

# Curriculum Vitae

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**Nathan Baer, Ph.D.**

Assistant Professor of Professional Practice - Sport Administration  
School of Kinesiology  
Louisiana State University

## **Contact Information**

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## **Education**

### **Louisiana State University**

Ph.D. Major: Kinesiology  
Emphasis: Sport Management

Baton Rouge, LA  
Conferred: August 2023

Advisor: Dr. Claire C. Zvosec  
Committee: Dr. Per G. Svensson  
Dr. J. Michael Martinez  
Dr. Brent D. Oja

Dissertation Title: 'Why we play the game': An exploration of sport employees'  
conceptualizations of meaningful work  
Proposal and General Examination Date: October 7, 2022  
Defense Date: June 15, 2023

### **Northern Illinois University**

M.S. Major: Sport Management  
Advisor: Dr. Steve Howell

DeKalb, IL  
May 2020

### **North Central College**

B.A. Major: Psychology  
Major: German

Naperville, IL  
May 2018

## Academic Work Experience

Assistant Professor of Professional Practice - Sport Administration August 2025 – Present  
*Louisiana State University – Baton Rouge, LA.*

Assistant Professor of Sport Management August 2023 – May 2025  
*Southeastern Louisiana University – Hammond, LA.*

Graduate Teaching Assistant August 2020 – May 2023  
*Louisiana State University – Baton Rouge, LA.*

Graduate Research Assistant January 2019 – May 2020  
*Northern Illinois University – DeKalb, IL.*

## Academic Teaching and Service Experience

### **Summary of Course Evaluations:**

*Average of Evaluation Results (Louisiana State University): 4.6/5*

*Average of Evaluation Results (Southeastern Louisiana University): 3.5/4*

<b>Term</b>	<b>Course</b>	<b>Final Enrollment (Responses)</b>	<b>Evaluation Results</b>
Fall 2025	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	N/A	In Progress
Fall 2025	KIN 2513: Professional Development in Sport Administration Louisiana State University	N/A	In Progress
Fall 2025	KIN 3802: Program and Event Management Louisiana State University	N/A	In Progress
Fall 2025	KIN 3802: Program and Event Management Louisiana State University	N/A	In Progress
Summer 2025	SPMT 3340: Social Aspects of Sport (Online) Southeastern Louisiana University	N/A	In Progress
Spring 2025	SPMT 2320: Introduction to Sport Management Southeastern Louisiana University	26 (20)	3.6/4
Spring 2025	SPMT 4060: Sport Promotion and Fundraising Southeastern Louisiana University	12 (8)	3.8/4
Spring 2025	SPMT 4900: Internship in Sport Management Southeastern Louisiana University	8 (2)	4/4
Spring 2025	KIN 6980: Sports Administration (Online) Southeastern Louisiana University	9 (1)	3/4
Spring 2025	KIN 3802: Program and Event Management Louisiana State University	45 (1)	5/5

<b>Term</b>	<b>Course</b>	<b>Final Enrollment (Responses)</b>	<b>Evaluation Results</b>
Fall 2024	SPMT 3340: Social Aspects of Sport Southeastern Louisiana University	28 (21)	3.1/4
Fall 2024	SPMT 4510: Sport Administration Southeastern Louisiana University	9 (9)	3.9/4
Fall 2024	KIN 6930: Socio-cultural Aspects of Sport Southeastern Louisiana University	12 (9)	3.4/4
Summer 2024	KIN 335: Special Topics in Sport Management Topic: Sales in Sport, Health, and Fitness (Online) Southeastern Louisiana University	9 (3)	2.9/4
Spring 2024	KIN 406: Sport Promotion and Fundraising Southeastern Louisiana University	17 (13)	3.8/4
Spring 2024	KIN 490: Internship in Sport Management Southeastern Louisiana University	3 (N/A)	N/A
Spring 2024	KIN 694: Sport Marketing and Media (Online) Southeastern Louisiana University	14 (2)	3.7/4
Fall 2023	KIN 334: Social Aspects of Sport Southeastern Louisiana University	22 (16)	3.9/4
Fall 2023	KIN 451: Sport Administration Southeastern Louisiana University	17 (12)	3.9/4
Fall 2023	KIN 698: Sports Administration (Online) Southeastern Louisiana University	6 (2)	2.5/4
Spring 2023	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	41 (30)	4.7/5
Spring 2023	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	40 (27)	4.6/5
Fall 2022	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	37 (22)	4.6/5
Fall 2022	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	39 (28)	4.8/5
Fall 2022	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	40 (20)	4.7/5
Spring 2022	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	40 (33)	4.6/5
Spring 2022	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	40 (23)	4.7/5
Fall 2021	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	36 (26)	4.7/5

