

Walker, N. A.  
September 1, 2020

## Curriculum Vitae

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**Nefertiti A. Walker, PhD, MBA**  
University of Massachusetts, Amherst  
121 Presidents Drive  
Amherst, MA 01003  
Email: [nwalker@isenberg.umass.edu](mailto:nwalker@isenberg.umass.edu)  
Office: (413) 545-5012

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### EDUCATION

Doctor of Philosophy	August 2011 University of Florida, Gainesville, Florida Sport Management Advisor: Dr. Michael Sagas
Master in Business Administration	December 2006 Stetson University, Deland, Florida Business Administration
Bachelor of Arts	July 2005 Stetson University, Deland, Florida Sport Management

### PROFESSIONAL EXPERIENCE

<b>Interim Vice Chancellor for Diversity, Equity, and Inclusion</b> University of Massachusetts, Amherst	5/2020 – present
<b>Interim Associate Chancellor for Diversity, Equity, and Inclusion</b> University of Massachusetts, Amherst	7/2019 – 4/2019
<b>Associate Dean for an Inclusive Organization</b> University of Massachusetts, Amherst Isenberg School of Management	1/2019 – 4/2020
<b>Associate Professor</b> University of Massachusetts, Amherst Mark H. McCormack Department of Sport Management	9/2017 – present
<b>Director of Diversity and Inclusion</b> University of Massachusetts, Amherst Isenberg School of Management	1/2017 – 12/2018
<b>PhD Area Coordinator</b> University of Massachusetts, Amherst Mark H. McCormack Department of Sport Management	9/2016 – 9/2017

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<b>Assistant Professor</b> University of Massachusetts, Amherst Mark H. McCormack Department of Sport Management	8/2011 – 8/2017
<b>Graduate Research Assistant</b> University of Florida Tourism, Recreation, and Sport Management	8/2008 – 8/2011
<b>Instructor</b> University of Florida Tourism, Recreation, and Sport Management	1/2009 – 5/2009 1/2011 – 5/2011
<b>Adjunct</b> Stetson University Sport Management	5/2007

## PUBLICATIONS

### Refereed Journal Articles

- Walker, N., Agyemang, K. A., Washington, M., Hindman, L., & MacCharles, J. (in press, 2020). Getting an internship in the sport industry: The institutionalization of privilege. *Sport Management Education Journal*.
- Wells, J. E., Sartore-Baldwin, M., Walker, N. A., & Gray, C. E., (2020). "Stigma consciousness and work outcomes of Senior Woman Administrators: The Role of Workplace Incivility. *Journal of Sport Management*. <https://doi.org/10.1123/jsm.2019-0422>
- Hindman, L. & Walker, N. A. (2020). Sexism in professional sports: How women managers experience and survive sport organizational culture. *Journal of Sport Management*. <https://doi.org/10.1123/jsm.2018-0331>
- Hancock, M., Darvin, L., & Walker, N. A. (2018). Beyond the glass ceiling: Sport management student perceptions of the leadership labyrinth. *Sport Management Education Journal*. <https://doi.org/10.1123/smej.2017-0039>
- Singer, J., Shaw, S., Hoerber, L., Walker, N. A., Rich, K., & Agyemang, K. A. J. (2018). Critical conversations about qualitative research in sport management. *Journal of Sport Management*. <https://doi.org/10.1123/jsm.2018-0085>
- Walker, N. A. (2018). The labyrinth of exclusion in sport and steps toward developing a culture of inclusion. *Sport and Entertainment Review*, 4(2).
- Aiken, D., Bee, C., & Walker, N. A. (2018). From Passion to Obsession: Development and Validation of a Scale to Measure Compulsive Sport Consumption. *Journal of Business Research*, 87, 69-79. <https://doi.org/10.1016/j.jbusres.2018.02.019>
- Katz, M., Walker, N. A., & Hindman, L. (2018). Gendered leadership networks in the

