

August 25, 2023

Curriculum Vitae

ELODIE OLIVIA WENDLING, Ph.D.
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EDUCATION

University of Florida, Gainesville, FL
Doctor of Philosophy in Health & Human Performance
Major: **Sport Management** August 2019

Dissertation: Development and Validation of the Career Identity Development Inventory and its Application to Former NCAA Student-Athletes

Barry University, Miami Shores, FL
Master of Science
Major: **Sport Management** May 2011

Florida Atlantic University, Boca Raton, FL
Bachelor of Business Administration
Major: **Economics** August 2008
Graduated Summa Cum Laude

ACADEMIC APPOINTMENTS

Washington State University, Department of Educational Leadership and Sport Management
Assistant Professor 8/2023 – Present

University of Florida, Department of Sport Management
Adjunct Instructional Professor 5/2021 – 8/2023

Institute for Coaching Excellence
Research Associate 8/2021 – 8/2023

Georgia State University, Department of Kinesiology and Health
Assistant Professor 8/2019 – 5/2021

University of Florida, Department of Tourism, Recreation, and Sport Management
Graduate Research Assistant 8/2015 – 5/2016 & 8/2017 – 8/2019
Instructor 8/2014 – 5/2015 & 8/2016 – 5/2017

Laboratory for Athlete Development Research
Research Assistant 8/2015 – 8/2019

REFEREED PUBLICATIONS (*Denotes student author)

Wendling, E., & Sagas, M. (2022). Career identity statuses derived from the Career Identity Development Inventory: A person-centered approach. *Psychological Reports*.
<https://doi.org/10.1177/00332941221146703>. (5 Year IF: 2.02)

*Chun, Y., Sagas, M., & **Wendling, E. (2022).** The intervening effects of perceived organizational support on COVID-19 pandemic stress, job burnout, and occupational turnover intentions of collegiate sport athlete-facing professionals. *Sustainability*, *14*, Article 6807.
<https://doi.org/10.3390/su14116807>. (5 Year IF: 3.47)

Wendling, E., & Sagas, M. (2022). Development and Validation of the Career Identity Development Inventory (CIDI). *Journal of Career Assessment*, *30*, 678-696.
<https://doi.org/10.1177/10690727211063374>. (5 Year IF: 3.81)

Wendling, E., & Sagas, M. (2021). Collegiate coaches' work stressors and turnover intentions: The stress-buffering effects of perceived organizational support. *Journal of Physical Education and Sports Management*, *8*, 22-33. <https://doi.org/10.15640/jpesm.v8n2a3>.

Wendling, E., & Sagas, M. (2021). Is there a reformation into identity achievement for life after elite sport? A journey of identity growth paradox during the liminal rites and identity moratorium. *Frontiers in Psychology*, *12*, Article 644839.
<https://doi.org/10.3389/fpsyg.2021.644839>. (5 Year IF: 3.62)

Wendling, E., & Sagas, M. (2020). An application of the Social Cognitive Career Theory model of Career Self-Management to college athletes' career planning for life after college sport. *Frontiers in Psychology*, *11*, Article 9. <https://doi.org/10.3389/fpsyg.2020.00009>. (5 Year IF: 3.62)

Wendling, E., & Mills, B. M. (2018). Mitigation of relative age effects through targeted policy intervention: A natural experiment from professional tennis. *Social Science Quarterly*, *99*, 1496-1509. <https://doi.org/10.1111/ssqu.12516>. (5 Year IF: 1.95)

Wendling, E., Flaherty, M., Sagas, M., & Kaplanidou, K. (2018). Youth athletes' sustained involvement in elite sport: An exploratory examination of elements affecting their athletic participation. *International Journal of Sports Science & Coaching*, *13*, 658-673.
<https://doi.org/10.1177/1747954118757436>. (5 Year IF: 2.15)

McCullough, B., P., Kellison, T. B., & **Wendling, E. (2018).** Boundary spanning and blurring in a collegiate athletics sustainability committee. *Journal of Amateur Sport*, *4*, 52-81.
<https://doi.org/10.17161/jas.v4i1.6661>

Wendling, E., Kellison, T. B., & Sagas, M. (2017). A conceptual examination of college athletes' role conflict through the lens of Conservation of Resources Theory. *Quest*, *70*, 28-47.
<http://dx.doi.org/10.1080/00336297.2017.1333437>. (5 Year IF: 3.59)

WORK IN REVIEW

*Chun, Y., **Wendling, E.**, & Sagas, M. Identity work of athletes: A systematic review of the literature. Target: *International Journal of Sports Science & Coaching*.

