

CURRICULUM VITAE

MICHAEL SAGAS

Assistant Professor and Coordinator
of Sport Management
Texas A&M University
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Education

Ed.D., Physical Education- *Major in Sport Management*, Texas A&M University, 2001
M.S., Kinesiology-*Major in Sport Management*, Texas A&M University, 1999
B.S., Exercise and Sport Science-*Coaching emphasis*, University of Utah, 1996

Professional Experience

Assistant Professor, Coordinator of Sport Management- Texas A&M
University, Sport Management Program, 9/2002- Present
Clinical Assistant Professor- Texas A&M University- Sport Management Program,
1/2002-8/2002
Graduate Assistant Teaching- Texas A&M University- Sport Management Program,
1/2001-12/2001
Lecturer and Graduate Assistant Teaching- Texas A&M University, Physical Education
Activity Program, 1/1998-12/2000.

Professional Affiliations

North American Society for Sport Management (NASSM), 1998-present
North American Society for the Sociology of Sport (NASSS), 1998-present
American Alliance for Health, Physical Education, Recreation and Dance, 2000-present
The Academy of Management, 2002-present
Texas Association for Health, Physical Education, Recreation and Dance, 1999-2001

Honors and Awards

Research Consortium of the American Alliance for Health, Physical Education,
Recreation and Dance Student Research Award, 2001.
North American Society for Sport Management Student Research Competition Winner,
2000.

Publications

Refereed Journal Manuscripts

Sagas, M., & Cunningham, G.B. (in press). Racial differences in the career success of assistant football coaches: The role of discrimination, human capital, and social capital. *Journal of Applied Social Psychology*

Sagas, M., & Cunningham, G.B. (in press). The impact of supervisor support on career outcomes of the senior woman administrator. *International Journal of Sport Management*

Cunningham, G.B., & Sagas, M. (in press). Group diversity, occupational commitment, and occupational turnover intentions: The effects of age, tenure, and racial heterogeneity. *Journal of Sport Management*

Sagas, M., & Cunningham, G. B. (in press). Relational demography in head coach-assistant coach dyads: The impact on assistant coach intent to head coach, job satisfaction, occupational commitment, and perceived advancement opportunities. *Applied Research in Coaching and Athletics Annual*.

Cunningham, G. B., Sagas, M., Sartore, M. L., Amsden, M. L., & Schellhase, A. (in press). Gender bias in the media coverage of intercollegiate athletics? The *NCAA News* revisited. *Sex Roles*.

Cunningham, G.B., & Sagas, M. (in press). Racial differences in occupational turnover intent among NCAA Division IA assistant football coaches. *Sociology of Sport Journal*.

Sagas, M., & Cunningham, G. B. (in press). Work and family conflict among college assistant coaches. *International Journal of Sport Management*.

Cunningham, G. B., & Sagas, M. (in press). Diversified dyads in the coaching profession. *International Journal of Sport Management*.

Sagas, M., Paetzold, R., & Ashley, F.B. (in press). Relational demography in coaching dyads. *The Physical Educator*.

Cunningham, G. B., & Sagas, M. (in press). The influence of person-organization fit, leader-member exchange, and organizational commitment on organizational turnover intentions. *International Journal of Sport Management*

Cunningham, G. B., & Sagas, M. (in press). Work experiences, occupational commitment and intent to enter the sport management profession. *Physical Educator*.

Sagas, M., & Cunningham, G.B. (2004). Gender differences in the career success of intercollegiate athletic administrators: The role of discrimination, human capital, and social capital. *Sex Roles, 50*, 411-421.

Cunningham, G. B., & Sagas, M. (2004). The effects of group diversity on organizational commitment. *International Sports Journal, 8*, 124-131.

Sagas, M., & Cunningham, G.B. (2004). Treatment discrimination in college coaching: Its prevalence and impact on the career success of assistant basketball coaches. *International Sports Journal, 8*, 76-88.

Cunningham, G. B., & Sagas, M. (2003). Treatment discrimination among coaches of women's teams. *Research Quarterly for Exercise and Sport, 74*, 455-466.

Cunningham, G. B., Sagas, M., & Ashley, F. B. (2003). Coaching self-efficacy, desire to head coach, and occupational turnover intent: Gender differences between NCAA assistant coaches of women's teams. *International Journal of Sport Psychology, 34*, 125-137.

Cunningham, G.B., & Sagas, M. (2003). Occupational turnover intent among assistant coaches of women's teams: The role of organizational work experiences. *Sex Roles, 49*, 185-190.

