

Kunsoo (KS) Shim, Ph.D.

CURRICULUM VITAE

Associate Professor
Sport Management Program
School of Exercise and Sport Science
University of Mary Hardin-Baylor (UMHB)
ksshim81@gmail.com

EDUCATION

Degrees

Texas A&M University, College Station, TX December, 2014
Ph.D. in Sport Management
Dissertation Title: The Experiences for People of Asian Descents in Professional Positions in American College Sport
Committee Members:
Akilah R. Carter-Francique, Ph.D. (San Jose State University)
Jon Welty Peachey, Ph.D. (University of Illinois)
John N. Singer, Ph.D. (Texas A&M University)
Ben D. Welch, Ph.D. (Texas A&M University)

Texas A&M University, College Station, TX May, 2011
M.S. in Sport Management

Kyunghee University, South Korea March, 2008
B.S. double majors in French & Sport Management

PROFESSIONAL EXPERIENCES

Academic

Associate Professor (Tenure-Track Position) 07/2022- present
Sport Management Program
School of Exercise and Sport Science
University of Mary Hardin-Baylor (UMHB), Belton, TX
Taught sport management courses for undergraduate and graduate and oversaw graduate program in sport management, along with assessment and report of sport management program

Associate Professor (Tenured: April 2021) 08/2020- 05/2022
Director for Undergraduate and Graduate Program in Sport Management
Department of Human Performance
Campbellsville University, Campbellsville, Kentucky

Oversaw sport management program for both undergraduate and graduate, advised and mentored students for the academic progress, along with assessment and report of the programs for the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and developed and taught courses in sport management.

Assistant Professor 01/2015-08/2020
Director for Graduate program in Sport Management
Department of Human Performance
Campbellsville University, Campbellsville, Kentucky

Taught sport management courses for undergraduate and graduate and oversaw graduate program in sport management, along with assessment and report of sport management program for the SACSCOC.

Instructor
Department of Health and Kinesiology Fall, 2014
Texas A&M University, College Station, Texas
Taught SPMT 304: Psychology of Sport and Physical Activity

Teaching Internship 09/2013-12/2013
Department of Health and Kinesiology
Texas A&M University, College Station, Texas

Graduate Teaching Assistant (GTA) 01/2011-08/2014
Department of Health and Kinesiology
Texas A&M University, College Station, Texas

Graduate Research Assistant (GRA) 09/2010-12/2010
Department of Health and Kinesiology
Texas A&M University, College Station, Texas
Assisted with Dr. Jon Welty Peachy for the Research Project: Street Soccer USA for a sport-for-homeless intervention: Qualitative Data Audio Transcripts.

Industry Experiences

Faculty Supervisor, Student Volunteers – NCAA Final Four (2025, San Antonio, Texas)

In collaboration with San Antonio Sports 04/04/2025-04/05/2025

- Supervised and accompanied sport management students serving as volunteers for the 2025 NCAA Final Four in San Antonio.
- Partnered with San Antonio Sports to coordinate student involvement in event operations, logistics, and fan engagement activities.
- Provided mentorship and professional guidance, helping students connect classroom learning with practical experiences in a major collegiate sporting event.
- Enhanced student exposure to industry networks and strengthened experiential learning opportunities in the sport management field.

Faculty Supervisor, Student Volunteers – College Football Playoff (NRG Stadium, Houston TX)

01/05-01/08/2024

- Supervised and accompanied sport management students participating as volunteers at the 2024 College Football Playoff in Houston, Texas.
- Oversaw student responsibilities in collaboration with event organizers, ensuring professional conduct and successful contributions to large-scale event operations.
- Provided mentorship and guidance to students, linking classroom knowledge with real-world sport industry experience.
- Strengthened professional networks with event stakeholders while enhancing students' experiential learning opportunities.

Student Volunteer Team Leader, NCAA Final Four (NRG Stadium, Houston, TX)

04/01-04/03/2023

Houston, Texas – in collaboration with the Houston Sports Authority

- Served as a student leader for the volunteer program during the NCAA Final Four, one of the largest collegiate sporting events in the United States.
- Collaborated with the Houston Sports Authority to oversee and guide student volunteers, ensuring effective coordination of assignments and responsibilities.
- Provided leadership and mentorship to student volunteers, while supporting event operations, logistics, and guest services.
- Gained practical experience in large-scale sport event management and strengthened professional relationships with sport industry partners.

