

## Tracy Molloy, Senior Lecturer

### LLB, Grad Dip Tert Tchg

**Research specialisation:** Leadership and governance of sport organisations.

**Experience:** First career as a lawyer (12+ years) specialising predominantly in employment law and sports law. Second career as an academic joining AUT part-time in 2005 transitioning to a full-time senior lecturer role in 2011. Teaching activities include developing and delivering Unitec's first 'Sport & the Law' paper, paper leader for AUT's new 'Law & Ethics for Sport & Recreation' paper, as well as guest contributor to AUT's sport and recreation leadership, finance, society and post-graduate advanced sport management papers. Sport governance roles as director of the NZ Sports Assembly Inc, Touch NZ Inc and subsequently Vice-President (7 years), then President (5 years) of the Federation of International Touch Inc. Research career commenced in 2014 with enrolment in the AUT Master of Philosophy programme transferred, in 2016, to the AUT Doctorate of Philosophy programme. Long-term member of the Australian and New Zealand Sports Law Association (ANZSLA) and more recent member of the Sport Management Association of Australia and New Zealand (SMAANZ). As an athlete, selected for NZ Junior and NZ Universities basketball tours as well as 8 years playing national league basketball. Competed in the Coast-to-Coast and Southern Traverse adventure races. Currently, a member of Mairangi Bay Surf Lifesaving Club women's surfboat crew for World Masters Games 2017.



**Research overview:** PhD project examines the evolution of director selection methods utilised by New Zealand NSOs, in particular, the use of nomination committees to improve director selection processes and outcomes. The relationship between director selection, board composition, board performance and organisational performance is significant for organisational governance both in the for-profit and nonprofit sport environments. RCRG projects relate to NZ Super Rugby franchise mixed ownership structures and associated governance, control and value creation theories. Insights from these projects have implications for future ownership/governance decision-making in Super Rugby and other sporting codes. An over-arching research philosophy driven by the desire to enhance sport governance capability and promote integrity in national/international sport leadership and governance.

**Student supervision:** Supervisor for sport management major students in AUT's Sport & Recreation Cooperative papers. Prior students were co-winners of the final year best project presentation award. Keen advocate of work integrated learning and the industry/academic/student benefits associated with the relevant action-learning projects. Previously, industry supervisor for Massey University student 'restraint of trade in sport' project. A depth realism perspective supports both qualitative and quantitative methods of inquiry designed to explain past behaviours and inform future decision-making.

**Research publications:** Conference presentations include:

Molloy, T., Dickson, G. & Ferkins, L. (2016). *The Governance Wheel: A new conceptualisation of governance terminology and theories*. Paper presented at the 22<sup>nd</sup> Sport Management Association of Australia and New Zealand Conference.

Shilbury, D., Cameron, M., Ferkins, L., Micklejohn, T., Corbett, B., Bryham, G., Molloy, T., Dee, K., & Karg, A. (2016). *Examining ownership structures in Australian and New Zealand professional sports clubs*. Workshop delivered at the 22<sup>nd</sup> Sport Management Association of Australia and New Zealand Conference.

Molloy, T. Dickson, G., & Phelps, S. (2014). *Director selection methods: The emergence of board nomination committees in the governance of New Zealand national sport organisations*. Paper presented at the 20<sup>th</sup> Sport Management Association of Australia and New Zealand Conference.



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