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- NCAA: Analyzing affiliation networks of senior woman administrators and athletic directors. *Journal of Sport Management*, 32(2), 135-149.  
<https://doi.org/10.1123/jsm.2017-0306>
- Joo, S., Larkin, B., & Walker, N. A. (2017). Institutional isomorphism and social responsibility in professional sports. *Sport Business and Management: An International Journal*, 7(1), 38-57. <http://dx.doi.org/10.1108/SBM-03-2016-0010>
- Wells, J. E., & Walker, N. A. (2016) Organizational change and justice: The impact of transparent and ethical leaders. *Journal of Intercollegiate Sport*, 9(2), 179-199.  
<http://dx.doi.org/10.1123/jis.2016-0007>
- Walker, N. A., & Melton, E. N. (2015). Creating opportunities for social change in women's sport through academic and industry collaborations: An interview with Kate Fagan. *Journal of Intercollegiate Sport*, 8(1), 82-95. <http://dx.doi.org/10.1123/jis.2015-0019>
- Walker, N. A., & Melton, E. N. (2015). The tipping point: The intersection of race, gender, and sexual orientation in intercollegiate sports. *Journal of Sport Management*, 29(3), 257-271.  
<http://dx.doi.org/10.1123/jsm.2013-0079>
- Foo, C. E., Wells, J. E., & Walker, N. A. (2015). Do American college and university students endorse the recruitment of international student athletes? *Journal of Contemporary Athletics*, 9(3), 149-159.
- Wells, J. E., Welty-Peachy, J., & Walker, N. A. (2014). The relationship between transformational leadership, leader effectiveness, subordinate satisfaction, and turnover intentions: Do subordinate gender differences exist? *Journal of Intercollegiate Sport*, 7(1), 64-79.  
<http://dx.doi.org/10.1123/jis.2013-0074>
- Walker, N. A., & Sartore-Baldwin, M. (2013). Hegemonic masculinity and the institutionalized bias of women in men's collegiate basketball: What do men think? *Journal of Sport Management*, 27(4), 303-315. <https://doi.org/10.1123/jsm.27.4.303>
- Menaker, B. E., & Walker, N. A. (2013). "I don't feel that women are capable of coaching a men's team": Impact of hegemonic masculinity on collegiate coaching perceptions. *Journal of Contemporary Athletics*, 7(1), 37-49.
- Walker, N. A., Bopp, T., & Sagas, M. (2011). Gender bias in the perception of women as collegiate men's basketball coaches. *Journal for the Study of Sports and Athletes in Education*, 5(2), 157-176. <http://dx.doi.org/10.1179/ssa.2011.5.2.157>
- Kim, K., Sagas, M., & Walker, N. A. (2011). Replacing athleticism with sexuality: Athlete models in Sports Illustrated Swimsuit Issues. *International Journal of Sport Communication*, 4(2), 148-162. <https://doi.org/10.1123/ijsc.4.2.148>
- Walker, N. A., & Bopp, T. (2011). The underrepresentation of women in the male dominated sport workplace: Perspectives of female coaches. *Journal of Workplace Rights*, 15(1), 47-64.  
<http://dx.doi.org/10.2190/WR.15.1.d>
- Newhall, K., & Walker, N. A. (2018). LGBTI and Sport Administrators, In Krane., V. (Ed.), Sex, Gender, and Sexuality in Sport. Routledge.

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- Walker, N. A., Schaeperkoetter, C., & Darvin, L. (2017). Institutionalized Practices in Sport Leadership. In L. Burton, & S. Leberman (Eds.), *Women in Sport Leadership*. Routledge.
- Walker, N. A. (2016). Cross-gender coaching: Women coaching men. In LaVoi, N. M. (Ed.), *Women in Sports Coaching*. London: Routledge.
- Walker, N. A. (2013). Taking account of race. In Sartore-Baldwin, M. L. (Ed.), *Sexual minorities in sport: Prejudice at play* (pp.73-86). Lynne Rienner Publishers. Boulder, CO.
- Walker, N. A., & Wells, J. (2010). Children and youth sports. In G. B. Cunningham & J. N. Singer (Eds.), *Sociology of sport and physical activity* (pp. 191-207). College Station, TX: Center for Sport Management Research and Education.

