

CURRICULUM VITAE

Patrick O. Hairston, Ed.D.

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PERSONAL AND PROFESSIONAL GOALS

I seek to obtain a senior level leadership position within higher education. The positions I desire are in higher education administration and/or faculty academic positions where I can utilize my substantial intercollegiate athletic administrative/academic (teaching and research) experiences and leadership.

EDUCATION

Ed.D. DELAWARE STATE UNIVERSITY	Dover, DE
Major: Educational Leadership	December 2012
Dissertation: "Ethnic Minority Male Career Trajectory to the NCAA Division I Football Bowl Subdivision Director of Athletics Position: A Phenomenological Study"	
MS WEST VIRGINIA UNIVERSITY	Morgantown, WV
Major: Sport Management	December 1996
BA UNIVERSITY OF NORTH CAROLINA AT CHARLOTTE	Charlotte, NC
Major: Human Services Minor: Communications	May 1994

CERTIFICATIONS

Gallup Global Strengths (Talent Assessment) Coaching Certification - May 2024

RESEARCH INTERESTS

My primary research interest is focused on how ethnic minority male and female administrators advance to leadership positions within higher education administration and the examination of the influencing factors that affect career trajectory.

TEACHING EXPERIENCE

WEST VIRGINIA UNIVERSITY (Morgantown, WV)
ASSISTANT TEACHING PROFESSOR IN THE COLLEGE OF APPLIED HUMAN SCIENCES (CAHS) - AUGUST 2021 TO PRESENT
ADJUNCT VISITING PROFESSOR IN CPASS - AUGUST 2019 TO AUGUST 2021

UNIVERSITY OF SOUTH CAROLINA (Columbia, SC)
ADJUNCT PROFESSOR IN THE COLLEGE OF HOSPITALITY, RETAIL, AND
SPORT MANAGEMENT - JANUARY 2021 TO JUNE 2021

UNIVERSITY OF VALLEY FORGE (*Phoenixville, PA*)
ASSOCIATE PROFESSOR IN THE COLLEGE OF BUSINESS - JANUARY 2015 TO
MAY 2016

UNIVERSITY AT ALBANY (Albany, NY)
ADJUNCT PROFESSOR IN THE-COLLEGE OF EDUCATION &UNIVERSITY
LIVING-LEARNING COMMUNITIES

INTERCOLLEGIATE ATHLETIC ADMINISTRATION EXPERIENCE

SUN BELT CONFERENCE (*New Orleans, Louisiana*)
ASSOCIATE COMMISSIONER/CHIEF COMPLIANCE OFFICER - SEPTEMBER
2018 TO MAY 2020
ASSOCIATE COMMISSIONER/COMPLIANCE & GOVERNANCE - FEBRUARY
2016 TO AUGUST 2018

UNIVERSITY OF VALLEY FORGE (*Phoenixville, Pennsylvania*)
SPORT MANAGEMENT PROGRAM DIRECTOR - AUGUST 2015 TO MAY 2016
BUSINESS DEPARTMENT CHAIR - DECEMBER 2015 TO MAY 2016

DELAWARE STATE UNIVERSITY (*Dover, Delaware*)
ACADEMIC COUNSELOR FOR STUDENT-ATHLETES – NOVEMBER 2014 TO
AUGUST 2015

UNIVERSITY AT ALBANY (*Albany, New York*)
EXECUTIVE ASSOCIATE ATHLETIC DIRECTOR - NOVEMBER 2011 TO
NOVEMBER 2014

WEST VIRGINIA UNIVERSITY (*Morgantown, West Virginia*)
ASSISTANT ATHLETIC DIRECTOR - AUGUST 2009 TO DECEMBER 2011

NATIONAL COLLEGIATE ATHLETIC ASSOCIATION (*Indianapolis, Indiana*)
ASSISTANT DIRECTOR OF CHAMPIONSHIPS APRIL 2008 TO JULY 2009

DELAWARE STATE UNIVERSITY (*Dover, Delaware*)
ASSOCIATE ATHLETIC DIRECTOR/INTERNAL OPERATIONS - SEPTEMBER 2005
TO APRIL 2008

WESTERN ATHLETIC CONFERENCE (*Englewood, Colorado*)
ASSISTANT COMMISSIONER/COMPLIANCE AND GOVERNANCE - OCTOBER 1999
TO AUGUST 2005

TEXAS A&M UNIVERSITY-CORPUS CHRISTI (*Corpus-Christi, Texas*)
*COMPLIANCE COORDINATOR/ATHLETIC ACADEMIC ADVISOR - JANUARY 1998 TO
OCTOBER 1999*

