


Brent Cullen Estes, Ph.D.

Associate Professor

Department of Kinesiology, Sam Houston State University



Education:

- The Florida State University, Tallahassee, Florida
Doctor of Philosophy (Ph.D.), April 2006
Specialization: **Sport Administration**
Advisor: Jeffrey James, Ph.D.
- The United States Sports Academy, Daphne, Alabama
Master of Sport Science (M.S.S.), July 2001
Specialization: **Sport Management**
- Faulkner University, Montgomery, Alabama
Bachelor of Science (B.S.), December 1998
Major: **Pre-Med/Biology**

Academic Experience:

- **Associate Professor:** Department of Health and Kinesiology, Sam Houston State University, Huntsville, Texas (2013 - present). Administrative duties: Coordinator of the Graduate Sport Management Program at SHSU (2007 – Present). Graduate courses taught: Sport Finance and Sales, Leadership in Sport Management, Ethics in Sport Management, Community and Media Relations in Sport, Legal Issues in Sport. Undergraduate courses taught: Foundations of Kinesiology, Motor Development, Individual and Team Sport Skill Analysis, Assessment in Kinesiology, Fitness for Living, Administration of Kinesiology and Sports. Other responsibilities/activities: Thesis supervision, internship supervision, advising all graduate students in the department, curriculum development, departmental and university service committees, and initiating collaborative student research projects.
- **Assistant Professor:** Department of Health and Kinesiology, Sam Houston State University, Huntsville, Texas (January 2007 – 2013). Administrative duties: Coordinator of the Graduate Sport Management and Exercise Science Programs at SHSU (2007 – 2013). Graduate courses taught: Sport Finance and Sales, Leadership in Sport Management, Ethics in Sport Management, Community and Media Relations in Sport,



Legal Issues in Sport. Undergraduate courses taught: Foundations of Kinesiology, Motor Development, Individual and Team Sport Skill Analysis, Assessment in Kinesiology, Fitness for Living, Administration of Kinesiology and Sports. Other responsibilities/activities: Thesis supervision, internship supervision, advising all graduate students in the department, curriculum development, departmental and university service committees, and initiating collaborative student research projects.

- **Clinical Professor**: Department of Educational Leadership and Counseling, Sam Houston State University, Huntsville, Texas (August 2006 – January 2007). Online Graduate Courses Taught: Administration and Organization of Public Schools, Psychology of Learning, Instructional Leadership. Other responsibilities/activities: Assist in the coordination of the Online Distance Education Program within the department including course design, marketing, and technological advancement.
- **Adjunct Instructor**: Department of Educational Leadership and Counseling, Sam Houston State University, Huntsville, Texas (May 2006 – August 2006). Graduate Courses Taught: Administration and Organization of Public Schools, Psychology of Learning (online course), Human Resource Management (doctoral course).
- **Postdoctoral Research Assistant/Online Technology Coordinator**: Department of Educational Leadership and Counseling, Sam Houston State University, Huntsville, Texas (January 2006 – May 2006). Duties: Responsible for assisting faculty with educational research, assist in the coordination of the online graduate education programs, serve as technology liaison to faculty and adjunct instructors, assist adjunct Instructors with online courses including course design, administration, and evaluation.

Sport Industry Experience:

- **Business Operations Assistant**: Department of Athletics, The Florida State University, Tallahassee, Florida (2003-2004).
- **Development Assistant**: Seminole Boosters, Inc., Tallahassee, Florida (2002-2003).
- **Ticket Sales/Promotions Coordinator**: Mobile BayBears Professional Baseball Organization (Double-A affiliate of the San Diego Padres), Mobile, Alabama (2000-2001).
- **Owner/Operator**: Bridge City Sports Cards, Bridge City, Texas (1990 – 1994).

Honors & Awards:

- Best Paper Award at the 2021 Clute International Academic Conference on Education in Las Vegas, Nevada, October 10-12, 2021. Paper entitled: “The carrot or the stick? Examining motivation theory to predict productivity of tenured faculty.”

