

CURRICULUM VITAE

Courtney L. Flowers, Ph.D.
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EDUCATION

Ph.D. University of New Mexico, 2009
Major: Sport Administration
Minor: Counseling

Dissertation: *Death by Design: An Examination of Historically Black Colleges and Universities Intercollegiate Athletic Departments Transportation Policies.*
Dissertation chair: Todd Seidler, Ph.D.

M.S. Grambling State University, 2001
Major: Sport Administration

B.S. Mississippi Valley State University, 1999
Major: Biology
Minor: Chemistry

RESEARCH INTERESTS

Title IX and gender equality in intercollegiate and interscholastic athletics
Racial and gender inequality in the sport of golf
Risk management practices and policies of HBCU athletic departments

PROFESSIONAL EXPERINECE

Academic Appointments

2015 – Current	Graduate Admissions Advisor Department of Health and Kinesiology Texas Southern University, Houston TX.
2013- Current	Assistant Professor, Sport Management Program Department of Health and Kinesiology Texas Southern University, Houston TX.
2009-2013	Assistant Professor, Sport Management Program Department of Leadership and Applied instruction University of West Georgia, Carrollton, GA.

- 1999-2001 Graduate Teaching Assistant, Sport Management Program
Department of Kinesiology, Sport and Leisure studies
Grambling State University, Grambling, LA.
- 1999-2000 Seventh grade teacher
Classes: Homeroom, Science, Reading, & Physical education
Gesu Elementary School, Detroit, MI.

Sports & Athletics Appointments

- 2004-2007 Senior Academic Athletic Advisor
The University of New Mexico, Albuquerque, NM.
- 2004-2007 Athletic Tutor and Mentor Coordinator
The University of New Mexico, Albuquerque, NM.
- 2004-2007 NCAA CHAMPS Life Skills Coordinator
The University of New Mexico, Albuquerque, NM.
- 2004-2007 Student-Athlete Advisory Committee Coordinator (S.A.A.C)
The University of New Mexico, Albuquerque, NM.
- 2004-2007 Student-Athlete Publications Coordinator
The University of New Mexico, Albuquerque, NM.
- 2002-2004 NCAA CHAMPS Life skills and S.A.A.C intern
The University of New Mexico, Albuquerque, NM.
- 2002-2004 Administrative Assistant to the Mountain Region Director
The First Tee, Albuquerque, NM.
- 2001-2002 United States Golf Association, P.J. Boatwright intern
for the National Minority Golf Foundation, Phoenix, AZ.
- Fall 1999 SWAC Football Championships intern
Southwestern Athletic Conference, Birmingham, AL.
- 1994-1999 Women's Golf team, Team captain/ Athletic scholarship
Mississippi Valley State University, Itta Bena, MS.

HONORS, CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- 2016 Ethnic Minority Award Nominee,
Southern District – SHAPE America
- 2016-2019 Associate graduate faculty status
Texas Southern University
- 2015 3rd Place, Faculty Oral Presentation
Texas Southern University Research Week
- 2015 Grant Writing Seminar, Department of Public Affairs
Texas Southern University
- 2015 Online Teaching Certification, Center for Online Education &
Instructional Technology, Texas Southern University
- 2012 Online Teaching Certification, Introduction to Sport Management
University of West Georgia
- 2012 Online Teaching Certification, Sport Marketing
University of West Georgia
- 2012 Online Teaching Certification, Sport Law
University of West Georgia
- 2012 Online Teaching Certification, Sport Facility and Event Management
University of West Georgia
- 2010 Teacher of the Year, Center for Student Involvement
University of West Georgia (Student nominated)
- 2003 Risk Management Certification, Coalition of Americans to Protect Sports

GRANTS

1. Principal Investigator. 2014. *Texas Southern University: Teaching Individuals Grounded Educational-Based Responsibility (T.I.G.E.R.) CHOICES and Intervention Methods & Preventions on Alcohol usage for College Tutorials (I.M.P.A.C.T.)*. National Collegiate Athletic Association CHOICES Alcohol Education Program Grant. Potential award \$30,000. Not funded
2. Principal Investigator. 2006. *UNM NCAA CHAMPS Life Skills Program*. Health and Safety Speaker's Grant. National Collegiate Athletic Association. \$500. Funded