### INTERNATIONAL AND NATIONAL PRESENTATIONS

- Kniffin, K. M., Wolfe, R. A., Greyser, S., Sitkin, S. B., Katz, N., Walker, N. A., Agyemang, K. A., Seifried, C., Soebbing, B. (2019). Using Sport in the classroom. Presented at the Academy of Management Conference, Boston, MA.
- Walker, N. A., Katz, M., & Lavoie, N. (2019). Gendered hiring networks and access discrimination: A social network analysis of leadership positions in NCAA sports. Paper presented at the North American Society for Sport Management, New Orleans, LA.
- Hindman, L. & Walker, N. A. (2019). Protect, control, objectify: A critical discourse analysis of hegemonic masculinity and professional cheerleading. Paper presented at the North American Society for Sport Management, New Orleans, LA.
- Walker, N. A., & Berri, D. (2018). Are all coaches treated the same in the WNBA? Evidence of gendered treatment discrimination. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Hindman, L., Melton, E. N., Walker, N. A. (2018). Gendered evaluations of sport domain knowledge & expertise: Impacts on the hiring process for male and female job candidates. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Cocieru, O., Walker, N., Lyle, M. C. B., McDonald, M. (2018). A critical discourse analysis of media coverage of the Vancouver 2010 luge Olympics. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Dixon, M., Pastore, D., Dixon, J., McGarry, J., Walker, N., Weese, J., & Mahony, D. (2018). Transitioning from mentee to mentor for sport management faculty: Understanding barriers and needs. Paper presented at the North American Society for Sport Management, Halifax, Nova Scotia.
- Katz, M., Pflieger, A. G., & Walker, N. A. (2018). Regional components & cliques: A 2-mode network analysis of division III ADs. Paper presented at the 2018 College Sports Research Institute Conference, Columbia, SC.

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- Hindman, L., & Walker, N. A. (2017). Sexism and microaggressions: Experiences of female managers in professional sports. Paper presented at the North American Society for Sport Management, Denver, CO.
- Katz, M., Walker, N. A., & Hindman, L. (2017). Gendered leadership networks in the NCAA: A 2-mode analysis of senior woman administrator and athletic director networks. Paper presented at the North American Society for Sport Management, Denver, CO.
- MacCharles, J., Melton, E. N., & Walker, N. A. (2017). Examining ways sport organizations attract diverse job applicants: A signaling theory perspective. Paper presented at the North American Society for Sport Management, Denver, CO.
- Singer, J., Shaw, S., Hoerber, L., Walker, N. A., Rich, K., & Agyemang, K. A. J. (2017). Critical conversations about qualitative research in sport management. Paper presented at the North American Society for Sport Management, Denver, CO.
- Melton, E. N., & Walker, N. A. (2016). Examining diversity and inclusion as an indicator of success in college athletics: The case for building an inclusive workplace. Paper presented at the North American Society for Sport Management, Orlando, FL.
- Burton, L., Wells, J. E., Walker, N. A., & LaVoi, N. (2016). Gender bias in evaluation of leaders: Examining the decline in female head coaches. Paper presented at the North American Society for Sport Management, Orlando, FL.
- Melton, E. N., & Walker, N. A. (2015). Psychological safety among women in sport: The influence of status, gender, and sexual orientation. Paper presented at the North American Society for Sport Management, Ottawa, ON.
- Menier, L. A., & Walker, N. A. (2015). Sound check: Are women's voices undervalued in the sport workplace? Paper presented at the North American Society for Sport Management, Ottawa, CA.
- Cornish, A. N., & Walker, N. A. (2014). Unmasking the cultural paranoia of being gay in the heteronormative masculine institution of sport. Paper presented at the North American Society for Sport Management, Pittsburgh, PA.
- Sartore-Baldwin, M., Walker, N. A., & Wells, J. E. (2014). The "Token" woman? Assessing the relationships between stigma, workplace incivility, and organizational outcomes among Senior Woman Administrators. Paper presented at the North American Society for Sport Management, Pittsburgh, PA.
- Walker, N. A., Colas, L. K., Mendoza, J., & Fagan, K. (2013). The Griner effect: Breaking down barriers in women's sports. *espnW*. Women + Sports Summit, Dana Point, CA.
- Bee, C., Walker, N. A., & Aiken, D. (2013). Our compulsive and autotelic culture: Exploring the curious case of sport consumption addiction. Paper presented at the Marketing and Public Policy Conference, Washington D. C.
- Walker, N. A., & Agyemang, K. J. A. (2013). Privilege gets your foot in the door: A multilevel examination of institutionalization in sport management careers. Paper

