

**2023 Annual ICHRIE Summer Conference**  
**Schedule of Events**  
*(subject to change)*

TUESDAY, 18 JULY 2023		
10:00AM – 12:00PM Desert Suite VIII	Board of Directors Meeting, morning	
12:00PM – 1:00PM Desert Suite VIII	Board of Directors Lunch	
1:00PM – 5:00PM Desert Suite VIII	Board of Directors Meeting, afternoon	
6:00PM – 8:00PM TBA	Board of Directors Dinner, sponsored by AHLA	
WEDNESDAY, 19 JULY 2023		
8:00am – 7:00pm	Registration	
9:00AM – 12:00PM Grand Canyon 5	Research Marathon	
9:00AM – 12:00PM Grand Canyon 3	Dissertation Competition Workshop <i>Sponsored by CHRIE FutureFund™</i>	
9:00AM – 12:15PM Wildflower A	Deans, Directors & Programs Leads Session (invitation only) <i>sponsored by Northern Arizona University</i>	
12:15PM – 1:30PM Wildflower A	Deans, Directors & Programs Leads Lunch (invitation only) <i>Sponsored by AHLEI</i>	
1:30PM – 3:30PM Wildflower A	SHARE Update Emphasizing Data for Research and the Classroom	
1:30PM – 5:30PM Desert Suite I	Sustainable Hospitality Lounge is open! <i>Sponsored by Florida International University</i>	
1:30PM – 2:30PM   Symposiums – Monitor: Fred Mayo for Grand Canyon Rooms		
Grand Canyon 1 Roundtable	So You Wanna Be a Department Chair Director? Opportunities for Leadership Career Paths	Eric Olson, Metropolitan State University of Denver and Lisa Young, DePaul University
Grand Canyon 2 TEACHING	Teaching Excellence: Enhancing Faculty's Delivery of Course Content Through Innovative Teaching Practices	Karen Byrd and Susan Gordon, both of Purdue University
Grand Canyon 3 TEACHING	Technology Advancement for the Hospitality Industry: Voice-Based Ordering	Scott Epskamp, VoiceOver Solutions; Frederick De Micco, Northern Arizona University; Muhittin Cavusoglu, University of South Florida; and Robert Borchardt, VoiceOver Solutions
Grand Canyon 4 ROUNDTABLE	Are Students Prepared for Teamwork?	Andrea White-McNeil, Bethune-Cookman University
Grand Canyon 5	Artificial intelligence (AI) in the events industry: Advanced Practices and Revolutions	Rayven Crisafulli and Rachel J.C. Fu, both of University of Florida
Wildflower C	EDUCATION SESSION: Basic Methodological Mistakes in Quantitative Research	Faizan Ali, University of South Florida

Desert Suite VIII	University-Industry Partnerships: Connecting tourism students to organizational leaders	Dan Plunkett, University of Wisconsin, La Crosse and Nichole Hugo, Eastern Illinois University
<b>1:30PM – 2:30PM   Research Presentations &amp; SIG Meetings/Presentations</b>		
Desert Suite II  Education  Moderator: Cortney Norris	Students' Perceptions of Group Projects in the Hospitality and Tourism Discipline  Racial Equity within Hospitality Faculties: Does it even matter?  Bibliometric Research on Governance-related Research in Hospitality and Tourism	Cynthia Deale and Seung Hyun Lee, both of East Carolina University  Carl A. Boger Jr., University of Houston; Berkita S. Bradford, Virginia State University; Annette W. Goh, University of Houston; and Jarelyn Dunmars, University of Houston  Swechchha Subedi and Marketa Kubickova, both of University of South Carolina
Desert Suite III  Events Club Management  Moderator: Tassie Pippert	Understanding the Effects of Value Co-Creation Strategies on Event Attendees' Citizenship Behaviors: The roles of Sense of Empowerment, Psychological Ownership and Previous Experience  A Bayesian Confirmatory Factor Analysis of the Perceived Private Club Members' Benefits  Customer Loyalty in the Gaming Sector: An empirical study	Xingyi Zhang, University of North Texas; Smita Singh, Metropolitan State University of Denver; and Jing Li, Texas Tech University  Millicent Njeri, University of North Texas; James Uanhoro, University of North Texas; Kim Williams, University of North Texas; Jeff Allen, University of North Texas; and Elyria Kemp, University of New Orleans  Hazel Xu, IFTM and Pou U Lok, Macao Institute of Tourism Studies
Desert Suite IV  Tourism  Moderator: Chenggang Hua	Understanding the Effect of Community Participation Levels on Support for Destination Competitiveness Strategies  Trends and Patterns of Past Hospitality and Tourism Research and Future Landscape: A data science approach  Indulgence and Travel Post-COVID: Does willingness to use savings and/or debt matter?	Aatif Iqbal, Universiti Purta Malaysia; Cevat Tosun, George Washington University; Sridar Ramachandran, Universiti Purta Malaysia; and May Ling Siow, Universiti Purta Malaysia  Paul Phillips, University of Kent; Nuno Antonio, Universidade Nova de Lisboa; Krystin Zigan, University of Applied Sciences in Zwickau; and Said Elbanna, Qatar University  Jason Draper and Agnes DeFranco, both of University of Houston
Desert Suite V  Foodservice  Moderator: Jorden Brotherton	From Platforms to Plates: The role of system and food quality in online meal kit services on brand attachment  Impact of Restaurant Sustainability Attributes of Menu Labels on Restaurant Green Image and Customer Attributes  Restaurant Revenue Management: The case for delivery pricing	Hyeyoon Choi, Ohio University; Woojin Lee, Arizona State University; Alireza Zolfaghari, University of Guelph; and Hs Chris Choi, University of Guelph  Jangwoo Jo, Metropolitan State University of Denver; Hyun-woo Joung, University of Mississippi; and James Taylor, University of Mississippi  Timothy Webb and Hong Soon Kim, Both of University of Delaware

