

EMILY PADGETT PLUNKETT

Instructional Assistant Professor | Department of Sport Management
College of Health and Human Performance | University of Florida
she/her/hers | eplunkett@ufl.edu

EDUCATION

Ph.D. in Sport Management | Concentration in Education & Student Development 2023
University of Florida
Dissertation: Sport Career Transition Competencies for Student-Athlete Development Professionals: A Delphi Study

M.S. in Sport Management | PAADS Certificate in Athlete Development 2017
University of Florida

B.S. in Journalism | Outside Concentration in Sport Management 2014
University of Florida

ACADEMIC APPOINTMENTS

Instructional Assistant Professor 2024 – Present
University of Florida Department of Sport Management

Clinical Assistant Professor 2023 – 2024
Texas A&M University Department of Kinesiology & Sport Management

Graduate Teaching Assistant 2021 – 2023
University of Florida Department of Sport Management

Graduate Research Fellow 2017 – 2021
Laboratory of Athlete Development Research
University of Florida Department of Sport Management

Assistant Internship Coordinator & Graduate Teaching Assistant 2014 – 2017
University of Florida Department of Sport Management

TEACHING EXPERIENCE

GRADUATE COURSE INSTRUCTION (*indicates online course; **indicates Hyflex/Hybrid course)

University of Florida Department of Sport Management

- SPM647 **Sport Mgmt Teaching Internship** Instructor Fall 2025

Texas A&M University Department of Kinesiology & Sport Management

- SPMT685 **Directed Studies** Instructor Spring 2024
- SPMT617 **Communication & Media in Sport** Instructor Fall 2023

University of Florida Department of Sport Management

- SPM6905 **Sport Career Transitions** Instructor Fall 2019
- Sport Career Transitions** Instructor Spring 2019
- Sport Career Transitions** Instructor Fall 2018
- SPM5181 **Athlete Development** TA Summer 2021*
- Athlete Development** TA Summer 2019*
- Athlete Development** TA Spring 2019*
- Athlete Development** TA Spring 2018*

UNDERGRADUATE COURSE INSTRUCTION (*indicates online course; **indicates Hyflex/Hybrid course)

University of Florida Department of Sport Management

- SPM2060 **Sport Career Preparation** Instructor Fall 2025 (2 sections)
- Sport Career Preparation** Instructor Spring 2025
- Sport Career Preparation** Instructor Fall 2024 (2 sections)
- SPM2000 **Intro to Sport Management** Instructor Fall 2025
- Intro to Sport Management** Instructor Summer 2025* (2 sections)
- Intro to Sport Management** Instructor Spring 2025* (3 sections)
- Intro to Sport Management** Instructor Fall 2024* (4 sections)
- SPM3204 **Ethical Issues in Sport** Instructor Fall 2025
- Ethical Issues in Sport** Instructor Spring 2025
- PET4262 **Sport Career Transitions** Instructor Spring 2025* (2 sections)

Texas A&M University Department of Kinesiology & Sport Management

- SPMT262 **Human Capital Management** Instructor Spring 2024
- SPMT460 **Sport Business Planning** Instructor Spring 2024 (3 sections)
- Sport Business Planning** Instructor Fall 2023 (2 sections)

University of Florida Department of Sport Management

- SPM3204 **Ethical Issues in Sport** Instructor Fall 2021**
- Ethical Issues in Sport** Instructor Spring 2020
- Ethical Issues in Sport** Instructor Fall 2019
- SPM4948 **Advanced Career Development** Instructor Fall 2020* (6 credits)
- SPM4948 **Advanced Career Development I** Instructor Summer A 2020*
- SPM4948 **Advanced Career Development II** Instructor Summer B 2020*
- SPM4905 **Sport Career Transitions** Instructor Spring 2020
- Sport Career Transitions** Instructor Fall 2019
- Sport Career Transitions** Co-Instructor Spring 2019
- Sport Career Transitions** Co-Instructor Fall 2018
- SPM2000 **Intro to Sport Management** TA Spring 2022*
- Intro to Sport Management** TA Fall 2016*
- SPM3012 **Social Issues in Sport** TA Spring 2023*
- Social Issues in Sport** TA Fall 2022*
- Social Issues in Sport** TA Spring 2022*
- Social Issues in Sport** TA Summer 2016*

