

# E. KEVIN RENSHLER

## CONTACT INFORMATION:

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## EDUCATION:

- Ph.D.** The Ohio State University (2007)  
Major: Sport and Exercise Management  
Cognate Area: Organizational Behavior and Theory  
Dissertation Title: *An examination of NCAA Division I operating budgets: The influence of athletic team salience and organizational isomorphism*
- M.S.** Miami University (Ohio) (1995)  
Major: Exercise and Health Studies  
Thesis Title: *Evaluation of plyometric exercise training on vertical jump*
- B.S.** The Ohio State University (1987)  
Major: Biological Sciences

## HONORS & AWARDS:

- List of Teachers Ranked as Excellent by Their Students (Spring 2008)  
University of Illinois at Urbana-Champaign
- The Schoenbaum Scholarship -- College of Education (2003-04)  
The Ohio State University
- The Houghton Scholarship -- College of Education (2003-04)  
The Ohio State University
- The Sports, Fitness, & Health Program's Service Award (Winter 2002)  
The Ohio State University

## EXPERIENCE IN HIGHER EDUCATION (CURRENT):

Assistant Professor -- Department of Recreation, Sport, and Tourism (2007-present)  
College of Applied Health Sciences -- University of Illinois at Urbana-Champaign

### Related Teaching

- RST 199 Undergraduate Open Seminar -- Governance and Policy (Spring 2008)  
RST 594 Special Topics -- Finance and Budgeting (Fall 2007)  
RST 594 Special Topics -- Governance and Policy (Spring 2008)  
RST 594 Special Topics -- Organizational Behavior and Theory (Fall 2008)

### Courses Developed for the Graduate Curriculum

- RST 594 Special Topics -- Strategic Management & Entrepreneurship (Spring 2009)

### Student Supervision (2007-08 Academic Year)

#### Graduate

- Doctoral Advisor -- Scott Martin (Ph.D.)  
Doctoral Committee Member -- Michael Lukkarian (Ph.D.)  
Master's Advisor -- 6 Students

#### Undergraduate

- Independent Study Supervision -- 6 Students  
Project: *A content analysis of institutional and athletic department mission statements of NCAA Division I, II, and III members*

### Related Service

- Member -- Graduate Curriculum Committee  
Member -- Sport Management Search Committee (Successfully identified three new faculty members)  
Member -- University of Illinois at Urbana-Champaign's Athletic Board

**EXPERIENCE IN HIGHER EDUCATION (PREVIOUS):**

Instructor -- Department of Kinesiology (2006-2007)  
College of Education and Human Services -- Western Illinois University

## Related Teaching

KIN 512 Research Methods in Kinesiology  
KIN 548 Social and Ethical Issues in Sport  
KIN 558 Organizational Theory in Sport  
KIN 564 Legal Issues in Sport

## Courses Developed for the Graduate Curriculum

KIN 546 Sport Governance and Policy  
KIN 547 Financial Issues in Sport

Instructor -- Department of Management (2005-2006)  
The Richard T. Farmer School of Business -- Miami University (Ohio)

## Related Teaching

MGT 291 Organizational Behavior and Theory

Instructor -- Department of Physical Education, Health, & Sport Studies (2004-05)  
School of Education & Allied Professions -- Miami University (Ohio)

## Related Teaching

PHS 244 Functional Anatomy and Laboratory

Graduate Teaching Assistant -- Sports, Fitness, & Health Program (2002-03)  
College of Education and Human Ecology -- The Ohio State University

Graduate Administrative Assistant -- The P-12 Project (2002)  
College of Education and Human Ecology -- The Ohio State University

Graduate Teaching Assistant -- Department of Physical Education, Health, & Sport Studies (1988-89)  
School of Education & Allied Professions -- Miami University (Ohio)

**EXPERIENCE IN OUTSIDE HIGHER EDUCATION:**

Assistant Women's Volleyball Coach -- Miami University (Ohio) (2004-05)

Head Women's Volleyball Coach -- Auburn University (2000-02)

Head Women's Volleyball Coach -- Northwestern University (1997-00)

Head Women's Volleyball Coach -- Kent State University (1993-97)

Head Men's Volleyball Coach (Club) -- University of Florida (1991-93)

Volunteer Assistant Women's Volleyball Coach -- University of Florida (1992-93)

Volunteer Assistant Women's Volleyball Coach -- Miami University (Ohio) (1988-89)

**MEMBERSHIP & AFFILIATIONS:**

Academy of Management (2005-present)

Division Member -- Business Policy and Strategy

Division Member -- Organization and Management Theory

Division Member -- Organizational Behavior

Strategic Management Society (2008-present)

North American Society for Sport Management (2003-present)

Phi Kappa Phi Honor Society (2005-present)

**PUBLICATIONS:**

Criswell, D., Powers, S., Dodd, S., Lawler, J., Edwards, W., Renshler, K., & Grinton, S. (1993). High intensity training-induced changes in skeletal muscle antioxidant enzyme activity. *Medicine and Science in Sports and Exercise*, 25(10), 1135-1140.

