

Dr. Angela G. Seby
Hospitality and Regional Identity
Program Coordinator/Associate Professor
Maryville College, Maryville, TN 37804

Education

Ph.D. in Retail, Hospitality, and Tourism Management
University of Tennessee Knoxville, 2016.

M.B.A., Cognate in Marketing and Management
Lincoln Memorial University, 2012.

B.S. in Hospitality, Restaurant, and Tourism Management
University of Tennessee Knoxville, 2011.

Experience

Maryville College, Social Services, Maryville, TN
Program Coordinator of Hospitality and Regional Identity, (April 2023 – present)
Associate Professor of Hospitality and Regional Identity, (May 2023 - present)

Western Carolina University, College of Business, Marketing, Entrepreneurship,
Sport Management, and Hospitality and Tourism Management (MESH), Cullowhee, NC
Associate Professor of Hospitality and Tourism Management, (May 2022 – June 2023).
Assistant Professor of Hospitality and Tourism Management, (August 2016 – May 2022).

University of Tennessee, Hospitality, Restaurant, and Tourism Management, Knoxville, TN
Graduate Teaching Assistant, (August 2012 – July 2016)

Jewel School Facility Coordinator, Jewelry Television, Knoxville (2012)

Assistant Manager of Visitor Services, Visit Knoxville, (2011-2012)

Senior Director, Uppercase Living, Salt Lake City, Utah (2008-2011)

Senior Consultant, Creative Memories, Sauk Rapids, MN (2001-2007)

General Manager, Assistant General Manager, Group Sales Coordinator, Wingate Inn,
Kodak, TN (1997-2001)

Licensures and Certifications

American Hotel and Lodging Education Institute
Certified Hospitality Educator. (July 2015 - Present).
Certification in Hotel Industry Analytics. (November 2015 - Present).
Contemporary Club Management Certification. (May 2017 - Present).
Bar and Beverage Management Certification. (December 2018 - Present).

North Carolina ABC Commission
Responsible Alcohol Server/Seller Program. (2018–2023)

National Restaurant Association.
ServSafe Alcohol. (October 2013).

Disney Institute
Disney's Approach to Leadership Excellence, Disney Institute. (May 12, 2021).
Disney's Approach to Employee Engagement, Disney Institute. (May 3, 2021).
Quality Service by Disney, Disney Institute. (July 2018).

Management and Strategy Institute, LLC
Change Management Specialist. (June 2015).
Six Sigma Lean Professional. (June 2015).

Tennessee Teaching and Learning Center, University of Tennessee
Graduate Teaching Certification. (January 2016).
Flipped and Hybrid Teaching. (July 2015).
Teaching Preparation Seminar, College of Business Administration, University of Tennessee. (December 2013).

Professional Memberships

Club Management Association of America. (September 2016 – June 2023).

Asheville Hospitality Human Resources Association. (September 28, 2017 – June 2023).

International Council on Hotel, Restaurant, and Institutional Education. (November 2019 - November 2020).

International Society of Travel & Tourism Educators. (October 2017 - October 2018).

Destination Marketing Association International. (January 2013 - December 2016).

Development Activities – Conferences, Seminars, Workshops

Club Management Association of America (CMAA)
2023 CMAA World Conference and Business Expo, Orlando, FL. (February 2023).
2022 CMAA Summer Conference – Carolinas, Highlands, NC. (July 2022).
2022 CMAA World Conference and Business Expo, San Diego, CA. (February 2022).
2021 CMAA World Conference and Business Expo - Virtual. (March 2021).
2019 CMAA World Conference and Business Expo, Nashville, TN. (February 2019).
2017 CMAA World Conference and Business Expo, Orlando, FL. (February 2017).

Virginia Tech Conference on Higher Education Pedagogy, Blacksburg, VA.
(February 2023, February 2022).

Western Carolina University Human Resources/Coulter Faculty Commons, Cullowhee, NC
Diversity and Inclusion Series Seminar. (February 2021 – September 2021).
Summer 2021 Canvas Launch Day Workshop. (July 28, 2021).
Process Communication Model Key to Me Program Workshop. (June 10, 2021 – June 17, 2021).
Moving Radidly to Remote Instruction Workshop. (July 13, 2020 – July 16, 2020).
Blackboard Support: Course Requests Workshop. (June 16, 2017).
New Faculty Orientation and Launch Day. (August 16, 2016).