Desert Suite VI	Beverage SIG Meeting	Sir Adam Carmer, University of South Florida
Wildflower B	Club Management SIG Meeting	Cynthia Johnson, Florida State University
<b>2:45PM – 3:45PM   Symposiums – Monitor: Kim Severt for Grand Canyon Rooms</b>		
Grand Canyon 1 ROUNDTABLE	PGA Tour vs LIV: A discussion of leading during disruption in the marketplace	Christopher Cain, University of Nevada Las Vegas and Lisa Cain, Florida International University
Grand Canyon 2 TEACHING	Teaching Students to Use ChatGPT and Other AI Tools to Improve their Skills and Extend their Learning	Betsy Stringam and Keith Mandabach, both of New Mexico State University
Grand Canyon 4 ROUNDTABLE	Research for the Love of Research	Miranda Kitterlin, Florida International University; James Williams, University of Tennessee, Knoxville; and Donald Schoffstall, Johnson & Wales University, Charlotte
Grand Canyon 5	Hospitality Trends with Anthony Melchiorri	Suzanne Bagnera, Indian River State College and Anthony Melchiorri, Anthony Melchiorri Institute of Hospitality
Grand Canyon 3	ESD Board of Governors Meeting	Tim Flohr, University of Memphis
Wildflower C	Meetings Outlook: Future Predictions for the Business of Meetings	Tim Luepke, MPI
Desert Suite VIII	JHTR Editorial Board Meeting	All welcome
<b>2:45PM – 3:45PM   Research Presentations &amp; SIG Meetings/Presentations</b>		
Desert Suite II	Measurement Invariance in Hospitality Research: A warning and guidance for researchers	David Corsun and Cheri Young, both of University of Denver
Education Finance & Accounting Foodservice  Moderator: Angela Chu	Online Crowdfunding Investors' Responses to Linguistic and Communication Factors: An investigation of restaurant startups  Visual Signals in Reward-Based Crowdfunding: The effectiveness of Asset Visuals	Chunsheng Jin, Iowa State University; Jewoo Kim, Iowa State University; and Jaewook Kim, University of Houston  Yun Yang, Boston University; Yoon Koh, University of Houston; and Minjung Shin, University of Houston
Desert Suite III  Finance & Accounting  Moderator: Annette Graham	Financial Performance and Distress in the U.S. Hotel Sector during the COVID-19 Pandemic  Operational Risk Management in the Hotel Industry: A new approach  The Role of Strategic Positioning on Hotel Productivity	Amrik Singh, University of Denver  Augusto Hasman, EHL Hospitality Business School, HES-SO  Yoo Ri Kim, University of Surrey and Shih-Chuan Lin, Tamkang University

Desert Suite IV	Estimating Restaurants' Unconstrained Demand: A systematic approach to reducing biased forecast accuracy measures	Jing Ma, University of Delaware
Foodservice	Factors Influencing Consumers' Behavior in Buffet-Style Restaurants: An integrative framework of the NAM and TPB	Qianni Zhu and Pei Liu, both of University of Missouri
Moderator: Michelle Millar	Understanding Customer Perceptions of Service Sabotage Behavior in Restaurants	Chia-Yun Tsai, Stacy Lee, Jessica J. Yuan and Yang Zhou, all of Texas Tech University
Desert Suite V	Managing Diversity in Hospitality Public Sector	Ashokkumar Manoharan, Flinders University
Human Resources	The Impact of Leader's Trait and Episodic Envy on Abusive Supervision in Leader-Follower Dyads in the Hotel Industry	Xiaolin Shi, Hong Kong Polytechnic University; Yitong Yu, Hong Kong Polytechnic University; and Hao Shi, Tiaping College of Suzhou University of Science and Technology
	Improving Family Life Through Work: The role of work-family enrichment in work engagement and psychological well-being	Tim Self, Austin Peay State University; Phil Jolly, Penn State University; and Susan Gordon, Purdue University
Desert Suite VI	Hospitality Information Technology SIG Meeting	Thomas Schrier, Iowa State University
<b>4:00PM – 5:00PM   Symposiums — Monitor: Roni Weiss for Grand Canyon Rooms</b>		
Grand Canyon 1 ROUNDTABLE	Exploring the Potential for Self-Perceived Employability Research in Hospitality	Cho Tin Tun Kirkpatrick, Colorado Mountain College and Jean Hertzman, New Mexico State University
Grand Canyon 2	Machine Learning in Hospitality Business Research	Tianyu Pan, Rachel J.C. Fu, Olivia Paradis, Daniel E. Capecci and Damon L. Woodard, all of University of Florida
Grand Canyon 3 TEACHING	Leveraging Innovative Strategies and Online Tools to Increase Student Engagement	Ruth Smith and Andrea White-McNeil, both of Bethune-Cookman University
Grand Canyon 4 TEACHING	Roundtable Discussion: Do Hospitality Internship Learning Assessment Methods Match Learning Objectives, Activities, Outcomes and do they match program outcome requirements?	Keith Mandabach, New Mexico State University and Britt Mathwich, Colorado Mesa University
Grand Canyon 5	Employing the Delphi Technique to Engage a Small Group of Subject Experts	Carole Sox and Sheryl F. Kline, both of University of Delaware
Wildflower A	ESD Faculty Advisors Meeting	Tim Flohr, University of Memphis

4:00PM – 5:00PM   Research Presentations & SIG Meetings/Presentations		
Desert Suite II Tourism  Moderator: Karen Byrd	The Influence of Childhood Socioeconomic Status on Compensatory Travel Behavior  Placemaking in the Hospitality and Tourism Industries: A case of Assembly Row  Examining the Modification of Tourism Destination Image: Evidence from the Itaewon Disaster in South Korea	Joo Young Kim, Kyung Hee University; Jungkeun Kim, Auckland University of Technology; and Chulmo Koo, Kyung Hee University  Caryn Pang, Hult International Business School and Eulanda Sanders, Iowa State University  Eunji Lee, Kyung Hee University; Joonil Yoo, Kyung Hee University; Taekyung Kim, Kwangwoon University; and Chulmo Koo, Kyung Hee University
Desert Suite III Human Resources  Moderator: Barbara Atanga	Micro Corporate Social Responsibility in the Hospitality Industry: A meta-analytic synthesis  Virtual Incivility in the Hospitality Industry: A multi-dimensional analysis of its Impact on employees' job stress and emotional exhaustion	Dustin Maneethai, Frankie Torres, Alberto Beiza and Juan Madera, all of University of Houston  Edwin Torres, Rochester Institute of Technology; Trishna Mistry, University of South Florida; and Brianna Morman, University of Central Florida
Desert Suite IV Lodging  Moderator: Faizan Ali	From Restorative Environment to Consumer's Subjective Well-Being: A study of a wellness and spa resort  Time Spent in a Central Florida Timeshare Resort: Is there a correlation between distance to the resort and length of stay?  Creating a Shared Vision Between Top Management and Staff: The case of the Fairmont Hotel (Mecca)	Yu Chih Huang, National Chi Nan University; Chun-Chu Chen, Washington State University Vancouver; Chiao Yun Chien, National Chi Nan University; and Lan Lan Chang, Asia University  Jeffery Kreeger, Central Connecticut State University; Scott Smith, University of South Carolina; and Badr Badraoui, University of South Carolina  Stefano Borzillo, EHL Hospitality Business School and Salem Alshahrani, The Fairmont Hotel / EHL Hospitality Business School
Desert Suite V	Hospitality Sales & Marketing + Revenue Management SIGs Joint Presentation with Speaker   <i>Creating a 'Commercial' Mindset: Reimagining the Commercial Arm of the Hospitality Curriculum</i>	Speaker: Breffni Noone, Penn State University Chairs: Bob Gilbert, HSMAI & Tim Webb, University of Delaware
Wildflower C	Cruise Management SIG Meeting	Fred DeMicco, Northern Arizona University
Desert Suite VI	Hospitality Programs in Business Colleges (HpBC) SIG Meeting	Faizan Ali, University of South Florida
Desert Suite VIII	JHTE Editorial Board Meeting	All welcome
4:00PM – 5:00PM Wildflower B	NEW TO ICHRIE? Get to know more about the conference and International CHRIE!	
5:15PM – 5:30PM Grand Canyon 6/7	Welcome Notes & Awards	

