

MAYLON T. HANOLD, EdD
Seattle University | Albers School of Business and Economics
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EDUCATION

Edd in Leadership (Cognate: Sport Sociology and Leadership)
Seattle University, Seattle, WA

EdM in Education (Major: Teaching and Learning)
Harvard University, Cambridge, MA

BA in French
University of Washington, Seattle, WA

ACADEMIC APPOINTMENTS

Albers School of Business and Economics, Seattle University, Seattle, WA
2022-present Associate Teaching Professor, Management
2021-22 Director, MBA in Sport and Entertainment, Management
2017-2021 Director, Sport Business Leadership, Management
2018- 2022 Senior Instructor, Sport Business Leadership, Management

College of Arts and Sciences, Seattle University, Seattle, WA
2016-2018 Senior Instructor, Sport Administration and Leadership
2012-2016 Instructor, Sport Administration and Leadership
2008-2012 Adjunct Faculty, Sport Administration and Leadership

TEACHING

MBA Courses

MGMT 5345: Managing Diversity
SBLR 5010: Diversity and Inclusion for Sport Management
SBLR 5120: Developing Leadership in Sport
SBLR 5122: Women and Sport Leadership (Developed as online, asynchronous)
SBLR 5000: Sport Business Foundations
SBLR 5890: Capstone for Sport Business

Graduate Courses

SADL 5020: The Social-Cultural Basis of Sport
SADL 5090: Building Sport Constituencies
SADL 5000: Introduction to Sport Research Methods and Design
SADL 591: Sport Operations and Event Management
SADL 510: Managing Human Resources in Sport Management
SADL 515: Sport Organizations: A Systems View

Undergraduate Courses

MGMT 4770: Managing Diversity

CONSULTING

Delta Dental of Washington & The Acora Foundation (2022)

Workplace Inclusion Workshop, Created and facilitated six workshops for Delta Dental of Washington and Arcora Foundation. The workshop focused on inclusion elements for high performing teams as well as how unconscious bias shows up in the workplace and what individuals can do to reduce bias in their daily actions.

Fresh Consulting (2021)

All Hands meeting, Inclusion and Innovation Workshop for all hands company meeting. The workshop focused on how unconscious bias shows up in the workplace and steps individuals can take to interrupt bias.

Fresh Consulting (2021)

Manager Inclusion Q&A post Inclusion and Innovation Workshop

Rad Powerbikes (2020-2021)

Unconscious Bias Training, Build awareness of the stereotypes, prejudices and unconscious bias that may influence behavior in workgroups. Learn strategies for reducing and responding to unconscious bias at the individual level.

Synapse (2019)

Diversity, Inclusion and Innovation, The workshop focused on why innovation depends on diversity, what gets in the way, and how to develop specific skills that help individuals and groups shift to more inclusive workplaces.

Stevens Pass Ski Area (2016)

Diversity and Inclusion Workshops, how to create high performing organizational culture through specific practices and behaviors for both employees and customer experiences.

INVITED SPEAKING

Title IX: History and Impact

Invited speaker for Sounders, FC to discuss the history and impact of Title IX. (Virtual, June 2022)

Women and Sport Leadership

Invited speaker on the ways women in sport leadership navigate the sport sector and perceptions of what leads to success. Christopher Newport University. Newport News, VA. (May 2018)

Sport and Leadership

Invited speaker on two topics: (1) Sport Media and Why it Matters, (2) Sport Experiences and Leadership Lessons. Guest lecturer for Leadership in Sport Course. Christopher Newport University. Newport News, VA. (Sept. 19 & 21, 2017).

Olympic Games and Peace

Invited speaker on how sports can benefit our society and help peaceful coexistence and plan to introduce people from an early age to the value of fair competition in sports as a means to form responsible citizen. Skype Presentation to St. Lawrence High School in association with the alumni association, St. Lawrence Old Boys' Association (SLOBA). Kalkata, India. (Virtual, June 23, 2017).

