

CURRICULUM VITAE

Amand L. Hardiman, M.Ed.

Department of Human Development and Family Studies
Emma Eccles Jones College of Education and Human Services
Utah State University

BACKGROUND

Contact Information

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Education

2019-Present	Ph.D.	Utah State University Human Development and Family Studies Emphasis: Intrapersonal and Interpersonal Relationships Amongst Marginalized Communities Major Professor: Travis E. Dorsch, Ph.D.
2017-2019	M.Ed.	University of Missouri Educational Leadership & Policy Analysis Emphasis: Higher Education Administration Major Professor: Marjorie Dorimé-Williams, Ph.D.
2010-2016	B.S.	University of Missouri Parks, Recreation, and Tourism Emphasis: Sport Management

Professional History

2023-Present	Graduate Assistant Director of Assessment & Evaluation Division of Diversity, Equity, and Inclusion Utah State University Logan, Utah
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Develop and implement assessment strategies that employ qualitative, quantitative, and mixed-method approaches to evaluate the effectiveness of diversity, equity, and inclusion initiatives within the Division. These strategies provide critical stakeholders with data-driven insights to make informed decisions and enhance programs.

2022-2023

Inclusive Excellence Fellow
Office of Graduate Studies
Utah State University
Logan, Utah

Collaborate on designing and executing programs fostering inclusive environments and supporting underrepresented students within Utah State University's graduate community to ensure equitable opportunities and experiences.

2020-2023

Inclusive Excellence Fellow
Office of President Noelle E. Cockett
Utah State University
Logan, Utah

Spearheaded inclusive excellence initiatives, aiding in developing and implementing strategies promoting diversity, equity, and inclusion across various university programs and policies for the Office of President Cockett's Aggies Think, Care Act.

2019-Present

Graduate Research Assistant
Families in Sport Lab
Utah State University
Logan, Utah

Conduct research and data analysis and assist in scholarly projects focusing on family dynamics in the sport context, contributing to publications and academic endeavors within the Department of Human Development and Family Studies.

2019-2020

Graduate Marketing Assistant
Human Development and Family Studies
Utah State University
Logan, Utah

Support marketing efforts for the Human Development and Family Studies department through content creation, promotional strategies, and communication to enhance program visibility and engagement.

2018-2019

Graduate Research Assistant
Williams Research Group
University of Missouri
Columbia, Missouri

Engage in research activities, data collection, and analysis within the Williams Research Group, contributing to scholarly publications and research projects focusing on marginalized student experiences in Higher Education.

2017-2019

Graduate Assistant Academic Coordinator
Center for Academic Success and Excellence
University of Missouri
Columbia, Missouri

Coordinate academic support services, mentorship programs, and student success initiatives, enhancing academic performance and retention among students at the University of Missouri.

2016-2017

Post-Graduate Research Assistant
Families in Sport Lab
Utah State University
Logan, Utah

Engage in research tasks, aid in gathering data, and actively contribute to academic publications centered around family dynamics within sport.

2016-2017

Assistant Director Intern for the Undergraduate
Teaching Fellows
Office of the Executive Vice President and Provost
Utah State University
Logan, Utah

RESEARCH

Research Interests

As a developmental scholar, I use social critical theories and frameworks to help leaders, organizations, and institutions understand and enhance the experiences of marginalized individuals and communities in three key areas: (a) investigating the psychosocial determinants affecting marginalized communities in the context of education and sport, (b) understanding the relationship between individuals, their environments, and their sense of belonging across various intersections of identity, and (c) assessing and evaluating the organizational environments and structures that influence the developmental pathways of marginalized groups.

Refereed Publications

1. Dorsch, T. E., Blazo, J. A., Delli Paoli, A. G., & **Hardiman, A. L.** (2023). We know what we know, but from whom did we learn it? A sociodemographic history of participant characteristics and reporting practices in sport and exercise psychology. *Psychology of Sport and Exercise, 69*, 1-8. [LINK](#)
2. Fleming, D. J., Dorsch, T. E., Serang, S., **Hardiman, A. L.**, Blazo, J. A., Farrey, T., Brown-Lerner, J., Solomon, J. (2023). The association of families' socioeconomic and demographic characteristics with parents' perceived barriers to returning to youth sport following the COVID-19 pandemic. *Psychology of Sport and Exercise, 65*, 1-9. [LINK](#)
3. Dorsch, T. E., Fleming, D. J., **Hardiman, A. L.** (2022). Your parents want you to succeed in sport! Communicate with them often to help them help you. Manuscript submitted for publication. *Frontiers for Young Minds*. [LINK](#)

