

Brent Cullen Estes Ph.D.
Associate Professor



Honors & Awards:

- f Best Paper Award at the 2014 Academy of Business Research International Conference (ABR) in Las Vegas, Nevada, October 15-17, 2014. Paper entitled: Sport spectator and fan identification perceptions of student athletic fees in higher education.
- f Best Paper Award at the 2010 General Business Conference at Sam Houston State University in Huntsville, Texas, April 15-16, 2011. Paper entitled: Labor Negotiations in a Complex Labor Market: A Sabermetric Assessment of Free Agency on Major League Baseball Player Performance
- f Best Paper Award at the 2010 General Business Conference at Sam Houston State University in Huntsville, Texas, April 15-16, 2011. Paper entitled: in a Complex Labor Market: A Sabermetric Assessment of Free Agency on Major League Baseball Player Performance
- f Best Paper Award at the 2010 International Business & Economics Research Conference in Las Vegas, Nevada, on October 11-13, 2010. Paper entitled: The Piedmont Monarch on the Block: Creative Accounting Practices Among Professional Sports Team Owners.
- f Best Paper Award (Honorable Mention) at the 2010 General Business Conference at Sam Houston State University in Huntsville, Texas, April 15-16, 2010. Paper entitled: Income Taxation of Nonresident Athletes
- f Best Paper Award at the 2009 International Business & Economics Research Conference in Las Vegas, Nevada, on October 11-13, 2009. Paper entitled: Sports Agency Challenges of Athlete Representation in the 21st Century
- f Outstanding Paper Award for Other Business Disciplines Track at the 2009 General Business Conference at Sam Houston State University in Huntsville, Texas, April 15-16, 2009. Paper entitled: Income Taxation of Nonresident Athletes
- f Alpha Chi (Texas Omicron Chapter) Award for outstanding commitment to the academic and personal success of students (2008 & 2010).
- f Recognized by the Office of the Vice President for Student Services at Sam Houston State University (2008 & 2010).

Katelyn Fullert 2009

Chelsea Coke 2009

Dana Krebs 2009

Jason McAuliff 2010

Catherine Hensort 2011

Philip Middleton 2011

ShaWana Means 2013
Donald James Lee 2015

f The Chancellor's Office, 2005

f Pi Lambda Theta International Honor Society & Professional Association in Education (2003-2005).

PeerReviewedPublications:

f Estes, B. (2012). Manipulating the numbers: Earnings management techniques in professional sports. *Business Studies Journal*, 4, 17-20.

f Shaheen, N. A. & Estes, B. (2012). The tax collector comes knocking: An evaluation of the state income taxation of nonresident professional athletes and the role of congress. *Journal of Legal, Ethical, & Regulatory Issues*, 15, 131-138.

f Estes, B. & Polnick, B. (2012). Examining motivation theory in higher education: Motivation of tenured faculty. *International Journal of Management, Business, and Administration*, 15, 17.

f Estes, B. & Shaheen, N. A. (2011). Labor Negotiations and collective bargaining. *Business Studies Journal*, 3, 93-106. (Special Issue)

f Estes, B. (2011). Predicting productivity in a complex labor market: A sabermetric assessment of free agency on Major League Baseball player performance. *Business Studies Journal*, 3, (Special Issue), 123-58.

f Joubert, D., Oden, G., & Estes, B. (2011). The effects of optical cross training on VO2 max in recently trained runners. *International Journal of Exercise Science*, 4, 243-251.

f Estes, B. & Shaheen, N. A. (2010). Determinants of value and productivity in a complex labor market: How sabermetrics and statistical innovation changed the business of professional baseball. *Business Studies Journal*, 2, 27-48.

f Estes, B. (in review). So you want to start a sports agency?: Challenges of athlete representation in the 21st Century. *Journal of Applied Business Research*.

Manuscripts in Preparation:

f Estes, B., Zapalac, R., & Joubert, D. (in progress). Misplaced priorities?: Assessing student perceptions of funding for athletic programs in higher education.

