

Nicholas Michael Swim

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EDUCATION

- Ph.D. University of Louisville** **August 2023**
Educational Leadership and Organizational Development
Specialization: Sport Administration
Advisor: Mary Hums, Ph.D.
Dissertation: *Where are all the women?: Using role congruity theory to explore the experiences of interscholastic women athletic directors*
- M.S. Ball State University** **August 2019**
Sport Administration
Advisor: Khirey Walker, Ph.D.
Thesis: *Perceptions of female student-athletes self-efficacy to pursue collegiate coaching*
- B.S. Castleton University** **May 2016**
Business Administration
Major: Management
Minor: Statistics

ACADEMIC APPOINTMENTS

- University of Maine- Orono, Maine Business School**
Assistant Professor **August 2023-Present**
- University of Louisville, College of Education, Department of Health & Sport Sciences**
Lecturer **August 2021- July 2023**
Graduate Teaching and Research Assistant **August 2019-July 2021**
- Ball State University, College of Health, School of Kinesiology**
Graduate Teaching and Research Assistant **August 2017- July 2019**

RESEARCH

Peer-Reviewed Publications

1. **Swim, N.**, Presley, R., & Thompson, E. (2023). Digital development & technology in sport: A course to improve digital literacy in the sport management curriculum. *Sport Management Education Journal*. (Extended Abstract). <https://doi.org/10.1123/smej.2022-0021>
2. **Swim, N.**, Lee, Y., & Hums, M. (2023). “Sorry, I’m not from here!” Female international student-athletes’ transitions into college athletics. *Frontiers in Psychology*, 14. <https://doi.org/10.3389/fpsyg.2023.1103194>
3. Kluch, Y., Wright-Mair, R., **Swim, N.**, & Turick, R. (2022). “It’s like being on an island by yourself.” Barriers to driving diversity, equity, and inclusion efforts in intercollegiate athletics. *Journal of Sport Management*, 37, 1-14. <https://doi.org/10.1123/jsm.2021-0250>
4. Frederick, E., **Swim, N.**, Keaton, A., & Pegoraro, A. (2022). Racist state and the state of race: An analysis of Instagram commentary pertaining to LeBron James. *Sociology of Sport Journal*. <https://doi.org/10.1123/ssj.2022-0022>
5. **Swim, N.**, Turick, R., Kluch, Y., & Wright-Mair, R. (2022). Navigating the intersection of COVID-19 and (re)new(ed) calls for racial justice: A qualitative examination of the experiences of diversity, equity, and inclusion professionals in college athletics during a year of “social justice awakening”. *Journal of Intercollegiate Sport*, 15(2), 27-53. <https://doi.org/10.17161/jis.v15i2.15571>
6. **Swim, N.**, Green, E., Hums, M., Bower, G., & Walker, K. (2022). Is same-gender mentorship important for Division III female college athletes?: An application of the mentor role theory. *Journal of Athlete Development, Special Edition: DIII Athletics*, 4(1), 102-121. <https://doi.org/10.25035/jade.04.01.08>
7. Wright-Mair, R., Kluch, Y., **Swim, N.**, & Turick, R. (2021). Driving systemic change: Examining perceptions of high- impact practices for advancing diversity, equity, and inclusion in intercollegiate athletics. *Journal of Issues in Intercollegiate Athletics*, 14, 599-625. http://csri-jiia.org/wp-content/uploads/2021/11/RA_2021_29.pdf
8. Siegfried, N., Green, E., **Swim, N.**, Montanaro, A., Greenwell, T. C., & Frederick, E. L. (2021). An examination of college adaptive sport sponsorship assets and the role of cause-related marketing. *Journal of Issues in Intercollegiate Athletics*, 14, 483-500. http://csri-jiia.org/wp-content/uploads/2021/09/RA_2021_24.pdf
9. **Swim, N.**, Walker, K., Turick, R., & Judge, L. (2021). The role of coach’s gender on coaching self-efficacy for Division III female student-athletes. *Journal of Athlete Development and Experience*, 3(1), 1-20. <https://doi.org/10.25035/jade.03.01.01>