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presented at the North American Society for Sport Management, Austin, TX.

Walker, N. A. (2012). Sport management – Challenges for Brazilian universities. Presented at Sports International Conference on Entertainment and Sport Management- UNINOVE, Sao Paulo, Brazil.

Walker, N. A., & Melton, E. N. (2012). Negotiating the triple threat: The intersectionality of race, gender, and sexuality in women's college sports. Paper presented at the North American Society for Sport Management, Seattle, WA.

Walker, N. A., & Sartore- Baldwin, M. (2012). Hegemonic masculinity and the institutionalized bias of women in men's college basketball: What do men think? Paper presented at the North American Society for Sport Management, Seattle, WA.

Odio, M., Agyemang, K. J. A., Walker, N. A., Berg, B., Brown, L., & Leopkey, B. (2012). Succeeding at each stage of the doctoral process: 2012 NASSM student symposium. Paper presented at North American Society for Sport Management, Seattle, WA.

Wells, J. E., Welty Peachey, J., & Walker, N. A. (2012). The impact of leadership behavior, gender, effectiveness, and subordinate satisfaction on turnover intentions: A structural analysis. Paper presented at the North American Society for Sport Management, Seattle, WA.

Melton, N. E., Walker, N. A., & Steward, A. D. (2012). The triple threat: Examining the influence of race, gender, and sexual orientation on hiring recommendations in women's sport. Paper presented at the 5th Annual College Sport Research Institute Conference on College Sport, Chapel Hill, NC.

Walker, N. A. (moderator), Staurowsky, E., Fink, J. S., & Zeigler, C. (2012). Intersection of LGBT athletes and the media. Panel presented at the Sexual Orientation and Gender Identity in Sport Conference, College Station, TX.

Walker, N. A. (2011). Meso-level factors influencing the underrepresentation of women: Men's college basketball. Paper presented at the North American Society for the Sociology of Sport, Minneapolis, MN.

Walker, N. A., Sagas, M., Pitts, B., Singer, J. N., Kerwin, S., & Bopp, T. (2011). Working in academia: Experiences, lessons, and advice presented at the North American Society for Sport Management, London, ON.

Walker, N., & Sagas, M. (2011). Conceptualizing the lack of women in men's college basketball: A multilevel model approach. Paper presented at the North American Society for Sport Management, London, ON.

Foo, C., Walker, N. A., & Sagas, M. (2011). Friend or foe? Student perceptions surrounding the recruitment of international student-athletes. Paper presented at the North American Society for Sport Management, London, ON.

Wells, J. E., Walker, N. A., & Welty Peachey, J. (2011). The influence of leadership behaviors and gender on voluntary organizational turnover intentions of collegiate coaches. Paper presented at the University of Florida's Interdisciplinary Research

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Conference, Gainesville, FL.

Menaker, B., & Walker, N. A. (2010). Impact of hegemonic masculinity on collegiate coaching perceptions. Paper presented at the North American Society for the Sociology of Sport, San Diego, CA.

Walker, N. A., Bopp, T., & Sagas, M. (2010). Gender bias in the perception of women as collegiate men's basketball coaches. Paper presented at the North American Society for the Sociology of Sport, San Diego, CA.