President / Vice President, Korean Aggies Soccer Association (Texas A&M University, College Station, TX)

2010–2011

- Oversaw and managed a student-run club program with more than 80 active members, providing organizational leadership and long-term vision for the association.
- Directed weekly practices and competitive games, coordinated logistics, and maintained the financial operations of the club.
- Collaborated with the City of College Station Parks & Recreation Department and Texas A&M University officials to arrange facilities and schedules for practices and competitions.
- Achieved competitive success by winning the Korean Students Soccer Championship (KSSC) in 2010 as Vice President and securing the 2011 KSSC title as President in Austin, Texas.

President

11/2004-11/2008

AS Soccer Club

Kyunghee University, South Korea

Showed leadership to manage the Club with more than 40 members for 4 years.

Instructor

09/2006-01/2007

GnB English Institution, SeungNam, South Korea

Physical Education Instructor (Military Service)

Republic of Korea Army Training Center, Daegu, South Korea

02/2001–04/2003

- Served as a Physical Education Instructor during mandatory military service at the Republic of Korea Army Training Center.
- Provided structured physical education and conditioning programs to train new recruits, focusing on discipline, endurance, and overall physical fitness.
- Delivered instruction on physical readiness, exercise techniques, and military fitness standards to prepare soldiers for the demands of active duty.
- Contributed to the development of recruits by fostering resilience, teamwork, and confidence through rigorous training and mentorship.

Teaching/Student Mentorship

Faculty Mentor, Graduate Student Team – National Sports Forum Case Competition (Los Angeles, California, 2023)

02/26/2023-02/28/2023

- Served as faculty mentor for graduate students competing in the Sport Marketing Case Competition at the National Sports Forum, one of the largest annual gatherings of sport industry professionals in the United States.
- Guided students in the development of strategic sport marketing solutions, providing academic and professional insight throughout the competition process.
- Supported students in bridging theoretical knowledge with applied practice, enhancing their analytical, presentation, and problem-solving skills.
- Represented the university at a national-level event while strengthening institutional visibility and industry-academic connections

Faculty Supervisor – Sport Entertainment Symposium (AT&T Stadium, Dallas, Texas)

Hosted by the University of North Texas (UNT)

11/2023

- Accompanied and supervised sport management students attending the Sport Entertainment Symposium held at AT&T Stadium, home of the Dallas Cowboys.
- Facilitated student engagement with panels, workshops, and presentations led by sport industry professionals.
- Provided mentorship by connecting academic coursework with real-world applications in sport entertainment and venue management.
- Enhanced experiential learning opportunities and expanded students' professional networks within the sport industry.

Faculty Supervisor – Tennessee Titans Learning Lab (Nissan Stadium, Nashville, Tennessee)

National Football League (NFL) Organization

03/2015

- Accompanied and supervised sport management students participating in the Tennessee Titans Learning Lab, an NFL-hosted educational program at Nissan Stadium.
- Facilitated student interaction with executives and staff members across multiple departments, exposing students to diverse career paths in the professional sport industry.

- Provided guidance to help students connect classroom knowledge with practical insights from NFL operations, sport marketing, and facility management.
- Enhanced experiential learning by integrating real-world industry exposure with academic development in sport management.

COURSES TAUGHT

Instructor of Record

Undergraduate level

University of Mary Hardin-Baylor (UMHB)

(Associate Professor)

EXSS 4376 Leadership Principles in Sport Spring 2025

EXSS 4378 Sport Finance

EXSS 2371 Principles of Sport Management

EXSS 4377 Field Experience

EXSS Economics in Sport (Online) Winter 2024

EXSS 3374 Sport Promotion/Marketing Fall 2024

EXSS 3377 International Sport Management

EXSS 3360 Sport Venue/Event Management

EXSS 4377 Field Experience

EXSS 4377 Field Experience Summer 2024

EXSS 4376 Leadership Principles in Sport Spring 2024

EXSS 4378 Sport Finance

EXSS 2371 Principles of Sport Management

EXSS 4377 Field Experience

EXSS 3374 Sport Promotion/Marketing Fall 2023

EXSS 3377 International Sport Management

EXSS 3360 Sport Venue/Event Management

EXSS 4377 Field Experience

EXSS 4377 Field Experience Summer 2023

EXSS 4376 Leadership Principles in Sport Spring 2023

EXSS 4378 Sport Finance

EXSS 3374 Sport Promotion/Marketing Fall 2022

EXSS 3375 Economics in Sport

Campbellsville University

Associate Professor

HP 360: Gender & Diversity in Sport Spring 2022

HP 375: Current Issues and Trends in Sport (Fully Online)