- f Zapalac, R. K., Wann, D., Estes, B. C. & Roper, E. A. (October 2011). Ideal product /
 / o š] u W d Z ^ > μ Å z o Presented at the 11th Annual Conference
 for the Sport Marketing Association, Houston, Texas
- f Zapalac, R. K., Estes, B. C., Zhang, J. J., Fitzwater, P. L., & Krebs, D. (September 2011).
 Motives and Points of Attachment of PGA Champions Tour Spectators and Fans,
 Association for Applied Sport Psychology (AASP), Honolulu, Hawaii
- f Estes, B. C., Zapalac, R. K. & Joubert, D. (June 2011) Misplaced Priorities?: Assessing
 Student Perceptions of Funding for Athletic Programs in Higher Education
 American Society for Sport Management (NASSM), London, Ontario (Canada).
- Zapalac, R. K. & Estes, B. C. (June 2011). Logistical Issues Associated with Program
 Movement to a Satellite Campus. North American Society for Sport Management
 (NASSM), London, Ontario (Canada).
- f Estes, B. C. (April 2011). Predicting productivity in a complex labor market: A
 sabermetric assessment of free agency on Major League Baseball player performance.
 Presented at the 3rd Annual Sam Houston State University General Business Conference
 in Huntsville, Texas.
- f Estes, B. C. & Shaheen, N. A. (April 2011) Labor negotiations and Collective Bargaining
 Agreement The National Football League. Presented at the 3rd Annual Sam
 Houston State University General Business Conference in Huntsville, Texas.
- f Shaheen, N. A., Estes, B. C. & Klett, T. (March 2011) Using creative accounting
 examples from the sports industry in teaching accounting courses. Panel discussion.
 Presented at the 2011 Southwest Regional American Accounting Association Conference
 in Houston, Texas.
- f Estes, B., Edmonson, S., & Fisher, A. (February 2011) Evaluating and predicting
 productivity of tenured faculty: An expectancy theory analysis. Presented at the 34th
 Annual Southwest Educational Research Association Conference in San Antonio, Texas.
- f Estes, B. C., Shaheen, N. A., & Chambers, V. (October 2010). } š o o > TsET Q q n Bnt.

business of professional baseball. Presented at the Annual Sam Houston State University General Business Conference in Huntsville, Texas.

f Estes, B. ÇShaheen, N. A. & Krebs, D. E. (October 2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part III: Financial Advisory Services). Presented at the Allied Academies Fall 2009 International Business Conference in Las Vegas, Nevada.

f Estes, B. ÇKrebs, D. E., & Shaheen, N. A. (October 2009). So you want to start a sports agency? Challenges of athlete representation in the 21st Century (Part I: The Business of Professional Sports). Presented at the Allied Academies Fall 2009 International Business Conference in Las Vegas, Nevada.

f Jo Ann Beken (2008) *Academic Achievement of Alternative High Schools and Academic Performance of High School Students: A Companion Study* (Completed Dissertation).

f Li-Jen Shannon (2007) *Information and Communication Technology Literacy Comfort Levels with Digital Life Environments* (Completed Dissertation).

Reviewing Responsibilities:

f Reviewer for *Labor Relations and Collective Bargaining in Professional Sports* textbook (February 2012). (Jones and Bartlett Learning: Burlington: MA).

f Reviewer for *ACSM's Introduction to Exercise Science* textbook (February 2010) (Lippincott Williams & Wilkins Publishers Baltimore, MD).

University or Internal Reports:

f Zapalac, R. & Estes, B. (October 2007). **Sport management marketing and strategic plan.** Submitted to the Associate Vice President of Academic Affairs (Dick Eglsaer), the Dean of Graduate Studies (Mitchell Muehsam), the Dean of the College of Education (Genevieve Brown), and the Health and Kinesiology Department Chair (Alice Fisher).

f Zapalac, R. & Estes, B. (January 2007)

f Bruhn, R., Nelson, J., Nichter, M., Estes, B. & Tripp, P. (2006). Healthy Marriage Demonstration Grant: Project BLISS The Basis for Learning Improved Spousal Skills. Submitted to the United States Department of Health & Human Services: Administration for Children & Families in the amount of \$2,500,000.00. (unfunded)