<b>Term</b>	<b>Course</b>	<b>Final Enrollment (Responses)</b>	<b>Evaluation Results</b>
Fall 2021	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	40 (34)	4.8/5
Spring 2021	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	39 (16)	4.7/5
Spring 2021	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	40 (15)	4.4/5
Fall 2020	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	40 (28)	4.7/5
Fall 2020	KIN 2510: Introduction to Sport and Leadership Administration Louisiana State University	39 (32)	4.4/5

#### **Invited Lectures and Guest Speaking (4)**

Conducting Observational Research (Fall 2022)  
KIN 7574: Qualitative Research in Kinesiology (G)  
Graduate Sport Management Program  
Louisiana State University, Baton Rouge, LA

Professional Sport (Fall 2021)  
KIN 3804: Financial Issues in Sport (UG)  
Undergraduate Sport Administration Program  
Louisiana State University, Baton Rouge, LA

Reform in College Athletics (Summer 2021)  
KIN 4518: Governance and Policy Development in Sport (UG)  
Undergraduate Sport Administration Program; Graduate Sport Management Program  
Louisiana State University, Baton Rouge, LA

Mega-Events in Sport (Fall 2020)  
KIN 7545: Economic Issues in Sport (G)  
Graduate Sport Management Program  
Louisiana State University, Baton Rouge, LA

#### **University and College Committees (5)**

Kinesiology and Health Studies Scholarship Committee - Member  
Southeastern Louisiana University: December 2024-Present

Kinesiology and Health Studies Social Media Committee - Member  
Southeastern Louisiana University: January 2024-Present

Kinesiology and Health Studies Strategic Planning Committee - Member  
Southeastern Louisiana University: January 2024-Present

College of Nursing and Health Sciences Interprofessional Experience Committee - Member  
Southeastern Louisiana University: September 2023-Present

ASK KHS Planning Committee - Member  
Southeastern Louisiana University: September 2023-Present

#### **Other Committees (1)**

Sport Management Graduate Student Thesis Committee - Co-Chair  
Southeastern Louisiana University: January 2024-December 2024

#### **Additional Teaching and Service Responsibilities (2)**

Sport Management Internship Supervisor  
Southeastern Louisiana University: January 2024-May 2024, January 2025-May 2025 (scheduled)

Sport Management Undergraduate and Graduate Academic Advisor  
Southeastern Louisiana University: August 2023-Present

## Scholarly Activities

### Research Interests

Meaningful work  
Employee well-being  
Organizational behavior  
Human resource development

### Refereed Journal Articles (8)

- Baer, N. R.**, Zvosec, C. C., & Oja, B. D. (2024). Exploring sport employees' conceptualizations of meaningful work. *Journal of Sport Management*, 1(aop), 1-13.
- Zvosec, C. C., Bass, J. R., & **Baer, N.** (2023). Student-athletes "Taking the Road Less Traveled:" Social Comparison Theory and the Academically Elite NCAA Division III Institution. *Managing Sport and Leisure*, 28(6), 638-654.
- Zvosec, C. C., **Baer, N.**, Hughes, M., Oja, B. D., Kim, M., Dahlin, S., & Howell, S. (2023). The Career Transitions of High-Profile Student-Athletes: Identity, Role Engulfment, and Psychological Well-Being. *Journal of Athlete Development and Experience*, 5(1), 62-75.
- Zvosec, C. C., **Baer, N.**, Kim, M., & Oja, B. D. (2023). Human Capital Generative Potential: Cultivating Intrapreneurial Employees in Sport and Recreation Organizations. *Managing Sport and Leisure*, 1-16.
- Zvosec, C. C. & **Baer, N.** (2022). The Small College Financial Crunch: Using Athletics as a Leading Form of Enrollment Management. *Case Studies in Sport Management*, 11(1), 47-51.
- Zvosec, C. C. & **Baer, N.** (2022). The Role of Athletics in the Future of Small Colleges: An Agency Theory and Value Responsibility Budgeting Approach. *Journal of Issues in Intercollegiate Athletics*, 15, 272-291.
- Baer, N.**, Zvosec, C. C., Oja, B. D., & Kim, M. (2021). A New Pitch: Building an Innovative Sport Organization through Sport Employees. *Case Studies in Sport Management* 10(S1), S30-S35.
- Zvosec, C. C., Oja, B. D., & **Baer, N.** (2021). "Team Zebra": An Exploration of Social Identity, Motivation, and Sport Officiating Persistence. *Journal of Global Sport Management*, 1-20.

