

JAMES FRANKLIN BYLAND

New Albany, Indiana 47150

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EDUCATION

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| Ph.D. | 2021 | University of Missouri-Kansas City Educational Leadership, Policy and Foundations Co-discipline: History Dissertation: Outside the Lines: How Moberly (Mo.) Junior College's African American Basketball Players Negotiated Social Norms On and Off the Court in the Civil Rights Era |
| M.A. | 2000 | University of Missouri-Kansas City Higher Education Administration Specialization: Sport & Exercise Management |
| B.A. | 1998 | Truman State University Major: History / Minor: African American Studies |

TEACHING AND RESEARCH INTERESTS

Intersection of social and cultural issues in sport and higher education, particularly around diversity (specifically race), equity, inclusion and belonging. I utilize the lenses of leadership and history to contextualize current topics and connect students with the larger community using experiential opportunities.

TEACHING EXPERIENCE

University of Louisville, Louisville, Kentucky

January 2024 – Present

The University of Louisville is a public, land grant, tier one research doctoral granting institution located in Louisville, Kentucky, serving 23,000 students.

Assistant Clinical Professor, Sport Administration

- Develop and teach undergraduate level courses (in-person and asynchronous) for Sport Administration according to COSMA standards, including, but not limited to, Sport Marketing, Principles of Sport Administration, Career Development in Sport Administration, and Senior Seminar in Sport Business
- Serve on departmental, college and university committees related to faculty and student recruitment and retention activities

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Kansas State University, Manhattan, Kansas

September 2020 – June 2023

Kansas State University (K-State) is a public, land grant, tier one research doctoral granting institution located in Manhattan, Kansas. K-State serves 22,000 students across three campuses.

Assistant Teaching Professor, Staley School of Leadership

- Provide educational experiences that rely on transformational leadership theories to encourage knowledgeable, ethical, caring and inclusive leadership both within and beyond classroom environment
- Instructor for undergraduate students taking LEAD 212: *Introduction to Leadership Concepts* which serves three-fold purpose: a) leader development – students have opportunity to learn about, experience and practice leadership; b) first-year experience – nearly one out of four first-year students enroll in LEAD 212 each fall, thus we strive to provide an experience that connects students and the larger Manhattan community around issue of food insecurity; and c) an introduction to Leadership Studies Minor and programs – inviting students into more advanced leadership learning and development opportunities.
- Instructor for undergraduate third- and fourth-year students taking LEAD 405: *Leadership in Practice* which utilizes case-in-point, student-led community engagement and peer facilitation pedagogies around adaptive challenges and service-learning
- Develop and teach new residential learning community course to first-year students which examines various ways how leadership and sport intersect, particularly along lines of social justice and activism, larger messages about social institutions and identity politics within the various sporting communities and the potential to create positive social change from perspective of marginalized populations. Course also taught as an honors section
- Assist in planning and delivery of Bill Snyder Leadership Legacy Fellows leadership curriculum to meet needs of college seniors through a year-long leadership education and development program. Curriculum is anchored through a series of individual coaching sessions throughout year for all participants
- Point person for developing partnership and programming with Negro Leagues Baseball Museum to connect students with experiential opportunities and scholarship around social issues
- Three year term contract ended

University of Cincinnati, Cincinnati, Ohio

August 2018 – present

The University of Cincinnati (UC) is a public, urban, tier one research doctoral granting institution located in Cincinnati, Ohio. The university serves 46,300 students when including two regional campuses.

Visiting Assistant Teaching Professor; Invited Adjunct Professor, Sport Administration Program

Invited Adjunct Professor, Health, Fitness and Leisure Program

- Created engaging learning experiences, both in-person and online, for undergraduate and graduate students with class sizes ranging from 20 up to 150 students
- Designed and developed curriculum of multiple courses, focusing on innovative and experiential based learning projects and academic strategies
- Develop and implement learning assessments and materials aligned with course objectives and monitor and evaluate student progress and achievement
- Partner accepted position in Kansas that necessitated move

University of Missouri-Kansas City, Kansas City, Missouri

January 2008 – March 2018

Part of the four-campus University of Missouri system, the University of Missouri-Kansas City (UMKC) serves 17,000 students as a public, research extensive, doctoral granting institution.