10. Turick, R., Weems, A., **Swim, N.**, Bopp, T., & Singer, J. N. (2021). Who are we honoring? Extending the Ebony & Ivy discussion to include sport facilities. *Journal of Sport Management*, 35(1), 17-29. <https://doi.org/10.1123/jsm.2019-0303>
11. Turick, R., Bopp, T., & **Swim, N.** (2021). "How do I do life?" The challenges of preparing student-athletes for professional roles. *Journal for the Study of Sports and Athletes in Education*, 15(1), 71-94. <https://doi.org/10.1080/19357397.2019.1669367>

Invited Publications

1. **Swim, N.**, Green, E., & Montanaro, A. (2021). An examination of state high school concussion protocols: Investigating consistent inconsistencies. *Concussion Litigation Report*, 9(10).
2. Murfree, J. R., **Swim, N.**, & Police, C. (2020). Youth sport concussion legislation: Nonstandard standards of care. *Sports Litigation Alert*, 17(8). (Reprinted)

Manuscripts Under Review

1. Wright-Mair, R., Turick, R., Kluch, Y., & **Swim, N.** (In-Review). A Qualitative Examination of Racially Minoritized DEI Professionals' Experiences in U.S. Intercollegiate Sport. *Journal of Higher Education Athletics & Innovation*.
2. Shreffler, J., Shreffler, M., Shuck, B., **Swim, N.**, Price, T., O'Brien, D., Orthober, R., & Huecker, M. (In Review). The association between work authenticity and work engagement, perceived organizational support, and stress among employees in higher education. *Journal of Workplace Behavioral Health*.

Manuscripts in Progress (Organized by Progress toward Completion)

1. **Swim, N.**, Cocco, A., & Hancock, M. (In Progress). Investigating the glass cliff phenomena in NCAA Division I women's basketball. Target Journal: *Journal of Issues in Intercollegiate Athletics*.
2. **Swim, N.**, & Montanaro, A. (In Progress). The transfer portal: An examination of player migration in NCAA Division I college baseball. Target Journal: *Journal of Intercollegiate Athletics*.
3. **Swim, N.**, Martinez, K., Cavan, S. A., & Keaton, A. (In Progress). Looking back to 2020: A critical discourse analysis of DEI voting programming at NCAA Division I institutions. Target Journal: *Journal of Issues in Intercollegiate Athletics*.
4. **Swim, N.**, & Presley, R. (In progress). Digital literacy and sport management. Can we increase digital self-efficacy in the classroom? Target Journal: *Sport Management Education Journal*.

5. Feller, R., **Swim, N.**, & Davis, G. (In Progress). An exploratory examination of international student-athletes and the post-collegiate experience. Target Journal: *Journal of Athlete Development*.
6. Brougham, J., **Swim, N.**, Rubin, L. (In Progress). The college athlete mental health crisis and the role of athletic academic advisor. Target Journal: *Journal of Issues in Intercollegiate Athletics*.
7. **Swim, N.** (In Progress). Where are all the women? Using role congruity theory to explore the lived experiences of interscholastic women athletic directors. (Dissertation Manuscript #1). Target Journal: *Sport Management Review*.
8. **Swim, N.** (In Progress). How did we get here? Understanding the lived experiences of women in their attainment of the interscholastic athletic director role. (Dissertation Manuscript #2). Target Journal: *Journal of Sport Management*.