UNIVERSITY SERVICE

COMMITTEES

West Virginia University Faculty Senate (3-year appointment - Starting July 2024)
*Committee on Committees, Membership, and Constituencies - Student Recruitment and Retention
Committee*
Committee on Committees, Membership, and Constituencies - Service Committee
West Virginia University College of Applied Human Science Strategic Planning Committee
West Virginia University College of Applied Human Science Student Success Committee
West Virginia University College of Applied Human Science Undergraduate Academic Affairs Committee
West Virginia University College of Applied Human Sciences Office of Student Success Search Committee
Member for the Coordinator of Student Experience
West Virginia University Faculty Senate Diversity and Inclusion Committee Member
West Virginia University Diversity, Equity & Inclusion Council Member
College of Physical Activity and Sport Sciences Diversity, Equity & Inclusion Working Group
College of Physical Activity and Sport Sciences Academic Standards Committee Member
University of Valley Forge Diversity Committee
University at Albany's Athletic Director Search Committee Member
University at Albany, Albany, NY: New Student Programs Advisory Board
West Virginia University's Athletic Director Search Committees Member
West Virginia University, Morgantown, WV: School of Physical Education and Sport Science
Visiting Committee Member (5-year term)
West Virginia University National Youth Sports Program (NYSP) Former Board Member

SERVICE ENGAGEMENTS ACTIVITIES

West Virginia University Provost Office's Country Road Tour - Participant
West Virginia University College of Applied Human Sciences Bride Tour - Participant
West Virginia University College of Applied Human Science/School of Sport Sciences –
Diversity Cup & Friendship Cup - Organizer
West Virginia University School of Sport Sciences/Sport Management Student Experience
Learning Experience Trips/Education Seminar/Workshop/Facility Tour Session (i.e., Pittsburgh
Pirates Organization & Pittsburgh Penguins Organization) - Organizer & Attendee
West Virginia University Gaining Opportunity for Athletic Leadership (GOAL) Living Learning
Community Experiential Learning Field Trip/Education Seminar/Workshop/Facility Tour
Session (Pittsburgh Penguins) - Organizer & Attendee
WVU Faculty Justice Network Professional Development Workshops & Social Events -
Participant
West Virginia University Purpose Center Personal Interview Participant with Gallup
Clifton/Strengths

COURSE TEACHING EXPERIENCE

2024 to Present Assistant Teaching Professor in the College of Applied Human Sciences
West Virginia University, Morgantown, WV

Courses Taught (Spring 2025: Undergraduate & Graduated Seated)

SM 340 Sport Governance (Undergraduate)
SM 375 Sport in the Global Market (Undergraduate asynchronous)
SM 380 History & Philosophy of Sport (Undergraduate)
SM 486 Sport Marketing (Undergraduate Asynchronous)
SM 685 Internship (Graduate)

Taught (Fall 2024: Undergraduate & Graduated Seated/Asynchronous)

SM 287 Contemporary Issues in Sport Management (Undergraduate)
SM 485 Management of Sport Organizations (Undergraduate Asynchronous)
SM 502 Revenue Generation & Financial Sustaining Sport (Graduate)
SM 685 Internship Sport Management (Graduate)
SPSC 289 Pre-Internship Sport Sciences (Undergraduate)

2023-2024 Assistant Teaching Professor in the College of Applied Human Sciences
West Virginia University, Morgantown, WV

Courses Taught (Spring 2024: Undergraduate & Graduated Seated)

SM 340 Sport Governance (Undergraduate)
SM 486 Sport Marketing (Undergraduate Asynchronous)
SM 660 NCAA Compliance/Current Issues (Graduate)
SM 685 Internship (Graduate)
SPSC 289 Pre-Internship (Undergraduate)

Courses Taught (Fall 2023: Undergraduate & Graduated Seated)

SM 340 Sport Governance (Undergraduate)
SM 485 Sport Management (Undergraduate Asynchronous)
SM 495 Independent Study (Undergraduate)
SM 575 Fund Raising & Development (Graduate)
SM 575 Fund Raising & Development (Graduate Asynchronous)
SM 685 Internship (Graduate)
PASS 293A Pre-Internship (Undergraduate)

(Summer Session I & II) Taught: On-Line Graduate (asynchronous)

SM 685 Internship Sport Management (Graduate)
SM 580 Sociocultural & Ethical Dimensions of Sport

2022-2023 Assistant Teaching Professor in the College of Applied Human Sciences
West Virginia University, Morgantown, WV

Courses Taught (Fall 2022: Undergraduate & Graduated Seated)

SM 340 Sport Governance

SM 390 Teaching Practicum

SM 575 Athletic Fundraising - Graduate

SM 485 Sport Management (asynchronous)

SM 580 Sociocultural & Ethical Dimensions of Sport (asynchronous)

Courses Taught (Spring 2023: Undergraduate & Graduated Seated)