Adjunct Professor, Urban Leadership and Policy Studies in Education (now Educational Leadership, Policy and Foundations)

- Assist with initial creation, execution and evaluation of Introductory Foundations of Education using a strong base in historical approaches to urban history and race relations as they apply to the American public education experience
- Prepare and equip future teachers for the urban classroom setting through providing them foundational exposure as to the evolution of the urban core, its residents and how the uneven socio-economic development of the American city shaped and formed the respective school districts within

Adjunct Professor, Counseling and Educational Psychology

- Instruct graduate students in Organization and Administration of Athletics pairing current trends and theories in both higher and secondary education with interscholastic and intercollegiate athletics
- Lead discussions utilizing first-hand experience gained through interaction with area youth, student-athletes, high school and college coaches and administrators supported with research and readings in academic pursuits

A full list of courses taught may be found at the end of the document.

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STUDENT AFFAIRS EXPERIENCE

University of Missouri-Kansas City, Kansas City, Missouri

July 2013 – March 2018

Assistant Director, Recreational Facilities and Operations

Swinney Recreation Center

- Manage full-time staff overseeing Aquatics, Service Center/Equipment Room, Business Operations, Membership, Customer Service and Student Staffing
- Schedule facility usage among current students, Campus Recreation/Intramurals, NCAA Division I Athletics, as well as University and Kansas City community partners, requiring strong collaboration and communication skills up, down and across university and community channels
- Manage overall branding and leverage various technologies to streamline facility operations, including digital signage system (FourWinds Interactive), RecTrac software for online transactional purchases, website and social media platforms
- Collaborate directly with NCAA Division I Athletics liaisons to schedule practices, provide setups / teardowns for athletics competitions, including post-season competitions and conference tournaments
- Provide event management for campus special events hosted at the recreation center, the university's largest venue, including 15 annual commencements, awards breakfasts, lunches and dinners, large-scale concerts and speaker series
- Generated over \$150,000 in facility rental and special events in 2016 – 2017 fiscal year
- Partner accepted position in Kansas City that necessitated move

University of Missouri-Kansas City, Kansas City, Missouri

January 2013 – June 2013

Acting Assistant Director, Facilities and Operations

Residential Life

- Appointed by Vice-Chancellor and Dean of Students to oversee facility management component of three on-campus residential buildings, totaling over 1,500 bed spaces, when director unexpectedly stepped down

East High School, Columbus, Ohio

September 2011 – July 2012

Athletic Director

- Supervised 14 sports (including all head and assistant coaches as well as student-athletes) at a Division II level with an operating budget approaching \$100,000
- Responsible for daily- and long-term operation of entire interscholastic athletic program (Columbus East High School) in a fiscally and ethically responsible manner per Columbus City Schools (CCS), a district of nearly 50,000 students and 17 high schools with athletics, as well as Ohio High School Athletic Association (OHSAA) guidelines
- Initiated relationships with community-based organizations in order to develop programming to service student-athletes to address academic and nutritional deficiencies
- Hosted City League Men's Basketball Championship Game, the capstone contest of the CCS district
- Partner accepted position in Kansas City that necessitated move

University of Missouri-Kansas City, Kansas City, Missouri

May 2003 – September 2011

Manager, Recreational Facilities & Operations Coordinator, Building Operations

Swinney Recreation Center

- Primary conduit through which daily facility operations flow, including student staffing, scheduling, academic and activity classes, special events and facility maintenance
- Established and implement strategies to expand facility's influence and importance across the campus and community
- Mentor and coach a diverse team of approximately 80 undergraduate and graduate students with over half of international origin and/or students of color
- Partner with Physical Education and Intercollegiate Athletics to develop curriculum and instruction for Sport Administration specialization program for graduate students
- Founding member of Campus Special Events Committee, connecting key University decision makers and student organizations