- LEI3921 **Field Experience** TA Summer 2017**
- Field Experience** TA Spring 2017**
- Field Experience** TA Spring 2016**
- Field Experience** TA Fall 2015**
- Field Experience** TA Summer 2015**
- Field Experience** TA Spring 2015**
- Field Experience** TA Fall 2014**
- SPM4941C **Senior Internship in Sport Management (SPM)** TA Summer 2017
- Senior Internship in SPM** TA Spring 2017
- Senior Internship in SPM** TA Spring 2016
- Senior Internship in SPM** TA Fall 2015
- Senior Internship in SPM** TA Summer 2015
- Senior Internship in SPM** TA Spring 2015
- LEI4940 **Senior Internship in Leisure Services (LS)** TA Summer 2017
- Senior Internship in LS** TA Spring 2017
- Senior Internship in LS** TA Spring 2016
- Senior Internship in LS** TA Fall 2015
- Senior Internship in LS** TA Summer 2015
- Senior Internship in LS** TA Spring 2015

NEW COURSE DEVELOPMENT

University of Florida Department of Sport Management

- PET4262 **Sport Career Transitions** 2022*
- SPM4948 **Advanced Career Development** 2020*
- SPM4905 **Sport Career Transitions** 2018

EXECUTIVE CERTIFICATES & EDUCATION INSTRUCTION

University of Florida Department of Sport Management

- **Sport Career Transition Specialist Certificate** Co-Instructor 2020
- **PAADS Athlete Development Certificate** TA 2019

INSTRUCTIONAL DESIGN

University of Florida Department of Sport Management

- SPM6905 **Business of Sport Law** Spring 2023
- Business of Sport Law** Spring 2022
- SPM6905 **Fair Competition in Sport** Spring 2023
- Fair Competition in Sport** Spring 2022
- PET4262 **Sport Career Transitions** Spring 2022
- SPM2000 **Intro to Sport Management** Fall 2017
- SPM6905 **International Sport Management** Fall 2017
- SPM6905 **Leading and Coaching Athletics** Summer 2017
- SPM6726 **Issues in Sport Law** Summer 2017
- Issues in Sport Law** Spring 2017
- SPM5936 **Athlete Activism** Spring 2017

- SPM5936 **Women in Sport Management** Spring 2017
- SPM6905 **Entrepreneurship & Innovation in Sport** Spring 2017
- SPM6905 **High School Athlete Development** Spring 2017

RESEARCH EXPERIENCE

INTERESTS

- Sport career transition and holistic athlete development
- Career exploration, development, and readiness in sport management
- Sport management education and pedagogical practice

BOOK CHAPTERS

Plunkett, E. P. (In Press). Harnessing the Delphi method for sport management course development. In Braunstein-Minkove, J. R., Cooper, J. N., King-White, R., Odio, M. A., Pierce, D. A., & Staurowsky, E. J. (Eds.). *Innovative pedagogical practices in sport management education*. World Scientific.

PUBLICATIONS

Odio, M., Coble, C. & **Plunkett, E. P.** (2025). Administrating internships in sport management: Comparing practices in the discipline. *Sport Management Education Journal*, 19(1), 25-37. <https://doi.org/10.1123/smej.2024-0005>

McLeod, C. M., Pifer, N. D., & **Plunkett, E. P.** (2021). Career expectations and optimistic updating biases in minor league baseball players. *Journal of Vocational Behavior*, 129, 1-13. <https://doi.org/10.1016/j.jvb.2021.103615>

***Padgett, E.** (2016). Challenges in transitioning into athletic retirement. *Professional Association of Athlete Development Specialists Athlete Development Research Digest*, 1(6), 14-17.