5:30PM – 6:30PM Grand Canyon 6/7	<b>Keynote: ICHRIE’s Industry Advisory Council (IAC)</b>  Hear firsthand from the recently formed council of leading hospitality industry professionals, who have committed to helping us advance the collaboration of industry and education for innovation, sustainability and prosperity. Their ideas for advancing globally one voice for hospitality, while also introducing internships, externships, and a new collaboration in education and research, will be transformational.	Kevin Carey, American Hotel & Lodging Association Glenn Mandziuk, Sustainable Hospitality Alliance John Rissi, ENCORE Wanda Gispert, MGM Resorts Barb Bowden, Loews Hotels at Universal Jennifer Cronin, Hotels in Asia Pacific & Education Calvin Banks, Pyramid Global Hospitality Group Jeff Morgan, Club Management Association of America (CMAA) GJ Hart, CEO, Red Robin Gourmet Burgers, Inc with moderator, Jeff Higley, President, The BHN Group
6:30PM – 8:00PM Grand Canyon 8+	Opening Reception of the Education & Innovation Center <i>Sponsored by Penn State University</i>	
8:00PM – 9:00PM Lazy River, outside	Ducks and Drinks – Join us at the lazy river for the CHRIE FutureFund™ Duck Race!	
THURSDAY, 20 JULY 2023		
7:00AM – 8:00AM Grand Canyon Pre-Function	Breakfast	
8:00AM – 5:00PM East Registration	Registration Open	
8:00AM – 5:00PM Desert Suite I	Sustainable Hospitality Lounge is open! <i>Sponsored by Florida International University</i>	
8:00AM – 8:20AM Grand Canyon 6/7	Opening & Awards Presentation	
8:20AM – 9:20AM Grand Canyon 6/7	State of the Industry – from the Experts	Robert Mandelbaum, Director of Research Information Services, CBRE Hotels Research; Dan Fenton, Executive Vice President, Global Tourism and Destination Advisory, JLL; and Steve Hood, Senior VP of Research, STR, Founding Director, SHARE Center
9:20AM – 9:30AM	Break	
9:30AM – 10:15AM Grand Canyon 6/7	Deep Dive in Today’s Keynote	
Education & Innovation Center (Grand Canyon 8)		
10:15AM – 1:15PM	Education & Innovation Center Open with Vendor Showcases	
11:45AM – 1:15PM	Lunch	
1:20PM – 1:30PM Grand Canyon 6/7	Award Presentations	
1:30PM – 2:30PM Grand Canyon 6/7	Net Positive Hospitality: Driving collaboration for a more sustainable future	Glenn Mandziuk, CEO, Sustainable Hospitality Alliance

2:45pm – 3:45PM   Symposiums – Monitors: Ruiying Cai & Muslim Amin		
Grand Canyon 1 ROUNDTABLE	Developing an Innovative Curriculum for a BSc Hospitality Program in Switzerland	Thorsten Merkle and Thomas Bratschi, both of ZHAW Zurich University of Applied Sciences
Grand Canyon 2	Tenure and Promotion: Preparing the tenure package and the personal statement	Chris Roberts, Misty Johanson and Lisa Young, all of DePaul University
Grand Canyon 3 TEACHING	Re-envisioning Capstone Courses in Hospitality Management Programs	Timothy Flohr, University of Memphis
Grand Canyon 4 TEACHING	ChatGPT: Concerns and recommendations for hospitality and tourism education	Godwin-Charles Ogbeide, Metropolitan State University of Denver
Grand Canyon 5	Gateways and Barriers to Recruiting Minorities within the Hospitality Discipline	Berkita Bradford, Virginia State University; Carl A. Boger Jr., University of Houston; and Jarelyn Dunmars, University of Houston
Desert Suite VI TEACHING	EDUCATION SESSION: ChatGPT: Harnessing the Power of Emerging AI Tools for Research and Teaching	Ira Vouk, San Diego State University
Desert Suite VIII TEACHING	Design and Development Tools to Assist Faculty in Migrating from Traditional Learning to Microlearning	Mary Jo Dolasinski and Joel Reynolds, both of DePaul University
2:45pm – 3:45PM   Research Presentations & SIG Meetings/Presentations		
Desert Suite II  Events  Moderator: James Williams	<p>Making the Invisible Visible: A case study of indoor air quality assessment in hotel ballrooms during an academic conference</p> <p>Tourists' Motivation and Experience for attending Native American Festivals: The role of food and tribal affiliation</p> <p>From Event-goers to Event Advocates: How perceived value shapes intentions to share experiences in the event industry context</p>	<p>Howook Sean Chang, Florida International University; Bianca Louise Del Castillo, California State Polytechnic University, Pomona; Zhou Xing, California State Polytechnic University, Pomona; Xiyao Song, California State Polytechnic University, Pomona; and Kevin Cho, Awair</p> <p>Chen-Wei Willie Tao, Oklahoma State University; Kiyan Shafieizadeh, Metropolitan State University of Denver; and Kyongsik Sung, Oklahoma State University</p> <p>Ayman Harb, University of Jordan; Mansour Alansari, King Abdulaziz University; Hadeel Yaseen, University of Jordan; and Fawwaz Alhammad, Al-Balqa Applied University</p>
Desert Suite III  Foodservice  Moderator: Sung Lee	<p>Enhancing Restaurant Demand Forecasting: A Data Disaggregated Approach using Cointegration Time Series Analysis</p> <p>Neurodiversity in Restaurants: Learning from families of children with Autism Spectrum Disorder</p> <p>The Influence of Empathy on Food Allergy Training Effectiveness: An Experimental Study with Foodservice Employees in the U.S.</p>	<p>Rachel Yueqian Zhang and Chun-hung Tang, both of Purdue University</p> <p>Jooyeon Ha, San Jose State University and Kwangsoo Park, North Dakota State University</p> <p>Han Wen, University of North Texas and Heyao Yu, Penn State University</p>