4. Dorsch, T. E., Blazo, J. A., Arthur-Banning, S. G., Anderson-Butcher, D., Jayanthi, N., **Hardiman, A. L.**, Farrey, T., Solomon, J., Lerner, J.B. (2021). National Trends in American Youth Sport during the COVID-19 Pandemic: Understanding Parents' Perspectives and Experiences. *Journal of Sport Behavior*, 44(3), 303-320. [LINK](#)
5. Dorsch, T. E., **Hardiman, A.**, Vierimaa, M. (2020). Developing an organizational mission statement in youth sport: Utilizing Mad Libs as a novel, shared leadership approach. *Journal of Sport Psychology in Action*, 12(3), 143-154. [LINK](#)

Manuscripts Under Review

1. **Hardiman, A. L.**, Fleming, D. J. M., Dorsch, T. E., Blazo, J. A., (2nd Review). Youth Sport Participation During the COVID-19 pandemic: The influence of Race and Affluence on athlete participation. Submitted for publication to *Social Sciences & Humanities*.

Research in Progress

1. **Hardiman, A. L.**, Vierimaa, M., Dorsch, T.E., Bradford, K. (In revision). "I knew for a fact I wanted to play in college": Understanding sport specialization through the eyes of adolescent female volleyball players and their parents. Manuscript to be submitted for publication to *Journal of Adolescent Development*.
2. **Hardiman, A.L.**, Jones, I., Taylor, C., Alexander, J-J. (In preparation). Making relationships reciprocal: Understanding Black alum experiences on returning to PWIs. To be submitted to the *Journal of Diversity in Higher Education*.
3. Eckardt, V.C., **Hardiman, A.L.**, Fleming, D.J.M., Adkinson, O. (In preparation). Moving the goal post forward: Exploring ways to (re)imagine and employ an ecological system in youth sport to advance sport psychology research. To be submitted to the *Journal for Advancing Sport Psychology in Research*.
4. **Hardiman, A.L.**, Butler, K., Meter, D. J. (In preparation). Understanding the interaction between a sense of belonging and diverse interactions on a college campus: A longitudinal study design. To be submitted to the *Journal of Diversity in Higher Education*.
5. Butler, K., **Hardiman, A.L.**, Meter, D.J. (In preparation). Understanding the bidirectional effects of school climate for diversity, interactions with diverse peers, and belonging. To be submitted to the *Journal of Diversity in Higher Education*.

Refereed Book Chapters

1. Williams, M. S., Udoh, E. E., **Hardiman, A. L.**, & Wilson, G. P. (2020). (Re)defining and (re)designing a Black male Christian identity. In J. T. Snipes & S. Manson (Eds.) *Remixed and reimagined: Innovations in religion, spirituality, and (inter)faith*. Myers Education Press. 2020.

Non-Academic Books

1. Kingsburg, G., **Hardiman, A. L.** (2020). *Adam: A story about roots, racism, and friendship*. Book manuscript (Co-authored). Self-Published.

Refereed Symposia

1. **Hardiman, A. L.**, Atkinson, O., Eckardt, V. C., Fleming, D. J. M., Dorsch, T. E., Anderson-Butcher, D., Vogt, A. (2022, May). *Understanding the interdependent nature of persons and contexts in Youth youth sport: Implications for Future Research, future research, design, and delivery of Youth youth sport*. Symposium presented at the North American Society for the Psychology of Sport and Physical Activity (NASPSPA) annual meeting, Kona, Hawaii.

Peer-Reviewed International Presentations

1. **Hardiman, A.L.**, Alexander, J-J., Dorsch, T.E. (2023, November). *An Examination of Black Adolescent Boys' Experiences in Sport: Employing Critical Frameworks to Youth Sport*. Paper presented at the annual National Youth Sport Conference, Adelaide, Australia.
2. **Hardiman, A.L.**, Dorsch, T.E., Elwood, R., Walton, D. (2023, June). *Employing a critical framework to youth sport: An examination of Black adolescent boys' experiences of sport belonging*. Paper presented at the North American Society for the Psychology of Sport and Physical Activity (NASPSPA) annual conference, Toronto, Canada.
3. **Hardiman, A. L.**, Dorsch, T. E., Vierimaa, M. (2022, May). *Surviving COVID-19: An examination of youth sport leaders' experiences and efforts to keep sport functional during a global pandemic*. Paper presented at the North American Society for the Psychology of Sport and Physical Activity (NASPSPA) annual meeting, Kona, Hawaii.
4. Dunn, C. R., **Hardiman, A. L.**, Dorsch, T. E., Vierimaa, M., Osai, K. (2022, May). *"We're paying good money for this": An examination of sport parents' views on investment in elite sport participation during the COVID-19 pandemic*. Paper presented at the North American Society for the Psychology of Sport and Physical Activity (NASPSPA) annual meeting, Kona, Hawaii.
5. Fleming, D. J. M., Dorsch, T. E., Serang, S., **Hardiman, A. L.**, Blazo, J. A. (2022, May). *The influence of socioeconomic status and its effects on children returning to sport post-COVID-19: The perceptions of sport parents*. Paper presented at the North American Society for the Psychology of Sport and Physical Activity (NASPSPA) annual meeting, Kona, Hawaii.