HP 405: Sport Marketing

HP 394 Event Management in Sport (Full Online) Fall 2021
 HP 430 Sport Psychology
 HP 315 Introduction to Sport Management
 HP 371 Sport Finance

HP 394: Event Management in Sport (Fully Online) Summer, 2021

HP 360: Gender & Diversity in Sport Spring 2021
 HP 375: Current Issues and Trends in Sport (Fully Online)
 HP 405: Sport Marketing

HP 371 Sport Finance Fall, 2020
 HP 360 Gender & Diversity in Sport
 HP 350 Sport Tourism
 HP 315 Introduction to Sport Management (Fully Online)

HP 375 Current Issues & Trends in Sport (Fully Online) Summer 2020

Assistant Professor

HP 360: Gender & Diversity in Sport Spring 2020
 HP 394: Event Management in Sport
 HP 405: Sport Marketing

HP 371 Sport Finance Fall 2019
 HP 315 Introduction to Sport Management
 HP 375 Current Issues and Trends in Sport (Fully Online)
 HP 394 Event Management in Sport (Fully Online)

HP 315 Introduction to Sport Management (Fully Online) Spring 2019
 HP 405 Sport Marketing

HP350: Sport Tourism Fall 2018
 HP 370: Sport Facility Design & Management
 HP 371: Sport Finance
 HP 375: Current Issues & Trends in Sport (Fully Online)
 OR 100: First Year Experience

HP 375: Current Issues & Trends in Sport (Fully Online) Summer 2018

HP 360: Gender & Diversity in Sport Spring 2018
 HP 394: Event Management in Sport
 HP 405: Sport Marketing

HP 371: Sport Finance Fall, 2017
 HP 370: Sport Facility Management

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| HP 315: Introduction to Sport Management | |
| HP 315: Introduction to Sport Management (Fully Online) | Summer 2017 |
| HP 405: Sport Marketing | Spring 2017 |
| HP 394: Event Management in Sport (New Course Development and taught) | |
| HP 360: Gender & Diversity in Sport | |
| HP 371: Sport Finance | Fall, 2016 |
| HP 370: Sport Facility Management | |
| HP 315: Introduction to Sport Management | |
| HP 405: Sport Marketing | Spring, 2016 |
| HP 360: Gender & Diversity in Sport | |
| HP 350: Sport Tourism (New Course Development and Taught) | |
| OR 110: Orientation Class for New Students | |
| HP 444: Sport Policy and Governance | Fall, 2015 |
| HP 370: Sport Finance | |
| HP 371: Sport Facility Management | |
| HP 405: Sport Marketing | Spring, 2015 |
| HP 360: Gender & Diversity in Sport | |
| HP 350: Sport Tourism | |
| Texas A&M University | |
| <u>Instructor</u> | |
| SPMT 304: Psychology of Sport and Physical Activity (Fully Online) | Fall, 2014 |
| <u>Teaching Intern</u> | |
| SPMT 217: Introduction to Sport Management | Fall, 2013 |
| SPMT 334: Sport Communication | |
| <u>Teaching Assistant</u> | |
| SPMT 217: Foundation of Sport Management | 2011-2014 |
| SPMT 420: Sport Facility Plan | |
| SPMT 304: Psychology of Sport and Physical Activity | |
| <u>Guest lecturer</u> | |
| PMT 217: The foundation of Sport Management | 10/2014 |
| SPMT 610: Understanding of Sport Organizations | 11/2013 |
| 4-H Mash Camp for the kids: Introduction to Sport Management (Introduced the field of sport management to the Community in College Station, TX) | 06/2013 |
| SPMT 613: Diversity in Sport Organization | 02/2013 |
| SPMT 610 Understanding of Sport Organizations | 11/2012 |

SPMT 613: Diversity in Sport Organization 01/2012

Graduate level

University of Mary Hardin-Baylor (UMHB)