- Best Paper Award at the 2019 Academy of Business Research International Conference (ABR) in New Orleans, Louisiana, March 27 – 29, 2019. Paper entitled: “Examining the effects of long-term job security on productivity in unique labor industries: A comparison of motivation theory predictions.”
- Best Paper Award at the 2014 Academy of Business Research International Conference (ABR) in Las Vegas, Nevada, October 15-17, 2014. Paper entitled: “Sport spectator and fan identification perceptions of student athletic fees in higher education.”
- Best Paper Award at the 2011 General Business Conference at Sam Houston State University in Huntsville, Texas, April 15-16, 2011. Paper entitled: “Labor Negotiations and Collective Bargaining Agreement: The National Football League’s Dilemma.”
- Best Paper Award at the 2011 General Business Conference at Sam Houston State University in Huntsville, Texas, April 15-16, 2011. Paper entitled: “Predicting Productivity in a Complex Labor Market: A Sabermetric Assessment of Free Agency on Major League Baseball Player Performance.”
- Best Paper Award at the 2010 International Business & Economics Research Conference in Las Vegas, Nevada, on October 11-13, 2010. Paper entitled: “The Poorest Millionaire on the Block: Creative Accounting Practices Among Professional Sports Team Owners.”
- Best Paper Award (Honorable Mention) at the 2010 General Business Conference at Sam Houston State University in Huntsville, Texas, April 9-10, 2010. Paper entitled: “Determinants of value and productivity in a complex labor market: How sabermetrics and statistical innovation changed the business of professional baseball.”
- Best Paper Award at the 2009 International Business & Economics Research Conference in Las Vegas, Nevada, on October 5-7, 2009. Paper entitled: “So You Want to Start a Sports Agency? Challenges of Athlete Representation in the 21st Century.”
- Outstanding Paper Award for Other Business Disciplines Track at the 2009 General Business Conference at Sam Houston State University in Huntsville, Texas, April 17-18, 2009. Paper entitled: “The Tax Collector Comes Knocking: An Evaluation of the State Income Taxation of Nonresident Professional Athletes and the Role of Congress.”
- Alpha Chi (Texas Omicron Chapter) Award for outstanding commitment to the academic and personal success of students (2008 & 2010).
- Recognized by the Office of the Vice President for Student Services at Sam Houston State University as a faculty member **“who contributed significantly to the individual success and development”** of the following students:
 - Katelyn Fuller – 2009
 - Chelsea Coke – 2009
 - Dana Krebs – 2009
 - Jason McAuliffe – 2010

- Catherine Henson – 2011
 - Philip Middleton – 2011
 - ShaWana Means – 2013
 - Donald James Lee – 2015
 - Matthew Cruz – 2018
 - Eric Somers – 2018
 - Bailey Shepherd – 2018
 - Molly Martinez – 2019
 - Holly Pierce – 2019
 - Travis Anderson – 2022
 - Dyavionne Curry – 2022
 - Julia Roberts – 2022
 - Justin Terry – 2022
 - Caroline Garlington – 2022
 - Miguel Diaz – 2022
- The Chancellor’s List National Honor Society (2005).
 - Pi Lambda Theta International Honor Society & Professional Association in Education (2003-2005).

Peer-Reviewed Publications:

- Pasquini, E., Wilcox, R., Roper, E., Davis, P., & **Estes, B.** (2022). Introducing undergraduate students to Kinesiology using team-based learning. *International Journal of Kinesiology in Higher Education*, 0(0), 1-11.
- Anderson, D., Sweeney, K., Pasquini, E., **Estes, B.**, & Zapalac, R. (2021). An exploration of esports consumer consumption patterns, fandom, and motives. *International Journal of eSports Research*, 1(1), 1-18.
- **Estes, B. C.** (2012). Manipulating the numbers: Earnings management techniques in professional sports. *Business Studies Journal*, 4, 17-20.
- Shaheen, N. A. & **Estes, B. C.** (2012). The tax collector comes knocking: An evaluation of the state income taxation of nonresident professional athletes and the role of congress. *Journal of Legal, Ethical, & Regulatory Issues*, 15, 131-138.
- **Estes, B. C.** & Polnick, B. (2012). Examining motivation theory in higher education: Motivation of tenured faculty. *International Journal of Management, Business, and Administration*, 15, 1-7.