University of North Carolina

Designing Effective Online Courses Workshop. (July 2020).

Seatrade Cruise Virtual 2020 Conference. (October 2020).

Continuing Education Program - University of Tennessee Conference Center, Knoxville, TN
Blackberry Farm - Beer Pairings – Education. (March 11, 2019).
Dogfish Brewing Educational Event. (October 11, 2018).
Reidl Stenware Wine Educational Event. (October 10, 2018, July 26, 2017).
Wine Educational Event. (October 9, 2018).

Wines of the South Competition, University of Tennessee Food Science Department,
Knoxville, TN. (October 19, 2017 - October 20, 2017).

Western Carolina University LEAD Conference

Hospitality and Tourism Management, Cherokee, NC. (February 27, 2017 - February 28, 2017).

LEAD Conference: Western Carolina University, Cullowhee, NC. (October 16, 2016).

Awards and Honors

Marquis Who's Who Inductee, Marquis Who's Who, Leadership, International. (May 2023).

Community Engagement Champion Award Finalist, Hospitality and Tourism Management Program, WCU Center for Community Engagement and Service Learning. (April 25, 2023).

Community-engaged Teaching & Learning Impact Award Faculty Finalist
WCU Center for Community Engagement and Service Learning. (April 25, 2023).

Paul A. Reid Distinguished Service Award Finalist. (April 2023, April 2022).

College of Business Engagement Award 2022- 2023. (Awarded April 21, 2023).

Grace Allen College of Business Professor of Excellence Award.
Awarded (April 2023), Finalist (April 2022).

WCU Academic Program of the Year Award Finalist 2021-2022. (February 23, 2022).

WCU College of Business Undergraduate Professor of Excellence Award Finalist.
(2022-2023, 2019-2020, 2017-2018)

WCU SGA Student Nominated Faculty Member of the Year Award Finalist
(2018-2019, 2017-2018)

Journal Articles in Submission

Brewer, P., Dent, H., & Sebby, A. I quit! Pandemic turnover intentions: Heightened job insecurities, anxiety, and work overload impact on hospitality employees. *International Journal of Hospitality and Tourism Administration*.

Brewer, P., & Sebby, A. The roles of photos and names of menu items and their influences on diners' intention to order food. *Journal of Hospitality Marketing & Management*.

Publications

Kim, S., Sebby, A., & Jin, N. (2022). Hidden discrimination: A grounded theory to design culturally inclusive service encounters in service organizations. *Tourism, Culture & Communication - Cognizant Communication Corporation*.
<https://www.ingentaconnect.com/content/cog/tcc/pre-prints/content-22409>)

Sebby, A., Jordan, K., & Brewer, P. (2022). Travel Decisions: The COVID-19 Paradigm Shift on the Use of Travel Aggregator Websites for Vacation Planning. *Tourism: An International Interdisciplinary Journal*, 70(2), 223-242.
<https://hrcak.srce.hr/clanak/393692>

Brewer, P., & Sebby, A. (2021). The effect of online restaurant menus on consumers' purchase intentions during the COVID-19 pandemic. *International Journal of Hospitality Management*, 94(102777), 1-13.

Sebby, A. (2020). Grounded theory: The role of social exchanges in rural tourism and economic development. *Sage Research Methods Cases: Business and Management*, 1(19), 1-13. <https://methods.sagepub.com/case/grounded-theory-social-exchanges-in-rural-tourism-and-economic-development>

Brown, C. A., & Sebby, A. (2019). Experiential learning in hospitality management curriculum: Case study in rural Southeast U.S.. *Research in Higher Education Journal*, 38, 10. <https://www.aabri.com/rhej.html>

Rode, C., Sebby, A., & Jordan, K. (2018). Perceptions of destination image and effects on college football fans: A case study of conference realignment. *Archives of Business Research*, 6(10), 234-249. <http://sseuk.org/index.php/ABR/article/view/5371>