6. Alexander, K., Blazo, J. A., Parks, A. C., Fleming, D. J. M., **Hardiman, A. L.**, Dorsch, T.E. (2022, May). *The impact of parental pressure and parental beliefs about early specialization on beliefs of ability and task values*. Paper presented at the North American Society for the Psychology of Sport and Physical Activity (NASPSPA) annual meeting, Kona, Hawaii.
7. Vierimaa, M., Dorsch, T. E., & **Hardiman, A. L.** (2021, October). *Coaching and COVID-19: A longitudinal case study of youth volleyball coaches*. Paper presented at the annual meeting of the Canadian Society for Psychomotor Learning and Sport Psychology (SCAPPS), Nipissing University, North Bay, Ontario.
8. **Hardiman, A. L.**, Fleming, D. J. M., Dorsch, T. E., & Blazo, J. A., (2021, June). *Youth sport participation during the COVID-19 pandemic: The influence of race and affluence on athlete participation*. Poster presented at the annual meeting of the North American Society for the Psychology of Sport and Physical Activity (NASPSPA), Virtual Conference.
9. **Hardiman, A. L.**, Dorsch, T. E., Vierimaa, M., & Bradford, K. (2021, June). *Specialization in elite club volleyball: The experiences of adolescent girls and their families*. Poster presented at the annual meeting of the North American Society for the Psychology of Sport and Physical Activity (NASPSPA), Virtual Conference.
10. Dorsch, T. E., Blazo, J. A., Arthur-Banning, S., Anderson-Butcher, D., Jayanthi, N., & **Hardiman, A. L.** (2021, June). *National trends in youth sport during the COVID-19 pandemic: Understanding the perspectives and experiences of parents in the United States*. Poster presented at the annual meeting of the North American Society for the Psychology of Sport and Physical Activity (NASPSPA), Virtual Conference.
11. **Hardiman, A. L.**, Dorsch, T. E., & Vierimaa, M. (2020, June). *Organizational effectiveness: Lessons learned from a year-long intervention with an elite volleyball club in the United States*. Poster presented at the annual meeting of the North American Society for the Psychology of Sport and Physical Activity (NASPSPA), Virtual Conference.

Peer-Reviewed National Presentations

1. Alexander, J.J., Wong, E., **Hardiman, A.L.** (2023, March). *Centering the marginalized: Mitigating mental health issues while enhancing retention initiatives at Predominately White Institutions*. Round table presented at the Association for Prevention Teaching and Research (ATPR) annual conference, New Orleans, Louisiana.
2. Butler, K., **Hardiman, A.L.**, Meter, D., Hall, A.R. (2023, March). *Understanding the bidirectional relationship between school climate for diversity, diversity interactions, and sense of belonging*. Flash talk presented at the Society for Research in Child Development (SRCD) annual conference, Salt Lake City, Utah.

3. Williams, M.S., Uduh, E., E., **Hardiman, A. L.**, Dorime-Williams, M. L. (2022, April). *Connecting culturally engaging campus environments and belonging for Black women in college*. Paper presented at the American Educational Research Association (AERA) annual conference, San Diego, California.
4. Wilson, G. P., **Hardiman, A. L.**, Udoh, E. E., & Williams, M. S. (2020, February). *Whose mans is this? Explorations of masculinity through Black Christian perspectives*. Paper presented at the St. Louis Black Male Leadership Conference, St. Louis, Missouri.
5. Dorimé-Williams, M. L., Williams, M. S., & **Hardiman, A. L.** (2019, June). *Using institutional data to support the success of minoritized students*. Workshop presented at the *NASPA Assessment, Persistence, and Data Analytics Conference*, Orlando, Florida.
6. Dorimé-Williams, M. L., Choi, S., **Hardiman, A. L.**, & Weng, Q. W. (2018, November). *Class, race, gender and the impact of involvement on Black collegians degree aspirations*. Paper presented at the Association for the Study of Higher Education (ASHE) annual conference, Tampa, Florida.

Funded Grants and Contracts

1. **Hardiman, A.L.**, (2023, September). Primary Investigator on a dissertation titled: *Understanding social motivation in youth sport: An examination of Black adolescent boys' experiences of sport belonging*. Center for Intersectional Gender Studies and Research: \$9,000.
2. Dorsch, T. E., King, M. Q., & **Hardiman, A. L.**, (2020, November). Co-Investigator on a research contract titled: *Developing an organizational prospectus toward enhancing adolescent well-being through Live Like Sam scholarships and outreach*. Live Like Sam Foundation: \$4800.
3. Dorsch, T. E., & **Hardiman, A. L.** (2019, October). Co-investigator on a research contract titled: *Enhancing positive physical and socioemotional development through sport*. Virginia Elite Volleyball Club: \$9814.
4. Dorime-Williams, M. L., & **Hardiman, A. L.** (2018, December). Primary Investigator on a student research grant titled: *Increasing student engagement and practical experience for minority students*. University of Missouri Office of Inclusion, Diversity, and Equity (IDE): \$2,500.