Associate Professor

EXSS 6337 Facilities Management Spring 2025

EXSS 6352 Research Method in Sport Administration Fall 2024

EXSS 6337 Facilities Management Spring 2024

EXSS 6352 Research Method in Sport Administration Fall 2023

EXSS 6337 Facilities Management Spring 2023

EXSS 6352 Research Method in Sport Administration Fall 2022

Campbellsville University

(Developed and taught all online graduate level courses through Moodle)

Associate Professor

HP 670 Facility Development and Management in Sport Spring 2022

HP 660 Event Management & Promotion in Sport Fall 2021

HP 670 Facility Development and Management in Sport Spring 2021
HP 675 Current Issues and Trends in Sport

HP 660 Event Management & Promotion in Sport Fall, 2020

Assistant Professor

HP 670 Facility Development & Management in Sport Spring 2020

HP 605 Sport Administration

HP 660 Event Management & Promotion in Sport Fall 2019

HP 670 Facility Development and Management in Sport Spring 2019
HP 605 Sport Administration

HP 660 Event Management & Promotion in Sport Fall 2018

HP 670 Facility Development & Management in Sport Spring 2018
HP 605 Sport Administration

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| HP 660: Event Management & Promotions HP 650: Ethics in Sport | Fall, 2017 |
| HP 670: Facility Development and Management HP 605: Sport Administration | Spring, 2017 |
| HP 660: Event Management & Promotions HP 650: Ethics in Sport | Fall, 2016 |
| HP 670: Facility Development & Management HP 605: Sport Administration | Spring, 2016 |
| HP 660: Event Management & Promotions | Fall, 2015 |
| HP 670: Facility Development & Management HP 605: Sport Administration | Spring, 2015 |

PROFESSIONAL TEACHING CERTIFICATES

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| Vector LMS, Higher Education Edition to offer training courses online for your convenience (Canvas Online Class Platform) Iowa Wesleyan University | 06/2021 |
| BP500-Certificate in Online-Course Delivery Best Practice (Moodle) Campbellsville University | 02/2016 |
| MT202- Faculty Orientation to Online Teaching (Moodle) Campbellsville University | 01/2016 |
| Teaching Assistant Certificate (In person & Online format- Ecampus) Texas A&M University | 08/2013 |

RESEARCH INTERESTS

My research interests primarily focus on diversity in sport, in particular Asians/Asian Americans in sport. I am scholarly interested in knowing the experiences of Asians/Asian Americans in terms of their underrepresentation, fans/sport consumer behaviors, and motivation in sport. For example, (1) I seek to examine political, economic, social, and cultural factors that hinder Asians/Asian Americans from participating in and/or getting employed in various sport contexts, (e.g., community sport, high school sport, campus recreation, intercollegiate sport, professional sport, Olympic sport), (2) explore potential motives and constraints that influence behaviors of Asian/Asian American sport fans or participants, My ultimate goal, as a scholar, is to elaborate a practical model to foster social justice (inclusion) and better understand experiences of racial minorities (e.g., Asians/Asian Americans) in sport.

- Diversity in sport

- Asians/Asian Americans in sport (sociocultural)
- Asians/Asian American fans/participants behavior in Sport
- Motivation on sport consumer behavior in Sport

REFEREED JOURNAL ARTICLES

Shim, K., Carter-Francique, A.R. & Singer, J. N. (2020). The Foreigner: Race-based experiences of Asian employees in intercollegiate athletics administration. *Journal of Issues in Intercollegiate Athletics* 13, 70-93. http://csri-jiia.org/wp-content/uploads/2020/03/RA_2020_04.pdf

Shim, K., Carter-Francique, A.R., & Oshiro, K. (Completed & To be submitted September, 2026). Developing Ethnic minority employees: Strategies for Asian Employees in intercollegiate athletics administration. *Journal of Intercollegiate Sport*

Kristi Oshiro, John Singer, & **Shim, K.** (Completed & To be submitted October, 2026). The Forever Foreigner in a White Man's World: Exploring the Underrepresentation of Asian Americans in Leadership Positions in College Sport. Target Journal: *Journal of International Review for the Sociology of Sport*.

Journal Articles in Progress

Shim, K., & Carter-Francique, A.R. From race to ethnicity: Analysis of the underrepresentation of Asians in leadership positions in college sport: An Asian Critical Theory Perspective. Target Journal: *International Review for the Sociology of Sport*.