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DIVISION I ATHLETICS EXPERIENCE

The Summit League Conference, Elmhurst, Illinois

November 2003 – October 2010

Officials Evaluator

- Evaluate individual performances of Men's and Women's Basketball officials in an NCAA Division I conference
- Submit game and yearly performance appraisals to conference office

University of Missouri-Kansas City, Kansas City, Missouri

July 2000 – May 2003

Director of Basketball Operations

Intercollegiate Athletics

- Coordinated all administrative activities, including travel, equipment and programming, for Division I Men's Basketball program within assigned budget of approximately \$750,000 and compliance with existing NCAA legislation
- Served as primary academic liaison, monitoring daily attendance and academic progress of student-athletes
- Mentored student-athletes into becoming more responsible and productive members of society by arranging and leading guest speaker appearances and community service events
- Developed programs integrating student-athletes within the fabric of the campus and metropolitan communities

University of Missouri-Kansas City, Kansas City, Missouri

January 2000 – July 2000

Administrative Assistant

Intercollegiate Athletics

- Worked extensively with internal operations and compliance issues, including the financial aid renewal process, NCAA Clearinghouse, initial eligibility certification and assistance with rules and regulations sessions
- Developed and implemented communication systems, processes and procedures within department, resulting in improved communication, productivity and information flow
- Assisted with event management, including public address, game setup, troubleshooting and problem solving

OTHER PROFESSIONAL EXPERIENCE AND ASSOCIATIONS

Scoreboard/ Official Book / Shot Clock – NAIA Men's Basketball National Championships,
Big XII Men's Basketball Tournament, UMKC Basketball Regular Season

November 2010 – March 2022

Head 8th Grade Boys Basketball Coach – The Pembroke Hill School

August 1999 – February 2000

Men's Basketball Graduate Assistant Coach – UMKC

August 1998 – March 2000

Contractor Intern – Sprint Corporation

May 1996 – January 2000

Professional Associations

2023 – present **North American Society for Sociology of Sport (NASSS)**

2023 – present **Organization of Educational Historians (OEH)**

Authorships, Invited Presentations and Panels

2023 **Presenter**, *Empowering Students: A Student Centered Approach to Personalized Learning* – Kansas State University – Richard G. Hause Creativity Lecture: Education Symposium

2023 **Presenter**, *Shooting for Inclusion: Albert 'Skinny' Morton's Impact on Crossing Over the Color Line at Moberly Junior College* – North American Society for the Sociology of Sport

2023 **Author**, *Sleight of Hand: How the Magic City Maintained the Illusion of Separate but Equal Education, 1865 – 1954* – Organization of Educational Historians

2023 **Presenter**, *Intersections of Race, Gender and Sport in American Culture* – Brazilian Public School Educators

2021 **Presenter**, *In the Shadows No More: The Spirit of the Negro Leagues Continues to Inspire Today* – Spirit of Leadership at Kansas State University

2021 **Presenter**, *Negro Leagues Baseball and Activism in the American Black Community* – Young African Leaders Institute

2021 **Moderator**, *Athletes and Activism with Howard Bryant* – Negro Leagues Baseball Museum

2021 **Moderator**, *Jackie Robinson Memorial Program with Michael G. Long and Sridhar Pappu* – Negro Leagues Baseball Museum

2014 **Moderator**, *Intersections of Race, Gender and Sports Life in American Culture* – Negro Leagues Baseball Museum

2014 **Moderator**, *Rooting for the Home Team* – UMKC Honors Colloquium

2012 **Panelist**, *Bridge to College: Recruiting from the Athletic Director's View* – Columbus (Ohio) City Schools

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Authorships, Invited Presentations and Panels (continued)