Travel Support

1. **Hardiman, A. L.** (2023, April). Utah State University, Office of Graduate Studies Travel Award: \$1250.
2. **Hardiman, A. L.** (2023, March). Utah State University, Office of Graduate Studies Travel Award: \$800.

3. **Hardiman, A. L.** (2022, April). Utah State University, Office of Graduate Studies
Travel Award: \$1050.
 4. **Hardiman, A. L.** (2020, April). Utah State University, Office of Graduate Studies
Travel Award: \$400.
 5. **Hardiman, A. L.** (2019, April). University of Missouri, Educational Leadership & Policy
Analysis Travel Award: \$365.
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TEACHING

Brief Instructional Technology Philosophy

A core principle I hold is to motivate students to be lifelong learners and critical thinkers. To do this in the 21st century, technology is pivotal in creating an inclusively effective learning environment. I acknowledge that every student's learning style varies ([Pashler et al., 2008](#)). Therefore, I use technology effectively to teach and communicate with all my students. For example, I have used Canvas and Blackboard management systems to share with my students regarding materials, assignments, and up-to-date information. I use other modes of technology to convey pertinent information in different forms, including emails, PowerPoint lecture slides, and pre-recorded videos. In teaching, I use various technological advantages such as popular pictures, memes, gifs, and videos of current events to associate with my teaching material. I also provide a wide range of resources for students needing more material to connect with the concepts and objectives we approach as a class.

Instructor of Record

HDFS 1500:	Instructor on Record Human Development Across the Lifespan Utah State University Spring, 2022 (students = 36) Fall, 2021 (students = 145)
SSC 1100:	Instructor on Record Freshman Seminar University of Missouri (Spring 2019, Fall 2018, Spring 2018, Fall 2017)

Classroom Instruction

HDFS 1500:	Graduate Teaching Assistant Human Development Across the Life Span Utah State University (Fall 2020, Spring 2020, Fall 2019, Spring 2021) Instructor: Logan K. Lyons, Ph.D.
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HDFS 1500:

Undergraduate Teaching Fellow
Human Development Across the Lifespan
Utah State University
(Spring, 2017)
Instructor: Travis E. Dorsch, Ph.D.

Invited Academic Lectures

1. **Hardiman, A.L.** (2023, March). *Athlete Identity Development*. Guest lecture for Daniel Fleming, KIN 4000 (Mental Aspects of Sports Performance), Utah State University, Logan, Utah.
2. **Hardiman, A.L.** (2022, November). *Athlete Identity Development*. Guest lecture for Daniel Fleming, KIN 4000 (Mental Aspects of Sports Performance), Utah State University, Logan, Utah.
3. **Hardiman, A. L.** (2022, February). *The Genesis of a Sense of Belonging*. Guest lecture for Daniel Fleming, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
4. **Hardiman, A. L.** (2021, November). *Organizational Effectiveness*. Guest lecture for Dr. Travis Dorsch, KIN 5200 (Human Motivation in Sport and Physical Activity), Utah State University, Logan, Utah.
5. **Hardiman, A. L.** (2021, October). *Introduction to Sense of Belonging*. Guest lecture for Daniel Fleming, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
6. **Hardiman, A. L.** (2021, March). *Cultural & Adolescent Development*. Guest lecture for Dr. Josh Turner, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
7. **Hardiman, A. L.** (2021, March). *Adolescent Cognition & Schooling*. Guest lecture for Dr. Josh Turner, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
8. **Hardiman, A. L.** (2021, February). *Families in Early Childhood*. Guest lecture for Dr. Josh Turner, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
9. **Hardiman, A. L.** (2021, February). *Early Childhood Cognitive Changes*. Guest lecture for Dr. Josh Turner, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
10. **Hardiman, A. L.** (2021, February). *Infancy Sensory/Perceptual/Cognitive Development*. Guest lecture for Dr. Josh Turner, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.

11. **Hardiman, A. L.** (2020, February). *Middle Childhood Physical Development*. Guest lecture for Dr. Logan Lyons, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
12. **Hardiman, A. L.** (2020, February). *Middle Childhood Physical Development*. Guest lecture for Dr. Logan Lyons, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
13. **Hardiman, A. L.** (2019, November). *Late Adult Physical Development*. Guest lecture for Dr. Logan Lyons, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah
14. **Hardiman, A. L.** (2019, November). *Adult Socioemotional Development*. Guest lecture for Dr. Logan Lyons, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
15. **Hardiman, A. L.** (2019, September). *Genes & Prenatal Development*. Guest lecture for Dr. Logan Lyons, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
16. **Hardiman, A. L.** (2019, September). *Genes & Prenatal Development*. Guest lecture for Dr. Logan Lyons, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.
17. **Hardiman, A. L.** (2016, March). *Socioemotional Development*. Guest lecture for Dr. Travis Dorsch, HDFS 1500 (Human Development Across the Lifespan), Utah State University, Logan, Utah.