### Manuscripts under Review (2)

- Zvosec, C. C., Oja, B. D., **Baer, N.**, & Schuetz, L. Time is Money: Examining the Role of Meaningful Work and Controlled Motivation on Actual Sport Employee Turnover.
- Sabin, J., Underwood, R., **Baer, N.**, & Ledet, M. A Content Analysis of College Athletic Departments' Readiness for College Athlete Employment.

## **Manuscripts in Development (2)**

**Baer, N.** (data collected). Meaningful work: What we can learn from sport employees.

**Baer, N. & Zvosec, C. C.** (data collected). The call to the field: An exploration of experience of callings in sport employees.

## **Book Chapters (1)**

**Baer, N.** (2023). William and Mary Athlete Transcript Scandal (1939-1951). In Sanderson, J. (Ed.) *Corruption and Scandal in American Sports: Causes and Consequences*. Bloomsbury Publishing USA.

## **National and International Conference Presentations (16)**

Zvosec, C. C., Oja, B. D., **Baer, N.**, Schuetz, L., & Kim, M. (2025). A Losing Game? Changes to Meaningful Work and Psychological Well-Being as Factors for Sport Employees Leaving the Industry. To be presented at the North American Society for Sport Management Conference in San Diego, CA.

**Baer, N.**, Zvosec, C.C., & Oja, B. D. (2025). Sharing Meaning: Conceptualizing a Model for the Normative and Practical Development of Meaningful Work in Sport Employees. To be presented at the Applied Sport Management Association Conference in Cincinnati, OH.

**Baer, N.**, Sabin, J., Underwood, R., & Ledet, M. (2025). From Amateurs to Employees: A Critical Examination of College Athletic Departments' Readiness for College Athlete Employment. To be presented at the Applied Sport Management Association Conference in Cincinnati, OH.

Sabin, J., **Baer, N.**, & Nunez, K. (2025). Re-regulation of Sports Betting. To be presented at the Commission on Sport Management Education National Conference in Las Vegas, NV.

**Baer, N.** & Zvosec, C. C. (2024). Sport and Meaning for All: An Exploration of Members of Marginalized Communities and their Experiences with Meaningful Work. Presented at the Applied Sport Management Association Conference in Knoxville, TN.

**Baer, N.** & Zvosec, C. C. (2024). The Call to the Field: An Exploration of Sport Employees and their Call to Work. Presented at the Applied Sport Management Association Conference in Knoxville, TN.

Underwood, R., Sabin, J., & **Baer, N.** (2024). Athletes as Employees and Worksite Wellness: Benefits of Including a Focus of Health in all Employee Settings (Workshop). Presented at the National Association of Physical Literacy Conference in Baton Rouge, LA.

Zvosec, C. C. & **Baer, N.** (2023). Exploring a Subjectivist Perspective of Meaningful Work for Sport Employees. Presented at the International Association for the Philosophy of Sport Conference in Split, Croatia.

**Baer, N.** & Zvosec, C. C. (2023). Understanding Meaning: An Exploration of College Sport Employees' Definitions of Meaningful Work. Presented at the College Sport Research Institute Conference in Columbia, SC.