Refereed Conference Presentations

1. **Swim, N.** (2023, March 26th). *Leadership diversity: Why it's important and how can we improve?* Presented at Vermont State Athletic Directors Association Conference.
2. **Swim, N.**, Martinez, K., Cavan, S. A., & Keaton, A. (2023, March 22-24). *Looking back to 2020: A critical discourse analysis of DEI voting programming at NCAA Division I institutions*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
3. Brougham, J., & **Swim, N.** (2023, March 22-24). *The college athlete mental health crisis and the role of athletic academic advisor*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
4. **Swim, N.**, & Presley, G. (2023, February 10). *Digital development & technology in sport: A course designed to improve digital literacy amongst undergraduate sport administration students*. Presented at University of Louisville- Celebration of Teaching and Learning Conference, Louisville, KY.
5. Kluch, Y., Wright-Mair, R., **Swim, N.**, & Turick, R. (2022, June 26-29). *"It's like being on an island: Barriers to effective diversity, equity, & inclusion work in NCAA athletics*. Presented at the National Association of Collegiate Directors of Athletics & Affiliates Convention Week- Dr. Gerald S. Gurney Research Award Winner, Las Vegas, NV.

6. **Swim, N.**, Presley, R., & Thompson, E. (2022, June 2-4). *Digital development & technology in sport: A course designed to improve digital literacy amongst undergraduate sport management students*. Presented at the North American Society of Sport Management Conference, Atlanta, GA.
7. Frederick, E., **Swim, N.**, & Pegoraro, A. (2022, April 20-23). *Racist state and the state of race: An analysis of Instagram commentary pertaining to LeBron James*. Presented at the North American Society for the Sociology of Sport, Montreal, Quebec, CA.
8. Thompson, E., Ifill, A., & **Swim, N.** (2022, April 2). *The Circle of Life: How student-athletes use sport as a conduit to break societal expectations*. Presented at the Spring Research Conference (University of Kentucky), Lexington, KY.
9. **Swim, N.**, Green, E., Hums, M. (2022, March 23-25). *Is same-gender mentorship important for Division III female college athletes?: An application of the mentor role theory*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
10. Turick, R., Wright-Mair, R., Kluch, Y., & **Swim, N.** (2022, March 3-7). *Experiences of racially minoritized diversity, equity, & inclusion professionals in collegiate sport*. Presented at the Global Sport Business Association Conference, Ft. Lauderdale, FL.
11. Montanaro, A., **Swim, N.**, & Harrison, C. (2022, February 16-18). *The transfer portal: An examination of player migration in the NCAA Division I college baseball*. Presented at the Applied Sport Management Association Conference, Indianapolis, IN.
12. **Swim, N.**, Turick, R., Kluch, Y., Wright-Mair, R. (2021, June 3-5). *The summer of racial injustice awakening and COVID-19: Investigating the experiences of diversity, equity, and inclusion (DEI) professionals in college athletics*. Presented at the North American Society of Sport Management Conference, Virtual Conference.
13. Siegfried, N., Green, E., **Swim, N.**, Montanaro, A., & Greenwell, C. (2021, June 3-5). *An examination of college adaptive sport sponsorship assets and the role of cause-related marketing*. Presented at the North American Society of Sport Management Conference, Virtual Conference.
14. **Swim, N.**, Lee, Y., & Hums, M. (2021, March 24-26). *“Sorry, I’m not from here!”: Female international student-athlete’s transitions to and from college athletics*. Presented at the College Sport Research Institute Conference on College Sport, Virtual Conference.