Educational Seminars

1. Alexander, J.J., **Hardiman, A.L.** (2023, October). *Centering the Marginalized: Mitigating Mental Health Issues While Enhancing Retention Initiatives at Predominately White Institutions*. University of Tennessee, Knoxville, Tennessee.
2. **Hardiman, A.L.**, Dorsch, T.E., (2023, October). *Crafting your coaching compass: How to establish a winning coaching philosophy and ethical framework*. Sun Valley Ski Education Foundation. Ketchum, Idaho.
3. Dorsch, T.E., **Hardiman, A.L.** (2023, October). *Whole-athlete development: Applying the principles of Transformational Leadership in your coaching*. Sun Valley Ski Education Foundation, Ketchum, Idaho.
4. **Hardiman, A.L.**, Dorsch, T.E., (2023, October). *Why Are We Here?: Enhancing Club Ethos and Leadership*. Sun Valley Ski Education Foundation, Ketchum, Idaho.
5. Dorsch, T.E., **Hardiman, A.L.** (2023, October). *Reframing parents from antagonist to ally: Lessons learned from the USOPC's Quality Parenting Framework*. Sun Valley Ski Education Foundation, Ketchum, Idaho.

6. **Hardiman, A. L.** (2022, October). *Athlete identity foreclosure and exploration*. Guest lecture for Dr. Bree Studenka, USU 1010 (Freshmen Connections Seminar), Utah State University, Logan, Utah.
7. **Hardiman, A. L.** (2021, October). *Athlete identity foreclosure and exploration*. Guest lecture for Dr. Bree Studenka, USU 1010 (Freshmen Connections Seminar), Utah State University, Logan, Utah.
8. **Hardiman, A. L.** (2021, March). *Learn about you: The exploration of college readiness*. Logan High School, Logan, Utah.
9. **Hardiman, A. L.**, Dorsch, T. E., & Vierimaa, M. (2020, January). *Peer leadership workshop*. Virginia Elite Volleyball Club. McLean, Virginia.
10. Dorsch, T. E., Vierimaa, M., & **Hardiman, A. L.** (2020, January). *Transformational parent workshop*. Virginia Elite Volleyball Club. McLean, Virginia.
11. Vierimaa, M., Dorsch, T. E., & **Hardiman, A. L.** (2020, January). *Transformational coaching workshop*. Virginia Elite Volleyball Club. McLean, Virginia.
12. Dorsch, T. E., & **Hardiman, A. L.** (2019, October). *Leadership development and organizational assessment workshop*. Virginia Elite Volleyball Club. McLean, Virginia.
13. **Hardiman, A. L.** (2019, October). *Twitter in academics' workshop*. Department of Human Development and Family Studies at Utah State University. Logan, Utah.
14. Brown, A. L., & **Hardiman, A. L.** (2019, September). *Graduate studies and diversity in research, evaluation, and practice*. Guest lecture for Dr. Kay Bradford, HDFS 2660 (Parenting & Child Guidance), Utah State University, Logan, Utah.
15. **Hardiman, A. L.** (2019, April). *Upward Bounds college readiness*. Center for Academic Success & Excellence (CASE). University of Missouri, Columbia, Missouri.
16. **Hardiman, A. L.** (2018, June). *Academic preparedness and first-semester retention*. Summer Welcome New Student Programs. University of Missouri, Columbia, Missouri.
17. **Hardiman, A. L.**, & Holloway, E. (2017, May). *GEAR-UP, college readiness, and preparedness*. Utah State University, Logan, Utah.

Podcast and Radio Interviews

1. Sawyer, B., & **Hardiman, A. L.** (2021, June 17). *Opal Lee interview: The significance of Juneteenth and her efforts to make it a national holiday*. The Inclusion Center. Utah State University. [VIDEO](#)

2. **Hardiman, A. L.** (2021, April 8). *Sports participation & race*. Doctors Radio: Sports Medicine & Orthopedic Show. SiriusXM Radio.
 3. **Hardiman, A. L.** (2021, April 4) *Education: A weapon to confront race and racism*. The Ph.D. Podcast. The Rebel Movement. University of Nevada, Las Vegas.
 4. **Hardiman, A. L.** (2021, March 26) *The Wildcat Conversation Podcast*. Weber State University. [VIDEO](#)
 5. **Hardiman, A. L.** (2020, August 29). *The Brown Standard Interview*. Utah State University Aggie Radio.
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STUDENT MENTORING

As a mentor, I adopt a holistic approach, considering mentees' life circumstances, strengths, and growth areas. I aim to nurture their leadership skills, cross-cultural competencies, communication, and listening abilities and foster social and professional networks to enhance research and professional development.