SERVICE**Texas Southern University***Institutional*

2015 – Current Graduate Council
 2014- Current Graduation Committee, Graduate school marshal

College of Education

2016 – Current Council for the Accreditation of Educator Preparation (CAPE)
 Standard 3 (Co-chair)
 2013- 2016 National Council for Accreditation of Teacher Education
 (NCATE), Standard 4 Committee (Member)

Department of Health & Kinesiology

2014- Current Faculty/ Student Grievance committee (Member)
 2014- Current Syllabi committee (Chair)
 2013- Current Sport Studies Leadership Student Association (Co-Chair)
 2013- Current Teacher Education Standing, Disposition Committee (Member)
 2013 - Current Department of Health and Kinesiology, Graduate program self-
 assessment Committee (Chair)

Athletics

2014- Current TSU Relays Operations Committee (Member)

Community

2016- Current Harris county – Houston Sports Authority, Houston, TX
 2016 – Current Super Bowl Host Committee, Houston, TX
 2015 – 2016 NCAA Final Four- Houston, TX
 2013 – Current The First Tee – Humble and Houston TX locations
 2013 – Current Houston Golf Association – Humble, TX
 2013 – Current Southwestern Athletic Conference Football Championships,
 Houston, TX.
 2013 – Current Houston Local Organizing Committee

University of West Georgia

2011-2013 College of Education, Diversity Committee (Member)
 2009-2013 Department of Leadership and Instruction, Website Committee (Member)
 2009-2013 Alpha Kappa Alpha Sorority, Inc. (Faculty Advisor)
 2009-2013 Center for Student Involvement, Student Organization Committee (Member)
 2009-2013 UWG Sport Management Student Committee (Co Advisor)
 2009-2013 Office of Institutional Diversity, Committee (Member)

2011-2012 Diversity Committee, Board of Regent –
 University System of Georgia

University of New Mexico

2007 Hiring Committee for the Assistant Athletic Director of Academic Services (Member)
 2007 Hiring Committee for the Head Volleyball Coach (Member)
 2005 Hiring Committee for the Head Swimming Coach (Co-Chair)
 2005 Hiring Committee for the Assistant Swimming Coach (Member)
 2004-2007 President's Committee for Tutoring Development (Member)

Field of sport (also see memberships)

2017 Dissertation External, Expert Reviewer and Internship Mentor
 Benedict University Higher Education and Organizational Change
 Doctoral Online program.
 Doctoral Candidate, Anthony Partee
 Dissertation: A Qualitative Case Study of Black Female Student-Athletes' Experiences and Perceptions at a Historically Black Institution
 Internship Athletic Department at Leymone Owen College, Spring 2017- Fall 2017

2016- present Invited expert writer for the Sport Litigation Alert

2012- present Holcomb Hathaway Publications text book reviewer

MEMEBRSHIPS

National Society of Black Sport Professionals (NSBSP)

Sport Recreation and Law Association (SRLA)

University of West Georgia

SPMG 2600 - Introduction to Sport Management
 SPMG 3600 - Managerial Ethics and Governance in Sport
 (Online, Hybrid, Asynchronous and Synchronous)
 SPMG 3662 - Management and Leadership in Sport Organizations
 (Online, Hybrid, Asynchronous and Synchronous)
 SPMG 3663 - Sport Facility and Event Management
 (Hybrid and Asynchronous)
 SPMG 4665 - Sports Marketing and Promotion
 SPMG 4667 - Legal Issues for Sport Managers
 (Online, Hybrid, Asynchronous and Synchronous)
 EDUC 2120 - Exploring Sociocultural Perspectives on Diversity in Educational Contexts
 (Online, Hybrid, Asynchronous and Synchronous)
 PWLA 1678 - Strength and Conditioning
 PWLA 1647 - Beginning Golf
 PWLA 1697 - Walk/ Jog (Online and Asynchronous; 100+ students enrolled)