- **Estes, B. C., & Shaheen, N. A. (2011).** Labor Negotiations and collective bargaining agreement: The National Football League's dilemma. *Business Studies Journal*, 3, (Special Issue 2), 101-106.
- **Estes, B. C. (2011).** Predicting productivity in a complex labor market: A sabermetric assessment of free agency on Major League Baseball player performance. *Business Studies Journal*, 3, (Special Issue 1), 23-58.
- Joubert, D., Oden, G., & **Estes, B. (2011).** The effects Of elliptical cross training on VO2 max in recently trained runners. *International Journal of Exercise Science*, 4, 243-251.
- **Estes, B.C., & Shaheen, N. A. (2010).** Determinants of value and productivity in a complex labor market: How sabermetrics and statistical innovation changed the business of professional baseball. *Business Studies Journal*, 2, 27-48.

Manuscripts in Preparation:

- **Estes, B. C. (in progress).** So you want to start a sports agency?: Challenges of athlete representation in the 21st Century. *Journal of Applied Business Research*.
- **Estes, B.C., Zapalac, R.K., & Joubert, D. (in progress).** Misplaced priorities?: Assessing student perceptions of funding for athletic programs in higher education.
- Shaheen, N. A. & **Estes, B. C. (in progress).** A last resort call for congressional action in regards to state income taxation of nonresident professional team athletes.

Published Peer-Refereed Abstracts:

- **Estes, B. C. (October 2021).** The carrot or the stick? Examining motivation theory to predict productivity of tenured faculty. Proceedings for the 2021 Clute International Academic Conference on Education, Las Vegas, Nevada.
- **Estes, B. C. (March 2019).** Examining the effects of long-term job security on productivity in unique labor industries: A comparison of motivation theory predictions. Proceedings for the 2019 Academy of Business Research International Conference (ABR), New Orleans, Louisiana.
- **Estes, B. C. & Ocker, L. B. (August 2018).** Public money for private interests: The economic implications of allocating taxpayer funds to subsidize professional sports stadiums. Proceedings for the 2018 Clute International Academic Conference on Business, San Francisco, California.
- **Estes, B. C. & Zapalac, R. K. (November 2015).** Constructing the truth: An examination of economic opportunity costs for sports facility funding. Proceedings for the 2015 International Organization of Social Sciences and Behavioral Research Conference (IOSSBR), Boca Raton, Florida.

- **Estes, B. C. & Zapalac, R. K.** (November 2015). For the greater good?: An examination of the financial implications of public subsidies for professional sports facilities. Proceedings for the 2015 Academy of Business Research International Conference (ABR), Boca Raton, Florida.
- Zapalac, R. K., **Estes, B. C.**, Joubert, D., & Haptonstall, C. D. (October 2014). Sport spectator and fan identification perceptions of student athletic fees in higher education. Proceedings for the 2014 Academy of Business Research International Conference (ABR), Las Vegas, Nevada.
- **Estes, B. C.** (June 2014). Earnings management strategies in professional sports: How creative accounting is ruining the games we love. Proceedings for the 2014 Academic and Business Research Institute International Conference (AABRI), Honolulu, Hawaii.
- **Estes, B. C. & Zapalac, R. K.** (October 2012). Show me the money: An expectancy theory analysis of the effectiveness of the guaranteed compensation model in Major League Baseball. Proceedings for the 2012 Las Vegas International Academic Conference in Las Vegas, Nevada.
- **Estes, B. C. & Zapalac, R. K.** (October 2012). Pay for performance - Effective reward system or flawed business model? : An examination of Major League Baseball. Proceedings for the Allied Academies Fall 2012 International Business Conference in Las Vegas, Nevada.
- Zapalac, R. K., Wann, D. L., **Estes, B. C.**, & Roper, E. A. (October 2011). Ideal product / Ideal time: The “Luv Ya Blue” Houston Oilers. 9th Annual Conference for the Sport Marketing Association – 2011 Sport Marketing Quarterly (SMQ) Supplement.
- Zapalac, R. K., **Estes, B. C.**, Zhang, J. J., Fitzwater, P. L., & Krebs, D. E. (September 2011) (accepted). Motives and points of attachment of PGA Champions Tour spectators and fans. Association for Applied Sport Psychology (AASP) - 2011 Conference Proceedings.
- **Estes, B. C.**, Zapalac, R. K., & Joubert, D. (June 2011). Misplaced priorities?: Assessing student perceptions of funding for athletic programs in higher education. North American Society for Sport Management (NASSM) - 2011 Conference Proceedings.
- **Estes, B. C.** (April 2011). Predicting productivity in a complex labor market: A sabermetric assessment of free agency on Major League Baseball player performance. Proceedings for the 3rd Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- **Estes, B. C.**, Shaheen, N. A. (April 2011). Labor negotiations and Collective Bargaining Agreement: The National Football League’s Dilemma. Proceedings for the 3rd Annual Sam Houston State University General Business Conference in Huntsville, Texas.