Research Mentees - Utah State University

1. **Bri Haderlie**, Undergraduate in Human Development & Family Studies (2023-Current): The research assistant received her Institution Review Board (IRB) certification and gained experience in transcribing in-depth interview transcriptions for my dissertation project titled, *“Put [yourself] in the Black boy’s shoes”: An Examination of the Experiences, Behaviors, and Processes of Adolescent Black Boys in Youth Sport*, using Otter transcription software. The student is currently in training for a quantitative systematic review analysis.
2. **Deira Walton**, Undergraduate in Psychology (2023-Current): The research assistant received her Institutional Review Board (IRB) certification and gained experience transcribing and accurately checking in-depth interview transcriptions for my dissertation project titled, *“Put [yourself] in the Black boy’s shoes”: An Examination of the Experiences, Behaviors, and Processes of Adolescent Black Boys in Youth Sport*, using Otter transcription software. The student is currently in training for qualitative analysis and evaluation.
3. **Rebecca Elwood**, Undergraduate in Kinesiology (2020-Current): The research assistant received her Institutional Review Board (IRB) certification and gained experience transcribing and accurately checking in-depth interview transcriptions for my dissertation project titled, *“Put [yourself] in the Black boy’s shoes”: An Examination of the Experiences, Behaviors, and Processes of Adolescent Black Boys in Youth Sport*, using Otter transcription software. The student is currently in training for qualitative analysis and evaluation.

4. **Carlie Jessop**, Graduated in Psychology (2019-2020):
The research assistant received her Institutional Review Board (IRB) certification and was trained to transcribe in-depth focus groups on a project titled Enhancing Positive Physical and Socioemotional Development through *Sport*.
5. **Darcy Allen**, Graduated in Psychology (2019-2020):
The research assistant received her Institutional Review Board (IRB) certification and was trained to transcribe in-depth focus groups on a project titled Enhancing Positive Physical and Socioemotional Development through *Sport*.

Academic Affairs Mentees - University of Missouri

1. **Alexis Ditaway**, Graduated in Digital Storytelling (2018-2021)
Provided student professional development in her academic journey at the University of Missouri. Assisted Alexis in her academic pursuit at the University of Pennsylvania while pursuing a Master of Education in Higher Education.
2. **Ryan Cobb**, Graduated in Computer Science (2017-2019)
Advised the student within his role as President of a student organization to increase Black undergraduate relations with alumna and to enhance professional/academic development. This project aimed to increase Black undergraduate retention and persistence to graduation rates.
3. **Jerome Young**, Graduated in Communications (2017-2019)
Advised the student within his role as Vice President of a student organization to increase Black undergraduate relations with alumna and to enhance professional/academic development. This project aimed to increase Black undergraduate retention and persistence to graduation rates.
4. **Autumn Black**, Graduated in Journalism, Strategies, and Communication (2017-2019)
I trained students to become the marketing assistant for the Center of Academic Success and Excellence (CASE) marketing team. Autumn contributed to writing 14 news articles for the department in a year.

SERVICE

PROFESSIONAL

Conference and Committee Membership

Summer 2023

Assistant to the Executive Director Dr. Penny McCullagh
North American Society for the Psychology of Sport and Physical Activity Conference
Toronto, CA

Summer 2022	Assistant to the Executive Director Dr. Penny McCullagh North American Society for the Psychology of Sport and Physical Activity Conference Kona, Hawaii
Summer 2021	Sport and Exercise Psychology Program Committee Member North American Society for the Psychology of Sport and Physical Activity Virtual Conference

Professional Memberships

2023-Present	Member: North American Society for the Sociology of Sport (NASSS)
2023-Present	Member: Association for Teaching Prevention and Research (APTR)
2020-Present	Member: North American Society for Psychology of Sport and Physical Activity (NASPSPA)
2017-2020	Member: Association for the Study of Higher Education (ASHE)
2017-2020	Member: National Association of Student Personnel Administrators (NASPA)

Journal Referee

1. Sport in Society (2020, 2023)
2. Journal of Early Adolescence (2022)
3. Journal of Sport Behavior (2023)

UNIVERSITY

2019-Present	Founding Member: Graduate Students of Color Association (GSCA) Office of Graduate Studies: Utah State University Logan, Utah
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DEPARTMENT

2017-2019	Student Member: Educational Leadership Graduate Student Association Department of Educational Leadership & Policy Analysis: University of Missouri Columbia, Missouri
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2017-2019

Associate Advisor: Black Collegiate Network (BCN)
MU Engage: University of Missouri
Columbia, Missouri