Bennett, G., Phillips, J., Drane, D., & Sagas, M. (2003). The coaching carousel: Turnover effects on winning in professional sport. *International Journal of Sport Management, 4*, 194-204.

Cunningham, G. B., & Sagas, M. (2002). The Differential Effects of Human Capital for Male and Female Division I Basketball Coaches. *Research Quarterly for Exercise and Sport, 73*, 489-495.

Wigley, B. J., Sagas, M., & Ashley, F. B. (2002). A study of collegiate baseball: Examining sport fan motivation and marketing implications. *International Journal of Sport Management, 3*, 90-100.

Cunningham, G. B., & Sagas, M. (2002). Utilizing a different perspective: Brand equity and media coverage of intercollegiate athletics. *International Sports Journal, 6*, 134 - 145.

Sagas, M. & Ashley, F. B. (2001). Gender differences in the intent to leave coaching: The role of personal, external, and work-related variables. *International Journal of Sport Management, 2*, 297-314.

Sagas, M., & Batista, P. J. (2001). The importance of Title IX compliance on the job satisfaction and occupational turnover intent of intercollegiate coaches. *Applied Research in Coaching and Athletics Annual, 16*, 15-43.

Cunningham, G. B., Sagas, M., & Ashley, F. B. (2001). Occupational commitment and intent to leave the coaching profession: Differences according to race. *International Review for the Sociology of Sport*, 36, 131 – 148.

Cunningham, G. B., Sagas, M., & Ashley, F. B. (2001). Examining federal and state pay equity laws in Texas. *Applied Research in Coaching and Athletics Annual*, 16, 44-62.

Cunningham, G. B., Keiper, P. E., Sagas, M., & Ashley, F. B. (2001). Initial reliability of the Coaching Isomorphism Questionnaire for NCAA coaches. *Psychological Reports*, 88, 323-324.

Sagas, M., Cunningham, G. B., Wigley, B. J., & Ashley, F. B. (2000). Internet coverage of university softball and baseball websites: The inequity continues. *Sociology of Sport Journal*, 17, 196-203.

Sagas, M., Cunningham, G. B., & Ashley, F. B. (2000). Examining the women's coaching deficit through the perspective of assistant coaches. *International Journal of Sport Management*, 1, 267-282.

Sagas, M., Wigley, B., Cunningham, G. B., & Ashley, F. B. (2000). Completing the evolution: Revenue sharing through the Sears Directors Cup as a catalyst to achieve substantial proportionality. *Sociology of Sport Online*, 3, 1.

Book Chapters

Sagas, M., Cunningham, G. B., Wigley, B. J., & Ashley, F. B. (2004). Internet coverage of university softball and baseball websites: The inequity continues. In D. Rowe (Ed.) *Critical Readings: Sport, Culture and The Media* (pp. 340- 349). London: McGraw Hill.

Sagas, M., Cunningham, G. B., Keiper, P. E., & Champion, S. (2003). Sport specific measures: Anxiety. In A. LeUnes (Ed.), *Bibliography of psychological tests used in research in sport and exercise psychology* (pp. 171-207). Lewiston, NY: Mellon Press.

Cunningham, G. B., Keiper, P. E., & Sagas, M. (2003). Measures of temporary states: Anxiety, depression, and mood. In A. LeUnes (Ed.), *Bibliography of psychological tests used in research in sport and exercise psychology* (pp. 95-166). Lewiston, NY: Mellon Press.

Refereed Published Abstracts

Sagas, M., & Cunningham, G.B. (2003). Effects of diversified dyads and work groups on leader member exchanges and career outcomes. [abstract]. *Research Quarterly for Exercise and Sport*, 74 (Suppl.), A-73.

Fink, J., Cunningham, G.B., & Sagas, M. (2003). Job embeddedness: Effects on coaches' turnover intentions. [abstract]. *Research Quarterly for Exercise and Sport*, 74 (Suppl.), A-86.

Sagas, M. (2002). Gender differences in the work-family conflict experienced by NCAA assistant coaches [abstract]. *Research Quarterly for Exercise and Sport*, 73 (Suppl.), A-113.

Sagas, M., & Cunningham, G.B. (2002). The impact of supervisor support on career outcomes of the senior woman administrator [abstract]. *Research Quarterly for Exercise and Sport*, 73 (Suppl.), A-100.