- **Estes, B.**, Edmonson, S., & Fisher, A. (February 2011). Evaluating and predicting productivity of tenured faculty: An expectancy theory analysis. Proceedings of the 34th Annual Southwest Educational Research Association Conference in San Antonio, Texas.
- **Estes, B. C.**, Shaheen, N. A., & Chambers, V. (October 2010). Are guaranteed contracts good business for the National Football League?: Examining theories of motivation and behavior. Proceedings of the Allied Academies Fall 2010 Conference in Las Vegas, Nevada.
- **Estes, B. C.** & Shaheen, N. A. (October 2010). The poorest millionaire on the block: Creative accounting practices among professional sports team owners. Proceedings of the 10th Annual International Business & Economics Research (IBER) Conference in Las Vegas, Nevada.
- **Estes, B. C.**, Shaheen, N. A. (April 2010). Determinants of value and productivity in a complex labor market: How sabermetrics and statistical innovation changed the business of professional baseball. Proceedings for the 2nd Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- Shaheen, N. A. & **Estes, B. C.** (April 2009). The tax collector comes knocking: An evaluation of the state income taxation of nonresident professional athletes and the role of congress. Proceedings of the 1st Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- **Estes, B. C.**, Shaheen, N. A. & Krebs, D. E. (October 2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part III: Financial Advisory Services). Proceedings of the Allied Academies Fall 2009 Conference in Las Vegas, Nevada.
- **Estes, B. C.**, Krebs, D. E., & Shaheen, N. A. (October 2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part II: Compliance Issues). Proceedings of the 35th Annual Association for Small Business & Entrepreneurship (ASBE) Conference in San Antonio, Texas.
- **Estes, B. C.**, Krebs, D. E., & Shaheen, N. A. (2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part I: Contract Negotiations). Proceedings of the 9th Annual International Business & Economics Research (IBER) Conference in Las Vegas, Nevada.

Peer-Refereed Presentations:

- **Estes, B. C.** (October 2021). The carrot or the stick? Examining motivation theory to predict productivity of tenured faculty. 2021 Clute International Academic Conference on Education, Las Vegas, Nevada.

- **Estes, B. C.** (March 2019). Examining the effects of long-term job security on productivity in unique labor industries: A comparison of motivation theory predictions. 2019 Academy of Business Research International Conference (ABR), New Orleans, Louisiana.
- **Estes, B. C. & Ocker, L. B.** (August 2018). Public money for private interests: The economic implications of allocating taxpayer funds to subsidize professional sports stadiums. 2018 Clute International Academic Conference on Business, San Francisco, California.
- **Estes, B. C. & Polnick, B.** (June 2017). Predicting productivity of higher education faculty: An expectancy theory analysis. 6th Annual - 2017 Hawaii University International Conference on Science, Technology & Engineering, Arts, Mathematics and Education (STEM/STEAM & Education), Honolulu, Hawaii.
- **Estes, B. C. & Zapalac, R. K.** (November 2015). Constructing the truth: An examination of economic opportunity costs for sports facility funding. International Organization of Social Sciences and Behavioral Research Conference (IOSSBR), Boca Raton, Florida.
- **Estes, B. C. & Zapalac, R. K.** (November 2015). For the greater good?: An examination of the financial implications of public subsidies for professional sports facilities. Academy of Business Research International Conference (ABR), Boca Raton, Florida.
- Zapalac, R. K., **Estes, B. C.**, Joubert, D., & Haptonstall, C. D. (October 2014). Sport spectator and fan identification perceptions of student athletic fees in higher education. Academy of Business Research International Conference (ABR), Las Vegas, Nevada.
- **Estes, B. C.** (June 2014). Earnings management strategies in professional sports: How creative accounting is ruining the games we love. Academic and Business Research Institute International Conference (AABRI), Honolulu, Hawaii.
- Zapalac, R. K., Grieve, F. G., Wann, D. L., Lanter, J. R., **Estes, B. C.**, Zhang, J. J., & Pease, D. G. (February 2014). "I can do what I want!": The initial version of the Fan Rights Perception Scale (FRPS). Tenth Annual Sport Psychology Forum, Bowling Green, Kentucky.
- Zapalac, R. K. & **Estes, B. C.** (June 2013). Get Them in the Trenches: A Field-Based Project Focused on Event Production and Sales. North American Society for Sport Management (NASSM), Austin, Texas.
- **Estes, B. C. & Zapalac, R. K.** (October 2012). Show me the money: An expectancy theory analysis of the effectiveness of the guaranteed compensation model in Major League Baseball. Presented at the 2012 Las Vegas International Academic Conference in Las Vegas, Nevada.
- **Estes, B. C. & Zapalac, R. K.** (October 2012). Pay for performance - Effective reward system or flawed business model? : An examination of Major League Baseball. Presented at the Allied Academies Fall 2012 International Business Conference in Las Vegas, Nevada.