- Baer, N. & Zvosec, C. C. (2023).** Does my Work Matter? An Exploration of the Antecedents and Outcomes of Meaningful Work in Sport Employees. To be presented at the Applied Sport Management Association Conference in Birmingham, AL.
- Baer, N., Zvosec, C. C., Kim, M., & Oja, B. D. (2022).** Intrapreneurship through Uncertain Times: Exploring Innovation Strategies Among Campus Recreation Employees. Presented at the College Sport Research Institute Conference in Columbia, SC.
- Baer, N., White, J., Martinez, J. M., & Zvosec, C. C. (2022).** Organizational Tug-of-War: Positioning Mission Conflict in the Sport Workplace. Presented at the Applied Sport Management Association Conference in Indianapolis, IN.
- Baer, N., Schuetz, L., Zvosec, C. C., & Oja, B. D. (2022).** What can we Learn? An Exploration of Former Sport Employees' Well-being and Sense of Meaningful Work. Presented at the Applied Sport Management Association Conference in Indianapolis, IN.
- Oja, B. D., Kim, M., & **Baer, N. (2021).** From the Ground Up: A Model for Improving Sport Organizational Performance through Employee Growth. Presented at the virtual North American Society for Sport Management Conference.
- Baer, N., Zvosec, C. C., Oja, B. D., & Kim, M. (2021).** Exploring Developmental Opportunities within Sport Organizations: Applying Meaningful Work in the Sport Industry. Presented at the virtual Applied Sport Management Association Conference.
- Horne, E. & **Baer, N. (2020).** Understanding the Youth Sport Purchaser: What are Parents' Preferences? Presented at the Applied Sport Management Association Conference in Waco, TX.

### **Local Conference Presentations (1)**

- Sabin, J., **Baer, N., & Nunez, K. (2024).** The Current State of NCAA Amateurism. Presented at the Louisiana Association for Health, Physical Education, Recreation, and Dance Annual Summit in Baton Rouge, LA.



### **Grant Activity and Travel Awards (6)**

**Baer, N.** (2024). 2024-2025 Center for Faculty Excellence Grant. Funded by the Center for Faculty Excellence at Southeastern Louisiana University in the amount of \$140.

**Baer, N.** (2023). 2022-2023 CHSE Dean's Graduate Assistant Travel Incentive Grants for the Engagement in Research (TIGER) Fund. Funded by the College of Human Sciences and Education in the amount of \$1000.

**Baer, N.** (2022). NCAA Graduate Student Research Grant Program. Funded by the National Collegiate Athletic Association to fund scholarly research of the experiences of student-athletes (Not funded).

**Baer, N.** (2022). Graduate School Student Travel Award. Funded by Louisiana State University Graduate School to reimburse travel expenses incurred presenting research at conferences in the amount of \$1,562.23.

**Baer, N.** (2022). 2021-2022 CHSE Dean's Graduate Assistant Travel Incentive Grants for the Engagement in Research (TIGER) Fund. Funded by the College of Human Sciences and Education in the amount of \$1000.

**Baer, N.** (2020). Graduate School Student Travel Award. Funded by Northern Illinois University Graduate School to reimburse travel expenses incurred presenting research at conferences in the amount of \$300.

### **Professional Memberships (1)**

Applied Sport Management Association

## **Sport Industry Work Experience**

### Inside Sales Representative

*Joliet Slammers Professional Baseball Club – Joliet, IL.*

March 2019 – August 2019

### Assistant Wrestling Coach

*Bartlett High School – Bartlett, IL.*

November 2015 – February 2020

## **Sport Industry Volunteer Experience**

### Presentation Moderator

*Sport Marketing Association Conference – Chicago, IL.*

November 2019

### Athletic Department Volunteer

*Bartlett High School – Bartlett, IL.*

September 2018 – November 2018

## **Additional Work Experience**

### Sales Specialist

*Pacific Sales Inside of Best Buy – Bloomingdale, IL.*

July 2018 – February 2019

### Core Sales Consultant

*Best Buy – South Elgin, IL.*

July 2017 – July 2018

## **Awards and Special Skills**

Graduated *Cum Laude* from North Central College

Outstanding Graduate Student Award recipient – Northern Illinois University, 2020

Member of the National German Honor Society (Delta Phi Alpha)