Grambling State University

HED 100 - First Aid
 PE 114 - Volleyball
 PE 116 - Golf

Gesu Elementary School

Seventh grade homeroom
 Eighth and seventh grade science
 Eighth and seventh grade reading
 Seventh grade physical education

INVITED SPEAKING ENGAGEMENTS

Flowers, C.L. (2017, February) *Professional Athletes and Youth Mentorship in Urban Public Schools*. University of Texas at Austin Charter School System. Dominion Church. Houston, TX.

Flowers, C.L. (2016, December) *Lead On "Beyond the Game" series*. Houston Host Super Bowl Committee. KIPP Northeast High School. Houston, TX.

Flowers, C. L. (2016, January). *Passing the ball: Race & Sports*. University of Houston. Department of African American Studies. Houston, TX.

Flowers, C.L. (2016, August) Interview: Women in Sports. Inside the HBCU Sports lab. Radio Show. KCOH 1230-AM.

Francique-Carter, A., Flowers, C.L., Cavil, J.K. & Johnson W. (2015, November). *Stomp the Yard: Black Athletes and Black Greek Letter Organizations*. North American Society for the Sociology of Sport. Santa Fe, New Mexico

Flowers, C. (2010, April). *Mediation and Hazing in the School system*. University of West Georgia. Department of Health, Physical Education and Sport Studies.

Flowers, C. (2010, March). *Minorities in Sport*. University of West Georgia. Department of Sociology and Criminology.

Snell, C. (2007, August). *African American Greek Life*. Presented at the University of New Mexico, African American Student Services High School Fair. Albuquerque, NM.

Snell, C. (2007, August). *College Athletics*. Presented at the University of New Mexico, El Centro de la Raza High School Fair. Albuquerque, NM.

Snell, C. (2006, August). *College Athletics*. Presented at the University of New Mexico, African American Student Services Welcome Back Workshop. Albuquerque, NM.

Snell, C. (2005, February). *Multicultural Workshop*. Presented at the University of New Mexico NCAA CHAMPS Life Skills Seminar. Albuquerque, NM.

Snell, C. (2004, February). *Time Management Workshop*. Presented at the University of New Mexico NCAA CHAMPS Life Skills Seminar. Albuquerque, NM.

Snell, C. (2003, March). *Multicultural Workshop*. Presented at the University of New Mexico NCAA CHAMPS Life Skills Seminar. Albuquerque, NM.

PUBLICATIONS

Book reviews

Flowers, C. L. (in review) Coming on Strong: Gender and Sexuality in Women's Sport. The International Journal of the History of Sport.

Cunningham, G. (2010). *Diversity in Sport Organizations*. Holcomb Hathaway, Publishers, Inc. Scottsdale, AZ.

Book chapters

Flowers, C. L. & Cavil, J.K. (2017, Spring) *Stop Snitching: The impact of this movement on HBCU students in the field of sport*. In B. J. Hawkins, J. Cooper, A. R. Carter-Francique (Eds.), *Critical Race Theory: Black Athletic Sporting Experiences in the United States*.

Flowers, C. L. (2015). *Legal issues and the Black female athlete's collegiate experience at HBCU's*. In B. J. Hawkins, J. Cooper, A. R. Carter-Francique, and J. K. Cavil (Eds.), *Black College Athletes: The Sporting Life at Historically Black Colleges and Universities*. Lanham, MD: Rowman & Littlefield Publishing Group.

Carter-Francique, A.R. & Flowers, C.L. (2013). *Intersections of race, ethnicity, and gender in sport*. In E. Roper (Ed.) *Rotterdam, Gender relations in sport*. The Netherlands: Sense Publishers.