Shim, K. Examining the motives and retention factors of Asian international students as volunteers at a NAIA Sporting event. Target Journal: *International Journal of Sport Management*.

Shim, K. An examination of surface-level and deep-level diversity in the sport environment. Target Journal: *Quest*.

PUBLISHED RESEARCH PROCEEDINGS/ABSTRACTS

Shim, K. & Carter-Francique, A. R. (2017) Experiences for people of Asian descents in professional positions in American college sport. *Conference Abstract of the 2017 North American Society for Sport Management Annual Conference*, p 569-570. http://www.nassm.org/files/conf_abstracts/2017-177.pdf

Shim, K., & Carter Francique, A.R. (2012). From race to ethnicity: A critical analysis on the underrepresentation of Asians in leadership positions in college sport. *Conference abstract of the 2012 North American Society for the Sociology of Sport (NASSS), New Orleans*, p 16. <http://www.nasss.org/wp-content/uploads/2012/11/2012-NASSS-Final-program-and-abstracts.pdf>.

Shim, K., & Carter Francique, A.R. (2012). An examination of recognition and impact of deep-level diversity in the team sport environment. *Conference Abstract of the 2012 North*

American Society for Sport Management Annual Conference, p 45-46
http://www.nassm.org/files/conf_abstracts/2012-112.pdf

OTHER PUBLISHED

Shim, K.S. (2014). The Experiences for people of Asian descent in professional positions in American college sport (Doctoral Dissertation, Texas A&M University)

RESEACH COVERAGE IN THE MEDIA

On the Move, Texas A&M University (spring, 2015). “The Bigger Picture, Student tackles race questions for Asians in sport”, http://issuu.com/hlknaggies/docs/otm_spring_2015

NATIONAL/INTERNATIONAL PRESENTATIONS

Shim, K. & Carter-Francique, A. R. (June, 2017) *Experiences for people of Asian descents in professional positions in American college sport*. Accepted oral presentation at the North American Society for Sport Management (NASSM), Denver, Colorado

Shim, K. (June, 2016). Diversity project in sport. Teaching and learning presentation at the North American Society for Sport Management (NASSM). Orlando, Florida.

Shim, K., & Carter Francique, A.R. (April, 2014). *The lived experiences of Asian professionals in intercollegiate athletics*. Oral presentation the College Sports Research Institute (CSRI), Columbia, South Carolina.

Shim, K., & Carter-Francique, A. R. (February, 2013). *Examining the underrepresentation of Asians in college sport*. Oral presentation at the Texas Graduate Sport Management Student Symposium (TGSMSS), College Station, Texas.

Shim, K., & Carter Francique, A.R. (November, 8, 2012). *From race to ethnicity: A critical analysis on the underrepresentation of Asians in leadership positions in college sport*. Oral presentation at the North American Society for the Sociology of Sport (NASSS), New Orleans, Louisiana.

Shim, K., & Carter Francique, A.R. (May, 2012). *An examination of recognition and impact of deep-level diversity in the team sport environment*. Poster presentation at the North American Society for Sport Management (NASSM), Seattle, Washington.

Abstracts Submitted for Conference Participation for Journal Publications

Shim, K., & Carter Francique, A.R. (28, May, 2013). *Acknowledging the underrepresentation of Asians in leadership positions in sport context: An AsianCrit Analysis*. Diversity Committee Writing Workshop at North American Society for Sport Management (NASSM), Austin, Texas.

Shim, K., & Carter Francique, A.R. (28, May, 2013). *Examining the underrepresentation of Asians in college sport*. North American Society for Sport Management (NASSM), Austin, Texas.

INVITED PROFESSIONAL LECTURES & DISCUSSANTS

Shim, K (October, 2017). Panel Discussant. Student Government Association's Tiger Talks and Campbellsville University's Dialogue on Race open forum on "Issues of Race in Sports," Campbellsville University, Campbellsville, Kentucky.

Shim, K. (September, 2017). Presenter. *Ethical issues in sport: Race in college sport*. Quality Enhancement Plan (QEP) faculty lecture series, Southern Association of Colleges and Schools (SACS), Campbellsville University, Campbellsville, Kentucky.