15. Montanaro, A., Siegfried, N., **Swim, N.**, & Green, E. (2021, March 5). *An examination of college adaptive sport sponsorship and the role of cause-related marketing*. Presented at the Spring Research Conference (University of Louisville), Virtual Conference.
16. **Swim, N.**, Green, E., & Montanaro, A. (2021, February 23-26). *An examination of state high school association concussion protocols: Investigating consistent inconsistencies*. Presented at the Sport and Recreational Law Association Conference, Virtual Conference.
17. **Swim, N.**, Cocco, A., & Hancock, M. (2021, February 24-26). *Investigating the glass cliff phenomena in NCAA Division I women's basketball*. Presented at the Applied Sport Management Association Conference, Virtual Conference.
18. Turick, R., **Swim, N.**, Feller, R., & Biermaier, M. (2021, February 8-12). *Training the (Occasional) graders: Preparing graduate students to grade undergraduate sport management work*. Presented at the Commission on Sport Management Accreditation Conference, Virtual Conference.
19. Kluch, Y., Wright-Mair, R., **Swim, N.**, & Turick, R. (2020, November 4-6). *"It's like being on an island": Barriers to effective diversity, equity, & inclusion work in NCAA athletics*. Presented at the North American Society for the Sociology of Sport Conference, Virtual Conference.
20. **Swim, N.**, Walker, K., & Turick, R. (2020, May 27-30). *Perceptions of Division III female student-athletes self-efficacy to pursue collegiate coaching*. Poster presented at the North American Society of Sport Management Conference, Virtual Conference.
21. **Swim, N.**, Murfree, J. R., & Police, C. (2020, March 4-7). *Youth sport concussion legislation: Nonstandard standards of care*. Presented at the Sport and Recreational Law Association Conference, Louisville, KY.
22. **Swim, N.** (2020, February 27-28). *Can we solve the gender gap of leadership in college athletics?* Poster presentation at the Graduate Student Regional Conference, Louisville, KY.
23. Turick, R., Feller, R., & **Swim, N.** (2020, February 27-29). *Set up to fail: Coaching, race, and the glass cliff in college football*. Presented at the Applied Sport Management Association Conference, Waco, TX.

24. **Swim, N.**, Turick, R., & Weems, A. (2019, April 3-5). *Worthy of recognition? An examination of sport facilities named after individuals with racist pasts*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
25. Turick, R. & **Swim, N.** (2019, April 3-5). “*We get bad jobs and no time to fix them*”: *A Glass Cliff Examination of Black Coaching Hires in Division I Football*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
26. **Swim, N.**, Turick, R., & Walker, K. (2019, April 1). *Are college baseball coaches late to the social media era?* Poster presented at the Indy Sport Business Conference, Indianapolis, IN.
27. Manwell, A., Sullivan, M., Stoffer, G., & **Swim, N.** (2018, April 12-14). *CSRI Case Study Competition: Safe Sport*. Presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.
28. **Swim, N.**, Wanless, E., & Judge, L. W. (2018, April 12-14). *Accessible golf courses: Web-based accommodation communication*. Poster presented at the College Sport Research Institute Conference on College Sport, Columbia, SC.

Research Assistant

- SB 206 Community College Athlete Name, Image, and Likeness (NIL) Working Group. (FA20) P.I.- Adam Cocco PhD
 - Data collection of California junior college athlete social media platforms
- Sharp, L., Moorman, A., & Claussen, C. (2020). *Sports law – A managerial approach* (4th Ed.). Routledge. (FA19-FA20)
 - Chapter and instructional material editing/formatting

Grant Proposals

- *(Not Funded)*. NCAA Innovations in Research and Practice Grant (2022). Feller, R., **Swim, N.**, Mercado, H. An exploratory examination of international student-athletes and the post-collegiate experience. **Grant Request:** \$3,520