Collegiate Athletics: The Changing Student-Athlete

Invited panelist to speak to undergraduate and graduate sport business students. Sport Business Summit hosted by Central Washington University. Federal Way, WA. (February, 2017)

Graduate School for Advancing a Career in Sport

Invited panelist representing the role of graduate school for working in sport at the 3rd Annual Storm into Sports Career Fair hosted by Seattle Storm. Seattle, WA. (June, 2016)

Lifestyle Sports, New Technologies & the Changing Sport-Media Relationship

Invited speaker for the Seattle University 2016 Alumni Series, Sports, Media and American Culture. Seattle University, Seattle, WA (May, 2016)

Developing Sport Leadership through Embodiment

LUMS Academy for Women, Diversity and Leadership Invited Speaker at Lancaster University Management School in association with LUMS Academy for Women, Diversity and Leadership. Lancaster, United Kingdom. (February, 2016)

Seattle University Psi Chi Career Night

Invited panel speaker to talk about how psychology plays into my own career as a professor as well as psychology as a major towards a career in sports. (February, 2017, 2016)

Women and Representation in the Film/TV Media

Invited Chair at the International Leadership Association's 17th Annual Global Conference. Barcelona, Spain. (October, 2015)

Generation iY

Invited guest speaker for Seattle University's Athletic department. Who is generation iY, what do they need and how can we communicate with them effectively. (September, 2015)

Leadership

Invited guest speaker for the Management Training Program for Seattle University's Campus Recreation student staff. (April 2015)

Sport Business

Accompanied Dr. Trail to speak to Edmonds Woodway High School's DECA club about sport business, job opportunities and career paths to working in the sport industry. (April 2015)

Graduate School for Advancing a Career in Sport

Invited panelist representing the role of graduate school for working in sport at the 2nd Annual Women in Sports Career Seminar hosted by GNAC. Portland, OR. (2015)

The Challenges and Opportunities for Women Working in Sport

Closing speaker for the 1st Annual Women in Sports Career Seminar hosted by GNAC. Seattle, WA. (2014)

Sports Psychology- Competition Preparation

Invited speaker on how to engage the tools of self-talk and imagery and develop competition plans using those concepts. Guest speaker for the Rat City All-Stars, Seattle roller derby traveling team. (2013)

Sports Psychology

Discussed my personal story and success with mental training with respect to my preparation for the 1992 Olympic Trials and Olympic Games. Then, gave specific steps young athletes could take in their daily training to improve their performances and enjoyment of sport in order to avoid burnout. Guest speaker at The Wellness Fair, The Overlake School, Redmond, WA. (2008)

Sportsmanship

Discussed sportsmanship in terms of the meaning of competition and Huizinga's concept of play. Guest presenter for the Inaugural Billy Richardson Sportsmanship Award, Christ Church Episcopal School, Greenville, SC. (2006)

RESEARCH

Refereed Articles

1. Hanold, M. (2017). Toward a New Approach to Authentic Leadership: The Practice of Embodied Dialogical "Thinking" and the Promise of Shared Power. *Advances in Developing Human Resources*, 1523422317728940.
2. Cohen, D. T., & Hanold, M. T. (2016). Finish Lines, Not Finish Times: Making Meaning of the "Marathon Maniacs". *Sociology of Sport Journal*, 33(4), 347-356.
3. Lovelin, M. & Hanold, M. (2014). Female Sport Leaders' Perceptions of Leadership and Management: Skills and Attitudes for Success. *Global Sport Business Journal*, 2(1). Available online at <http://www.gsbassn.com/Journal-Winter-2014-Vol-2-Issue-1.html>.
4. Hanold, M. (2011) Leadership, Women in Sport and Embracing Empathy. *Advancing Women in Leadership Journal*. (31) 160-165. Available online at http://advancingwomen.com/awl/awl_wordpress/
5. Hanold, M. (2010) Beyond the Marathon: (De)constructing Female Ultrarunning Bodies, *Sociology of Sport Journal*, 27(2), 160-177.

