

The First Annual Academics and Athletics Co-Creation of Excellence Conference

Organization Dynamics in Sport

April 15, 2016; CARSA/UVic

9:00 AM—4:00 PM

I-Introduction: Richard Wolfe, UVic Business; Clint Hamilton, UVic Athletic Director; Keith Wells, Founder, Vice President, SendtoNews.

II-Co-Creation in Sport Sessions:

<u>Topic</u>	<u>Research Presentation*</u>	<u>Practitioner Commentary*</u>
Half-Time Speeches Locker Room Culture	<u>Richard Wolfe</u> (UVic Business)	<u>Gareth Rees</u> (Director, past CEO, Rugby Canada)
Leadership and the Sedins	<u>Carolyn Crippen</u> (UVic Educational Psychology and Leadership)	<u>Mike Gillis</u> (Former President and GM – Vancouver Canucks)
How to Get Teammates from Multiple Countries to Work as “One”	<u>Stacey Fitzsimmons &amp; Mike Szymanski</u> , (UVic Business)	<u>Cameron Hope</u> (President and GM – Victoria Royals)

III-Round Table Discussion:

**Q&A involving the above researchers/practitioners; Qs from, interaction with, all in attendance is encouraged; facilitated by Roy Suddaby of the Gustavson School of Business.**

IV-Lunch Break and Networking

V-Co-Creation in Sport Sessions:

<u>Topic</u>	<u>Research Presentation</u>	<u>Practitioner</u>
Relationships That Lead to Excellence	<u>Rick Cotton</u> (UVic Business)	<u>Chuck Armstrong</u> (past President, Seattle Mariners)
Athlete/Team dynamics related to sponsorship.	<u>Ryan Gauthier</u> , PhD.	<u>Michelle Darvill</u> , (Women's Development Coach, Rowing Canada)

VI-Round Table Discussion:

**Major challenges/opportunities facing sport; Chuck Armstrong, Michelle Darvill, Mike Gillis; interaction with all in attendance is encouraged; facilitated by Peter Gall (UVic Sport Law Professor; Partner – GLGM LLP).**

VII-Final Comments: Richard Wolfe—UVic Business; Clint Hamilton—UVic Athletic Director; Paul Schure—UVic Economics.

\* a thumbnail sketch of each presenter is attached

### Thumbnail Sketches of Organization Dynamics in Sport Conference Presenters

Chuck Armstrong was the President and COO of the Seattle Mariners from 1993 until 2014. In addition to his vast experience in Major League Baseball, Armstrong has experience in big time college athletics—having served as interim athletic director for the University of Washington Huskies from 1989–1992. Chuck earned an engineering degree from Purdue University, followed by a law degree from Stanford University in 1967.

Dr. Rick Cotton is Assistant Professor, Peter B. Gustavson School of Business, the University of Victoria. Dr. Cotton examines the drivers of individual career success and how that success fosters organisational and industry success. He studies developmental networks, and how individuals in challenging or unique situations thrive. Dr. Cotton has nearly 20 years of experience as an external consultant with Accenture and as a Senior Vice President of Learning and Development at Putnam Investments in Boston.

Dr. Carolyn Crippen is an Associate Professor, Educational Psychology and Leadership Studies, University of Victoria. Dr. Crippen engages in collaborative research in education, focussing on stories of triumph and tragedy and its impact on well-being. She has studied teacher-candidate moral development in Manitoba and Iceland. Her doctoral dissertation involved archival research into the lives of three pioneer women who evidenced servant-leadership.

Michelle Darvill is Rowing Canada's National Women's Development Coach. An Olympian, Michelle competed for Canada and Germany - winning World Championship gold in the lightweight single, double and quad. Michelle has been involved in coaching since 1992 at the university, club and international levels. She has been an assistant coach with the Women's National Team, and 2007 Pan American Games women's team coach. Recently, she has served as women's Under 23 coach; in 2011 the women's U23 women's eight, and in 2102 the women's four, won World Championship gold.

Dr. Stacey Fitzsimmons is Assistant Professor, Peter B. Gustavson School of Business, the University of Victoria. Dr. Fitzsimmons conducts research into how bicultural and multicultural employees contribute to global teams and organizations. She is also interested in how organizational contexts, such a workforce demographics and organizational culture, influence bicultural employees. She won the International Human Resources Scholarly Research Award from the Academy of Management, for most significant contribution to international resources management in 2013.