TEACHING

University of Louisville

Instructor of Record

- SPAD 561 **Special Topics- Mega Events Logistics- Kentucky Derby 2020:** This course was designed to provide students' knowledge on logistics, transportation, and guest services through gaining real-world experience working the Derby.
SP20 Hybrid 23 enrolled (eval: COVID-19)
- SPAD 445 **Sport Communication:** The purpose of this course is to explore sport communication theories and to examine practical concepts, activities, and behaviors related to sport communication and apply them to professional and collegiate sports.
FA21 In-Person 36 enrolled (eval= 4.34)
- SPAD 402 **Internship: Undergraduate:** The purpose of this class is to allow students to apply theoretical classroom information in a real-world environment and develop real-life work skills beneficial to students seeking careers in sport management.
FA20 Remote 38 enrolled (eval= 4.61)
SM21 Remote 47 enrolled (eval= 4.40)
- SPAD 390 **Sport Governance:** This course is designed to provide knowledge and awareness of the development of rules and laws governing various sport organizations and their participants.
SP21 Hybrid 36 enrolled (eval= 4.59)
SP22 In-Person 40 enrolled (eval= 4.42)
FA22 In-Person 31 enrolled (eval=4.35)
SP23 In-Person 40 enrolled
- SPAD 336 **Digital Development & Technology in Sport:** This course was designed to provide knowledge and critical thinking skills across multiple digital platforms utilized in the sport industry.
FA21 In-person 26 enrolled (eval= 4.25)
SP22 In-person 21 enrolled (eval= 4.50)
FA22 In-Person 35 enrolled (eval= 4.35)
SP23 In-Person 37 enrolled
- SPAD 284 **Issues and Ethics in Sport:** The purpose of this course is to apply moral development models and ethical theories to examine the relevant issues and trends in sport administration.
FA20 Hybrid 33 enrolled (eval= 4.24)
FA21 In-Person 39 enrolled (eval= 4.44)
FA21 In-Person 39 enrolled (eval= 4.54)
SP22 In-Person 45 enrolled (eval= 4.46)
SP22 In-Person 25 enrolled (eval= 4.51)
FA22 In-Person 48 enrolled (eval= 4.35)
FA22 In-Person 45 enrolled (eval= 4.56)
SP23 In-Person 37 enrolled
SP23 In-Person 45 enrolled

- SPAD 281 **Principles of Sport Administration:** This course is designed as an introduction to principles and theories of administration as they apply to the administration and management of sport, fitness, leisure, and recreation services, and programs.
 SP21 Remote 37 enrolled (eval= 4.29)
 SM22 Remote 21 enrolled (eval= 4.18)
- HSS 253 **Coaching Baseball:** The purpose of this course is to introduce students to new__.
 F22 Online 26 enrolled
 S23 Online 35 enrolled
- HSS 138 **Basketball:** This class is designed to emphasis learning and developing basic basketball skills such as game-play, team concepts/strategies, rules/terminology, and sportsmanship.
 FA19 In-Person 25 enrolled
 FA19 In-Person 34 enrolled
 SP20 Hybrid 16 enrolled
 SP20 Hybrid 35 enrolled
- HSS 181 **First-Year Experience:** The course introduces first-year students to resources on campus to best prepare them for success in higher education.
 F22 In-Person 21 enrolled
 F22 In-Person 22 enrolled

Teaching Assistant

- SPAD 402.01: Internships (Undergraduate) (FA19, SP20)
- SPAD 561.02: Race & Sport in U.S. (FA20)
- SPAD 561.03: Mega Events Logistics- Kentucky Derby 2021 (SP21)
- SPAD 692.01: Internships (Graduate) (FA19, SP20)

Ball State University

Instructor of Record

- PFW 103.01 **Fitness Walking:** Designed to develop physical fitness through twice weekly aerobic exercise classes, with a component of walking sessions.
 FA17-SP19 In-Person 9 sections

Teaching Assistant

- SPTA 290: Revenue Generation (FA17, SP18, FA18)
- SPTA 300: Sport Law (FA18, SP19)
- SPTA 470: International and Comparative Admin. of Sport (FA18, SP19, SM19)

SERVICE

Professional

- Ad Hoc Reviewer: Journal of Athlete Development and Experience (July 2023- Current)
- Ad Hoc Reviewer: Journal for the Study of Sports and Athletes in Education (January 2022- Current)
- Ad Hoc Reviewer: Sport Management Educational Journal (September 2021-Current)
- Conference Abstract Reviewer: Commission on Sport Management Accreditation (COSMA) (November 2021)
- Sport and Recreation Law Association Student Committee (September 2019-March 2020)
- Sport and Recreation Law Association Conference Local Planning Committee (September 2019-March 2020)

College

- College of Education and Human Development Standards and Admission Committee (August 2019-August 2021 & January 2023-Current)
- Hiring Committee- ECPY/HSS: Sport Psychology (August 2022-December 2022)
- Graduate Student Ambassador (August 2020-August 2022)