Books

1. Hanold, M. (2018). *Women in Sports: A Reference Handbook*. Book in Contemporary World Issues in Gender and Ethnicity Series. Santa Barbara, CA: ABC-CLIO.
2. Hanold, M. (2012). *World Sports: A Reference Handbook*. Santa Barbara, CA: ABC-CLIO.

Book Chapters

1. Hanold, M. (2020). Focus group as a research technique for women's experiences. Handbook for Research Methods on Gender and Management. Edward Elgar Publishing. Cheltenham, UK.
2. McCormack, R. & Hanold, M. (2017). Becoming My Authentic Self: Training, Transitioning and Surgery in *Transgender Athletes in Competitive Sport*. Anderson, E. & Travers, A. (Eds). London: Routledge.

3. Stead, V., Elliott, C., Blevins-Knabe, B., Chan, E., Grove, K. C., Hanold, M. & Smith, A. (2016). Collaborative Theory-Building on Women's Leadership: An Exercise towards Responsible Leadership in *Theorizing Women and Leadership: New Insights and Contributions from Multiple Perspectives*. Storberg-Walker, J. & Haber-Curran, P. (Eds). Charlotte: Information Age Publishing.
4. Hanold, M. (2015). Ultrarunning: Space, Place and Social Experience in *Endurance Running: A Socio-Cultural Examination*. Bridel, W., Markula, P., & Denison, J. (Eds). London: Routledge.
5. Hanold, M. (2015). Behavioral leadership theory. In *Sports Leadership: A Concise Reference Guide*. Santa Barbara, CA: Mission Bell Media.
6. Hanold, M. (2015). Relational model of leadership. In *Sports Leadership: A Concise Reference Guide*. Santa Barbara, CA: Mission Bell Media.
7. Hanold, M. (2014). Leadership and management: Understanding the difference. In *Sport Leadership in the 21st Century*. Burlington, MA: Jones and Bartlett Learning.
8. Hanold, M. (2013). (De/re)constructing leading bodies: Developing critical attitudes and somaesthetic practices. *The Embodiment of Leadership*. Jossey-Bass/Wiley.

Refereed Presentations

1. Hanold, M. (October 2017). Group session: Authentic Leadership: Explorations and Interrogations. *Towards a New Model of Authentic Leadership*. Paper presented at the International Leadership Association's 19th Annual Conference. Brussels, Belgium.
2. Hanold, M. (October 2017). Group Session: Theory Building in Women's Leadership. *Relational Leadership and Dialogic Practice*. Paper presented at the International Leadership Association's 19th Annual Conference. Brussels, Belgium.
3. Hanold, M. (October, 2017). Invited participant, sport sector. 1st Women and Leadership Transatlantic Dialogue. Brussels, Belgium.
4. Hanold, M. (June 2017). Developing Leadership for Women in Sport Organizations. Paper to be presented at the Women's Leadership Affinity Group 3rd Biennial Conference. Rhinebeck, NY.
5. Stead, V., Elliott, C., Blevins-Knabe, B., Chan, E., Grove, K. C., Hanold, M. & Smith, A. (2016). Social media, gender inequality and the workplace. A paper presented at the Leadership Excellence and Gender Symposium at Purdue University. Lafayette, Indiana.
6. Hanold, M. (2015). Session Organizer and Presenter. On Becoming a Female Sport Leader: Insights and Experiences of Female Graduate Students, a presentation in a symposium titled 'Women's Paths to Sport Leadership: Emerging, Continuing, and Developing as Leaders' at the International Leadership Association's 17th Annual Global Conference. Barcelona, Spain.
7. Hanold, M. (2015). Leadership and Sports: Get on the Team (Invited Panelist). Presented at the International Leadership Association's 17th Annual Global Conference. Barcelona, Spain.
8. Hanold, M., Logan, A., Stahl, V. & Ulrich, J. (June, 2015). The (Un)bearable Heaviness of Being Female in Sport Leadership. Symposium session (collection of 3 papers) presented at the Women and