WORK IN PROGRESS

Data collected, analyzed, and early draft completed

Wendling, E., & Sagas, M. Former intercollegiate athletes and their career identity formation profiles in early and middle adulthood: Effects on their well-being at work and in life. Target: *Journal of Sport Management*.

Wendling, E., *Chun, Y., & Sagas, M. Finding meaning in life in middle and late adulthood: Impact on former athletes' subjective and psychological well-being. Target: *Sport Management Review*.

Wendling, E., & Sagas, M. Former NCAA college student-athletes' stories of their transition to life after sport: How do they relate to their career identity status? Target: *Journal of Sport Management*.

Wendling, E., & Sagas, M. College sport as an institutionalized foreclosure and its impact on identity development and transition to life after sport. Target: *Journal of College Student Development*.

Sagas, M., **Wendling, E.**, & *Chun, Y. Organizational turnover intentions in the era of COVID-19. Target: *International Journal of Environmental Research and Public Health*.

Data collected and analyzed

*Chun, Y., Sagas, M., & **Wendling, E.** Disentangling the effects of job stress, supervisor support, and job satisfaction on the organizational turnover intentions of NCAA employees during the COVID-19 pandemic. Target: *Sport Management Review*.

Wendling, E., *Chun, Y., & Sagas, M. COVID-19-related job stressors and impacts on negative psychosocial functioning. Target: *Challenges*.

NON-REFEREED PUBLICATIONS

McLeod, C., M., & **Wendling, E.** (2023, August). Final Report: NASCAR Wellness and Development Initiative. (51 pages report).

Wendling, E., & Sagas, M. (2019, September). Career identity formation in the transition to life after college sport: An assessment of career identity status and psychosocial functioning. Prepared for the NCAA Graduate Student Research Grant

(https://ncaaorg.s3.amazonaws.com/research/grants/gsrgr/RES_GSRGSummariesFindings.pdf)

Wendling, E., & Sagas, M. (2017, March). Research report: Career planning for life after sport. Prepared for 17 NCAA Division I universities.

Wendling, E. (2016, August). Does early tennis success predict pro success? Of course not! Published in the *PAADS Athlete Development Research Digest Volume 6 – August*.

Wendling, E. (2016, May). It's a longer way to the top in tennis: Trends in the development progression of ATP top 100 players. Published in the *PAADS Athlete Development Research Digest Volume 4 – May*.

GRANTS & CONTRACTS

Research Grants

Wendling, E. (PI). Career Identity Status, College Experience, Transition Experience, and Well-Being of Former Intercollegiate Athletics.

Institute for Coaching Excellence and UF Gator Athletics. Funded: \$3,000 2023

McLeod, C., M. (PI), Sagas, M. (Co-PI), & **Wendling, E.** (Co-I, statistician). Study on Athlete Development Services at NASCAR.

Game Change Athlete Development, Inc. Funded: \$27,000 2022-2023

Wendling, E. (PI), Sagas, M. (Co-PI), Alshammari, M. A. (Co-PI), & Aleidi, I. H. (Co-I). Developing a Saudi Sport Industry Workforce for a Physically Active and Highly Engaged Society in Sport Entertainment: An Evaluation of Sport Employee's Professional and Personal Capital and the Impact on their Quality of Work and Life.

Prince Faisal Bin Fahad Award for Sports Research Coaching and Education - This research grant was selected as one of 15 funded projects out of 450+ submissions.