University Service

f University Grievance Committee (2014-present)

f Career Service Advisory Board (2015-present)

f Faculty Excellence in Service Committee (2012-2015)

f Annual Fund Campaign Committee (2012-2015)

f Curriculum Infusion Committee (501.310000A 10 G [tFT /F3 12 Tf 1 0 0 1 108n 0 61)

f Member of the following college committees (Sam Houston State University) (January 2007 to present):

- o College of Health Sciences Academic Appeals Committee (Chair, 2014 to present)
- o College of Health Sciences Curriculum Committee (2013 to present)
- o Department of Kinesiology Chair Search Committee (Chair, 2014-2015)
- o College of Health Sciences Committee on Academic Quality and Success (2013-2015)
- o Department of Kinesiology Chair Search Committee (2013-2014)
- o College of Education Graduate Scholarship Committee (2012-2013)
- o College of Education Online Handbook and Orientation for Part-time faculty Committee (2012 to 2013)
- o College of Education Faculty Awards Committee (2009, 2010, 2012)
- o College of Education NCATE Committee: Standard Six (2008-2010)
- o College of Education Conceptual Framework Committee (2008-2010)
- o College of Education Technology Committee (2008-2013)
- o College of Education Professional Development Committee (2007-2009)
- o College of Education Graduate Faculty Qualifications & Performance Committee (2007 to 2013)
- o College of Education Graduate Recruitment Committee (2007-2008)

f Member of the following departmental committees (Sam Houston State University) (January 2007 to present)

- o Kinesiology Graduate Studies Committee (Chair, 2008 to present)
- o Department of Kinesiology Academic Appeals Committee (Chair, 2014 to present)
- o Health & Kinesiology Development Committee
- o Kinesiology Awards Committee
- o Kinesiology Undergraduate Curriculum Committee
- o Recruitment & Retention Committee
- o Sport Management Alliance at Sam Houston (S.M.A.S.H.C.) (Chair, 2009 to present)
- o Technology/ Web-Enhanced Committee (Chair, 2007-2009)
- o Health & Kinesiology Newsletter & Electronic Media Committee (Chair, 2008-2009)
- o Kinesiology Activity / Equipment Committee
- o Department Remodeling Committee

External Service

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f Co-faculty sponsor of the Sport Management Alliance at Sam Houston (S.M.A.S.H.) (2009 to present)

f Spring Independent School District, Sport Marketing Academy Focus Group Member
(2008)

Professional Membership (current & former):

North American Society for Sport Management

Sport Marketing Association

- f* Sam Houston State University College of Education Professional Development Series. *Step by Step Guide to Publishing*. Presented by Drs. John Slate and Tony Onwuegbuzie, Sam Houston State University, January 2008.
- f* Magna Publications Online Seminars. *Keys to Successful Online Instruction: Universal Design*, Presented by Alice Anderson & Blaire Bundy, University of Wisconsin-Madison, December 6, 2006.
- f* Sam Houston State University College of Education Professional Development Series. *Basic Concepts & Applications of Structural Equation Modeling: An Introductory Overview*. Presented by Dr. Barbara Byrne, University of Ottawa, November 16, 2006.
- f* Sam Houston State University College of Education Professional Development Series. *Using Blackboard to Enhance Instruction*. Presented by Dr. Bobby Ezell, Sam Houston State University, November 1, 2006.
- f* Sam Houston State University College of Education Professional Development Series. *Avoiding Common Mistakes in Manuscript Preparation & Setting a Course for Success*. Presented by Dr. Larry Daniel, University of North Florida, October 19, 2006.
- f* Sam Houston State University College of Education Professional Development Series. *Dissertations*. Presented by Dr. Beverly Irby & Fred Lunenburg, Sam Houston State University, September 28, 2006.
- f* Sam Houston State University College of Education Professional Development Series. *Confidence Intervals & Effect Sizes*. Presented by Dr. Bruce Thompson, Texas A&M University, September, 2006.
- f* Magna Publications Audio Conference. *Effective Marketing Strategies for Distance Education Programs*. Presented by Dr. Naj Shaik, University of Illinois at Urbana Champaign, May 18, 2006.