Walker, N., Bopp, T., & Sagas, M. (2010). A phenomenological inquiry into the lack of women coaching in men's collegiate basketball: Perspectives of female coaches. Paper presented at the North American Society for Sport Management, Tampa, FL.

Karadakis, K., Walker, N., & Kaplanidou, K. (2009). The Olympic Games and sustainability: Sociological, environmental and local impacts. Paper presented at the North American Society for the Sociology of Sport, Ottawa, Ontario (Canada).

Walker, N., & Sagas, M. (2009). Implicit discrimination as a lens to understanding the lack of women in men's collegiate basketball. Paper presented at the North American Society for Sport Management, Columbia, SC.

Walker, N. (2009). Does gender-role attitude influence perceived ability of women to coach men's collegiate basketball teams? Paper presented at the 2009 Scholarly Conference on College Sport, Chapel Hill, NC.

Walker, N., & Bopp T. (2009). Impact of performance management techniques on the perceived benefit of student-athlete support services. Poster presented at the 2009 Scholarly Conference on College Sport, Chapel Hill, NC.

## **MEDIA MENTIONS**

The Sport Sustainability Report

Campelli, Matthew. (2020) Diverse leadership in sport: The barriers, the solutions, the business case. Retrieved from <https://sustainabilityreport.com/2020/06/18/diverse-leadership-in-sport-the-barriers-the-solutions-the-business-case/>

Mentioned in espnW

McManus, Jane. (2014). Sisters' influence in full effect. Retrieved from: <http://espn.go.com/espnw/news-commentary/article/10267603/espnw-further-evidence-venus-serena-williams-influence-seen-2014>

Mentioned in TIME Sports

Gregory, Sean. (2013). Leadership lessons from the Miami Dolphins mess: Mentoring dynamics may change in the NFL. Retrieved from: <http://keepingscore.blogs.time.com/2013/11/07/leadership-lessons-from-the-miami-dolphins-mess/>

Mentioned in espnW

Fagan, K. (2013). What does Britney Griner say about us? Retrieved from:

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[http://espn.go.com/womens-collegebasketball/tournament/2013/story/\\_/id/9065613/2013-ncaa-women-tournament-brittney-griner-backlash-not-us](http://espn.go.com/womens-collegebasketball/tournament/2013/story/_/id/9065613/2013-ncaa-women-tournament-brittney-griner-backlash-not-us)

Mentioned in espnW and ESPN The Magazine

Fagan, K. & Cyphers, L. (2012). The glass wall: Women continue to shatter stereotypes as athletes. So how come they can't catch a break as coaches? espnW and ESPN The Magazine. Retrieved from:

<http://sports.espn.go.com/espn/eticket/story?page=theGlassWall>

## TEACHING

### **University of Massachusetts, Amherst**

2011- present

Undergraduate Courses  
Sport Leadership  
Sport Policy (Strategy)  
Introduction to Sport Management

#### Graduate Courses

Theory and Research: Sport Organizational Behavior (PhD Seminar)  
Sport Policy (Strategy)  
Sport Organizational Behavior and Development  
Leadership and Organizational Behavior (Isenberg MBA program)

### **University of Florida**

2008-11

Undergraduate Courses  
Sport Administration  
Sports and Society (Sport Sociology)

### **Stetson University**

2007

Undergraduate Courses  
Coaching Theory

### **Advising**

Lauren Hindman (PhD) 8/2016- present  
Amanda Menier (PhD) 8/2014- 2018  
Alfonso Cornish (PhD) 9/2013- 8/2014  
Danielle Lopez- (MBA\MS) Spring 2012  
Melcolm Ruffin- Honors Thesis 8/2011 – 5/2012  
Alannah Scardino – Honors Thesis 8/2020 – 5/2021