Awarded: \$112,820 (never funded due to failed legal negotiations) November 2021-November 2022

Wendling, E. (PI). Career Identity Reformation in the Transition to Life after Sport: An Assessment of Identity Statuses, Psychosocial Functioning, and Transition Experiences of Former College Athletes. *This research grant was selected as one of five funded projects out of 100+ submissions.*

2018 NCAA Graduate Student Research Grant Program. Funded: \$6,614 2018-2019

Wendling, E. (PI). An Application of the Social Cognitive Career Theory Model of Career Self-Management to College Athletes' Career Planning for Life after Sport.

Bill Sims Endowment Doctoral Research Grant. Funded: \$500 2016

Sagas, M. (PI), Turick, R. (Co-PI), & **Wendling, E.** (Co-I). SEC Football Advertising Game Audits. **Southeastern Conference. Funded: \$5,000** 2015-2016

Teaching Contracts

Ko, Y. J. (PI), Sagas, M. (Co-PI), Lee, J. S. (Co-PI), Mills, B. M. (Co-PI), **Wendling, E.** (Co-I, Evaluator), & Kim, D. (Co-I, Evaluator). Global Sports Leadership program.
Korea Sports Promotion Foundation (KSPO). Funded: Year 1 - \$268,775 2017-2018
Year 2 - \$267,000 2018-2019

REFEREED CONFERENCE PRESENTATIONS

Wendling, E., Sagas, M., & Chun, Y. (2023, June). Finding meaning in life in middle and late adulthood: Impact on former athletes' subjective and psychological well-being. To be presented at the *Fourteenth International Conference on Sport & Society*, Las Vegas, NE.

Chun, Y., Sagas, M., & **Wendling, E.** (2023, June). Athletic identity work: A systematic review of the literature. To be presented at the *Fourteenth International Conference on Sport & Society*, Las Vegas, NE.

Chun, Y., Kim, M., **Wendling, E.**, Sagas, M., Shin, J., & Kong, L. (2023, May). Identity continuity of transitioned athletes: An assessment using Natural Language Processing. Presented at the *Fifth Athlete Development Research Symposium*, 2023 Professional Association of Athlete Development Specialists (PAADS), New York, New York.

Sagas, M., & **Wendling, E.** (2023, March). The College Sports Long Game: An Exploration of the Negative Effects of Time to Transition and Career Identity Development on the Psychosocial Functioning of Former College Athletes in Middle Adulthood. Presented at the *2023 World Association for Sport Management (WASM) Conference*, Doha, Qatar.

Wendling, E., Sagas, M., & Alshammari, M. A. (2023, March). Professional and Personal Capital of Saudi Sport Industry Workforce and the Impact on Quality of Work and Life. Presented at the *2023 World Association for Sport Management (WASM) Conference*, Doha, Qatar.

Chun, Y., Sagas, M., & **Wendling, E.** (2023, March). The Application of Integrated and Developmental Perspective Towards Sport Fan Identity. Presented at the *2023 World Association for Sport Management (WASM) Conference*, Doha, Qatar.

Sagas, M., Chun, Y., & **Wendling, E.** (2022, June). Quality of Work in the Field of Athlete Development during COVID-19: A Segmentation Analysis of Athlete Development Specialist Employees. Presented at the 2022 Professional Association of Athlete Development Specialists (PAADS).

Sagas, M., & **Wendling, E.** (2022, June). Disentangling the Effects of Job Stress, Supervisor Support, and Job Satisfaction on the Organizational Turnover Intentions of NCAA Employees during the COVID-19 Pandemic. Presented at the *2022 North American Society for Sport Management (NASSM) Conference*, Atlanta, GA.

Chun, Y., Fleshman, S., Sagas, M., & **Wendling, E.** (2022, June). COVID-19 Pandemic Stress and Occupational Turnover Intentions of NCAA Academic Service Professionals: The Mediating Role of Organizational Support and Job Burnout. Presented at the *2022 North American Society for Sport Management (NASSM) Conference*, Atlanta, GA.