Peter A. Gall, QC is widely recognized for his expertise in general civil litigation, administrative law, constitutional law, as well as labour and employment law. Mr. Gall represents clients in the sports and entertainment fields, has acted as counsel before various administrative tribunals and at all levels of the courts, including before the Supreme Court of Canada in numerous cases. He has been an adjunct professor at Stanford, University of Victoria, and University of British Columbia Law Schools, and was a Visiting Scholar at the Stanford Law School during the Fall term of 2004.

Dr. Ryan Gauthier is an instructor at the University of Victoria, Faculty of Law, and a legal consultant. Ryan conducts research on the good governance of sports organisations, with a focus on sports mega-events.

Mike Gillis was a first-round National Hockey League draft pick, fifth overall, of the Colorado Rockies in 1978 and had a six-year playing career before retiring in 1984. Shortly after his playing career ended, Gillis pursued his Law degree at Queen's University. Gillis became a player agent and then President and General Manager of the Vancouver Canucks. Mike was named the NHL's GM of the Year in 2011.

Clint Hamilton is Director, Athletics and Recreation, the University of Victoria (since 2005). Clint played for UVic's 1983-84 CIS Champion basketball team, and was a CIS All-Canadian in 1990 and 1991. Clint earned a Bachelor of Education, Physical Education (McGill) and a Masters of Education, Physical Education (UVic). Hamilton was head coach, men's basketball (1992 – 1999), and director of Athletics (1999 – 2004) both at the University of New Brunswick. Clint spearheaded the creation of UVic's Centre for Athletics, Recreation and Special Abilities, which opened in May 2015.

Cameron Hope is the President and General Manager of the Victoria Royals. Prior to joining the Royals, Hope was a member of the management team for the NHL's New York Rangers, first as Vice President of Hockey Administration, Research and Development, and then as Assistant General Manager. Hope received his law degree from the University of Alberta in 1988, and practiced law for sixteen years prior to joining the Rangers. Hope was presented the Lloyd Saunders Memorial Trophy for WHL Executive of the Year for the 2013-14 hockey season.

Gareth Rees is Director, Commercial & Program Relations, Rugby Canada. Gareth previously served as CEO of Rugby Canada as well as the Manager of the Men's National program. Previously, Gareth distinguished himself as a player, playing in four Rugby World Cup tournaments, being the captain of the Canadian team (1999). Gareth, Canada's all-time leading scorer, pursued a professional career overseas including playing for the prestigious Barbarians. Rees earned a bachelor's degree in history from UVic as well as a master's degree from Oxford University.

Dr. Paul Schure is Associate Professor, Department of Economics, at the University of Victoria. Paul works on financial intermediation, industrial organisation, and European integration. Paul has held visiting positions at the Robert Schuman Centre of the European University Institute (2002 and 2005), the University of Bonn (2003), Utrecht University (2008), and the University of Amsterdam (2009).

Dr. Roy Suddaby is Associate Dean and Winspear Chair, at the Peter B. Gustavson School of Business, the University of Victoria. Roy has a passion for organizational research. His research focuses on the intersection of business and society, as he addresses organizational change, seeking to understand how corporations adapt to changing global norms and expectations.

Mike Szymanski is a PhD Candidate at the Gustavson School of Business. He holds a master's degree in Strategic Management from the Warsaw School of Economics and a master's degree in American Culture from the University of Warsaw. Mike's research focuses on the potential effect of bicultural individuals on team performance in international settings. Before starting his PhD training, Mike worked in management consulting.

Keith Wells is the Founder and VP Production of SendtoNews. Keith was a conventional broadcaster for over twenty years having on-air and production experience. Keith has significant 'inside the newsroom' experience, having worked in both news and sports as an anchor, reporter and professional videographer experienced at shooting, editing and producing features. At SendtoNews, Keith uses his extensive knowledge of newsroom workflow to support media side customers and their use of SendtoNews systems.

Dr. Richard Wolfe is Professor of Strategic Management and Winspear Fellow at the Peter B. Gustavson School of Business, the University of Victoria. Richard uses sports as a lens through which he researches and teaches corporate strategy, innovation, and leadership. From 2001 to 2007 he served as the director of the Sport Management Masters' Program at the University of Michigan, and was the director of the Michigan Centre for Sport Management, also at the University of Michigan.