### **Independent Study Projects**

Christien Wright Spring 2020  
Alannah Scardino (UG) Spring 2020  
Brett Estrella (UG) Spring 2016  
Nicholas Shaheen (MBA/MS) Spring 2016  
Laurel Hosmer (MS) Spring 2012  
Quanita Hailey (UG-MtHolyokeCollege) 2012-13  
Patrick Hart (MS) Fall 2012  
Kate Mullaney (MBA/MS) Spring 2012



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Justin Handerhan (Honors)	Spring 2012
Richard Flynn (Honors)	Spring 2012
Melcolm Ruffin (Honors)	Fall 2011
Tiffany Hartford (Honors)	Fall 2011

## SERVICE

### International

Editor-in-Chief (Co-) <i>Sport, Business &amp; Management: An International Journal</i>	2020 – present
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Editorial Board Member Journal of Sport Management	2020 – present
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Editorial Advisory and Review Board <i>Sport, Business &amp; Management: An International Journal</i>	2016- present
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Editorial Board <i>Journal of Amateur Sport</i>	2014-2017
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Ad hoc Manuscript Reviewer <i>Journal of Intercollegiate Sport</i>	2013-present
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Abstract Reviewer North American Society for Sport Management	2011-present
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Ad hoc Manuscript Reviewer <i>Pamukkale Journal of Sport Sciences</i>	2011-present
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### Leadership (International/National)

NASSM Diversity Committee Co-Chair	2015-2017
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espnW Advisory Board	2015- present
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LGBT Sports Foundation Leadership Team	2015- 2017
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NASSM Diversity Committee Member	2013-2015
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Vice President for Inclusion and Social Justice National Association for Girls and Women in Sports	2012- 2015
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### Leadership (Department/School/University)

Department Personnel Committee University of Massachusetts, Amherst	2011- present
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Mark H. McCormack Department of Sport  
Management  
Chair (2018)

Isenberg School of Management 2017- present  
Director of Diversity and Inclusion

Isenberg School of Management 2016-2017  
PhD Area Coordinator

UMass Athletic Council 2015- 2017  
Faculty Senate Sub-Committee (Secretary)

UMass Amherst Stonewall Center Advisory Board 2015- 2016

Faculty Advisor- Association for Diversity in 2013- 2016  
Sport (ADS)

UMass- Sport Management Honors Student Trip 2012  
Advisor Spring  
College Sports Research Institute  
Case Study Competition  
UNC- Chapel Hill, NC

Student Representative for Department of 2010- 11  
Tourism, Recreation  
and Sport Management  
University of Florida  
Graduate Student Advisory Council

Student Board Representative 2010-11  
North American Society for Sport Management

### MEMBERSHIPS

Academy of Management 2012- present  
North American Society for Sport Management 2009- present  
National Association for Girls and Women in Sports 2012- 2015  
North American Society for the Sociology of Sport 2009- 2014

### INSTITUTES, CENTERS, and LABORATORIES

Founding Co-director 2020 –  
Laboratory for Inclusion and Diversity in Sport present  
McCormack Department of Sport Management  
Isenberg School of Management | UMass Amherst

Founding Member 2010  
Laboratory for Athletics Development and Research (LADR)  
University of Florida, Department of Tourism, Recreation, and Sport Management

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The mission of the Laboratory for Athletics Development and Research is to bring about collaborations between scholars, researchers, and practitioners for the advancement of social, psychological, and tangible benefits associated with athletic and sport(s) involvement, participation, and management.

#### **AWARDS**

NASSM Research Fellow Award	2019
Isenberg School of Management Research Excellence Award	2019
Isenberg School of Management Teaching Excellence Award	2018

#### **ADDITIONAL RELEVANT EXPERIENCE**

Pluto Advisory Board	2019 - present
CBS 3 Analyst UMass Women's Basketball Team University of Massachusetts, Amherst	2013- 2015
Wade Trophy Committee Member Women's Basketball Coaches Association	2012- 2015
Assistant Women's Basketball Coach Stetson University	2006- 07
Intern for Sports Information Director Stetson University	2004
NCAA Division I Student Athlete Georgia Tech	2001- 03
Stetson University	2003- 06