- **Estes, B. C.** & Zapalac, R. K. (April 2012). Manipulating the numbers: Earnings management techniques in professional sports. Presented at the 4th Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- **Estes, B. C.**, Polnick, B., & Zapalac, R. K. (October 2011). Examining motivation theory in higher education: Productivity of tenured faculty. Presented at the Allied Academies Fall 2011 International Business Conference in Las Vegas, Nevada.
- Zapalac, R. K., Wann, D. L., **Estes, B. C.**, & Roper, E. A. (October 2011). Ideal product / Ideal time: The “Luv Ya Blue” Houston Oilers. Presented at the 9th Annual Conference for the Sport Marketing Association, Houston, Texas.
- Zapalac, R. K., **Estes, B. C.**, Zhang, J. J., Fitzwater, P. L., & Krebs, D. E. (September 2011). Motives and Points of Attachment of PGA Champions Tour Spectators and Fans, Association for Applied Sport Psychology (AASP), Honolulu, Hawaii.
- **Estes, B.C.**, Zapalac, R.K., & Joubert, D. (June 2011) Misplaced Priorities?: Assessing Student Perceptions of Funding for Athletic Programs in Higher Education, North American Society for Sport Management (NASSM), London, Ontario (Canada).
- Zapalac, R. K. & **Estes, B. C.** (June 2011). Logistical Issues Associated with Program Movement to a Satellite Campus. North American Society for Sport Management (NASSM), London, Ontario (Canada).
- **Estes. B. C.** (April 2011). Predicting productivity in a complex labor market: A sabermetric assessment of free agency on Major League Baseball player performance. Presented at the 3rd Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- **Estes. B. C.**, Shaheen, N. A. (April 2011). Labor negotiations and Collective Bargaining Agreement: The National Football League’s Dilemma. Presented at the 3rd Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- Shaheen, N. A., **Estes, B. C.**, & Klett, T. (March 2011). Using creative accounting examples from the sports industry in teaching accounting courses: A panel discussion. Presented at the 2011 Southwest Regional American Accounting Association Conference in Houston, Texas.
- **Estes, B.**, Edmonson, S., & Fisher, A. (February 2011). Evaluating and predicting productivity of tenured faculty: An expectancy theory analysis. Presented at the 34th Annual Southwest Educational Research Association Conference in San Antonio, Texas.
- **Estes, B. C.**, Shaheen, N. A., & Chambers, V. (October 2010). Are guaranteed contracts good business for the National Football League? Examining theories of motivation and behavior. Presented at the Allied Academies Fall 2010 International Business Conference in Las Vegas, Nevada.