Desert Suite IV Human Resources Moderator: Janet Mansinne	The Effect of Media Coverage on Hospitality Employees' Aging Stereotype and Intention to Work with Seniors  Leadership Barriers for Women Working in the Event Industry  Employees' Dehumanization of Customers: The negative impact of mobile orders and the moderating role of customer orientation	Yunying Zhong, University of Central Florida; Xi Leung, University of North Texas; and Jie Sun, California State Polytechnic University, Pomona  Trishna Mistry, University of South Florida; Brianna Clark, High Point University; and Jessica Wiitala, High Point University  Misun Sunny Kim, University of Massachusetts - Amherst; Melissa Baker, University of Massachusetts - Amherst; and Emily Ma, University of Surrey
Desert Suite V IT Moderator: David Pearlman	Customer Co-Creation of Service Recovery in Robotic Service Encounter  Consumers' Intention to Use Autonomous Service Robots: Ethical perspective  A Critical Review of Disruptive Digital Technology Research in Hospitality and Tourism	Pei Zhang, California State University San Luis Obispo; Lu Lu, Temple University; Tingting Zhang, University of Central Florida and Wangoo Lee, Temple University  Boyu Lin, Arizona State University; Woojin Lee, Arizona State University; Nicholas Wise, Arizona State University; Kathleen Andereck, Arizona State University; and Hwansuk Chris Choi, University of Guelph  Jiyoung Hwang and Mehmet Erdem, both of University of Nevada Las Vegas
Grand Canyon 8	Meetings, Events, Exhibitions & Convention Management (MEEC) SIG Meeting	Thomas Padron, California State University, East Bay
Grand Canyon 8	Hospitality Financial Management SIG Meeting	Yoon Koh, University of Houston
Top of the Escalators 2:45pm – 3:15pm	Culinary SIG – Tour of the JW Marriott Kitchen with Chef Gorton	Deb Midkiff, Indian River State College
<b>4:00PM – 5:00PM   Symposiums -- Monitors: Yi-Sung (Ethan) Cheng &amp; Pei Liu</b>		
4:00PM – 5:00PM Grand Canyon 1	So You'd Like to be a Journal Editor	Chris Roberts and Jenn Vallimont, DePaul University
4:00PM – 5:00PM Grand Canyon 3 TEACHING	The Melting Pot – Culturally Responsive Pedagogy	Ruth Smith and Andrea White-McNeil, both of Bethune-Cookman University
4:00PM – 5:00PM Grand Canyon 4 TEACHING	The Student Mental Health Crisis: Interventions for experiential educators	Jeff Lolli, Widener University; Angela Corbo, Widener University; and Donna Albano, Stockton University
4:00PM – 5:00PM Grand Canyon 5 ROUNDTABLE	Preparing Students for the Reality of Human Trafficking in the Hospitality Industry	Miranda Kitterlin, Lisa Cain and Amy Paul-Ward, all of Florida International University
4:00PM – 5:00PM Desert Suite VI	EDUCATION SESSION: Leader, Manager, or Title Holder: Who's who in higher education administration?	James A Williams, University of Tennessee; Catherine Curtis, Florida Gulf Coast University; and, Eric Brown, Iowa State University

4:00PM – 5:00PM   Research Presentations & SIG Meetings/Presentations		
Desert Suite III  Tourism  Moderator: Ruiping Ren	The Spatial Distribution of Restaurant Travel in Jeju Island, South Korea	Yerin Yhee, Changkyu Lee, Jinmu Choi and Chulmo Koo, all of Hyung Hee University
	Information Communication Research in Hospitality and Tourism	Haiyang Su, Jinan University; Ying Lu, University of Kentucky; and Tong Wen, Jinan University
	Ethnic Tourism, Exploring the Factors affecting Tourists' Revisit Intention	Lan Lan Chang, Asia University
Desert Suite IV  Service Management & Marketing  Moderator: Sydney Pons	"I'm Here to Escape Daily Life": How technology can hinder brand image for heritage hotels	Yun-Na Park, Minjung Shin and Ki-Joon Back, all of University of Houston
	A Meta-Analysis of Servicescape's Impact on Customer Satisfaction	Peihao Wang and Laurie Wu, both of Temple University
Desert Suite II	Diversity, Equity & Inclusion SIG Presentation	Speakers: Daniel Fenton & Robert Mandelbaum Chair: Brian Barker, Florida International University
Desert Suite V	Experiential Education SIG Presentation	Jack Samuels, Montclair State University
Desert Suite VIII	Revenue Management SIG Meeting with speaker	Speaker: Andy Grinsfelder, Vice President Revenue, Sales & Marketing, Grand America Hotels & Resorts Tim Webb, University of Delaware
Grand Canyon 8	Community Colleges & Secondary Schools SIG Meeting	David Schweiger, Northampton Community College
Award Celebration		
5:30PM – 6:15PM Sunset Terrace	Pre-Awards Reception <i>Sponsored by University of Nevada Las Vegas and Hyatt Hotels</i>	
6:15PM – Grand Canyon 6/7	Awards Dinner and Ceremony	
FRIDAY, 21 JULY 2023		
7:45AM – 8:45AM Grand Canyon Pre-Function	Breakfast	
8:00AM – 3:00PM East Registration	Registration	
8:00AM – 9:00AM Grand Canyon 6/7	Annual Business Meeting All attendees encouraged to attend and bring your breakfast	
9:00AM – 3:00PM Desert Suite I	Sustainable Hospitality Lounge is open! <i>Sponsored by Florida International University</i>	
9:00AM – 9:25AM Grand Canyon 6/7	Morning Notes	
9:25AM – 10:25AM Grand Canyon 6/7	A Life Well Lived: A Leadership Discussion	Larry Cuculic, President & CEO, BWH Hotel Group
10:30AM – 11:15AM Grand Canyon 6/7	Deep Dive into Today's Keynote	