- Leadership Affinity Group 2nd Annual conference. Pacific Grove, CA. Papers presented are original research by MSAL students Logan, A., Stahl, V. & Ulrich, J. Papers in symposium:
Female Athletic Trainers: (Non)movement Towards Head Athletic Trainer (Logan)
Exploring Cultural Capital Among Female DI Athletic Directors (Hanold, Norquist)
Leadership Identity Development for Women in Collegiate Athletic Administration (Stahl, Ulrich)
9. Stead, V., Elliott, C., Blevins-Knabe, B., Chan, E., Grove, K. C., Hanold, M. & Smith, A. (2014). Collaborative Theory-Building on Women's Leadership: An Exercise towards Responsible Leadership. Presented at The 13th International Studying Leadership Conference: Relevance and Rigour in Leadership Research and Practice. Copenhagen, Denmark.
 10. Hanold, M. (2014). Limited (limiting) sport images: Leadership implications. Presented at the International Leadership Association's 16th Annual Global Conference. San Diego, CA.
 11. Hanold, M. (2013). How Do You Know if You're an Ultrarunner?: Negotiating Meanings, Practices and Risk. Paper presented at the North American Sociology of Sport Conference. Quebec City, Canada
 12. Hanold, M., Burgess, G., Burn, S., Holzmer, D., Lindsay, S., Melina, L. & Schuyler, K. (2013). The embodiment of leadership; The embodiment of resilience. Presented at the International Leadership Association's 15th Annual Global Conference. Montréal, Québec, Canada.
 13. Lovelin, M. & Hanold, M. (2013). Leadership and Management: A Model for Female Sport Leaders. Paper presented at The International Leadership Association Women and Leadership Affinity Group Inaugural Conference. Pacific Grove, CA.
 14. Hanold, M. (2012). Ultrarunning: Spatial Practices, Representations and Complex Notions of Health. Paper presented at the North American Sociology of Sport Conference. New Orleans, Louisiana.
 15. Trail, G., Hanold, M., & Cuevas, K. (2012). Servant Leadership in Sport. Paper presented at the North American Society for Sport Management Conference. Seattle, Washington.
 16. Hanold, M. (2010). Female ultrarunners and the production of perseverance, pleasure and competition. Paper presented at the North American Sociology of Sport Conference. San Diego, California.
 17. Hanold, M. (2009). Ultrarunning Nutrition: Embodiment, Practice, and Philosophical Considerations. Paper presented at the Sport and Technology: Philosophical Dimensions Conference at Langara College, Vancouver, B.C.
 18. Hanold, M. (2008). Body Experience, Physicality, and Leadership. Paper presented at the Spirit and Leadership Conference at Gonzaga University. Spokane, Washington.
 19. Hanold, M. (2007). Ultrarunning: A Foucauldian Analysis of Body Experiences in High Performance. Paper presented at the North American Sociology of Sport Conference, Pittsburg, PA.
 20. Hanold, M. (2007). Foucault's Children: Theoretical Considerations of Ethical Coaching Practices. Paper presented at the Children, Sport, and Physical Culture Conference at the University of Western Ontario. New London, Ontario.

21. Hanold, M. (2006). Are Female Sport Experiences “Female?”: Challenging the Gender Binary. Paper presented at the North American Sociology of Sport Conference, Vancouver, B.C.

RESEARCH & PROJECTS IN PROGRESS

Refereed Articles

Hanold, M. (abstract to be submitted Feb 15). Challenges and best practices in engaged learning for inclusive leadership. In Special Issue of *Sports Innovation Journal* on Innovations in Engaged Learning in Sport, Tourism, and Live Entertainment Education.