Journal Articles

Flowers, C. L. (in review). *University of Tennessee Releases a Report of Title IX Practices and Policies after Law suit*. Sport Litigation Alert. Hackney Publications

Flowers, C.L. & Zonder, E.J. (2017). *Former Head Men's basketball coach claims unlawful termination over race-based recruiting*. Volume 14, Issue 2. Sport Litigation. Alert Hackney Publications

Flowers, C.L. (2016). *Softball Parents File Title IX Lawsuit against Huntsville City Schools*. Sport Litigation Alert. Volume 13, Issue 22. Hackney Publications

Flowers, C.L. (2016). *Former Women's Basketball Star Files Civil Rights Law Suit Against Iowa State University*. Sport Litigation Alert. Volume 13, Issue 12. Hackney Publications

Flowers, C. (in review). Book review. *Exploring Diversity at Historically Black, Colleges and Universities*. Journal of Negro Education.

Cavil, J.K., Flowers, C.L., McClelland, C.F., & Frazier, H.C. (2016) *FCS Conference Realignment, Churning, and HBCU Conference Expansion Using Decision Theory to Evaluate Tennessee State University as an Expansion Member of the SWAC*. The Journal of HBCUR + C

Flowers, C. (2013, August). *What You Need to Know Prior to Implementing a Drug Testing Program*. Managing School Athletics. Horsham, PA: LRP Publications.

Hatfield, L. M., Johnson, J. T., & Flowers, C. L. (2012). *Gender equity in an NCAA Division I donor publication*. Applied Research in Coaching and Athletics Annual. Boston, MA: American press. (v27)

Flowers, C. (2012, December). *Hiring Coaches Demands Legal, Employment Knowledge*. Managing School Athletics. Horsham, PA: LRP Publications.

Flowers, C. (2012, February). *Does Title IX Violate the Equal Protection Clause?* Managing School Athletics. Horsham, PA: LRP Publications.

Flowers, C. (2011, December). *Pennsylvania Unanimously Passes the Safety in Youth Sports Act*. Managing School Athletics. Horsham, PA: LRP Publications.

Snell, C. & Kluka, D. (2002). *Sport Ethnography*. International Council of Sport Science and Physical Education. Champaign, IL: Human Kinetics.

Kluka, D.A., Snell, C. & Smith, C. (2000). *Taboo: Why Black Athletes Dominate Sport and Why Were Afraid to Talk about It*. International Council of Sport Science and Physical Education. Champaign, IL: Human Kinetics.

PRESENTATIONS

National

Flowers, C.L. & Livingston, A. (2016, November). *Playing from the Rough: Examining the Golf Sporting Culture at HBCUs*. North American Society for the Sociology of Sport Conference. Tampa, FL.

Richardson, M. F., Flowers, C. L., & Francique, A. (2016, November). *Academic Advising Issues in Collegiate Athletics*. North American Society for the Sociology of Sport Conference. Tampa, FL.

Flowers, C. (2016, March). *Diverging Discourses: An Examination of the Barriers Inhibiting the Transition of Black, High school student-athletes to NCAA Women's Golf teams*. Race, Gender and Class conference. New Orleans, LA.

Flowers, C.L. & Cavil, J.K. (2016, February). *Hands Up. Don't Shoot! Implementing the Campus Carry law into HBCU athletics*. Sport Recreation & Law Association Conference, New Orleans, LA.

Flowers, C.L. (2015, November). *Title IX a "Hole in One" for Black Females in College Golf?* North American Society for the Sociology of Sport Conference. Santa Fe, New Mexico.

Flowers, C. L. & Cavil, J.K. (2015). *Following the Yellow Brick Road: Exploring the Brain, Heart, and Courage of Students Taking Online Sport Management Classes*. Southern District – Shape America Conference. Atlanta, GA.

Flowers, C. L. & Cavil, J.K. (2015). *Bridging the Technology Gap: Reaching Sport Management Students through Online Education*. Southern District – Shape America Conference. Atlanta, GA.

Flowers, C.L. (2014, November). *Traveling down the rabbit hole: Tips and tricks to teaching Sociology of Sport online*. North American Society for the Sociology of Sport. Portland, OR.