Cunningham, G. B., & Sagas, M. (2002). Diversity in coaching: A relational demography perspective [abstract]. *Research Quarterly for Exercise and Sport*, 73 (Suppl.), A-109-110.

Dollar, J., & Sagas, M. (2002). Sport management internships: The impact of site supervisor leadership behavior [abstract]. *Research Quarterly for Exercise and Sport*, 73 (Suppl.), A-110.

Sagas, M., & Ashley, F. B. (2001). Gender differences in the intent to leave the coaching profession [abstract]. *Research Quarterly for Exercise and Sport*, 72 (Suppl.), A-110.

Cunningham, G. B., & Sagas, M. (2001). Examining gender differences in the Internet coverage of intercollegiate athletics [abstract]. *Research Quarterly for Exercise and Sport*, 72 (Suppl.), A-92.

Non-refereed Publications

Sagas, M. (2000). Commentary: Utilizing the person-organization fit model of personnel selection in athletic programs. *Athletic Insight: The Online Journal of Sport Psychology*, 2 (2).

Sagas, M. (2002). Book review of *Profiles of Sport Industry Professionals*. *Journal of Sport Management*, 16, 82-83.

Sagas, M. (2001). Book review of *Trials and Triumphs*. *Applied Research in Coaching and Athletics Annual*, 16, 219-223.

Sagas, M. (2000). Book review of *The Successful College Athletic Program*. *Sociology of Sport Journal*, 17, 425-427.

Refereed Conference Proceedings-International/National

Cunningham, G. B., Sagas, M., & Fink, J. S. (2003, June). Examining the effects of job search behavior and job alternatives on the relationship between affective reactions to the

organization and turnover intentions. Paper presented at the annual conference for the North American Society for Sport Management, Ithaca, NY.

Turner, B., Jordan, J., & Sagas, M. (2003, June). Factors affecting response rates to mailed questionnaires: The case of intercollegiate coaches. Paper presented at the annual conference for the North American Society for Sport Management, Ithaca, NY.

Sagas, M., & Cunningham, G.B. (2003). Effects of diversified dyads and work groups on leader member exchanges and career outcomes. . Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Philadelphia, PA.

Fink, J., Cunningham, G.B., & Sagas, M. (2003). Job embeddedness: Effects on coaches' turnover intentions. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Philadelphia, PA.

Sagas, M., Cunningham, G.B., & Dollar, J.E. (2002). Supervisor-intern relational diversity and the success of a sport organization internship. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Indianapolis, IN.

Sagas, M., Cunningham, G.B., & Paetzold, R. (2002). A discrimination framework for understanding the dearth of females in college coaching. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Indianapolis, IN.

Sagas, M. (2002). Gender differences in the work-family conflict experienced by NCAA assistant coaches. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.

Gehring, M., & Sagas, M. (2002). Competing frameworks for understanding the dearth of women coaches. Program presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.

Sagas, M., & Cunningham, G.B. (2002). The impact of supervisor support on career outcomes of the senior woman administrator. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.

Cunningham, G. B., & Sagas, M. (2002). Diversity in coaching: A relational demography perspective. Paper presented at the annual conference for the American Alliance of Health, Physical Education, Recreation, and Dance, San Diego, CA.

Dollar, J., & Sagas, M. (2002). Sport management internships: The impact of site supervisor leadership behavior. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, San Diego, CA.

Sagas, M., Ashley, F.B., & Paetzold, R. (2002). The effects of dyad demographic diversity on job satisfaction, supervisor support, and coaching aspirations: The case of

NCAA assistant coaches. Paper presented at the annual conference for the North American Society for Sport Management, Canmore, Canada.

Keiper, P.K., Sagas, M., & Paetzold, R. (2002). The impact of organizational ethos on organizational commitment: The case of NCAA Division I coaches. Paper presented at the annual conference for the North American Society for Sport Management, Canmore, Canada.

Batista, P.B., & Sagas, M. (2002). Knowledge of Title IX provisions among Texas high school superintendents. Paper presented at the annual meeting of The Society for the Study of Legal Aspects of Sport and Physical Activity, Waco, TX.

Sagas, M., & Batista, P. (2001). The importance of Title IX compliance on the job satisfaction and occupational turnover intent of intercollegiate coaches. Paper presented at the annual conference for the North American Society for the Sociology of Sport, San Antonio, TX.

Cunningham, G. B., & Sagas, M. (2001). Gender comparisons in human capital, turnover, and intentions to become a head coach. Paper presented at the annual conference for the North American Society for the Sociology of Sport, San Antonio, TX.