Criswell, D., Renshler, K., Powers, S., Tulley, R., Cicale, M., & Wheeler, K. (1992). Fluid replacement beverages and maintenance of plasma volume during exercise: Role of aldosterone and vasopressin. *European Journal of Applied Physiology and Occupational Physiology*, 65(5), 445-451.

**CURRENT RESEARCH INTERESTS:**

At a micro-level, my research examines how the management-stakeholder relationship influences the allocation of organizational resources and the firm's attempt to establish and sustain a competitive advantage. To date, I have used intercollegiate athletics as a model to address these questions. In our ever-growing "winner-take-all" society, administrators are faced with the pressures of producing championships and generating revenue. At the same time, legal, social, and moral mandates force these individuals to address the needs of each participant by providing satisfactory opportunities for all. Thus, insights into antecedents that influence an athletic director's decisions in managing its member's requests and pursuing the organizational goals is of relevance.

At a macro-level, I empirically examine and how and why various organizations become isomorphic over time. Again, intercollegiate athletics has been used due to the availability of information necessary to monitor the population's environment and the interactions that take place among its membership. As a result, I utilize the principles and concepts of population ecology, institutionalism, and strategic choice to determine homogeneity. Furthermore, this line of inquiry has stimulated an interest in examining migration patterns of managers and how they impact the formulation and implementation of various organizational strategies and the firm's management of resources.

**PUBLICATION STRATEGY:**

Renshler, E. K., Pastore, D. L., & Fink, J. S. (To be submitted September of 2008). An examination of the relationship between overall stakeholder salience and resource allocation practices Projected Journal -- *Academy of Management Journal*.

Renshler, E. K., Pastore, D. L., & Fink, J. S. (To be submitted September of 2008). The isomorphic characteristics of NCAA Division I operating budgets. Projected Journal -- *Journal of Sport Management*.

Renshler, E. K., Puhse, S., Sprung, D., & Dorn, A. K. (To be submitted November of 2008). A content analysis of NCAA Division I, II, and III mission statements. Projected Journal -- *Journal of Sport Management*.

Renshler, E. K. (To be submitted January of 2009). Potential influences behind the isomorphic resource allocation strategies of competing organizations. Projected Journal -- *Strategic Management Journal*.

Renshler, E. K. (To be submitted January of 2009). The dimensional contributions on stakeholder salience levels and their influence on resource allocation practices. Projected Journal -- *Strategic Management Journal*.

Renshler, E. K. (To be submitted March of 2009). Factors for the addition or elimination of athletic teams at NCAA Division I institutions. Projected Journal -- *Journal of Sport Management*.

**PRESENTATIONS:**

The 23rd Annual NASSM Conference (2008)  
Presentation Title: *The influence of athletic team salience on NCAA Division I operating budgets*

The 19th Annual NASSM Conference (2004)  
Presentation Title: *The utilization of a doctoral student research collaborative to conduct content analysis of the mission statement of NCAA member institutions.* With M. Brett, S. Pack, A. Xie, J. Davis, G. Sullivan, C. Lee, & C. Seifried

The 73th Annual OAHPERD Convention (2002)  
Presentation Title: *An examination of resource allocation in intercollegiate athletics*

**DOCTORAL PROGRAM OF STUDY:**

		CREDITS	GRADE
<b>Ph.D. Required Coursework</b>			
EDU PAES 893.20	Advance Study in Sport & Exercise Science	03	S
EDU PAES 951	Organization and Management Theory	03	A
EDU PAES 952	Topics in Organizational Behavior	03	A
EDU PAES 953.A	Research in Sport and Exercise Management	03	A
EDU PAES 953.B	Research in Sport and Exercise Management	03	A
<b>Ph.D. Elective Coursework</b>			
EDU PAES 806	Sport Management and Administration	03	A
EDU PAES 836	Structure of Sports Organization	03	A
EDU PAES 837	Event & Facility Management for Sport	03	A
EDU PAES 893.20	Advance Study in Sport & Exercise Science	10	S
EDU PAES 925.20	Seminar in Sport and Exercise Science	03	A
EDU P&L 956	School Finance	03	A
<b>Cognate Area Coursework</b>			
BUS-MHR 701N	Introduction to Organizational Behavior	05	A
BUS-MHR 802N	Managerial Negotiation	04	A
BUS-MHR 807N	Organizational Development & Change	04	A
BUS-MHR 860	Management of Human Resources	04	A
<b>Research Area Coursework</b>			
AGR EDUC 885	Research Methods	03	A*
AGR EDUC 886	Research Design	03	A*
AGR EDUC 887	Data Analysis and Interpretation	03	A
AGR EDUC 888	Data Collection	03	A*
EDU P&L 798	Qualitative Research for Education	03	A
<b>Dissertation Coursework</b>			
EDU PAES 999.20	Research in Sport & Exercise Science	40	S

\* with Distinction

**TEACHING EVALUATIONS OF RELATED COURSEWORK:**

**Richard T. Farmer School of Business**  
Miami University (Ohio)

Instructor Evaluation: Renshler

Course: MGT 291 Organizational Behavior & Theory (Undergraduate Course)  
From the 2005-06 Academic Year

**Course Description:** An introduction to the study of organizations focusing on organizational behavior, organizational theory, and organizational processes. Offers both micro and macro perspectives to frame the organization as a behavioral entity. Topics include individual differences, learning theory, motivation, leadership, interpersonal communication, decision-making, group dynamics, organizational structure, and organizational culture.