- 2012 **Presenter**, *Outside the Lines: How Moberly (Mo.) Junior College's African American Basketball Players Negotiated Social Norms On and Off the Court in the Civil Rights Era* – Organization of Educational Historians and Academy for Educational Studies
- 2010 **Panelist**, *Careers in Student Affairs: Pathways and Potential Careers* – UMKC, Student Affairs Conference
- 2010 **Presenter**, *White Lines, Black Space: Black Baseball Finds a Home on "The Hill"* – UMKC Diastole
- 2009 **Panelist**, *You Throw Like a Girl: The Impact of Title IX on Sports Participation* – UMKC Women's Center

Service, Activities and Chairs

- 2024 – present Sport Administration Club Advisor
- 2024 – present Diversity Committee – College of Education and Human Development
- 2024 – present Conference Planning Committee – OEH
- 2024 – present Website Committee – NASSS
- 2024 Tenure Track Assistant/Associate Professor Search Committee – Sport Administration
- 2023 University Honors Program Teaching and Mentoring Award
- 2022 – 2023 American Red Cross Club Advisor
- 2022 Staley School Administrative Coordinator Search Committee
- 2021 Staley School Program Assistant Search Committee
- 2020 – 2023 Coach / Mentor Bill Snyder Leadership Legacy Fellows
- 2020 – 2022 Wildcat Dialogues Facilitator
- 2015 Chair, Director of Office of Student Involvement Search Committee
- 2015 Campus Mental Health and Sexual Assault Review Committee
- 2013 – 2015 School of Education Student Government
- 2013 Dean of Education Search Committee
- 2012 Top 150 New Leaders in Columbus (Ohio) City Schools
- 2011 Anonymous Bone Marrow Donor, *Be the Match Registry*
- 2010 Student Affairs Divisional Celebration Committee
- 2009 – 2011 Campus Special Events Committee (founding member)
- 2009 – 2011 National Sports Clinics for the Disabled Volunteer
- 2009 Christmas in October Volunteer
- 2009 – 2015 Walk a Mile in Her Shoes Participant, Volunteer and Fundraiser
- 2009 Director of Student Life Search Committee
- 2009 Certified – National Center for Spectator Sports Safety and Security Workshop (Homeland Security)
- 2008 – 2011 UMKC Web Liaison Committee
- 2008 Urban Leadership and Policy Studies in Education Faculty Search Committee
- 2008 Boys & Girls Club, Independence, Missouri, Volunteer Speaker
- 2004 University of Missouri – Kansas City Blue Roo Award for Customer Service
- 2004 Best of Kansas City Award for Recreation Centers as published in *The Kansas City Magazine*
- 2003 – 2004 University of Missouri – Kansas City Athletics Department Service Award
- 2000 – 2003 D.A.R.E. Volunteer Speaker – Kansas City Public Schools

Courses Taught (undergraduate, in-person unless otherwise noted)

Principles of Sport Administration – This course presents the principles and theory of administration and management as they apply to the administration and management of sport, fitness, leisure, and recreation services, and programs. Course taught with both in-person and online in sections ranging from 20 – 50 – (UofL)

Sport Marketing – This course prepares students to better understand the application of the principles of promotion and marketing to the sport and fitness industry including the areas of professional sports, corporate fitness, college/high school athletics, clubs and resorts, and more – (UofL)

Career Development in Sport Administration – This course is designed to provide the student an orientation on the professional careers within the sport industry. The course is designed to prepare the student for an internship or full-time employment with a sport organization. This course will assist students to develop industry knowledge and professional development for a career in the sport industry. This will provide career counseling, supervised practicum and volunteer experiences and extended opportunity for students to develop their professional network – (UofL)

Senior Seminar in Sport Business – Using relevant case studies, this course seeks to provide students with the ability to analyze the sport industry since 1945, emphasizing specific segments ranging from professional sport and intercollegiate athletics to the sport club industry and sporting goods – (UofL)

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Courses Taught (continued)