**Editor-Reviewed*

PUBLICATIONS IN PROGRESS

Springer, D., **Plunkett, E. P.**, Davies, G. K., & Sethi, S. K. (Revised and resubmitted). The nexus of identity, alienation, and transition: Proposing a novel framework for exploring the intercollegiate athlete experience.

Plunkett, E. P., & Sagas, M. (data analyzed and draft completed). Development of a sport career transition competency framework for student-athlete development professionals.

Plunkett, E. P., & Sagas, M. (data analyzed). Evaluation of a sport career transition training course for student-athlete development professionals.

NATIONAL & INTERNATIONAL PRESENTATIONS

Plunkett, E. P., & Sagas, M. (2025). *Sport career transition competencies for student-athlete support professionals: A Delphi study.* Oral presentation at the National Association of Academic and Student-Athlete Development Professionals (N4A) Convention. Orlando, FL.

Plunkett, E. P., Flaherty, M. P., & Garrison, K. (2025). *Educational action research on Student Learning Outcome (SLO) competency perception as an alternative course evaluation method.* Poster presentation at the North American Society for Sport Management (NASSM) Conference. San Diego, CA.

Flaherty, M. P., **Plunkett, E. P., & Garrison, K. (2025).** *Incorporating Large Language Models (LLMs) in sport management courses.* Teaching & Learning Fair Presentation at the North American Society for Sport Management (NASSM) Conference. San Diego, CA.

Harry, M., & **Plunkett, E. P. (May, 2025).** *College athletes' self-presentation of transferable skills: A LinkedIn analysis.* Oral presentation at the Professional Association of Athlete Development Specialists (PAADS) Athlete Development Research Symposium. New York, NY.

Springer, D., **Plunkett, E. P., Davie, G. K., & Sethi, S. K. (November, 2024).** *Proposing a model of structural and ontological alienation in college athletics.* Oral presentation at the North American Society for the Sociology of Sport (NASSS) Conference. Chicago, IL.

Plunkett, E., & Weinsz, M. (June, 2024). *Proposing a conceptual framework of student-athlete career development.* Poster presentation at the National Association of Academic and Student-Athlete Development Professionals (N4A) Convention. Las Vegas, NV.

Plunkett, E., & Sagas, M. (May, 2024). *Development of a sport career transition competency framework for student-athlete development professionals.* Oral presentation at the North American Society for Sport Management (NASSM) Conference. Minneapolis, MN.

Plunkett, E., & Herman II, J., & Sethi, S. (May, 2024). *Proposing an integrated model of student-athlete development programming.* Poster presentation at the North American Society for Sport Management (NASSM) Conference. Minneapolis, MN.

Springer, D., **Plunkett, E., Sethi, S., Davie, G. (March, 2024).** *Alienation as a pervasive factor in the college athlete experience.* Oral presentation at the College Sport Research Institute (CSRI) Conference on College Sport. Columbia, SC.

Plunkett, E., and Sagas, M. (June, 2023). *Evaluation of a sport career transition training course for student-athlete support practitioners.* Oral presentation at the North American Society for Sport Management (NASSM) Conference. Montréal, Québec.

Plunkett, E., Weinsz, M., & Sagas, M. (June, 2020). *Life design plans as a sport career transition readiness instrument.* Poster at the National Association of Academic and Student-Athlete Development Professionals (N4A) Convention. (Conference online)

Plunkett, E. & Sagas, M. (May, 2020). *Proposing an integrative model of entry-level career readiness in sport management*. North American Society for Sport Management (NASSM) Conference. San Diego, CA. (Conference canceled)

Sagas, M., **Plunkett, E.**, Wendling, E., & Weinsz, M. (May, 2020). *Evaluation research in athlete development: Definitions, methods, and exemplars*. Professional Association for Athlete Development Specialists (PAADS) Research Symposium. New York, NY. (Conference canceled)

Plunkett, E. & Sagas, M. (June, 2019). *Exploring the relationship between quantity and quality of sport management internships and career-related outcomes*. Oral presentation at the North American Society for Sport Management (NASSM) Conference. New Orleans, LA.