COMMUNITY SPORT EXPERIENCES/COACHING

2023-Present

Research Consultant
Athletic Admin
Cedar City, Utah

2023-Present

Executive Director and Principal Founder
LearnYou Academy
Columbia, Missouri

INCLUSIVE EXCELLENCE

I adopt an inclusive leadership style that values and respects the diverse perspectives, backgrounds, and experiences of all individuals within a team or organization (Randel et al., 2018). It is crucial for university stakeholders who influence and guide students, colleagues, and community members to understand three key points. First, stakeholders must recognize how leadership practices, policies, and research may perpetuate oppressive practices on campus and in community environments. Second, they need to grasp how oppressive systems and procedures can influence the pedagogical approaches of those involved in faculty and student affairs. Lastly, stakeholders should be aware of how these practices can limit students' cultural competence as they transition into the workforce. Therefore, I leverage my research, teaching, and service platforms to deconstruct existing issues and cultivate more inclusive environments that offer equitable resources to diverse individuals and groups.

UNIVERSITY

Committee Membership

2021-Present

Juneteenth Planning Committee: Co-Chair
Utah State University
Logan, Utah

As a co-chair, I spearheaded the Juneteenth Planning Committee, orchestrating an annual event series to deepen understanding of Juneteenth's historical significance and foster cross-cultural dialogue. I played a pivotal role in securing over \$100,000 in funding, ensuring the successful execution of the event series.

2021-2023

Prevent Education and Training Working Group
Utah State University
Logan, Utah

This university group is dedicated to evaluating sexual violence prevention online programs, in-person training sessions, and messaging campaigns designed for students and employees across all USU campuses.

2020-Present

Committee Member: Diversity & Inclusion Council
Utah State University Athletics
Logan, Utah

The Diversity & Inclusion Council's purpose is to cultivate an inclusive atmosphere within the USU intercollegiate department of athletics. It achieves this by advocating for a shared leadership approach to Diversity, Equity, and Inclusion (DEI) initiatives and policies.

2020-2023

DEI Collaborative Committee
Utah State University
Logan, Utah

This university group is dedicated to raising awareness of Diversity, Equity, and Inclusion (DEI) policies, programming, and assessments across statewide campuses. Its efforts target senior administrators, faculty, and staff members, aiming to foster a culture of inclusivity and equity.

2021-2022

Search Committee: Vice President for Diversity,
Equity and Inclusion
Utah State University
Logan, Utah

This university search committee was responsible for creating a comprehensive position description and recruitment plan, identifying highly qualified candidates, and conducting interviews with each candidate. Following thorough evaluation and deliberation, the committee provided a recommendation for hire to the university president.

2020-2022

ATCA: Inclusive Excellence Symposium Committee
Utah State University
Logan, Utah

Aggies Think, Care Act (ACTA) is a campus-wide initiative aimed at nurturing a compassionate community that enhances the academic journey for all Aggies. It organizes an annual event offering workshops and research opportunities within the USU community to challenge discrimination and combat racism.

2017-2019

Facilitator: Student-Athletes Fostering
Equality (SAFE): University of Missouri Athletics
Columbia, Missouri

SAFE, as a student-athlete leadership organization, aims to strengthen bonds and promote solidarity among athletes, contributing to a cohesive campus and community environment in Columbia. Through its initiatives, SAFE endeavors to cultivate a supportive network that enhances the overall well-being and engagement of student-athletes within the university and the city.

2017-2019

Board Member: Gaines/Oldham Black Cultural Center Advisory Board
Division of Inclusion, Diversity, and Equity:
University of Missouri
Columbia, Missouri

The advisory board played a pivotal role by offering strategic recommendations and assessing programming and student experiences within the social justice centers. Reporting directly to the Assistant Vice Chancellor for Student Engagement and Success within the inclusion, diversity, and equity division, the board facilitated informed decision-making to enhance the effectiveness and impact of initiatives promoting social justice and equity.

DEPARTMENT SERVICE

Committee Membership

2020-2022

Member: Diversity, Equity, and Inclusion Working Group
Department of Human Development and Family Studies: Utah State University
Logan, Utah

The HDFS Diversity, Equity, and Inclusion (DEI) workgroup prioritizes the creation of an inclusive environment where students, staff, instructors, and faculty feel valued and supported in their personal and professional growth. By fostering a sense of belonging, the workgroup aims to enhance collaboration and well-being within the department.

Invited DEI Workshops and Presentations

1. **Hardiman, A.L.**, (2023, June). *What is Juneteenth: Linking historical events with Black male mental health. Citizens Against Physical and Sexual Abuse.* Utah State University, Logan, Utah.
2. Taylor, C., Alexander, J.J., **Hardiman, A.L.** (2022, June). *Juneteenth Interfaith Devotional Program – The emcee.* Utah State University, Logan, Utah.
3. **Hardiman, A.L.**, Haggan, S., Smith, T., Magnuson, H., Botchway, L. (2022, June). *USU Student and Alumni Panel.* Utah State University, Logan, Utah.
4. **Hardiman, A. L.**, Alexander, J. J., Jones, D., Jones, I., County, A., & Tyler, C. (2021, June). *What is activism? A call to the community.* Utah State University, Logan, Utah.

