2004)

- Yoga
- First Aid
- Badminton

**GRADUATE STUDENT ADVISING**

At the University of Florida (from 2005 to Current)

- Chair of Ph. D. Dissertation Committee:
  - Current: 1
  - Completed: 0
- Member of Ph. D. Dissertation Committee:
  - Current: 4
  - Completed: 2
- Chair of Master's Thesis Committee:
  - Current: 2
  - Completed: 0
- Member of Master's Thesis Committee:
  - Current: 0
  - Completed: 1
- Chair of Master's Graduating Committee (non-thesis track):
  - Current: 7
  - Completed: 30+
- Member of Master's Graduating Committee (non-thesis track):
  - Current: 10+
  - Completed: 30+

**SERVICE & MEMBERSHIP**

**PROFESSIONAL SERVICE**

- Reviewing manuscripts in *Annals of Leisure Research* 2009 ~ Current
- Reviewing manuscripts in *Nonprofit and Volunteer Sector Quarterly* 2009 ~ Current
- Reviewing manuscripts in *Sport Management Review* 2008 ~ Current
- Ad Hoc Review of Special Issue "Attraction of Sport"  
*International Journal of Sport Management and Marketing*, 2007
- Guest Reviewer of Special Issue "Sport Volunteer" *Sport Management Review*, 2005

**PROFESSIONAL MEMBERSHIP**

- North America Society of Sport Management (NASSM) 2002 ~ Current
- The Association for Health, Physical Education, Recreation, and 2006

- Dance (AAHPERD)
- Academy of Management (AOM) *2004 ~ 2006*
  - Divisions: 1) Public & Nonprofit; 2) Human Resources;
  - 3) Organizational Behavior; and 4) Research Methods
  - The Ohio Association for Health, Physical Education, Recreation and Dance (OHPERD) *2002 ~ 2004*
  - The Florida Association for Health, Physical Education, Recreation, Dance, and Sport (FAHPERD) *2000 ~ 2001*

### ***SERVICE WORK***

#### ➤ **National/International Level**

NASSM Nominating Committee NASSM  
*2007~Current*

Panelist of NASSM Student Board Meeting The 22<sup>nd</sup> NASSM Conference  
*Summer, 2006*

#### ➤ **University Level**

Panelist of 2006 New Faculty Orientation Session: Faculty Development  
*University of Florida, 2006*  
“Advice I Wish I Had My First Year at UF”

Panelist of the Organization Committee for 2006 Associate Provost King Office  
*University of Florida, Spring, 2006*  
New Faculty Orientation

#### ➤ **College Level**

International & Diversity Committee College of Health and Human Performance  
*University of Florida, 2008-Current*

Curriculum Committee College of Health and Human Performance  
*University of Florida, 2005-2008*

➤ **Department Level**

New Faculty Search Committee (Chair)	Tourism, Recreation & Sport Management <i>University of Florida, 2008-2009</i>
New Faculty Search Committee	Tourism, Recreation & Sport Management <i>University of Florida, Spring, 2008, Spring, 2007, 2005-2006</i>
TRSM Faculty Governance Committee	Tourism, Recreation & Sport Management <i>University of Florida, 2006-Current</i>
Undergraduate Curriculum Committee	Tourism, Recreation & Sport Management <i>University of Florida, 2005-Current</i>

**AWARDS & SCHOLARSHIPS**

Internationalizing the Curriculum Award (\$3,000)	<i>International Center, University of Florida, FL, 2007</i>
The Ted Coates Scholarship (\$1000)	<i>The Ohio State University, OH, 2004</i>
The Student Research Competition Runner Up	<i>The 18<sup>th</sup> Annual Conference of NASSM, 2003</i>
The Dean's list with Scholarship (\$1000)	<i>Yonsei University, Korea, 1997</i>

**INDUSTRY EXPERIENCES (RELEVANT WORK & INTERNSHIPS)**

PGA Golf Events: Genuity Open	<i>Doral, FL. 2001</i>
Honda Classic	<i>Coral Springs, FL. 2000</i>
Florida Marlins	<i>FL. 2000</i>
Ericsson Tennis Open	<i>Key Biscayne, FL. 2000</i>
NCAA Sunshine State Basketball Tournament	<i>FL. 2000</i>
Orange Bowl Committee	
Media Relation: Football/Basketball	<i>Miami, FL. 1999-2000</i>
Breeders' Cup	<i>Hallandale Beach, FL., 1999</i>
Customer Service	
Make A Wish Foundation Golf Tournament	<i>Ft. Lauderdale, FL., 1999</i>

**REFERENCES**

\*due to the conference and other travel schedules during the summer break, some of my references will not be able to answer the phone. Please send email first before calling them.

- ❖ Packianthan Chelladurai, Ph. D.  
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