Plunkett, E. & Sagas, M. (June, 2019). *Why go pro? An exploration of student-athletes' perceptions of professional sport careers*. Poster at the National Association of Academic and Student-Athlete Development Professionals (N4A) Convention. Orlando, FL.

Plunkett, E. & Sagas, M. (May, 2019). *Career exploration through the use of an odyssey planning and prototyping activity*. Oral presentation at the North American Society for Sport Management (NASSM) Conference – Teaching and Learning Fair. New Orleans, LA.

Plunkett, E. & Sagas, M. (May, 2019). *Exploring student-athletes' professional sport career plans through the Theory of Planned Behavior*. Oral presentation at the Professional Association for Athlete Development Specialists (PAADS) Research Symposium. New York, NY.

Odio, M., Coble, C., & **Plunkett, E.** (June, 2018). *Administering internships in sport management: Comparing practices across the discipline*. Oral presentation at the North American Society for Sport Management (NASSM) Conference. Halifax, NS.

Padgett, E. (June, 2017). *A systematic review of factors influencing transition out of elite sport*. Poster at the Professional Association of Athlete Development Specialists (PAADS) Research Symposium. Daytona, FL.

Padgett, E., & Bopp, T. (April, 2016). *Exploring gender equity among Division I sports information directors*. Poster at the College Sport Research Institute (CSRI) Conference on College Sport. Columbia, SC.

GRANTS & CONSULTING

FUNDED GRANTS

Harry, M. (PI), & **Plunkett, E.** (Co-PI), University of Florida Institute of Coaching Excellence Research Grant (2025 – 2026). *Pitching Their Potential: How College Baseball and Softball Athletes Use LinkedIn to Describe Their Transferable Skills*. \$2,500

Plunkett, E. (PI). Texas A&M University Center for Teaching Excellence (2024). *Scholarship of Teaching Yields Excellence (STYLE) Institute*. \$2,500

Chang, Y. (PI), **Plunkett, E.** (Co-PI), Sagas, M. (Co-PI), & Lee, I. (Investigator). Texas Wylie Independent School District (2022 – 2025). *Character Development Program Evaluation and Instrument Development*. \$149,999

Plunkett, E. (PI), & Chun, Y. (Co-PI). CarrSports Consulting (2021). *Situational Analysis for a Division I Athletic Program*. \$3,000

Plunkett, E. (PI). Vital Leadership (2019 – 2021). *Athlete Development Program Evaluation*. \$4,500

Sagas, M. (PI), **Plunkett, E.** (Co-PI), & Chun, Y. (Co-PI). CarrSports Consulting (2020 – 2021). *Situational Analysis for a Division I Athletic Program*. \$2,000

CONSULTING CONTRACTS

Plunkett, E. (Athlete Development Consultant). MVP Kids Books (2020 – 2021). *MVP Kids Books: Sports Series Editorial Review Team*.

Sagas, M. & **Plunkett, E.** (Co-Instructors & Transition Consultants). MAI Capital Management (2020 – 2020). *Sport Career Transition Specialist Certificate Program Webinar Series*.

SUBMITTED GRANTS

Plunkett, E. (PI), Sagas, M. (Co-PI), & Brown, M. (Co-PI). NCAA Innovations in Research & Practice Grant. (Submitted January 2023). *Development of a Sport Career Transition Training Course*. \$35,000 Requested (Not funded).

TECHNICAL REPORTS

Crosby, K., McKay, S., Downey, P., Drake, C., Hancock, K., Jimenez, L., **Plunkett, E.**, Robertson, M., Stark, C., & Waltz, S. (2025). National Association of Academic and Student-Athlete Development Professionals (N4A) Directors Survey Report. Prepared for the N4A Executive Board.

Chang, Y., **Plunkett, E.**, Sagas, M., & Lee, I. (2023). 2022-23 Wylie Independent School District (ISD) Character Education Program Results Report. Prepared for Wylie ISD Administration Team and Wylie Way Program.