Wendling, E., & Sagas, M. (2020, June). Career identity formation in the transition to life after college sport: An assessment of career identity status and psychosocial functioning. Presented at the *2020 North American Society for Sport Management (NASSM) Conference*, San Diego, CA.

Sagas, M., & **Wendling, E.** (2020, June). College sports as an institutionalized foreclosure. Presented at the *2020 North American Society for Sport Management (NASSM) Conference*, San Diego, CA.

Sagas, M., Plunkett, E., **Wendling, E.**, & Weinsz, M. (2020, May). Evaluation research in athlete development: Definitions, methods, and exemplars. To be presented as a 50-minute panel presentation at the *2020 Professional Association of Athlete Development Specialists (PAADS) Athlete Development Research Symposium*, New York, New York. (Conference canceled)

Sagas, M., & **Wendling, E.** (2020, May). Achieving in life or stuck in transition?: Career identity statuses and psychosocial functioning of former NCAA athletes in adulthood. To be presented at the *2020 Professional Association of Athlete Development Specialists (PAADS) Athlete Development Research Symposium*, New York, New York. (Conference canceled)

Sagas, M., & **Wendling, E.** (2019, June). Integrating the identity construct in sport management: The Multilayer Identity Development System (MIDS) model. Presented at the *2019 North American Society for Sport Management (NASSM) Conference*, New Orleans, LA.

Wendling, E., & Sagas, M. (2019, May). An initial assessment of career identity status and psychosocial functioning among former NCAA college athletes. Presented at the *2019 Professional Association of Athlete Development Specialists (PAADS) Athlete Development Research Symposium*, New York, New York.

Wendling, E., Flaherty, M., Sagas, M., & Kaplanidou, K. (2017, June). Youth athlete's sustained involvement in elite sport: An exploratory examination of elements affecting their athletic participation. Presented at the *2017 Professional Association of Athlete Development Specialists (PAADS) Athlete Development Research Symposium*, Daytona Beach, Florida.

Wendling, E., & Mills, B. M. (2017, June). A natural experiment of targeted policy in U.S. tennis: Alleviation of relative age effects? Presented at the *2017 North American Society for Sport Management (NASSM) Conference*, Denver, Colorado.

Wendling, E., & Sagas, M. (2017, June). Facilitating the transition to life after sport through the lens of Social Cognitive Career Theory Model of Career Self-Management: Are student-athletes less prepared than their non-athletic peers? Presented at the *2017 North American Society for Sport Management (NASSM) Conference*, Denver, Colorado.

Wendling, E., & Mills, B. M. (2017, March). Mitigation of relative age effects through targeted policy intervention: A natural experiment from professional tennis. Presented at the *2017 DK Stanley Lecture Poster Symposium at University of Florida*, Gainesville, Florida.

Wendling, E., & Mills, B. M. (2016, November). Effect of the USTA's "Month-of-Birth" Age Eligibility Rule: Youth level policy impacts on professional tennis. Presented at the *2016 Southern Economic Association (SEA), 86th Annual Meetings*, Washington D.C.

Wendling, E., & Kellison, T. B. (2016, June). Boundary spanning and expansion in a collegiate athletics sustainability committee. Presented at the *2016 North American Society for Sport Management (NASSM) Conference*, Orlando, Florida.

Wendling, E., & Kellison, T. B. (2016, June). Role conflict, psychological distress, and college athletes: An application of Conservation of Resources Theory. Presented at the *2016 North American Society for Sport Management (NASSM) Conference*, Orlando, Florida.

Wendling, E., Sagas, M., & Turick, R. (2016, April). Applying Social Cognitive Career Theory to student-athletes career planning: Facilitating their transition out of college sport. Presented at the *2016 College Sport Research Institute (CSRI) Conference*, Columbia, South Carolina.

Turick, R., Bopp, T., & **Wendling, E.** (2016, April). Preparing student-athletes for life after college sport: Innovative career development services being utilized by student-athlete support service professionals. Presented at the *2016 College Sport Research Institute (CSRI) Conference*, Columbia, South Carolina.