5. Alexander, J. J., **Hardiman, A. L.**, Jones, P., Walker, R., Jones, S., & Peterson, R. (2021, June). *Honoring Mignon Barker Richmond: Pioneering freedom through activism*. Utah State University, Logan, Utah.
6. **Hardiman, A. L.**, Alexander, J. J., Chapman, J., Napoleon, K., Botchway, T., & Rodriguez, L. (2020). *Involved to evolve: Student voices on campus climate and sense of belonging*. Inclusive Excellence Symposium. Utah State University, Logan, Utah.
7. Gonzalez, C., & **Hardiman, A. L.** (2020, September). *Implicit bias and anti-racism toolkit: A departmental training for Utah State Athletics staff and coaches*. Utah State University, Logan, Utah.
8. **Hardiman, A. L.** (2020, August). *Covering: Assimilation versus acculturation*. Guest lecture for Waqa Damuni, Diversity & Inclusion Council: Utah State Athletics, Utah State University, Logan, Utah.
9. Alexander, J. J., Itchuaqiyaaq, C., Brown, A., & **Hardiman, A. L.** (2020, February). *The Minoritized experience of graduate school panel*. Utah State University Black Student Union: Black Summit – Taking Actions Towards Excellence. Logan, Utah.
10. Dorimé-Williams, M. L., & Williams, M. S., **Hardiman, A. L.**, Udoh, E., Choi, S., & Carr, A. (2019, March). *Assessment & planning workshop*. Center for Academic Success and Excellence (CASE) and the Department of Social Justice at the University of Missouri. Columbia, Missouri.
11. **Hardiman, A. L.** (2019, February). *George C. Brooks Scholarship, History, and Impact*. Center for Academic Success & Excellence (CASE). University of Missouri, Columbia, Missouri.
12. **Hardiman, A. L.** (2018, November). *Persisting to Graduation in STEM*. College of Engineering and Center for Academic Success & Excellence (CASE) Pursuit to Excellence Banquet. University of Missouri, Columbia, Missouri.
13. **Hardiman, A. L.** (2018, October). *National Society of Black Engineers (NSBE) Academic Week. Work readiness, institutional barriers, academic tips, and resources from the Center of Academic Success and Excellence (CASE)*. University of Missouri, Columbia, Missouri.
14. **Hardiman, A. L.** (2018, August). *Access to higher education, first-year retention, and persistence to graduation*. Center for Academic Success & Excellence (CASE). University of Missouri, Columbia, Missouri.
15. **Hardiman, A. L.** (2018, November). *Impact of Minorities Graduating College. Salute to Excellence Graduation Ceremony*. Center for Academic Success & Excellence (CASE), University of Missouri, Columbia, Missouri.

16. **Hardiman, A. L.** (2018, June) *Assess to Higher Education for Minority Students. Advancement Via Individual Determination (AVID) Summer Course.* Columbia Public Schools: Muriel Battle High School, Columbia, Missouri.
 17. **Hardiman, A. L.** (2017, September). *Black Collegiate Network Organizational Session.* Center for Academic Success & Excellence (CASE), University of Missouri, Columbia, Missouri.
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AWARDS, MEDIA & PROFESSIONAL RECOGNITION

Awards

- 2023 – Inclusive Excellence Fellowship: \$10000
- 2023 – Open Access Funding Initiative: \$1128
- 2023 – Center for Intersectional Gender Studies & Research Writing Fellowship: \$500
- 2022 – Inclusive Excellence Fellowship: \$10000
- 2022 – Gregory C. Trevers Scholarship: \$2000
- 2021 – Harriet Ann Richards Rasmussen Scholarship: \$2000
- 2020 – William H. and Stella Young Griffiths Scholarship – Graduate: \$2000
- 2019 – Mariner Eccles Scholarship: \$3000
- 2019 – Dale & Adele Young Scholarship: \$2000

Professional Recognition

- 2023 – Young Scholar Award – National Youth Sport Conference 2023: Adelaide Australia
- 2023 – Utah State University Diversity Award – Staff
- 2022 – Utah State University 50 Most Influential Aggies
- 2022 – Utah State University Robins Awards: Organization of the Year – Graduate Students of Color Association (GSCA)
- 2019 – University of Missouri College of Education: Graduate Student Marshall Honors
- 2019 – Mizzou 18: University of Missouri Top 18 Graduate Student of the Year
- 2019 – Gus T. Ridgel Graduate Student of the Year