Chang, Y., **Plunkett, E.**, Sagas, M., Lee, I., & Paciorek, P. (2022). 2022 Wylie Independent School District (ISD) Character Education Program Pilot Test Results Report. Prepared for Wylie ISD Administration Team and Wylie Way Program.

Plunkett, E., & Chun, Y. (2021). Stakeholder Survey Report for a Division I Athletics Department. Prepared for CarrSports Consulting and a Division I Athletic Department.

Plunkett, E. (2021). Kansas City Christian School and Sport Culture Survey: 2021 End-of-Year Results Report. Prepared for Vital Leadership and Kansas City Christian School.

Plunkett, E. (2021). Kansas City Christian School and Sport Culture Survey: 2021 Spring Sports Results Report. Prepared for Vital Leadership and Kansas City Christian School.

Plunkett, E. (2021). Kansas City Christian School and Sport Culture Survey: 2021 Winter Sports Results Report. Prepared for Vital Leadership and Kansas City Christian School.

Sagas, M., **Plunkett, E.**, & Chun, Y. (2021). Situational Analysis Report for a Division I Athletics Department. Prepared for CarrSports Consulting and a Division I Athletic Department.

Plunkett, E. (2020). Kansas City Christian School and Sport Culture Survey: 2020 Fall Sports Results Report. Prepared for Vital Leadership and Kansas City Christian School.

Plunkett, E. (2020). Kansas City Christian School and Sport Culture Survey: 2020 Spring Sports Results Report. Prepared for Vital Leadership and Kansas City Christian School.

Plunkett, E. (2020). Kansas City Christian School Parent Home Learning Survey: Spring 2020 Report. Prepared for Vital Leadership and Kansas City Christian School.

Plunkett, E. (2020). Kansas City Christian School Athlete-Centered Coaching Initiative: 2020 Spring Coaches Evaluation Report. Prepared for Vital Leadership and Kansas City Christian School.

Plunkett, E. (2019). Kansas City Christian School and Sport Culture Survey: 2019 Fall Sports Results Report. Prepared for Vital Leadership and Kansas City Christian School.

INVITED PRESENTATIONS

Plunkett, E. (February 2025). *Dissertation Preparation*. Presented to doctoral students in the Proposal Preparation course. University of Oklahoma, Norman, OK.

Plunkett, E. (February 2024). *Aggie Values: Self-Awareness and Value Congruence as Career Decision-Making Tools*. Presented to members of the Progressively Reaching Excellence in Professionalism (PREP) Freshmen Leadership Organization. Texas A&M University, College Station, TX.

Plunkett, E. (March 2023). *Theoretical Approaches to Career Transition Planning*. Presented to students in the graduate Athlete Development course. University of Florida, Gainesville, FL.

Plunkett, E. (February 2023). *Identity Work and Self-Awareness for Sport Career Transition*. Presented to students in the graduate Athlete Development course. University of Florida, Gainesville, FL.

Plunkett, E. (February 2020, & September 2019). *Selecting a Capstone Internship: Implications from Research & Practice*. Presented to students in the Field Experience course. University of Florida, Gainesville, FL.

Plunkett, E. (February 2019). *Life After Sports*. Presented to 175 student-athletes and sport industry practitioners at the Stay in the Game Career Development Forum. University of Florida, Gainesville, FL.