Book Chapters

Hanold, M. and Welch, N. (revision submitted). Acquiring Workplace Skills Through Problem-based Learning. In *Contemporary Perspectives on Problem-Based Learning*.

Hanold, M. (proposal submitted). 'Walking the Talk' in Performance Evaluation Processes. In *Genderwashing*.

SERVICE TO SEATTLE UNIVERSITY

1. Department of Management Search Committee
2022, Member
2. Program Director, MSAL, MSBL and MBA in Sport and Entertainment Management
2017-2022, Moved the Master in Sport Administration and Leadership program to the Albers School of Business and Economics and revised to the Master in Sport Business Leadership Program
3. MSBL Program Review Committee (Co-Chair) 2019-2020
Led to significant revision and rebranding of the MSBL program to the MBA in Sport and Entertainment Management
4. Assurance of Learning Lead (MSBL and MBA SEM)
2018-present
5. Admissions (MSBL and MBA SEM)
2016 to 2022
6. Seattle University Gender Equity Committee
2019-2021, Chair
2012-2018, Member
7. CAS Graduate Curriculum Committee
2017-2018, Member
8. Department Senior Instructor Promotion committee
2018, Member
9. Associate Director, MSAL Program
2014-2017
10. Member of Assistantship, Internships and Student Workers
2015- 2017
11. Career Services Graduate Committee
2013, Member
12. Center Graduate Curriculum Committee
2009, Member
13. Dissertation Committee: Coping Strategies for Soccer Referees
2010-2013, Member
14. Dissertation Committee: Leadership Development in DII Football
2009-2010, Member

PROFESSIONAL DEVELOPMENT

- 2021 Diversity and Inclusion for HR Certificate, Cornell University (virtual)
- 2021 TILT [Transparency in Learning and Teaching] Workshop, Seattle University
- 2018 Teaching in the Jesuit Tradition, Seattle University
- 2015 Course Design at The Center for Digital Learning and Innovation, Seattle University

AD HOC REVIEWING

International Review for the Sociology of Sport
Gender in Management: an International Journal
Sport in Society
Qualitative research in sport, exercise and health
Social Forces
Qualitative research in sport, exercise and health
Human Resource Development International
International Journal of Sport Communications
Journal of Sport Management
Journal of Intercollegiate Sport (1)

University Forum for Human Resource Development
Leadership, Diversity and Changing Practices in HRD in a Global Context
17th Annual Conference on Human Resource Development Research and Practice Across Europe,
Manchester, UK

OTHER PROJECTS

- 2018 Men's Health | Angry men in rec coed sports | quoted regarding the exclusive sport environments that hyper masculinity creates, especially with respect to transgender recreational athletes
- 2016 Finding the Trail | ultrarunning documentary | interviewed and filmed regarding the ultrarunning community and the ways they create social space and engage in both in/exclusive practices
- 2016 Gino Delmas | French Journalist | interviewed regarding the collective communities emerging in distance running
- 2016 Jonathan Baines | UK Graduate student | provided insights and advice regarding his master's thesis on ultrarunning
- 2016 Amy Bergstrom | Manager of Student Programs at University of Washington | Consulted on resources for developing Empathy for Student led workshop on developing empathy
- 2015 Gran Trail | French Book on Ultrarunning | Provided socio-cultural background on 'Who are ultrarunners? Listed as an official contributor to the book, quoted extensively.
- 2015 Pacific Magazine | Article on Ultrarunning | Provided socio-cultural background and critical perspectives on participation in ultrarunning

SPORT AND SPORT INDUSTRY EXPERIENCE

1998 Christ Church Episcopal School Sports Hall of Fame, Inductee
1995-1996 Head and Assistant Coach, US Canoe and Kayak Junior Team
1992 US Olympian, Whitewater Slalom
1984- 1992 US Canoe and Kayak Team member