SM 340 Sport Governance

SM 390 Teaching Practicum

SM 370 Sport Finance

SM 660 NCAA Compliance - Graduate

SM 485 Sport Management (asynchronous)

(Summer Session II) Taught: On-Line Graduate (asynchronous)

SM 590 Issues in Sport

2021-2022 Assistant Teaching Professor in the College of Physical Activity & Sport Sciences
West Virginia University, Morgantown, WV

Courses Taught (Fall 2021): Undergraduate - Seated

SM 387-002 Issues in Sports Studies

SM 387-003 Issues in Sports Studies

SM 340-001 Sport Governance

SM 340-002 Sport Governance

Courses Taught (Spring 2022): Undergraduate - Seated

SM 387-001 Issues in Sport Studies

SM 387-002 & HO1 Issues in Sport Studies

SM 370-002 Sport Finance & Economics

SM 485-001 Sport Management

SM 390 Teaching Practicum

(Summer Session I and II) Course Taught: On-Line Graduate (asynchronous)

SM 540 Sport Governance

2020-2021 Adjunct Visiting Professor in the College of Physical Activity & Sport Sciences
West Virginia University, Morgantown, WV

Courses Taught (Fall): On-Line Graduate (asynchronous)

SM 527 Legal Issues in Sport Administration

SM 540 Sport Governance

Courses Taught (Spring): On-Line Graduate (asynchronous)
SM 580 Sociocultural & Ethical Dimensions of Sport
SM 570 Sport Finance

(Summer Session) Course Taught: On-Line Graduate (asynchronous)
SM 535 Sport Management Processes

Class Curriculum Development and Selection: On-Line Graduate (asynchronous)
SM 540 Sport Governance
SM 580 Sociocultural & Ethical Dimensions of Sport

2019-2020 Courses Taught: On-Line Graduate (asynchronous)
SM 535 Sport Management Process

(Summer Session) Course Taught: On-Line Graduate (asynchronous)
SM 575 Fund-Raising and Development

CONTINUING EDUCATION

American of College and University Educators (ACUE): Fostering a Culture of Belonging (April 2023) - ACUE Micro-Credential Earned

Topical Concentration Micro-Credentials Earned: Managing the Impact of Biases, Reducing Microaggressions, Addressing Imposter Phenomenon and Stereotypes Threat and Cultivating an Inclusive Environment

ACCEPTED MANUSCRIPTS

Hairston, P., & Lee, C. (accepted). Hitting Two Targets with One Arrow: Providing Hands-On Experience to Students via Strategic Partnerships with Athletic Departments. *Sport Management Education Journal*.

MANUSCRIPTS UNDER PREPARATION

Hairston, P. Career Trajectory of Ethnic Minority Males to the Division I Director of Athletics Position.

PRESENTATIONS

Lee, C., Hairston, P., & Williamson, J. (2024). Providing hands-on experience to students with athletic department. Alliance for Sport Business (ASB), Columbus, OH.

GRANTS AND CONTRACTS

Secured a **Diversity** grant from the WVU Division of Diversity, Equity, and Inclusion. (October 2022) Status: Funded for \$2,000.00

Secured a **Faculty-Led International Program (Non-Study Abroad Activity)** grant from the College of Physical Activity and Sport Sciences. (April 2022) Status: Funded for \$1,000.00

Secured a ***Diversity Initiatives Program*** grant from the University at Albany Office of Diversity & Inclusion Office. Status: Funded for \$800.00

Stabler Foundation (October 2015)

University Scholarships - Position: Co-Investigator - Amount Requested: \$1,000,000

Status: Not Funded

CONFERENCE PRESENTATION

Hairston, P. (2014). "Career Trajectory of Ethnic Minority Males to the Division I Director of Athletics Position" North American Society for Sport Management Conference (NASSM) in Pittsburgh, PA.

SERVICE/COMMUNITY & COMMITTEE ENGAGEMENT

PROFESSIONAL

NCAA Accelerating Academic Success Program (AASP) Committee (2017-2019)

Minority Opportunities Athletic Association, Inc. (MOAA) (2012- Present)

(MOAA) Long Range Planning Committee (2014-2015)

North American Society for Sport Management (NASSM) (2013-2015)

NCAA Olympic Sports Liaison Committee (2006-2008)

NCAA Division I Amateurism Fact-Finding Committee (2006-2008)

NCAA Division I Academics/Eligibility/Compliance Cabinet (2003-2005)

NCAA Division I Regulatory Culture Working Group (2003-2005)

NCAA Athletics Division I Certification Peer Reviewer

NCAA Amateurism Certification Clearinghouse Advisory Group Member

COMMUNITY

Stowe Family YMCA Board of Directors Member - Belmont, NC

Boy Scouts of America: Troop 56 - Belmont, NC & Troop 185 – New Orleans, LA - Parent Leadership Volunteer