ICHRIE EDUCATION AND COLLABORATION AFTERNOON		
11:15AM – 1:45PM	Poster Sessions	
11:30AM – 1:30PM	Career Fair	
11:30AM – 1:00PM	Lunch	
12:45PM – 1:45PM Grand Canyon 1  Community College & Secondary School	Recruiting Students Through Collaboration and Cultivation	Panelists: Jayme Fitzpatrick, Valley Unified School District; Kevin English, Knowledge for NAF (AOHT), Equestrian Academic Social Network; and Nancy Stanford, Marriott, Western Region
<b>11:15AM – 12:00PM   Poster Presentations</b> <i>Sponsored by University of New Orleans</i>		
EDUCATION 1A	Exploring Sustainable Culinary Creativity Indicators through Expert Interviews	Wen-Hwa Ko, Hsin-Ling Wang and Min-Yen Lu, all of Fu Jen Catholic University
EDUCATION 2A	Perceptions of High-Engaging Critical Learning Incidents in the Workplace: The role of learning culture and personality	Beverley Wilson-Wünsch, IU International University of Applied Sciences
EDUCATION 3A	Supporting Individuals with Neurodiversity in the Transition from a University Setting into the Hospitality Workforce	Kelly Way, Jennifer Becnel and Nick Johnston, all of University of Arkansas
EVENTS 4A	Exploring Determinants of Visitor's e-WOM in the Virtual Art Exhibition with an Extended ACSI Model	Yiqing Liao, Chuyao Liu and Xi Wang, all of Beijing Normal University-Hong Kong Baptist University United International College
EVENTS 5A	Challenges and Benefits of Using Metaverse Technologies: Insights from tourism, hospitality, and event professionals	Christopher Eastment and Smita Singh, both of Metropolitan State University of Denver
EVENTS 6A	Nice to Stay with You Again! Sustainability Embedded in Local Event Tourism Led by P2P Accommodation.	Hhye Won Shin, University of Alabama and Taeuk Jang, Purdue University
FOODSERVICE 7A	Digitizing Healthcare Patient Nutrition Intake in Swiss Hospitals	Thorsten Merkle and Isabelle Wrase, both of ZHAW Zurich University of Applied Sciences
FOODSERVICE 8A	The Influence of Menu and Service Innovation on Consumers' Perceived Value and Purchase Intentions: A case study for banquet halls in five-star hotels	Wen-Hwa Ko, Min-Yen Lu, Cheng-Shang Li and Shan-Shan Cheng, all of Fu Jen Catholic University
FOODSERVICE 9A	Consideration of Kitchen Workers' Risk Factors	Joel Reynolds, DePaul University
FOODSERVICE 10A	Innovations in Asian Restaurants: A case study	Xuan Xiao, Guangdong University of Finance & Economics and Sijie Zhou, Hong Kong Polytechnic University
FOODSERVICE 11A	The Effect of Restaurant Attributes on Customer's Restaurant Choice	Ju Yeon Shin, Eojina Kim and Manisha Singal, all of Virginia Tech
FOODSERVICE 12A	Menu Analysis: An attempt to combine Data Envelopment Analysis and Activity-Based Costing	Jangwoo Jo, Metropolitan State University of Denver

FOODSERVICE 13A	Cheaper or Healthier? Investigating household food purchasing decisions on online food delivery platforms using a mixed method	Lucheng Wang and Karen Byrd, both of Purdue University
HUMAN RESOURCES 14A	Shared Leadership and Intrinsic Job Motivation in the Hotel Industry: Mediators of organizational conflict and cynicism	Sung Woo Sim, Baekseok University; Tae Joo Park, Seoul Dragon City Hotel; and Seul Gi Park, Baekseok University
HUMAN RESOURCES 15A	Do Inclusive Leaders Feel Included? Understanding the relationship between inclusive leadership, leader-member exchange, and leader workplace loneliness	Shashan Bao, Sydney Pons and Phill Jolly, all of Penn State University
HUMAN RESOURCES 16A	How to Ethically Motivate and Retain Employees: Respect and the opportunity for employee development	Allen Reich, Northern Arizona University and Joseph Reich, Genpact
HUMAN RESOURCES 17A	A Review of LGBT+ Research in Hospitality Management	Alberto Beiza and Juan Madera, both of University of Houston
HUMAN RESOURCES 1B	Skilled Immigrant Employees on the Diversity & Inclusion Spectrum of Hotel Organizations	Hamzeh Hammadeen and Alleah Crawford, both of Auburn University
IT 2B	Suffering from Review Fatigue? AI-powered review summaries prompt preference-congruent behavior	Wangoo Lee and Lu Lu, both of Temple University
IT 3B	How Food Delivery Robots are Changing Work and Workplaces	Jennifer Martinez and Betsy Stringham, both of New Mexico State University
LODGING 4B	The Role of CO2 Labeling on Chinese Consumer's Low-Carbon Hotel Selection Behavior Intention: A discrete choice experiment	Lan Lu, Florida International University
LODGING 5B	The Planning and Development of a University-based Retirement Community(UBRC): A strategic campus opportunity	Britt Mathwich, Colorado Mesa University; Tevfik Demirciftci, Colorado Mesa University; and Frederick De Micco, Northern Arizona University
LODGING 6B	Exploring the Impact of COVID-19 Protocols On Communication Cues between Hotel Staff and Guests in the Hospitality Industry	Damin Borooh and Neha Singh, both of California State Polytechnic University, Pomona
LODGING 7B	Boutique Hotel Satisfaction and Recommendations: Understanding the Appeal of Boutique Hotels	Hwijin Baldick and Soocheong Shawn Jang, both of Purdue University
MARKETING 8B	Investigation of the Determinants affecting customer's choice behavior of blind box	Xiaojie Yu, Siqing Yang and Xi Wang, all of BUN-HKBU United International College
MARKETING 9B	SMI vs. DMO: The role of match-up video storytelling style in destination endorsement	Siqi Guo and Ning Deng, both of Beijing International Studies University
MARKETING 10B	Could Brand.com Published Rates Help OTAs Look More Credible? The case of deep discounts	Ling Ling and Xuan Liu, both of University of Delaware
MARKETING 11B	Guest Delight: The influence of sustainable performance and guests' perceived health and safety	Eunsil Lee, MiRan Kim and Jisun Lee, all of Michigan State University