Cunningham, G. B., Sagas, M., & Keiper, P. E. (2001). Human resources and organizational effectiveness of intercollegiate athletic departments. Paper presented at the annual conference for the North American Society for the Sociology of Sport, San Antonio, TX.

Sagas, M., Cunningham, G. B., & Ashley, F. B. (2001). Relational demography in head coach-assistant coach dyads: The impact on assistant coach intent to head coach, job satisfaction, occupational commitment, and perceived advancement opportunity. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.

Cunningham, G. B., & Sagas, M. (2001). Occupational commitment of NCAA assistant coaches: An institutional perspective. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.

Cunningham, G. B., & Sagas, M. (2001). Coaching self-efficacy and the women's coaching deficit: A study of NCAA assistants. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.

Ashley, F. B., & Sagas, M. (2001). Professional wrestling fans: Predicting fan motivation. Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.

Cunningham, G. B., Sagas, M., & Dollar, J. E. (2001). Examining the role of internships in sport management students' desire to enter the profession.

Paper presented at the annual conference for the North American Society for Sport Management, Virginia Beach, VA.

Sagas, M., & Ashley, F. B. (2001). Gender differences in the intent to leave coaching: The role of personal, external, and work-related variables. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Cincinnati, OH.

Cunningham, G. B., & Sagas, M. (2001). Examining gender differences in the Internet coverage of intercollegiate athletics. Paper presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Cincinnati, OH.

Cunningham, G. B., & Sagas, M. (2001). Studying assistant coaches to understand the women's coaching deficit: A synthesis and review. Program presented at the annual meeting of the American Alliance for Health, Physical Education, Recreation, and Dance, Cincinnati, OH.

Batista, P. J., & Sagas, M. (2001). Perceived compliance of the Title IX benefits and treatments clauses. Paper presented at the annual meeting of The Society for the Study of Legal Aspects of Sport and Physical Activity, Branson, MO.

Sagas, M. (2000). Gender differences in the desire to head coach: The role of organizational commitment, work experiences, and turnover intent in a sample of NCAA Division I assistant coaches. Paper presented at the annual conference for the North American Society for Sport Management, Colorado Springs, CO.

Sagas, M. & Cunningham, G. B. (2000). Gender differences in diversions, motivators, and desire to head coach. Paper presented at the annual conference for the North American Society for Sport Management, Colorado Springs, CO.

Sagas, M., & Wigley, B. (2000). Advancing substantial proportionality by revenue sharing through the Sears Cup. Paper presented at the annual conference for North American Society for Sport Management, Colorado Springs, CO.

Sagas, M. & Cunningham, G. B. (2000). Contradicting State and Federal pay equity laws in Texas. Paper presented at the annual conference for North American Society for Sport Management, Colorado Springs, CO.

Wigley, B., Ashley, F. B., & Sagas, M. (2000). A study of collegiate baseball: Examining sport fan motivation and marketing implications. Paper presented at the annual conference for North American Society for Sport Management, Colorado Springs, CO.

Sagas, M (1999). To coach or not to coach: Women entering the profession. Paper presented at the annual conference for the North American Society for Sport Management, Vancouver, Canada.

Cunningham, G., Sagas, M., and Wigley, B. (1999). Internet coverage of male and female collegiate sports: The inequity continues. Paper presented at the annual conference for the North American Society for the Sociology of Sport, Cleveland, OH.

Refereed Conference Proceedings –State/Regional

Sagas, M., Wigley, B., & Keiper, P. E. (2001). Predicting coach turnover intent in Texas high schools. Paper presented at the Texas Association for Health, Physical Education, Recreation, and Dance annual meeting, Corpus Christi.

Dollar, J.E., Sagas, M., & Barnwell, K. (2001). Sport management interns: I wonder who is leading them now. Paper presented at the Texas Association for Health, Physical Education, Recreation, and Dance annual meeting, Corpus Christi.

Sagas, M., & Cunningham, G. B. (2000). Forming a juxtaposed taxonomy of the female deficit literature concerning assistant coaches. Paper presented at the Texas Association for Health, Physical Education, Recreation, and Dance annual meeting, Dallas.

Sagas, M., & Cunningham, G. B. (2000). Exploring gender and racial differences in NCAA coaching. Paper presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Dallas.

Wigley, B., Sagas, M., & Ocker, L. (2000). Topical issues within sport management: Ideas and strategies for student research. Program presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Dallas.