Wendling, E., & Kellison, T. B. (2015, October). Assessing Major League Soccer's growth strategy through stadium design: Key stakeholders' rationales for soccer-specific stadium capacities. Presented at the *2015 Conference of the Sport Marketing Association (SMA)*, Atlanta, Georgia.

Kellison, T. B., & **Wendling, E.** (2015, October). Fan and nonfan participation in a suburban stadium strategy: An analysis of the Atlanta-Cobb no-vote subsidy case. Presented at the *2015 Conference of the Sport Marketing Association (SMA)*, Atlanta, Georgia.
– *Recipient of Outstanding Professional Paper award presented at SMA XIII, Atlanta, GA.*

Wendling, E., & Kellison, T. B. (2015, October). Assessing Major League Soccer's growth strategy through stadium design: Key stakeholders' rationales for soccer-specific stadium capacities. Presented at the *2015 Graduate Student Research Day, University of Florida*, Gainesville, Florida.

Wendling, E., Darvin, L., & Sagas, M. (2015, June). Using VoiceThread to facilitate student engagement and online learning in a traditional, hybrid, or fully online course. Presented at the *2015 North American Society for Sport Management (NASSM) Teaching and Learning Fair*, Ottawa, Ontario, Canada.

Turick, R., **Wendling, E.**, & Bopp, T. (2015, April). Student-athlete access to experiential learning opportunities. Presented at the *2015 Conference on College Sport, College Sport Research Institute (CSRI)*, Columbia, South Carolina.

Wendling, E., Sagas, M., Kaplanidou, K., & Ko, Y. J. (2015, February). An examination of the barriers and motivators of sport participation among elite youth sport participants. Presented at the *2015 Southern Sport Management Conference, Southern Sport Management Association (SSMA)*, Baton Rouge, Louisiana.

Volkov, I., **Wendling, E.**, Timpone, K. (2012, December). Tips for refreshing on-campus recruitment programs: A case study. Presented at the *2012 Southern Association of Colleges and Employers (SoACE) Annual Conference*, St. Pete Beach, Florida.

INVITED PRESENTATIONS, SEMINARS, AND GUEST LECTURES

Wendling, E. (2022, June). Identity Reformation during the Sport Career Transition. *AMOS Global Sport Leadership, University of Florida, Department of Sport Management* (Gainesville, FL).

Wendling, E. (2020, April). Assessing the Career Identity Status of Former NCAA Athletes. *3rd Women in Athlete Development Research Symposium, University of Florida* (Gainesville, FL).

Wendling, E. (2020, March). Career Identity Development and Transition to Life after Sport. *University of Texas, Department of Kinesiology and Health Education* (Austin, TX).

Wendling, E. (2019, February). Job Hunting, Interview, and Negotiation Techniques for Faculty Position. *HHP GO* (Gainesville, FL).

Sagas, M., & **Wendling, E.** (2018, May). Identity Development for the Life After Sport Transition: The Light and the Dark Sides of Identity Work. *Pro Sports Business Management Summit, City National Bank* (New York, NY).

TEACHING EXPERIENCE

Washington State University, Department of Educational Leadership and Sport Management

Undergraduate:

SPMGT 374 – Sport Finance (FA 23)

Master's Thesis Committee

- Departmental Committee Member
 - Hannah Martian, Sport Management (SP 24)

University of Florida, Department of Sport Management

Online Graduate:

SPM 5506 – Sport Finance (FA 21, SP22, FA22, SP23)

HLP 6535 – Research Methods (SP22)

SPM 5181 – Athlete Development (SU 21, SU 23)

Georgia State University, Department of Kinesiology and Health

Doctoral:

KH 9960 – Advanced Research Seminar in Kinesiology (Statistical Analyses in SPSS) (SP 21)

KH 9290 – Current Topics Sport Admin (Athlete Development – Doctoral Seminar) (FA 20)

Graduate:

KH 7100 – Management and Leadership in Sport (SP 20, 21)

KH 7200 – Cultural Aspects of Sport (FA19, SP 20, FA 20, SP 21)

KH 7810 - Directed Readings and Research (SP 21)