SERVICE MANAGEMENT & MARKETING 12B	Tipping Motivation Scale: A post-pandemic perspective	Nick Johnston, Kelly Way and Rob Powell, all of University of Arkansas, Fayetteville
SERVICE MANAGEMENT & MARKETING 13B	Impact of Self-Service Technology on Employee Emotional Labor and Exhaustion	Anish Parikh Montclair State University and Susan Gordon, Purdue University
TOURISM 14B	Exploring the Term "Delmarva" as a Place Brand	Linda Joyce Forristal, University of Maryland Eastern Shore and Brian Kwon Forristal, Axos Bank
TOURISM 15B	Medical Tourism During COVID-19: Proposal for an exploratory study of COVID-19 vaccine tour packages in Taiwan	Jeff Lolli, Widener University; Shiang-Lih Chen McCain, Colorado Mesa University; and Hsu-I Huang, Southern Taiwan University
TOURISM 16B	An Evaluation System of Senior-Friendly Tourism Destination Attributes: A Chinese perspective	Pingping Hou, Hangzhou City University; Yanbo Yao, Nankai University; Hanqin Qiu, Hangzhou City University; Jing Ji, Hangzhou City University; and Carson Jenkins, Hangzhou City University
<b>1:00PM – 1:45PM   Poster Presentations</b>		
EDUCATION 1A	What Human Skills Do Hospitality Students Need in a High Touch, High Tech World	Ruth O'Rourke, Delaware County Community College; Sheryl Kline, University of Delaware; Ajay Aluri, West Virginia University; and Frederic Mayo, New York University
EDUCATION 2A	College Students' FW Behaviour and Attitudes: Insights from Hospitality School in Bangkok	Sumeth Junsuthonpoj and Visawat Roswarn, both of Dusit Thani University
EDUCATION 3A	Two Practitioner's Experience: Using MapsTell as a base for in class interaction in hospitality education	Beverley Wilson-Wünsch and Ulf Brackmann, both of IU International University of Applied Sciences
EDUCATION 4A	The Conceptual Model of Online Education Programs in Hospitality and Tourism Management: Master's Programs	Heelye Park, Chanmi Hong, Hyun-Woo Joung and Eun-Kyong Choi, all of University of Mississippi
EVENTS 5A	Esports Management: An emergent HTE Niche	Noel Criscione-Naylor and Jennifer Aarons, all of Stockton University
EVENTS 6A	Investigating Women's Career Development in the Meetings, Conventions, and Events Industry: A qualitative approach	Sorcha O'Neill and Alleah Crawford, all of Auburn University
FINANCE & ACCOUNTING 7A	Impacts and Benefits of LEED-certified Hotels: Perspectives from financial performance	MiRan Kim, Michigan State University; Eunsil Lee, Michigan State University; and Yoon Koh, University of Houston
FINANCE & ACCOUNTING 8A	Wealth & Well-being: Perceptions from family-owned and diverse businesses during health, social, and economic disruptions	Sandra Sydnor, Purdue University
FOODSERVICE 9A	Consumer Intention to Choose a Dish featuring Plant-based Meat Alternatives at a Restaurant	Yeon Ho Shin, University of Alabama; Seung Eun Jung, University of Alabama; Haemi Kim, University of Alabama; Jinyoung Im, Oklahoma State University; Hhye Won Shin, University of Alabama; and Savannah Wilson, University of Alabama

FOODSERVICE 10A	Entrepreneur's Motivation towards Kitchen Rental Firms	Wenfang Liu and Jaewook Kim, both of University of Houston
FOODSERVICE 11A	Food Insecurity in College Students: Access to cookware and education matter	Amy Bardwell, Jacqueline Lanier, Kerri Calvert and Joo Yee Lim, all of Illinois State University
HUMAN RESOURCES 12A	How to Correct Customer Misbehavior: The impact of service scripts and other customers' positive feedback on role breadth self-efficacy	Misun Sunny Kim and Melissa Baker, both of University of Massachusetts
HUMAN RESOURCES 13A	Think Leader, Think Man? The role of implicit bias in hotel promotions	Michelle Russen, California State Polytechnic University, Pomona; Mary Dawson, University of Houston; and Juan Madera, University of Houston
HUMAN RESOURCES 14A	The Giant Hotel Corporation: Is monetary compensation the best way to agglomerate employees?	Tong Yin, Baker Ayoun and Laura Miller, all of Auburn University
HUMAN RESOURCES 15A	Sustainable Employability among Hotel Employees: Exploration of Cross-level Model	Linliu Shu-Chuan, National Pingtung University
IT 16A	Generation Y and Z Hotel guests' Intention to Adopt Cryptocurrency Payments	Jehun Moon, Mehmet Erdem, Ozgur Ozdemir, Hyelin Kim and Eda Anlamlier, all of University of Nevada Las Vegas
IT 1B	Will You Collaborate with Your New Robotic Colleagues?	Yidan Huang, Amit Sharma and Heyao Yu, all of Penn State University
LODGING 2B	Time-Inconsistency Preference in Booking Hotels: Role of quasi-hyperbolic discounting in booking timing and price options change over time	Meiying Liu, University of Delaware
LODGING 3B	Generating and Detecting Fake Reviews and Investigating the Effects of Fake Reviews on Online Popularity and Reputation	Chunsheng Jin, Iowa State University; Jewoo Kim, Iowa State University; and Jaewook Kim, University of Houston
LODGING 4B	Pay Attention to Competitors from All Classes –Brand Hierarchy Pricing Violation	Sung Lee, Amit Sharma and Seoki Lee, all of Penn State University
MARKETING 5B	The Impact of Storytelling on Consumer Response to Corporate Sociopolitical Activism (CSA)	Barbara Atanga, Lavi Peng and Anna Mattila, all of Penn State University
MARKETING 6B	Secrets of more “like”: Do personality hidden in words matter on helpfulness on the review of “safety-measure taken” restaurants?	Jie Zheng, Iowa State University; Xi Wang, BNU-HKBU United International College and Liang Tang, Iowa State University
MARKETING 7B	A Quasi-Hyperbolic-Discounted Dedonic Utility? The case of an intertemporal choice to upgrade	Xuan Liu, University of Delaware
SERVICE MANAGEMENT & MARKETING 8B	Utilizing hospitality service innovation in senior living communities to enhance positive aging among senior living community residents	Alei Fan, Purdue University; Karen Byrd, Purdue University; and Sheryl F. Kline, University of Delaware
SERVICE MANAGEMENT & MARKETING 9B	Exploring Relationship Quality Development in the B2B Environment: Does brand love exist?	Nick Johnston, Kelly Way and Rob Powell, all of University of Arkansas, Fayetteville
TOURISM 10B	More than Taste: Effects of visitor's cognitive appraisal on the complete satisfaction of wine tourism	Xi Wang, Beijing Normal University-Hong Kong Baptist University; Jie Zheng, Iowa State University; Xiaobao Dong, Tianjin State College; Zihan Yi, Beijing Normal University-Hong Kong

