

PROMOTION RECOMMENDATION
The University of Michigan
School of Kinesiology

Kathryn L. Heinze, 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.	2010	Northwestern University
M.S.	2008	Northwestern University
B.A.	2005	University of Michigan

Professional Record:

2011-present Assistant Professor, School of Kinesiology, University of Michigan

Summary of Evaluation:

Teaching: Professor Heinze has displayed a talent for and enthusiastic commitment to excellence in teaching and mentoring. She has taught three courses: SM 332 (Organizational Behavior in Sport), SM342 (Strategies of Sport Organizations) and KIN 532 (Organizational Behavior and Human Resources Management). Her teaching has been uniformly high as assessed by student evaluations. She assumed a leadership role in the recent revision of the Sport Management curriculum and is actively engaged in efforts to provide unique learning experiences for students, particularly in the development of a new capstone course. Her current Ph.D. student is making excellent progress.

Research: Professor Heinze's work evaluates the processes of change, often using qualitative methods. Her research also contributes to institutional theory and literature at the intersection of social movements and organizations by building understanding of 1) how social change can be furthered through market mechanisms, and 2) the processes and tactics of organizations and individuals promoting institutional and social change. The school's faculty were complimentary of Professor Heinze's overall research, scholarly profile and consistently rising citation rate. They recognized her active publication record (12 publications, two manuscripts under review, four book chapters). Her research has appeared in leading journals related to sport, in the highest rated journals in Sport Management (*Journal of Sport Management and, Sport Management Review*), and in a number of 'good' or very high-level quality specialty journals related to her research (*Journal of Sport and Social Issues* and *Administrative Science Quarterly*). Professor Heinze has secured \$98,300 in research funding as the PI or co-I which is considered excellent productivity in her area of work.

Professor Heinze has positioned herself as a national leader in organizational change increasingly focusing on sports and sports organizations. She has achieved significant national profile and stature, and there is a high likelihood for her continued growth and enhanced research impact in the future. She is respected by many for her ability to publish her research across many disciplines.

Recent and Significant Publications:

Heinze, K.L. & Lu, D., "Shifting Responses to Institutional Change: The National Football League and Player Concussions," *Journal of Sport Management*, in press 2017. [Journal Impact Factor (2016): 1.247]*

- Heinze, K.L., Zdroik, J., "School Board Decision Making and the Elimination of Sport Participation Fees," *Sport, Education and Society*, 2016, 28(6). [Journal Impact Factor (2016): 1.339]
- Heinze, K.L. & Weber, K., "Toward Organizational Pluralism: Institutional Intrapreneurship in Integrative Medicine," *Organization Science*, 2015, 27(1). [Journal Impact Factor (2016): 2.691]
- Heinze, K.L., Soderstrom, S. & Zdroik, J., "Towards Strategic and Authentic Corporate Social Responsibility in Professional Sport: a Case Study of the Detroit Lions," *Journal of Sport Management*, 2014, 28(6). [Journal Impact Factor (2016): 1.247]*
- Trendafilova, S., Babiak, K., & Heinze, K.L., "Corporate Social Responsibility and Environmental Sustainability: Why Professional Sport is Greening the Playing Field," *Sport Management Review*, 2013, 16(3). [Journal Impact Factor (2016): 2.128]
- Lee, S., Heinze, K.L., & Lu, D., "Warmth, Competence, and Willingness to Donate: How Perceptions of Partner Organizations Affect Support of Corporate Social Responsibility Initiatives in Professional Sport," *Journal of Sport and Social Issues*, forthcoming. [Journal Impact Factor (2016): 1.038]*
- Heinze, K.L., Soderstrom, S. & Heinze, J., "The Role of Linking Institutions: Actively Shaping Organizational Behavior," *Organization Studies*, 2016, 37(8). [Journal Impact Factor (2016): 3.104]
- Heinze, J. Heinze, K.L., Davis, M., Butchart, A., Singer, D., & Clark, S., "Gender Role Beliefs and Parents' Support of Athletic Participation," *Youth & Society*, 2014, 49(5). [Journal Impact Factor (2016): 1.608]

Service: Professor Heinze has displayed a talent for and enthusiastic commitment to excellence in teaching and mentoring. She has taught three courses: SM 332 (Organizational Behavior in Sport), SM342 (Strategies of Sport Organizations) and KIN 532 (Organizational Behavior and Human Resources Management). Her teaching has been uniformly high as assessed by student evaluations. She assumed a leadership role in the recent revision of the Sport Management curriculum and is actively engaged in efforts to provide unique learning experiences for students, particularly in the development of a new capstone course.

External Reviewers:

Reviewer A: "...She is obviously extremely well trained and has a broad grasp of organization theory, especially institutional theory, and she brings this knowledge to an impressive array of topics ranging from sports to nutrition and beyond."

Reviewer B: "...The quality of Dr. Heinze's work is beyond repute. She has a record of publishing in high impact factor journals, as judged by social science metrics. To be sure, her publication in Administrative Science Quarterly is laudable, as that is one of the best journals in management."

Reviewer C: "My view is that Prof. Heinze's research has several important strengths. First, her studies focus very well on examining key issues in the management of organizations and the fields in which they operate. In particular, she studies institutional and organizational change, especially the processes of change....Second, Prof. Heinze's research is making novel and substantial contributions to developing the ability of institutional theory to account for organizational and social change."

Reviewer D: "...She has produced two publications that I would consider top tier, or 'A' level: The 2008 Administrative Science Quarterly and the 2015 Organization Science articles. The Organization Studies piece (2016) would be an 'A-' journal on our list. The Journal of Sport Management and the Sport Management Review appear to be the premier journals in the sub-field; however, their low impact factors limit the productive scholarly reach of these outlets.

Reviewer E: "...Dr. Heinze shows a steady flow of grant funding, albeit internal funding, to support her work. National competitive grant programs in the US rarely fund sport-focused research that is not about health outcomes, so it is not surprising that Kathryn has not been successful at obtaining large national competitive grants. I also note that her larger grants have come when she has incorporated institutional frameworks for sport organizations that are strategically partnering with health and wellness providers."

Reviewer F: "...I want to point out that her work is interdisciplinary and is underpinned by advanced organizational theory where she is making important advances in addressing challenges that sport organizations are currently encountering. I would consider her a 'rising star' and without a doubt one of our future leaders in the field."

Reviewer G: "Dr. Heinze's articles have been published in our most prestigious journals, such as, the Journal of Sport Management, Sport Management Review, and the Journal of Sport & Social Issues. Dr. Heinze has also published in highly respected journals outside of sport management (i.e., Administrative Science Quarterly, Organization Studies, and Nonprofit Management and Leadership)..."

Reviewer H: "With regards to Dr. Heinze's scholarly impact, I am very impressed. In a short amount of time, Dr. Heinze has some major homeruns. Not only has she published in two of the top sport management journals (Journal of Sport Management and Sport Management Review), she has also published in three top management journals, Administrative Science Quarterly, Organization Studies and Organization Science)...these journals are very difficult to get into. I am impressed with her range of topics and theoretical perspective.... After reading a number of Dr. Heinze's articles, my assessment is that she is a highly productive scholar."

Summary of Recommendation: Professor Heinze is a highly valued member of our school, and her aggregate achievements in research, teaching, and service have resulted in unanimous and enthusiastic support at all levels in our school as well as from external reviewers. It is with the support of the School of Kinesiology Executive Committee that I recommend Kathryn L. Heinze for promotion to associate professor of kinesiology, with tenure, School of Kinesiology.


Lori Ploutz-Snyder
Dean, School of Kinesiology

May 2018