- **Estes, B. C. & Shaheen, N. A.** (October 2010). The poorest millionaire on the block: Creative accounting practices among professional sports team owners. Presented at the 10th Annual International Business & Economics Research (IBER) Conference in Las Vegas, Nevada.
- **Estes, B. C., Shaheen, N. A.** (April 2010). Determinants of value and productivity in a complex labor market: How sabermetrics and statistical innovation changed the business of professional baseball. Presented at the 2nd Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- **Estes, B. C., Shaheen, N. A. & Krebs, D. E.** (October 2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part III: Financial Advisory Services). Presented at the Allied Academies Fall 2009 International Business Conference in Las Vegas, Nevada.
- **Estes, B. C., Krebs, D. E., & Shaheen, N. A.** (October 2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part II: Compliance Issues). Presented at the 35th Annual Association for Small Business & Entrepreneurship (ASBE) Conference in San Antonio, Texas.
- **Estes, B. C., Krebs, D. E., & Shaheen, N. A.** (October 2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part I: Contract Negotiations). Presented at the 9th Annual International Business & Economics Research (IBER) Conference in Las Vegas, Nevada.
- **Shaheen, N. A. & Estes, B. C.** (April 2009). The tax collector comes knocking: An evaluation of the state income taxation of nonresident professional athletes and the role of congress. Presented at the 1st Annual Sam Houston State University General Business Conference in Huntsville, Texas.
- **Polnick, B., Irby, B., Estes, B., Nichter, M., & Schlosser, R.,** (March 2007). New technologies for online instruction: Help or hinder? Presented at the 18th Annual Society for Information Technology and Teacher Education (SITE) Conference in San Antonio, Texas.
- **Estes, B.C., Polnick, B.E., & Schlosser, R.** (February 2006). New technologies for online instruction: Help or hinder? Presented at the 28th Annual Southwest Educational Research Association (SERA) Conference in Austin, Texas.

Supervised Research

- David Waxman (2021-2023) – An Exploration of COVID-19 Impacts on Sport Media Professionals (Thesis In-Progress).
- Devin Anderson (2018 -2019) - Investigating Fandom, Motives, and Consumption Patterns of Esports Consumers (Completed Thesis).

- Jennifer Kennedy (2011) - Change in Body Mass Index of Police Officers from the Training Academy to their Present Assignment and the Divisions with Highest Consistency of Officers with an Ideal BMI. (Completed Thesis).
- Dustin Joubert (2009) - The effects of elliptical cross training on VO2 MAX in recently-trained runners. (Completed Thesis).
- Amy Schindewolf (2008) - Dimensions of Support Required for Long Term Success of Teachers. (Completed Dissertation).
- John Williams (2008) – Traditional High Schools and Academic Performance of Texas High School Students: A Companion Study. (Completed Dissertation).
- Jo Ann Beken (2008) – Academic Alternative High Schools and Academic Performance of High School Students: A Companion Study. (Completed Dissertation).
- Li-Jen Shannon (2007) – An Analysis of the Millennial Generation’s Needs Regarding Information and Communication Technology Literacy and Comfort Levels with Digital Life Environments. (Completed Dissertation).

Reviewing Responsibilities:

- Reviewer for *Determinants of Fan Attendance to Collegiate Sporting Events: Practical Applications for Colleges and High Schools* (May 2017). TAHPERD Journal.
- Reviewer for *Values and Goals of Chinese Sport Consumers contrary to American Counterparts* (July 2016). (International Journal of Sports Marketing and Sponsorship).
- Reviewer for *Labor Relations and Collective Bargaining in Professional Sports* textbook (February 2012). (Jones and Bartlett Learning: Burlington: MA).
- Reviewer for *ACSM's Introduction to Exercise Science* textbook (February 2010). (Lippincott Williams & Wilkins Publishers: Baltimore, MD).

University or Internal Reports:

- SHSU Sport Management Graduate Program Review – A Self Study (2016 -2017)
- Zapalac, R.K. & **Estes, B.C.** (October 2007). Sport management marketing and strategic plan. *Submitted to the Associate Vice President of Academic Affairs (Dick Eglsaer), the Dean of Graduate Studies (Mitchell Muehsam), the Dean of the College of Education (Genevieve Brown), and the Health and Kinesiology Department Chair (Alice Fisher).*

- Zapalac, R.K. & **Estes, B.C.** (January 2007). A proposal for offering the Master of Arts degree – Sport Management track at The University Center in The Woodlands. *Submitted to the Associate Vice President of Academic Affairs (Dick Eglsaer), the Dean of the College of Education (Genevieve Brown), and the Health and Kinesiology Department Chair (Alice Fisher).*