Department

- Sport Administration Department Doctoral Admission Committee (January 2023-Current)
- University of Louisville Sport Administration Association Advisor (August 2021-Current)
- Health and Sport Science Department Student Engagement Committee (August 2019-Current)
- Digital Technology Workshop-Adobe Products (July 2022)
- Sport Administration Department Master's Admission Committee (September 2019-March 2020)

Community Service/Volunteer

- Faculty Leader- Female Mentoring Program (January 2022- May 2023)
- Food Pantry Volunteer, The Center for Lay Ministries (January 2021- June 2023)
- Faculty Advisor- College Sport Research Institute Conference Case Study Competition (March 2023)
- Faculty Trip Leader- Nashville (Predators, Titans, Sounds, FC, Nashville Sport Commission) (November 2022)
- Faculty Trip Leader- Cincinnati (Bengals, Reds, U of Cincy, FC) (April 2022)
- Faculty Advisor- Applied Sport Management Conference Case Study Competition (February 2022)
- Writing Volunteer, Young Authors Greenhouse (September 2019-August 2020)
- Baseball Sport Broadcaster, ESPN+ (April 2019)

- Scorer, Judo American Cup Championship (September 2018)
- After School Program Support, Ross Community Center (January 2018- May- 2018)
- Food Delivery, Muncie Mission (November 2017)
- Head Coach, Legion Baseball (June 2016- August 2016)
- Head Coach, 5th and 6th Grade Basketball (November 2016- March 2017)
- Promotion Staff, MiLB- Vermont Lake Monsters (June-August: 2014 & 2015)
- Mentor, Castleton Elementary School (September-May: 2014-2016)

Membership

- North American Society for Sport Management (June 2020-Current)
- Applied Sport Management Association (February 2021-Current)
- Sport and Recreation Law Association (February 2020-2022)
- North American Society for the Sociology of Sport (November 2020-2022)

Awards

- University of Louisville- Student Champion (July 2023)
- University of Louisville- Student Champion (July 2022)
- 2022 Dr. Gerald S. Gurney Research Award- NACADA (June 2022)
- 2021 Journal of Issues in Intercollegiate Athletics Outstanding Article (March 2022)
- COSMA Chi Sigma Mu Honor Society (February 2021)
- Ball State Baseball Outstanding Service Award (May 2019)
- ISBC Graduate Student Showcase Poster Champion (April 2019)
- CSRI Graduate Student Case Study Champion (April 2018)

INDUSTRY EXPERIENCE

Ball State University, Varsity Baseball Team; Muncie, Indiana August 2017-May 2019

Director of Baseball Operations

- Assisted coaching staff in budgeting, recruiting, scouting, video, and game prep
- Coordinated all team travel logistics
- Helped coordinate marketing, preparation, and planning of prospect baseball camps

Ross Community Center; Muncie, Indiana

Sports Coordinator

August 2018-July 2019

- Created strategic plan for sustainable sport programming (3, 5, and 10-year goals)
- Implemented sport programming for at-risk-youth (Basketball, baseball, soccer, and tennis)
- Coordinator of Little League program of over 200 children

Sanford Mainers, NECBL; Sanford, Maine

June-August 2017 & 2018

Assistant Baseball Coach

- Hitting and infield coach- Helped Division I college players hone their skills at a competitive level during the summer
- In-game management responsibilities, along with all pre- and post-game duties
- 25 former Mainers have been selected in MLB amateur draft (2018 and 2019)

Bridgton Academy; North Bridgton, Maine

August 2016-June 2017

Institutional Advancement Intern

- Alumni development and admissions suite- Contacted alumni and potential donors and recruited prospective students
- Assistant baseball coach- Managed the infielders and hitters, assisted on strength and conditioning program
- Assistant basketball coach- Helped facilitate a variety of activities including practices, game-day set up, player development, and game management