		Baptist University; and Jiaxuan Song, Beijing Normal University-Hong Kong Baptist University
TOURISM 11B	Exploring Surf Tourism as a Funding Source for Conservation, and Marine Spatial Planning in the Azores Archipelago	Jess Ponting, San Diego State University
TOURISM 12B	The Use of Virtual and Augmented Reality Applications in Hotels: Memorable Tourism Experience and Revisit Intention through Hedonic Wellbeing	Hülya Akdemir Cengiz, Karabuk University and Mahmood Khan, Virginia Tech
TOURISM 13B	Age, Life Stage and Generational Analysis in Tourism Community Studies	Zhe Chen, Hong Zhou City University; Xiaoyu Zhang, Beijing Union University; Chris Ryan, University of Waikato; and Yingsha Zhang, Sun Yat-Sen University
TOURISM 14B	The Transition of the Disaster Tourist to the Voluntourist	Catherine Curtis, Florida Gulf Coast University
TOURISM 15B	Why Do People Travel? Shifts in post-crisis era	Swechcha Subedi, Lali Odosashvili, Marketa Kubickova and Drew Martin, all of University of South Carolina
<b>2:00PM – 3:00PM   Symposia -- Monitor: Diego Bufquin for Grand Canyon Rooms</b>		
Grand Canyon 1	Planned Giving Informational Session	CHRIE FutureFund™ Committee
Grand Canyon 2	Roundtable on the Substance Use Age (for Marijuana and Alcohol) in Light of Marijuana Legalization and The Supreme Court Ruling on Abortion	Jack Samuels, Montclair State University
Grand Canyon 3 TEACHING	The Fundamentals of Green Project Management and How to Successfully Integrate Them into Hospitality Management Curriculum	Timothy Flohr, University of Memphis
Grand Canyon 4 TEACHING	Digital-Marketing and Event Planning: Meaningful engagement with communities through smart teaching	Rachel J.C. Fu, University of Florida; Rayven Crisafulli, University of Florida; Tianyu Pan, University of Florida; and Ken Tsai, Iowa State University
Grand Canyon 5 TEACHING Community College & Secondary School	Reimagining Curriculum with your Four-Year Institutional Partners	Ruth O'Rourke, Delaware County Community College and Beldona, University of Delaware
Desert Suite VIII ICHRIE Johnson & Wales Case Study Competition Winning Presentations  <i>Sponsored by Johnson &amp; Wales University</i>	First Place Integrated revenue strategy for the Park Hotel: A data-driven approach to strategy development and evaluation  Second Place Sustainability in Food Procurement: Tea Sourcing at a University  Third Place Challenges and Strategies for Knowledge Transfer in Multinational Corporations: A case of "Maria the Great" Hotel	Sydney Pons, Breffni Noone and Mario Johns  Rachel Yueqian Zhang, Abdullah Al Muneem and Karen Byrd  Atefeh Charmchian Langroudi, Maryam Charmchian Langroudi, Furkan Arasli and Imran Rahman

2:00PM – 3:00PM   Research Presentations & SIG Meetings/Presentations		
Desert Suite II  Tourism  Moderator: Andrea White-McNeil	<p>What College Students Want in a Hospitality Job: Re-engaging the workforce [after] the pandemic</p> <p>The Comparison of Housework-Related Stress between Home and Travel Living Spaces: A Housework Industrialization Perspective</p> <p>Exploring Psychological Facilitators of Travel Participation among People with Mobility Impairments: A Mixed-Methods Study</p>	<p>Tracy Michaud, University of Southern Maine</p> <p>Xing Yao, Chenggang Hua and Evan J. Jordan, all from Indiana University Bloomington</p> <p>Chenggang Hua, Indiana University Bloomington; Shu Cole, Indiana University Bloomington; Ye Zhang, Florida Atlantic University; Weixuan Wang and Haoai Zhao, both of Indiana University Bloomington</p>
Desert Suite III  Education IT  Moderator: Marketa Kubickova	<p>The Impact of Interactivity on Information Processing for Virtual Tourist Destinations</p> <p>Revisiting Hotel Operating Performance through Supervised Machine Learning Algorithms: A Predictive Modeling Approach</p>	<p>Hongxiao Yu, Luther College and Haemoon Oh, University of South Carolina</p> <p>Araceli Hernandez Calderon, Tae Hye Um, Agnes L DeFranco and Minwoo Lee, all of University of Houston</p>
Desert Suite IV  Marketing Service Management & Marketing  Moderator: Brooke Hansen	<p>Attributes or Benefits? How the Type of Information Influences Consumer's Preference for Pro-environmental Hotels</p> <p>Shared empathy: Customer service experiences during periods of crisis and disasters</p> <p>Ghost Kitchens: Determinant Factors Influencing Customer Loyalty</p>	<p>Nan Xue, Elisa Chan and Lisa Wan, all of The Chinese University of Hong Kong</p> <p>Rick Lagiewski, Muhammet Kesgin and Victor Perotti, all of Rochester Institute of Technology</p> <p>Angad Dang, Muslim Amin, Faizan Ali and Cihan Cobanoglu, all of University of South Florida Sarasota Manatee</p>
Desert Suite V	Meet the Editors	Editors from JHTE, JHTC, JHTR and ICHRIE Research Reports
Desert Suite VI	SHARE Update Emphasizing Student Certifications and Training Resources	Presented by CoStar/STR SHARE Center
Grand Canyon 6/7	Historically & Predominantly Black Colleges & Universities SIG Meeting	Berkita Bradford, Virginia State University
Grand Canyon 6/7	Hospitality Sales & Marketing SIG Meeting	Bob Gilbert, HSMAI
Grand Canyon 8	Sustainability & Innovation SIG Meeting	Sir Adam Carmer, University of South Florida
3:15PM – 4:15PM   Symposiums -- Monitor: Cho Tin Tun Kirkpatrick for Grand Canyon Rooms		
Grand Canyon 1	ICHRIE Past Presidents' Reception <i>(for previous past presidents only)</i>	
Grand Canyon 2	A Plea for Hospitality Stories: A narrative lens for hospitality research	Kai-Sean Lee, Shawn Bucher and James Williams, all of University of Tennessee, Knoxville
Grand Canyon 3 TEACHING	A Student Cohort Model to Increase Student Learning and Satisfaction in Online Courses	Paul Bagdan and Jane Boyland, both of Johnson and Wales University, Providence