	<b>Course Mean</b>	<b>Department Mean</b>
The instructor clearly communicated performance expectations	3.18	3.08
The instructor held students to high academic standards	3.22	3.18
The course has effectively challenged me to think	2.81	2.93
Relative to other courses, I learned more from this class	2.44	2.47
The instructor was well prepared for class	3.42	3.29
The examinations in this course were challenging	3.27	3.18
Regular attendance in the class was important	2.81	2.81
The instructor clearly explained the material clearly	3.18	2.89
I felt free to ask questions in class	3.47	3.34
The instructor showed interest and enthusiasm for the course	3.49	3.42
The instructor dealt with questions effectively	3.25	3.06
The instructor was available outside of class	3.14	3.12
Time with the instructor outside of class was helpful	3.05	2.95
The goals/objectives of the course were clearly explained	3.12	3.04
Relative to other classes, the assigned workload was greater	2.20	2.28
This course contains interesting subject matter	2.51	2.52
Content of exams was consistent with stated course objectives	2.98	3.00
Exams/assignments were returned in a reasonable period of time	3.40	3.35
Outside assignments were important to good learning	2.70	2.78
The instructor was dedicated to high quality instruction	3.21	3.14
The course was excellent (independent of the instructor)	2.40	2.38
The instructor was excellent (independent of the course)	3.10	2.91

Scale: 4 = Strongly Agree, ... , 0 = Strongly Disagree

**TEACHING EVALUATIONS OF RELATED COURSEWORK:**

**Department of Kinesiology**  
Western Illinois University

Instructor Evaluation: Renshler

Courses: KIN 548 Social and Ethical Issues in Sport (Graduate Course)  
From the 2006-07 Academic Year

**Course Description:** The course is intended to investigate social issues connected with sport and its place within society. It is also intended to explore critical issues in sport related to professional ethics, stakeholder rights, and its responsibilities. In addition, students will learn how the attitudes, values, and norms of society influence sport and its development.

	Standard Deviation
The course was well organized	0.38
The instructor made clear, understandable presentations	0.38
The instructor's use of examples helped me understand the materials	0.38
My responsibilities as student in this course were made clear	0.49
The instructor was enthusiastic about the subject matter	0.53
The instructor encouraged and motivated me to do my best work	0.38
The instructor encouraged student's questions	0.00
The instructor encouraged expression of ideas	0.38
All things considered, the instructor was available to me	0.53
The instructor treated all students in the class with respect	0.38
The instructor demonstrated good knowledge of the course content	0.38
The instructor discussed differing views about the material	0.38
The grading procedures were explained at an appropriate point	0.00
Evaluation and grading methods were fair	0.38
The instructor provided feedback in a reasonable amount of time	0.53
The instructor's feedback on my work was helpful	0.53
The readings contributed to my understanding of course content	0.76
Other assignments contributed to my understanding of course content	0.49

Scale: 5 = Strongly Agree, ... , 1 = Strongly Disagree

**TEACHING EVALUATIONS OF RELATED COURSEWORK:**

**Department of Recreation, Sport, and Tourism**  
University of Illinois at Urbana-Champaign

Instructor Evaluation: Renshler

Course: RST 199 Undergraduate Open Seminar -- Governance and Policy  
From the 2007-08 Academic Year

**Course Description:** This course serves as a comprehensive study in examining how organizations address fundamental issues and develop strategies in their attempts to gain and sustain a competitive advantage. In addition, the course looks at how organizational dynamics and one's structure can influence how intended strategies may or may not be realized over time. Some examples of organizations that will be identified during the semester include the Youth Men's Christian Association (YMCA), the National Park Service (NPS), the World Tourism Organization (WTO), the National Collegiate Athletic Association (NCAA), the International Olympic Committee (IOC), and Major League Baseball (MLB).

	<b>Standard Deviation</b>
Rate the instructor's overall teaching effectiveness	0.7
Rate the overall quality of this course	0.5
The instructor was conscientious about his instructional responsibilities	0.4
The course was organized	0.4
How difficult were the course materials	0.8
The grading procedures for the course were fair	0.5
How well did examination questions reflect content of the course	0.4
How would you characterize the instructor's ability to explain	0.4
The instructor was sensitive to student	0.4
The instructor motivated me to do my best work	0.5
Compared to other courses, how much did you learn in this course	0.6

Scale: 5 = Exceptionally High, ... , 1 = Exceptionally Low