Funding/Grants:

- Teaching Innovation Grant funded by SHSU Professional and Academic Center for Excellence (PACE) and the College of Health Sciences (\$6,500).
- Sam Houston State University, Office of the Vice President for Student Services, Travel Expenses Award – December, 2011. (\$150.00).
- Sam Houston State University, College of Education, Enrichment Fund Award - October, 2011. (\$500.00).
- Sam Houston State University, Office of Graduate Studies, Graduate Scholarship Award – May, 2011. (\$30,000).
- Sam Houston State University, College of Education, Enrichment Fund Award - March, 2009. (\$500.00).
- Bruhn, R., Nelson, J., Nichter, M., **Estes, B.**, & Tripp, P. (2006). Healthy Marriage Demonstration Grant: Project BLISS – The Basis for Learning Improved Spousal Skills. Submitted to the United States Department of Health & Human Services: Administration for Children & Families in the amount of \$2,500,000.00. (unfunded)

University Service:

- Distinguished Lecture Committee (2017 – present)
- University Grievance Committee (2015 – 2017)
- Career Service Advisory Board (2015 – 2017)
- Faculty Excellence in Service Committee (2014 – 2016)
- Annual Fund Campaign Committee (2014 – 2015)
- Curriculum Infusion Committee (2014 – 2015)
- Assessment Software Review Committee (2014)
- University Meta-Assessment Committee (2014)

- Distinguished Professor Review Committee (2008 – 2010)
- Graduate Advisor Committee (2007 – present)
- Faculty representative and organizer for SHSU graduate programs booth at the following academic conferences:
 - TAHPERD 2011 (Dallas, TX)
 - TAHPERD 2010 (Galveston, TX)
 - TAHPERD 2009 (Arlington, TX)
 - AAHPERD 2009 (Tampa, FL)
 - AAHPERD 2008 (Ft. Worth, TX)
 - TAHPERD 2007 (Galveston, TX)
- Sport Management Program Revision (August 2006 – present), Sam Houston State University
 - Revised and updated curriculum
 - Proposed addition of five new courses (with Dr. Ryan Zapalac) to the existing curriculum (Formally approved by State Coordinating Board – Began formally offering the courses under their new designations in Fall 2008)
 - Co-authored a comprehensive document (with Dr. Ryan Zapalac) to help move the program's offerings to The University Center in The Woodlands – Sport Management began formal operation at TUC in Fall 2007.
 - Foster relationships with local sport organizations
 - Advise all graduate Sport Management students
 - Market the program and help recruit students
 - Developed independent degree offering implemented Fall 2015: Master of Science in Sport Management Degree
- Member of the following **college committees** (Sam Houston State University) (January 2007 – present):
 - College of Health Sciences Academic Appeals Committee (Chair, 2014 – present)
 - College of Health Sciences Program Coordinator (2013 – present)
 - College of Health Sciences Curriculum Committee (2013 – 2016)
 - Department of Kinesiology Chair Search Committee (Chair, 2014 – 2015)
 - College of Health Sciences Committee on Academic Quality and Success (2013 - 2015)
 - Department of Kinesiology Chair Search Committee (2013 – 2014)
 - College of Education Graduate Scholarship Committee (2012 - 2013)
 - College of Education Online Handbook and Orientation for Part-time faculty Committee (2012 – 2013)
 - College of Education Faculty Awards Committee (2009 – 2010; 2012)
 - College of Education NCATE Committee: Standard Six (2008 – 2010)
 - College of Education Conceptual Framework Committee (2008 – 2010)
 - College of Education Technology Committee (2008 – 2013)
 - College of Education Professional Development Committee (2007 – 2009)