CAMPUS, COMMUNITY, & PROFESSIONAL SERVICE

- Faculty Adviser, University of Florida Mu Sigma Lambda Sport Management Fraternity (2025 – Present)
- Volunteer, University of Florida College of Health & Human Performance Graduation Ceremony (2025)
- Member, National Association of Academic and Student-Athlete Development Professionals (N4A) Research Committee (2024 – Present)
- Member, University of Florida Sport Management Online Master's Admissions Committee (2024 – Present)
- Member, University of Florida Department of Sport Management Climate and Engagement Committee (2024 – Present)
- Ad Hoc Reviewer, Journal of Athlete Development and Experience (2023 – Present)
- Trip Co-Leader, Texas A&M University Sport Management Education Abroad Germany & Austria Program (2024)
- Member, Texas A&M University Sport Management Master's Strategic Scholarship Committee (2024)
- Member, Texas A&M University Sport Management Master's Admission Committee (2023 – 2024)
- Member, Texas A&M University School of Education and Human Development Service, Teaching, and Research (STaR) Mentoring Program (2023 – 2024)
- Member, University of Florida Sport Management Anti-Racism Learning Community Student Experience Committee (2021 – 2022)
- Departmental Representative, University of Florida Health and Human Performance Graduate Organization (HHP GO; 2018 – 2021)
- Member, Tuletown Gator Club Scholarship Committee (2019)
- Member, University of Florida Department of Sport Management Chair Search Committee (2019)
- Chair, University of Florida Recreational Sports Policy Sub-Committee (2018 – 2019)
- Member, University of Florida Athletic Tutorial Advisory Committee (2018 – 2019)
- Member, Tim Tebow Foundation's Night to Shine Planning Committee (2018 – 2019)
- Member, Tuletown Gator Club Board of Directors (2018 – 2019)
- Member, University of Florida Recreational Sports Board of Directors (2017 – 2019)
- Trip Leader, University of Florida Disney International Academic Exchange Program (2017)

- Vice President, University of Florida Tourism, Recreation and Sport Management Graduate Club (2015 – 2016)
- Member, Swamp Scramble Golf Tournament Planning Committee (2015 – 2016)

AWARDS & HONORS

- National Association of Academic and Student-Athlete Development Professionals (N4A) Dr. Gerald S. Gurney Research Award (2025). \$500
- University of Florida Graduate School Research Fellowship (2017 – 2021) Full tuition waiver and annual stipend of \$25,000
- McGriff Family Scholarship, University of Florida College of Health & Human Performance (2022, 2020, 2019, 2018, 2017) Total \$9,500
- Alex Diaz Scholarship, University of Florida College of Health & Human Performance (2021) \$1,900
- University of Florida Tourism, Recreation and Sport Management Professional Development Award (2016, 2015) Total \$500
- Tom McEwen Sports Journalism Scholarship, University of Florida College of Journalism and Communications (2012)
- Bonni G. Tischler Endowment for Student Leadership, University of Florida College of Journalism and Communications (2012)

PROFESSIONAL TRAINING, CERTIFICATIONS, & LICENSES

- CPR/AED and First Aid Certification, GatorCPR (2025 – Present)
- University of Florida Research in Teaching and Learning (RiTL) Faculty Learning Community, University of Florida (2024 – Present)
- Artificial Intelligence (AI) Learning Academy Certification, University of Florida (2024)
- Wilderness First Aid Certification, National Outdoor Leadership School (NOLS; 2024)
- Certified Athlete Development Specialist, Professional Association of Athlete Development Specialists (PAADS; 2017)

PROFESSIONAL MEMBERSHIPS

- North American Society for the Sociology of Sport (NASSS; 2024 – Present)
- Providing Opportunities for Women in Educational Research (POWER; 2024 – Present)
- National Association of Academic and Student-Athlete Development Professionals (N4A; 2019 – Present)
- North American Society for Sport Management (NASSM; 2017 – Present)
- Professional Association of Athlete Development Specialists (PAADS; 2017 – Present)
- National Career Development Association (NCDA; 2019 – 2020)
- College Sports Information Directors of America (CoSIDA; 2015 – 2016)

SPORT INDUSTRY EXPERIENCE

Student-Athlete Content Tutor
University of Florida Athletic Association

2016 – 2019

Student-Athlete Mentor University of Florida Athletic Association	2016
Golf Sports Information Director University of Florida Athletic Association	2014 – 2016
Communications Assistant University of Florida Athletic Association	2012 – 2016
Journalist & Sportswriter Beaches Leader Newspaper	2012 – 2013
Assistant Diving Coach Mandarin Middle School	2011 – 2013
Student-Athlete University of Florida Swimming & Diving Team	2010 – 2011