Grand Canyon 4 TEACHING	Bridging the Gap between Policies and Reality to Reduce Workplace Violence	Arlene Limas PAVE Prevention and Miranda Kitterlin-Lynch, Florida International University
Desert Suite VIII  <i>Sponsored by DePaul University</i>	<p>ICHRIE Research Reports Submission Information &amp; Winner Presentations</p> <p>1st Place Robot Chef Adoption: The New Industry Strategy to Combat Labor</p> <p>2nd Place Level Up Eco-Friendly Hotel Stay: Guest Power Up and Save Energy with Gamification</p> <p>3rd Place Virtual Reality Images as a Tool in Hotel Promotions: Is it Effective &amp; Worth Investment?</p>	<p>Chris Roberts, DePaul University</p> <p>Jeffrey Pittman II, University of Memphis; Eun-Kyong (Cindy) Choi and James J. Taylor, both of University of Mississippi</p> <p>Aili Wu, Juhee Kang, Wei Wei, and David J. Kwun, all of University of Central Florida</p> <p>Lisa Slevitch, Oklahoma State University; Tilanka Chandrasekera, University of Florida; and, Luis Mejia-Puig, Oklahoma State University</p>
<b>3:15PM – 4:15PM   Research Presentations &amp; SIG Meetings/Presentations</b>		
Desert Suite II  Tourism  Moderator: Heyao Yu	<p>Why Does K-Culture Matter?: From Cultural Capital Perspective</p> <p>What Inspired you? Comparing visitors' inspiration to travel to two similar destinations</p> <p>Where is the Tourism and Hospitality Sustainability Research Heading after the Covid-19 Pandemic</p>	<p>MiRan Kim, Michigan State University; Heijin Lee, Michigan State University; Soyeon Kim, Western Kentucky University; Laee Choi, Colorado State University-Pueblo; and Jong In Lim, Michigan State University</p> <p>Dan Plunkett, Kate Evans, Brian Kumm and Sasha Mader, all of University of Wisconsin-La Crosse</p> <p>Fawwaz Alhammad, Al-Balqa Applied University and Ayman Harb, University of Jordan</p>
Desert Suite III  Marketing  Moderator: Scott Smith	<p>Consumers' Coupon Acceptance in Catering Businesses: A Discrete Choice Analysis</p> <p>How Gender Cues on Wine Labels Shape Female Wine Consumers' Attitudes, Expectations, and Experiences of Wine</p> <p>Measuring Experience in Tourism Research</p>	<p>Yong Chen, EHL Hospitality Business School/Hes-So</p> <p>Ruiying Cai, Demi Shenrui Deng, Christina G. Chi and Robert J. Harrington, all from Washington State University</p> <p>Huimin Liu and Xiang Li, both of Temple University</p>
Desert Suite IV  Moderator: Gillian McFarlane-Ossmann	<p>Feeling Busy: The dual effect of busyness on consumers' food choices</p> <p>An Investigation of AI-Generated Pro-Environmental Messages on Consumer Behavior</p> <p>Simple Morning and Complex Night: Time of Day and Complex Sensory Experiences</p>	<p>Lavi Peng, Penn State University; Angie Luo, Hong Kong Polytechnic University; and Anna Mattila, Penn State University</p> <p>Rachel Hyunkyung Lee, University of Houston; Tiffany S. Legendre, University of Houston; and Seonjeong Ally Lee, Kent State University</p> <p>Anqi Luo, Hong Kong Polytechnic University; Anna S. Mattila, Penn State University; and Lisa E. Bolton, Penn State University</p>

Desert Suite V  Lodging  Moderator: Minwoo lee	Conceptualizing Peer-to-Peer Brand Management and Proposing Pricing Strategy through Discrete Choice Modelling  Airbnb Branding Strategies - Temporal and Spatial Analytic Approaches  The Impacts of Weather Factors on Outdoor Recreation Economy in the United States	Wenfang Liu, University of Houston; Sung In Kim, Hong Kong Polytechnic University; and Jaewook Kim, University of Houston  Sung In Kim, Hong Kong Polytechnic University; Wenfang Eris Liu, University of Houston; and Jaewook Kim, University of Houston  Chia-Ning Chiu, National Ilan University and Hongjie Qiang, Central South University
Desert Suite VI TEACHING  Education Committee with Community College & Secondary Schools	Build your Recruitment Tool Box	Suzanne Bagnera and Deb Midkiff, both of Indian River State College
Grand Canyon 6/7	Hospitality Project Management (HIPM) SIG Meeting	Tim Flohr, University of Memphis
Grand Canyon 6/7	Human Resources SIG Meeting	Mary Jo Dolasinski, DePaul University
Grand Canyon 8	JHTC Editorial Meeting	All welcome
4:20PM – 5:00PM   Federation Meetings <i>*please note the starting time</i>		
Desert Suite II	APacCHRIE Federation	
Desert Suite III	EuroCHRIE Federation	
Desert Suite IV	CentralCHRIE Federation	
Desert Suite V	NENA Federation	
Desert Suite VI	SECSA Federation	
Desert Suite VIII	West CHRIE Federation	
Special Closing Event for Attendees		
5:15PM Depart Hotel	Meet to Board Transport at the Sunset Terrace on Ballroom Level	
6:00PM Arrive at Museum	Reception & Touring of the Heard Museum (sign up required to attend—more information available at <a href="http://www.chrie.org">www.chrie.org</a> )	