Introduction to Leadership Concepts – This course is organized to provide students with a broad overview of leadership theories, introduction to ethical decision making, identification of personal leadership styles and current societal issues. The purpose of this course is to think about what leadership is, how the world needs leadership, and further develop self-awareness as a way to exercise leadership through experiential learning. Each in-class and out-of-class activity is intentionally designed to help build capacity to exercise leadership. Leadership is about focusing on the process of learning and growth; we engage in stretch experiences, develop new ways of thinking and actively build relationships with those in our class as a way to exercise leadership. This course is a space to lead both “in here” (the classroom) and “out there” (on campus, in the community and in your future career). Course taught with both in-person and online in sections ranging from 50 to 150 – (KSU)

Leadership, Sports and Social Justice – Fully responsible for newly-created Leadership and Sports course that offers the opportunity to examine various ways how leadership and sport intersect, particularly along the lines of social justice and activism, the larger messages about social institutions and identity politics within the various sporting communities and the potential to create positive social change from the perspective of the marginalized. Course also taught as an honors section – (KSU)

Leadership in Practice – The purpose of this course is to develop our capacity to mobilize self and others to make progress on complex, adaptive challenges. Utilizing concepts and frameworks associated with *adaptive leadership* you will learn leadership practices of *diagnosing systems, managing self, developing skillful intervention strategies, and energizing/mobilizing others* in order to make progress on difficult challenges *In this course, learning is a way of leading* - we will engage together in the work of leadership through in- and out-of-class learning experiences, as well as contexts relevant to your own personal and organizational challenges. Course taught with both in-person and online sections – (KSU)

Ethical Issues in Sport (Undergraduate – Online) – This course has students learn about and confront ethical dilemmas in sport within a societal and cultural context. Students will learn and apply ethical theories to various situations while developing and assessing their own ethical standards and values – (UC)

Capstone in Athletic Administration (Graduate – Online) – This culminating capstone course is designed to assess students on problem identification, analysis, and decision-making regarding challenges and opportunities within the context of interscholastic and intercollegiate athletics. Applied, real-world case studies will be used to drive student assessment and class discussion, focusing on the key topical areas throughout the sport administration curriculum – (UC)

Sport and Social Context (Graduate) – This course is designed to provide students with an overview of the major issues in the world of sports. All primary issues impacting contemporary sports are covered, including gender and sex, race and ethnicity, student-athlete welfare, disability, religion, media involvement and globalization – (UC)

Current Topics in Sport – This course focuses on current issues, problems and trends in sport from several vantages, including sociocultural, ethical, managerial, marketing, financial, public relations and legal/governance. Students are exposed to case studies and real-life examples from the sporting world to discuss course topics – (UC)

Introduction to Sport Administration – This course introduces students to the diverse field of sport administration. Lessons about leadership, practice and the social / cultural significance of sport throughout the different segments of the industry are grounded in an historical perspective that gives students an appreciation for sport administration and the numerous and varied careers in the field. Course taught in sections of 125 – 150 – (UC)

Managerial Strategies in Athletics (Graduate – Online) The focus of this course is on the application of leadership and management theory to issues in interscholastic/intercollegiate athletics, including organizational behavior, strategic planning and effective human resources management. Emphasis is placed on the issues, forces and problems impacting decision making. The course utilizes case studies and draws from current events and trends to connect theories with practice – (UC)

Risk Management (Graduate – Online) – This course is designed to focus on applying knowledge and skills needed to mitigate risks in athletics. Emphasis is placed on administering civil law concepts to common scenarios within interscholastic and intercollegiate athletics. Additionally, students will learn how to develop, implement and evaluate policies and procedures addressing areas of liability within sport organizations. Students will identify proper safety guidelines and standards within a diverse set of sport contexts based on relevant case law, statutes, federal law, and industry standards – (UC)

Social History of Baseball (Online) – This course provides a historical and analytical study of a sport through social change and cultural assimilation into American society. As they relate to baseball, sociocultural themes such as urbanization, race and ethnicity, legal issues, literature, mass marketing and popular culture will be discussed and defined – (UC)