Sagas, M. (1999). Gender inequities on Texas web sites: Analysis of the 1999 baseball and softball season. Paper presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Austin.

Sagas, M., & Cunningham, G. B. (1999). Avoiding sex-based discrimination in the compensation of Texas high school coaches. Paper presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Austin.

Sagas, M., & Cunningham, G. B. (1999). Sports management: A student perspective. Program presented at the Texas Association for Health, Physical Education, Recreation and Dance annual meeting, Austin.

Teaching Experience

Sport Management Courses

Undergraduate

Introduction to Sport Management (Spring 2001, Fall 2001, Spring 2002)

Internship Field Experience in Sport Management (Spring 2001, Summer 2001, Spring 2002)

Graduate

Research Methods in Sport Management (Fall, 2002; Fall 2003)

Sport Marketing (Summer 2002, Spring 2003)

Seminar in Social Issues of Sport (Spring 2002, Spring 2003)

Seminar in Sport Ethics (Fall 2002; Fall 2003)

Research Seminar

Funding Activities**Research Grants**

Sagas, M., & Cunningham, G.B. [co-PI's], & Pastore, D. (2003). Understanding head coaching behavior among female NCAA assistant coaches. *American Alliance for Health, Physical Education, Recreation and Dance Research Consortium Seed Grant. Funded \$4,900.*

Sagas, M., & Cunningham, G.B. (2003). Development of a questionnaire for evaluation of employment quality in coaching [for African-American Coaches]. *Race and Ethnic Studies Institute mini-grant program. Funded, \$1,800.*

Sagas, M., Cunningham, G.B., & Ashley, F.B. (2002). Treatment discrimination in college football: Testing the mediating effects of human and social capital on the career achievement of NCAA assistant football coaches. *Race and Ethnic Studies Institute mini-grant program. Funded, \$2,450.*

Sagas, M., & Cunningham, G. B. (2001) [co-PI's]. The impact of relational ethnicity on the head coach assistant coach dyad in NCAA Basketball assistant coaches, *Race and Ethnic Studies Institute mini-grant program, Funded \$800.*

Research Contracts

Cunningham, G.B., & Sagas, M. (2003). Economic impact of the Tennis Masters Cup. *Westside Tennis Club- Houston, Funded \$9,850.*

Editing and Reviewing

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|--------------------------|---|
| January 2002- present | Editorial Board Member. <i>Applied Research in Coaching and Athletics Annual</i> |
| September 2000 – present | Editorial Board Member. <i>Athletic Insight: The Online Journal of Sport Psychology</i> |
| Fall, 2003 | Guest Reviewer, <i>Sex Roles</i> |

Publications in Review

Sagas, M., Paetzold, R., & Cunningham, G.B. (in review). Effects of dyad demographic diversity on the job satisfaction experienced by assistant coaches. *International Journal of Sport Management*. (second review)

Cunningham, G. B., & Sagas, M. (in review). Access discrimination in intercollegiate athletics. *Journal of Sport and Social Issues* (second Review)

Sagas, M., Cunningham, G.B., & Teed, K. (in review). Examining homologous reproduction in the hiring of assistant coaches of women's teams. *Research Quarterly for Exercise and Sport*.

Sagas, M., Cunningham, G.B., & Fink, J.S. (in review). Downfalls of embeddedness: Examining the effects of job embeddedness on head coaching intentions among women assistant coaches. *International Review for the Sociology of Sport*.

Cunningham, G. B., Sagas, M., Dixon, M. A., Kent, A., & Turner, B. A. (in review). Anticipated career success, affective occupational commitment, and intentions to enter the profession. *Journal of Sport Management* (third Review)

Cunningham, G.B., & Sagas, M. (in review). People make the difference: The influence of human capital and diversity on team performance. *European Sport Management Quarterly* (second review)

Cunningham, G. B., & Sagas, M. (in review). Examining the main and interactive effects of deep- and surface-level diversity on job satisfaction and organizational turnover intentions. *International Journal of Organizational Analysis*

Cunningham, G. B., Fink, J. S., & Sagas, M. (in review). Extensions and further examination of the job embeddedness construct. *Journal of Career Assessment*.

Stumph, K.J., & Sagas, M. (in review). Gender disparities in career outcomes of assistant coaches: Discrimination or capital deficiencies. *Applied Research in Coaching and Athletics*.

Grants in Review

Sagas, M., & Cunningham, G.B. (in review). The Quality of Employment in NCAA Coaching. Submitted to the *NCAA Research Grant program*, Amount requested: \$18,784.