YMCA of Greater New Orleans Board of Trustees Member

East Jefferson YMCA, Metairie, LA: Board of Governors Member & Co-Board Chair

Dover YMCA, Dover, DE: Board of Governors Member & Member of the Branch's Financial Development Team, Annual Campaign Fundraising Team, & Community Leader Chair

Albany Branch Capital District YMCA, Albany, NY: Branch Board of Advisors Member & Member of the Branch's Annual Campaign Fundraising Team

GUEST SPEAKER OPPORTUNITIES

Invited guest lecture for Delaware State University/Sport Management Department Topic: Issues in Sports and Sport Management Career Journey (October 2023)

Invited guest training presenter for the West Virginia University Campus Recreational Center Competitive Sports Staff. Topic: Diversity in the Workplace (August 2023)

Invited guest lecture for the West Virginia University College of Applied Human Sciences Doctoral Physical Education Teaching Class (SM 793A -Action Based Research in Kinesiology) Topic: *Diversity & Inclusion in the Workplace* (March 2023)

Invited guest training presenter for the West Virginia University Campus Recreational Center Topic: *Diversity in the Workplace* (January 2023)

Invited guest lecture for the West Virginia University College of Applied Human Sciences Graduate Sport Management Class (SM 580 - Ethical and Socio-Cultural Dimensions of Sport) Topic: *Diversity & Inclusion in Athletics* (October 2022)

Invited guest lecture for the West Virginia University College of Physical Activity and Sport Sciences for PASS 300 Course (Career Exploration in Physical Activity and Sport Sciences) Topic: *Diversity in Workplace* (March 2022)

Invited guest speaker for the University of South Carolina College of Hospitality, Retail, and Sport Management Student Professional Development Event. Topic: *Career Paths in College Athletics* (February 2022)

Invited guest lecture for the West Virginia University College of Physical Activity and Sport Sciences Career Day for SM ACE 265 Course (Diversity and Sport) Topic: *Diversity in Athletics* (February 2022)

Invited guest presenter for the Troy University Hospitality, Sport & Tourism Management Conference (2021) *Cancelled Due to COVID-19* (November 2021)

Invited guest lecture for the West Virginia University College of Physical Activity and Sport Sciences Graduate Sport Management Class (SM 580 - Ethical and Socio-Cultural Dimensions of Sport) Topic: *Diversity & Inclusion in Athletics* (October 2021)

Invited guest presenter for the Troy University Hospitality, Sport & Tourism Management Conference (2018)

NCAA Division I Faculty Athletics Representative Institute (DI FAR) Committee Member/ Curriculum Presenter (2018)

Invited guest speaker for the Philadelphia Freedom Valley YMCA's Y Achievers Program (2015)

Invited guest speaker for the West Virginia University College of Physical Activity and Sport Sciences Career Day (2015)

Invited guest lecturer for the College of Education Graduate Students at the University at Albany University at Albany (2012)

Delaware State University - Invited guest speaker Guest Lecturer for Sport Sciences Department Undergraduate Students at Delaware State University (2012)

Invited guest speaker Guest Lecturer for Undergraduate and Graduate Students at West Virginia University College of Physical Activity and Sport Sciences (2010)

PERSONAL AWARDS & HONORS

West Virginia University Ethel & Gerry Heebink Award for Distinguished State Service Award Nondominated (2024)

West Virginia University Excellence in Community Engagement Awards/Service-Learning Instruction Award Nominated (2024)

West Virginia University College of Applied Human Service Dr. Laddie Bell Distinguished Service Award - 2023

Williamson High School Athletic Hall of Fame Inductee - Class of 2004

Postgraduate National Collegiate Athletic Association Intern - Class of 1996

Graduate Assistant - West Virginia University Athletic Department - Class of 1995

Baseball Student-Athlete - University of North Carolina at Charlotte (1990-92)

Ronald E. McNair Post Baccalaureate Scholar - University of North Carolina at Charlotte (1992)

PROFESSIONAL DEVELOPMENT

Dr. Charlie Whitcomb NCAA Leadership Institute - Alumni Leadership (July 2024)

Gallup's Global Strengths Coach Course Certification Training (May 2024)

Association of College and University Educators - Fostering a Culture of Belonging (2023 Spring Cohort)

Learfield Sports Minority Academy Participant - Class of 2015

NACDA Senior Administrators Mentoring Institute Participant - Class of 2014

IA Athletic Directors' Association Institute Participant - Class of 2007

NCAA Leadership Institute for Ethnic Minority Males - Class of 2003

National Academic Advising Association Academic Reform Institute Participant - 2007

Postgraduate National Collegiate Athletic Association Intern - Class of 1996