

PROMOTION RECOMMENDATION  
The University of Michigan  
School of Kinesiology

Approved by the Regents  
May 20, 2010

Katherine M. Babiak, assistant professor of kinesiology, School of Kinesiology, is recommended for promotion to associate professor of kinesiology, with tenure, School of Kinesiology.

Academic Degrees:

Ph.D.	2003	University of British Columbia, Leisure & Sport Management
M.A.	1994	University of Ottawa, Sport Studies-Sport Administration
B.S.	1991	Queen's University, Physical and Health Education

Professional Record:

2003 to present	Assistant Professor, School of Kinesiology, University of Michigan
2003 (Jan. – Sept.)	Lecturer, School of Kinesiology, University of Michigan

Summary of Evaluation:

Teaching: Professor Babiak teaches at the undergraduate and graduate levels. She teaches two undergraduate courses, SM 332-Organizational Behavior in Sport and SM 432-Human Resource Management in Sport, and one graduate course, KIN 513-Managing Human Resources and Organizational Behavior in the Sport Industry, on a regular basis. She has developed creative approaches to help students master complex materials that relate to organizational behavior and human resource management to support understanding theory and applying that theory to problems in the sport industry. Professor Babiak has actively sought help on campus with her teaching resulting in improved student evaluations. She has supervised over 25 undergraduate students in independent studies and field experiences, as well as in the Undergraduate Research Opportunity Program (UROP). She has also supervised doctoral student research rotations and has served on numerous doctoral committees. Professor Babiak is currently mentoring a doctoral student.

Research: Professor Babiak's primary research focus is in the area of organizational behavior with a unique emphasis on corporate social responsibility and other policy-related issues. Her research productivity has increased in both quality and quantity during her probationary period, and demonstrates development as an independent scholar. She has published 11 peer-reviewed manuscripts as well as one chapter. Three of these papers are solo authorships. She currently has three papers under review, and has six working papers that demonstrate a worth work-in-progress pipeline. Professor Babiak is first author on seven of her publications. Two publications are in the *Journal of Sport Management*, arguably "the" top journal in sport management, and one in the *Journal of Business Ethics*. The *Journal of Business Ethics* is on the Financial Times Top 40 which is the list of top journals published annually and are the most highly regarded management journals from an international prospective and targeted by many European business schools. Additionally, Professor Babiak has made numerous professional presentations at national and international research conferences over the past six years including

an invited international keynote talk. She is an engaged and well respected member of the North American Society for Sport Management, her professional organization. She has been successful in gaining internal and external funding for her research, most notable a faculty fellowship funded by the Nonprofit Academic Centers Council. She has been recognized as an expert by Major League Baseball teams and has developed consulting relationships with them which may lead to further funding for her work in the future.

Babiak, K. (2007). Determinants of interorganizational relationships: The case of a Canadian nonprofit sport organization. *Journal of Sport Management*, 21(3), 338-376.

Babiak, K., & Thibault, L. (2008) Managing interorganisational relationships: The art of plate spinning. *International Journal of Sport Management and Marketing*, 3(3), 281-302.

Babiak, K. & Trendafilova, S. Corporate social responsibility and environmental sustainability: Why professional sport is greening the field. (Manuscript under second review in *Business Ethics Quarterly*).

Babiak, K., & Wolfe, R. (2009). Determinants of corporate social responsibility in professional sport: Internal and external factors. *Journal of Sport Management*.

Tainsky, S. & Babiak, K. An investigation into professional athlete philanthropy. (Manuscript under review in *International Journal of Sport Management and Marketing*).

Service: Professor Babiak's service to the school and the discipline is exceptional. She has recently been invited to the editorial review board of *Sport Management Review* and is a regular ad hoc reviewer for top journals in her area, making clear her national reputation in the field. Within Kinesiology, she has co-chaired several search committees, served on the graduate committee, and has spent five years on the Sport Management 2<sup>nd</sup> Level Admission Committee.

#### External reviews:

Reviewer A: "...I have always found Dr. Babiak to be an extremely conscientious, professional and personable individual who enjoys a strong reputation throughout the academic community."

Reviewer B: "In my opinion, Dr. Babiak is among the top 10% of the emerging young cadre of outstanding scholars in sport management."

Reviewer C: "Dr. Babiak has achieved a high level of recognition amongst the academic community in sport management, and has earned the respect of colleagues particularly in Canada and the United States."

Reviewer D: "Her record of publications and representation in a broad spectrum of respected journals at this point in her career is impressive."

Reviewer E: "Her current, pioneering work in corporate social responsibility activities of sport organizations also fills a much needed gap in our literature (as well as the general business literature) and will influence policy and practice."

Reviewer F: "She has established herself as one of the leading [junior] scholars in the field of sport management over the last ten years. She has a very bright academic future ahead of her."

Reviewer G: “She has already published in the most highly regarded journals in the field of sport management and, more recently, has published in broader journals with a strong reputation, such as the *Journal of Business Ethics*.”

Reviewer H: “I rate Dr. Babiak as one of our field’s brightest [junior] scholars, with obvious potential to make important theoretical contributions to our field.”

Reviewer I: “Dr. Babiak’s work is well regarded by her peers, and is a ‘must read’ for graduate students. ...I can say that Dr. Babiak’s new work on corporate social responsibility will continue to add to the significance of her research.”

Summary of Recommendations: Professor Babiak has built an outstanding record in research and been recognized and valued by those in the academic community and by industry leaders, especially for her work on corporate social responsibility. Her teaching evaluations have been good and continue to improve while she maintains rigorous standards for her courses. She has demonstrated a level of service to the school and to her discipline that has been called exceptional. It is with support at all levels of review, departmental, school and executive committee, within the School of Kinesiology that I recommend Professor Katherine M. Babiak for promotion to associate professor of kinesiology, with tenure, School of Kinesiology.

A handwritten signature in black ink, reading "R F Zernicke". The signature is written in a cursive, flowing style. The "R" is large and loops around the "F". The "Zernicke" part is written in a more compact, cursive script.

Ronald F. Zernicke  
Dean, School of Kinesiology

May 2010