- College of Education Graduate Faculty Qualifications & Performance Committee (2007 – 2013)
- College of Education Graduate Recruitment Committee (2007 – 2008)
- Member of the following **departmental committees** (Sam Houston State University) (January 2007 – present):
 - Kinesiology Graduate Studies Committee (Chair, 2008 – present)
 - Department of Kinesiology Academic Appeals Committee (Chair, 2014 – present)
 - Kinesiology Department Chair “Exploratory Committee” (Faculty Liaison to Dean, 2017)
 - DPTAC Committee (Chair, 2016 -17; member, 2013 - present)
 - Department Scheduling Committee (Co-Chair, 2015 – Present)
 - Department Post-Tenure Review Committee (Chair, 2016 - present)
 - Department Teaching/Research Assistant Supervisor (2008 – Present)
 - Kinesiology Graduate Program Review Committee (Chair, 2017)
 - Health & Kinesiology Development Committee
 - Kinesiology Awards Committee
 - Kinesiology Undergraduate Curriculum Committee (2007 – present)
 - Recruitment & Retention Committee
 - Sport Management Alliance at Sam Houston (S.M.A.S.H.) (Co-Chair, 2009 – present)
 - Technology / Web-Enhanced Committee (Chair, 2007-2009)
 - Health & Kinesiology Newsletter & Electronic Media Committee (Chair, 2008-2009)
 - Kinesiology Activity / Equipment Committee
 - Department Remodeling Committee

External Service:

- Organized department’s annual toy drive for Texas Children’s Hospital (2008 - 2016)
- Co-faculty sponsor of the Sport Management Alliance at Sam Houston (S.M.A.S.H.) (2009-present)
- Spring Independent School District, Sport Marketing Academy Focus Group Member (2008)

Professional Memberships (current & former):

- North American Society for Sport Management
- Sport Marketing Association
- American Alliance for Health, Physical Education, Recreation, & Dance

- Texas Association for Health, Physical Education, Recreation & Dance
- North American Society for the Psychology of Sport and Physical Activity
- Phi Delta Kappa

Other Professional Activities:

Invited speaker:

- Sam Houston State University (April 2011): Foundations of Kinesiology course – Jane Pickett, M.Ed. Topic: “An Introduction to the Field of Sport Management”.
- Sam Houston State University (November 2010): Foundations of Kinesiology course – Jane Pickett, M.Ed. Topic: “An Introduction to the Field of Sport Management”.
- Sam Houston State University (March 2010): Department of Health & Kinesiology faculty representative (along with Dr. Matt Wagner) at “Saturdays @ Sam”, which is an informational session for new students and parents.
- Sam Houston State University (March 2007): Department of Health & Kinesiology faculty representative (along with Dr. Martha Bass) at “Saturdays @ Sam”, which is an informational session for new students and parents.
- Sam Houston State University (October 2007): Association for the Education of Young Children (SHAEC) Conference. Topic: “Deprivation vs. stimulation: Impact on the young child.”

Professional Development

- Collaboration with Public Schools for Grants and Research Workshop. Presented by Dr. Kenneth T. Henson. Sponsored by Sam Houston State University, September 30, 2011.
- Sam Houston State University College of Education Professional Development Series. *A Step by Step Guide to Publishing*. Presented by Drs. John Slate and Tony Onwuegbuzie, Sam Houston State University, January 15, 2008.
- Magna Publications Online Seminar. *Keys to Successful Online Instruction: Universal Design*, Presented by Alice Anderson & Blaire Bundy, University of Wisconsin-Madison, December 6, 2006.
- Sam Houston State University College of Education Professional Development Series. *Basic Concepts & Applications of Structural Equation Modeling: An Introductory Overview*. Presented by Dr. Barbara Byrne, University of Ottawa, November 16, 2006.

- Sam Houston State University College of Education Professional Development Series. *Using Blackboard to Enhance Instruction*. Presented by Dr. Bobby Ezell, Sam Houston State University, November 1, 2006.
- Sam Houston State University College of Education Professional Development Series. *Avoiding Common Mistakes in Manuscript Preparation & Setting a Course for Success*. Presented by Dr. Larry Daniel, University of North Florida, October 19, 2006.
- Sam Houston State University College of Education Professional Development Series. *Dissertations*. Presented by Dr. Beverly Irby & Dr. Fred Lunenburg, Sam Houston State University, September 28, 2006.
- Sam Houston State University College of Education Professional Development Series. *Confidence Intervals & Effect Sizes*. Presented by Dr. Bruce Thompson, Texas A&M University, September 6, 2006.
- Magna Publications Audio Conference. *Effective Marketing Strategies for Distance Education Programs*. Presented by Dr. Naj Shaik, University of Illinois at Urbana-Champaign, May 18, 2006.