Doctoral's Dissertation Committee

- Departmental Committee Member
 - Brandon James Pottebaum, Sport Management (SP 22)

Master's Thesis Committee

- Departmental Committee Member
 - Natalie Bunch, Sport Administration (SP 21)
 - Tyler Williams, Sport Administration (SP 20)

University of Florida, Department of Tourism, Recreation, and Sport Management

Undergraduate:

Instructor, SPM 4905 – Sport Career Transition (FA18; SP19)

Instructor, SPM 3204 – Ethical Issues in Sport (FA14; SP17)

Instructor, SPM 3012 – Sport and Society (SP15-hybrid course; FA16)

Barry University

Undergraduate:

Instructor, ORI 300-Career Readiness (FA11; SP12; FA12; SP12; SP13; FA13)

Consultant Lecturer ISR-Tennis Instructor, ISR 165/265 (FA12; SP13; FA13)

Teaching Assistant, SES 480 – Contemporary Issues and Ethics in Sport and Exercise Science (FA10)

Florida Atlantic University, Athletic Department

Tutor in Economics and French/Academic Mentor (08/2007- 12/2008)

SERVICE

To the Academy

Conference Chair and Producer: Fifth Annual PAADS Research Symposium 2023

Invited Manuscript Reviewer:

- Sport, Exercise, and Performance Psychology
- Journal of Sport Management
- Journal of Athlete Development and Experience
- Journal of Issues in Intercollegiate Athletics

To Georgia State University

- Metzler Distinguished Lecture Series Committee member 2020
- Faculty Search Committee for Clinical Assistant Professor in Sport Administration, Department of Kinesiology and Health 2020-2021
- Faculty advisor
 - Academic advising of graduate sport administration students (+25/semester) 2019-

2021

To University of Florida

- Faculty Search Committee for a Lecturer in Sport Law, Department of Tourism, Recreation, and Sport Management 2015

To Barry University

- Student Affairs Professional Development Committee, member 2012 – 2013
- Executive Leadership Committee, Barry University Young Alumni Association, Chair of Recruitment & Communications and Community & University Engagement sub-committees 2011 – 2013
- Search Committee for Marketing Director of the division of Student Affairs 2011

MEDIA RESEARCH COVERAGE AND CONTRIBUTIONS

- The Atlantic (January 2, 2023). What It's Like to Retire in Your Early 20s.
- The Daily Texan (April 2, 2020). When the Ball Stops Bouncing: Finding an Identity Off the Court.

AWARDS

- 2018 McGriff Family Endowed Scholarship – amount received \$2,000 Fall 2018
- Outstanding Achievement International Student Award, University of Florida Fall 2016
- Certificate of Outstanding Academic Achievement, UF International Center Spring 2016

- Winner, Outstanding Professional Paper, Sport Marketing Association Annual Conference
Fall 2015
- Certificate of Outstanding Academic Achievement, UF International Center
Spring 2015
- FAU Athletic Scholarship: NCAA Division I Women’s Tennis Team
2005-2008

ACADEMIC & PROFESSIONAL MEMBERSHIPS

- Professional Association of Athlete Development Specialists (PAADS) 2017-Present
- North American Society for Sport Management (NASSM) 2015-Present
- Southern Economic Association (SEA) 2016-2017
- Sport Marketing Association (SMA) 2015-2016
- Southern Association of Colleges and Employers (SoACE) 2011 – 2013
- American Alliance for Health, Physical Education, Recreation and Dance (AAHPERD)
2011 – 2012

OTHER PROFESSIONAL EXPERIENCE

Barry University, Division of Student Affairs, Career Services

Career Counselor

July 2011 – December 2013

Graduate Assistant in Career Services

August 2009 – June 2011

Barry University, Athletic Department

Academic Support Intern for Athletics

January 2011 – June 2011

DATA ANALYTICAL AND VISUALIZATION SKILLS

- Intermediate: Tableau, Mplus, Stata, SAS, and R
- Advanced: SPSS, SmartPLS, AMOS, Excel, and Qualtrics