Flowers, C. & Cavil, K.J. (2014, November). *Disgrace on Tabaco Road: Using CRT to analyze student perceptions of the UNC academic fraud scandal*. North American Society for the Sociology of Sport Conference. Portland, OR.

Richardson, F.M, Kennedy, D. & Flowers, C. (2013, June). *The Athletic Advisor/ Faculty Member Relationship*. National Association of Academic Advisors for Athletics Conference. Jacksonville, FL.

Flowers, C., Hall Chevelle, Hall, Lindsey, R., Lyons, R. & Darton-Melton, B. (2013, April) *Students' Preconceptions of Sport Management Professors*. The 128th National American Alliance of Health, Physical Education, Recreation, and Dance Convention. Charlotte, NC.

LaVetter, D., Flowers, C., & Benavides, C. (2012, May). *Moral Reasoning Among Sports Management Majors: A Troubling Future?* 2012 North American Society for Sport Management Conference. Seattle, WA.

Flowers, C.L. & Hatfield, L.M. (November, 2010). *Striking the balance: Managing the risk and providing a fan friendly atmosphere*. Georgia Alliance of Health, Physical, Education, Recreation, and Dance Convention Atlanta, Georgia.

Hall, C., Snell, C., Touson, M., Harris, K., Reed, A., Shields, S., & Willis, K. (2006, April). *Mentoring Female Sport Management Graduate Students*. The 121st National American Alliance of Health, Physical Education, Recreation, and Dance Convention. Lake City, UT.

Hall, C., Devine, T., Snell, C., Ottley, M., Jones, D., Leung, M., & Scoretz, D. (2005, April). *Young Professional Women Speak Out*. American Alliance of Health, Physical Education, Recreation, and Dance Convention. Chicago, IL.

State & Regional

Flowers, C.L., Fisher, D., & Reynolds, L. (2017, June). *Beyond Gender Equality: The Impact of Title IX on Black Females in HBCU Sports*. COE Student Impact on Learning and Development conference. Texas Southern University. Houston, TX

Flowers, C.L. (2016, January). *Exploring the Gentrification of Women's Golf Programs at HBCUs*. University of Houston. Department of African American Studies Conference. Houston, TX.

Flowers, C. L. (2015, December). *Exploring the Social Identity Complexities of playing golf at a HBCU*. HBCU Athletics Research Consortium Conference. Houston, TX.

Flowers, C.L. & Cavil, J.K. (2015, April). *Motivating Students to Learn within a Sport Management Program: The Integration of the ARCS Model of Motivation through Utilizing Project-Based Learning Strategies in a College Curriculum*. TSU Research Week. Houston, TX.

Cavil, J.K., Reynolds, L., Fisher, D., & Flowers, C. (2014, June) *An Investigation of the Curricula in HBCU Sport Management Programs*. TLEC/NSF-CRCN 2014 International Teaching and Learning Conference. Houston, TX.

Flowers, C. (2013, March). *Classroom Innovation: Using Pecha Kucha to Engage and Retain the Online Learner*. University System of Georgia Teaching and Learning Conference. Athens, GA.

Flowers, C. (2011, April). *You as a Brand: How to Prepare for a Career in Sport Management Field*. Southern Sport Management Conference. Troy, AL.

Snell, C. (2003, October). *Multicultural Issues in Sport*. New Mexico Alliance for Health, Physical Education Recreation, and Dance Conference. Albuquerque, NM.

Snell, C. (2002, October). *The First Tee is Coming to New Mexico*. The New Mexico Alliance for Health, Physical Education Recreation, and Dance Conference. Albuquerque, NM.

Pro Tip: If you've just graduated or if you have very little professional experience, put your resume job descriptions below your education section. This will help you put your best foot forward. You've probably noticed I stressed the word relevant. This study proves that 91% of recruiters want candidates to have professional experience. Another report has shown that more than two out of three recruiters find the work experience section the most vital. So".