RESEARCH & PROFESIONAL GRANTS

Shim, K. (2021) Lilly Virtual Conference Workshop (Enhancing Online, Onsite, and Hybrid Teaching Learning) funded by Title III Grant, Campbellsville University (\$399).

Shim, K. (2020). Association of American Colleges & University Conference, Jacksonville, FL, funded by Title III grant from Campbellsville University (\$1,910).

Shim, K. (2018). Lilly Conference workshop funded by Title III Grant, Campbellsville University (\$2,000).

Shim, K. (2017). Quality Enhancement Plan (QEP) retreat workshop funded by Southern Association of Colleges and Schools (SACS), Cumberland, Kentucky (\$500)

Shim, K. (2017) Professional Development Grant for North American Society for Sport Management (NASSM). Funded by the Professional Development Committee & Department of Human Performance at Campbellsville University (\$855)

Shim, K. (2016). Engagement Learning Program (WEL) Grant for Tennessee Titans (Learning Lab) at Campbellsville University (\$494)

Shim, K. (2016) Professional Development Grant for North American Society for Sport Management (NASSM): Teaching and Learning Fair Funded by the Professional Development Committee & Department of Human Performance at Campbellsville University (\$1250)

Shim, K. (2014). Graduate Travel Grant for the College Sports Research Institute (CSRI). Funded by College of Education and Human Development, Texas A&M University (\$500).

Shim, K. (2012). Graduate Travel Grant for the North American Society for the Sociology of Sport (NASSS). Funded by College of Education and Human Development, Texas A&M University (\$500).

Shim, K. (2011). Graduate Travel Grant for the North American Society for Sport Management (NASSM). Funded by College of Education and Human Development, Texas A&M University (\$500).

CONFERENCE & JOURNAL REVIEW

Scholar Day Review

University of Mary Hardin-Baylor

Research Abstract Reviewer

North American Society for Sport Management (NASSM)

Ad hoc Reviewer

Physical Activity Review

PROFESSIONAL AFFILIATIONS

Kentucky Association for Health, Physical Education, Recreation, and Dance (KAHPERD)

North American Society for the Sociology of Sport (NASSS)

Diversity & Conference Climate Committee in NASSS
(evaluation on Gary Sailes Graduate Diversity Award, 2021)

North American Society for Sport Management (NASSM)

Korea Marketing Association (KMA)

UNIVERSITY/DEPARTMENT SERVICE

Campbellsville University

Director for SPMT Graduate Admission Committee

- Evaluated all applications for SPMT graduate program
 - Issuing reject or acceptance letter for applicants
- 2015-present

Director for Annual Sport Management Program Assessment

- Report and Assess the program
for Southern Association of Colleges and Schools
Commission on Colleges (SACSCOC)- SPOL program
- 2018, 2019, 2020, 2021

Program Development in Sport Management

- Developed Program: fully online Sport Management Program Fall 2021
- Redeveloped Program: Master of Art in Sport Management Program (Moodle) Spring, 2015
- Developed Associate Degree in Sport Management Program (Moodle) Launching the program spring, 2018 Fall, 2016

Academic Advising

- Advising undergraduate (45) and graduate students (30) for the academic achievement and progress in sport management 2015- present
- Providing advices for class schedule every semester
- Internship Coordinator for MASM students

Committee Services

- HP Department Tenure/Promotion Committee (Chair) 2021-present
- Diversity Policy Committee (Member) (Hate Speech Task Force) 2021- present
- SACSCOC 5th Year Committee (Member) 2019- present
- Cheatham Center Advisor Council (Member) 2018-present
- Online Learning Committee (Members) 2017-present
- Honors Council (Member) 2017-present
- Graduate Council (Member) 2015-present
- IRB Committee (Member) 2015-present
- Graduate Admission Committee in Master of Sport Management (Chair) 2015-present
- Human Performance Search Committee (Member) 08/2015

New Student Recruitments and Orientations

- New Student Orientations 2015-present
Provided information and advices for the sport industry for new students who are interested in sport management program.
- Preview and Tiger Days 2015-present
Consulted with the prospective students and their families for sport management major
- Tennessee Titan Learning Lab 2016 11/2016
Provided students in the sport management major with hands-on experiences by meeting executives who are currently working for

the Tennessee Titans and visiting critical spots in the stadium (Nissan Stadium). Titan's employees from many different departments led discussions, explained their job responsibilities, and gave practical information on how their careers began.