Sport Facility and Event Management – This course provides an overview of planning, development and operation of sport facilities and sport events. The course includes methods for measure of facility and event performance – (UC)

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Courses Taught (continued)

Sport Governance – This course has students analyze the connection between the current functioning of sport organizations and sport systems, and their origins. By studying the founding of specific sport organizations, and studying the evolution and maturation of sports like football and basketball, students will be better situated to assess the ethical, social, and practical consequences of policy development in the sport industry – (UC)

Sport Public Relations – This course focuses on the importance of communication and strategies to develop and maintain positive relations. Students will learn tools available to effectively communicate with relevant stakeholders of the sport organization with an emphasis on media relations – (UC)

Introductory Foundations of Education – This course introduces teaching as a profession in the American education system. It offers a variety of perspectives on education including historical, philosophical, social, legal, and ethical issues in a diverse society. It also includes background knowledge in organizational structure of schools – (UMKC)

Advanced Foundations of Education – The institutions in our culture (i.e., family structures, government, economics, media, and schools) shape the bulk of our social, cultural, political, and moral understandings. For this class, our interest is in the institution of education (cultural repository), particularly the schools in which we work and learn, and its relationship to teachers (culture bearers) and the curriculum (cultural content) – (UMKC)

Organization and Administration of Athletics (Graduate) – This is a reading and writing course meant to provide a general introduction to sport management as well as provide some avenues to follow when searching for your respective niche within the industry. The objective always is to involve students in thinking and rethinking problems, issues and solutions that complicate our collective understanding of what it means to be an athletic professional in either a collegiate or scholastic (high school) environment – (UMKC)

Learning Platforms: Blackboard (Online & Hybrid Courses), Panopto, Starfish, Navigate, Kaltura, Canvas (Online & Hybrid Courses)

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PROFESSIONAL REFERENCES

Rich Zvosec

Senior Deputy Athletics Director – Internal Operations
Central Florida University
UCF Athletics
Roth Athletics Center
4192 North Orion Boulevard
Orlando, Florida 32816
816.547.3026
rzvosec@athletics.ucf.edu

Rich was the head coach during my time at UMKC. I worked daily with him on administrative and coaching duties with the men's basketball program. He will be able to speak to my ability to build and sustain strategic relationships with varying stakeholders up, down and across the university and community in order to build programs.

Donna Davis, Ph.D.

Professor
Education, Social Work and Psychological Sciences
University of Missouri – Kansas City
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Donna served as my coordinating chair on my interdisciplinary doctoral committee and can speak to my area of research as well as my dedication to diversity, equity and inclusion within my personal and professional lives.

Trish Gott, Ed.D.

Associate Dean/Assistant Professor
206 Staley School of Leadership
Kansas State University
1300 Mid-Campus Drive North
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Dr. Gott is a colleague at Staley School of Leadership and as Associate Dean observes my teaching and also is point person in our faculty meetings.

Mike Finnegan, Ph.D.

Assistant Professor/Director of K-State Strengths
214 Staley School of Leadership
Kansas State University
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Dr. Finnegan and I serve on various teaching teams and committees together and can speak to my ability to connect with students and engage in experiential learning opportunities.

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Jason Simmons, Ph.D.

Associate Professor/Program Coordinator
Sport Administration
University of Cincinnati
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Jason was the program coordinator for the Sport Administration program at Cincinnati. He aided in my transition from full-time professional to full-time faculty and can shed light on my experiences in the department.

Patty Raube Keller, Ed.D.

Program Director
Sport Administration
Boston College
St. Mary's Hall South, Ground Floor
Chestnut Hill, Massachusetts 02467
608.238.8845
patricia.raubekeller@bc.edu

Patty was my informal mentor during my stint with the Sport Administration program at Cincinnati. Her guidance and advice as how to best transfer my professional experience into the classroom was invaluable. She can speak to my student-centered approach to teaching and coaching.