Questions for Student’s Choice Assignment Interview

1. What was your first job/internship in the sport management field? Did you have to do a job you didn’t enjoy to get to where you are today?
   - Coached ~10 years (taught US history, psychology, and world history)…gave glimpse into what management of sport is like…assistant AD for 1 year…then AD for 16 years…1st job = 1 year of assistant AD…then, Mike Short, former AD, retired…next, Cal moved into AD position

2. What type of skills/education would you say are needed for the position of high school athletic director?
   - Communication skills (both verbal and written) (communication with coaches, athletes, officials, other AD’s), technological competence, time-management skills, organizational skills (a lot of paperwork ranging from physicals to concussion papers to handbook papers), leadership skills (hopefully coaches see him as leader wanting to help and improve competition within their teams)

3. Are there any managerial skills necessary to successfully hold your position? If so, would you care to elaborate on which skills are necessary?
   - 21 sports at BNL…equal promotion of all sports (whether it be distributing equal amounts of equipment/resources or attention to coaches’ demands or weight room reservations or game/event scheduling)…capability to grasp the potential meaning/impact of high school sport on an individual

4. What are some of the biggest challenges you face in your day-to-day life? What have you learned from mistakes that have been made on the job?
   - Going in each day and responding to adversity and be fluid when it comes to accomplishing what you set out to do (weather postponements and sudden, unscheduled meetings with faculty such as principals and superintendents), time commitment (supervision of events @ BNL not only throughout the week, but also weekends), dealing with handbook violations (drug/alcohol issues), parental complaints regarding treatment of child student-athletes, staying positive and personable in spite of daily challenged

5. How has technology affected your position in the sport management field?
   - Scheduling via online system (umpiring…old times = phone call 5+ people and be dependent on them to get back, new times = mass message 20+ people and safe to expect response from at least 3 people…good problem – must choose who to hire instead of depending on others to agree to work for you)
   ---would endorse a social media class being provided to high school/college students on the do’s and don’t’s of social media and how to promote your program

6. Would you care to identify the duties of the position of high school athletic director?
   - Schedule-building (years in advance), routinely checking up with schools and officials to make sure they’re on the same page with regard to participating in events, ensuring of athletics being IHSAA compliant (paperwork), meeting with grounds crew at beginning of week to set out on what to do and how to prepare fields etc., monitoring/supervision of student behavior at larger scale athletic events

7. What positions do you oversee? Is it important to have performed the duties of your position(s) in order to lead these individuals? Why or why not?
full time secretary, 21 head coaches, ~65-75 coaches of various sports, grounds and maintenance employees...the more kind and appreciate you are of these people, the more inclined they will be to put forth their best effort when it comes to helping out with athletics

8. What steps would you encourage an undergraduate studying in sport management to take to advance his/her career and secure a job/internship?
-partake in different jobs in order to get your feet wet in the field of sport management and garner experience, get involved in any local sport-oriented organization (local high school, Boys & Girls club, etc.) to discover whether or not it’s a career path you would truly like to pursue, always talk to people in the field and make connections (bonding AND bridging)

9. What, if any, advice would you give to someone deciding to start a career in sports management?
-must have love and passion for sports, must have a passion for working with people (many college-aged kids), must be willing to sacrifice family time, find those close to you who will support you, be willing to start low in the corporate chain and work your way up, be willing to relocate in order to pursue jobs and work your way up until you land the job you are looking for

10. Heading into your undergraduate career, was a career as a high school athletic director your dream job? If not, what factors ultimately led you to decide on becoming a high school athletic director? Are there any tips you would give to a sport management undergraduate student that is open to a variety of jobs in the sport management field?
-knew he would be in education, but not necessarily athletic director...was not necessarily dream job, but it developed into that...being around and idolizing the former AD, Mike Short, and watching him from 1990-2003...being assistant AD for 1 year while Mike Short retired (everything fell into place)...must have passion and willingness to work with people...take advantage of opportunities that come up and try to meet as many people as you can...don’t be shy and get involved at school in organizations and clubs and “be a sponge” when you talk to athletics administrators

Topics to address for Student’s Choice Assignment Paper

1. For interview question #3: (Refer to Table 5.1 in your text) and describe which duties fall under planning, staffing, organizing, directing, or controlling and evaluating. You should cite the book when discussing these aspects.

2. What lessons were you surprised to learn from Coach Callahan over the course of the interview?

3. How has this interview/experience helped you make decisions about your next step towards your career?