Sebby, A., & Jordan, K. (2018). Rural tourism: A grounded theory on limited stakeholder advocacy. *Archives of Business Research*, 6(8), 216-227.
<http://scholarpublishing.org/index.php/ABR/article/view/5127>

Published Conference Proceedings

- Brewer, P., Dent, H., & Seby, A. (2022). *Embedded empirical research about the effects of visual and verbal appeals of online restaurant menu into the menu planning lecture* (pp. 38). <https://theinc2022.files.wordpress.com/2022/06/the-inc-2022-proceedings.pdf>
- Seby, A., Brewer, P., & Dent, H. (2022). *Employee turnover during the Covid-19 pandemic and its impact on employee work experiences and opinions* (pp. 19). Ruston, LA: The International Academy of Business and Public Administration Disciplines.
- Kim, S., Seby, A., & Jin, N. (2020). *Effectuating intercultural service encounters (ISE): A grounded theory on the multilevel nature of ISE effectiveness*. Sonoma, CA: West Federation CHRIE. https://6517ad55-dfa3-4fcd-a216-4da25c224e73.filesusr.com/ugd/ca7aef_f2a7c908ac154a00beb89c92f739b236.pdf
- Seby, A. (2019). *Strategic direction for rural tourism planning and development: A case study in the southeast U.S.A.* (ed.). Orlando, FL: Elsevier - 5th World Research Summit for Tourism and Hospitality. <https://www.elsevier.com/events/conferences/world-research-summit-for-hospitality-and-tourism/programme>
- Seby, A., & Jordan, K. (2019). *Rural tourism: A case study of limited stakeholder advocacy* (1st ed., vol. 16, pp. 129). Ruston, LA: The International Academy of Business and Public Administration Disciplines.
- Brown, C. A., & Seby, A. (2017). *Sustainable higher education: A case study in creating deeper learning proficiencies in a hospitality and tourism management curriculum through experiential learning*. St. Clair Shores, MI: 2017 Annual Conference of the International Society of Travel and Tourism Educators (ISTTE). <https://istte.org/membership/pastconferenceproceedings/>

Presentations Given – Industry and Academic Conferences

- Seby, A., BRPA Winter Meeting & Workshop, "2023 Tourism Trends - Hospitality and Tourism Management Programs," Blue Ridge Parkway Association, Clarion Inn, Sylva, NC. (January 26, 2023).
- Seby, A., More than Greens and Golf - Career Development Workshop, "Why Study Hospitality and Tourism Management," NC Career and Technical Education (CTE), Highland Falls Country Club, Highlands, NC. (September 26, 2022).
- Brewer, P. (Presenter & Author), Dent, H. (Author Only), Seby, A. (Author Only), Tourism, Hospitality and Events International Conference - The INC 2022, "Factors contributing to hospitality employee turnover during the pandemic," Cyprus University of Technology, Limassol, Cyprus. (June 22, 2022 - June 24, 2022).
- Seby, A. (Presenter & Author), Brewer, P. (Author Only), Dent, H. (Author Only), Winter Conference - The International Academy of Business and Public Administration Disciplines, "Employee turnover during the COVID-19 pandemic and its impact on

employee work experiences and opinions.," The International Academy of Business and Public Administration Disciplines, The Crowne Plaza Hotel -Orlando Universal, Orlando, FL. (September 16, 2021 - January 5, 2022).

Sebby, A., International Conference on Food Technology & Nutrition, "The effect of online restaurant menus on consumers' purchase intentions during the COVID-19 pandemic," Pride Conferences, Hampton by Hilton Paris Clichy, Paris, France. (November 22, 2021 - November 24, 2021).

Kim, S.-H. (Author Only), Sebby, A. (Presenter & Author), Jin, N. (Author Only), A Call to Action: A Commitment to Success, "Effectuating intercultural service encounters (ISE): A grounded theory on the multilevel nature of ISE effectiveness," West Federation CHRIE, Cal Poly Pomona, Pomona, CA. (February 6, 2020 - February 8, 2020).

Sebby, A. (Presenter & Author), 5th World Research Summit for Tourism and Hospitality, "Strategic direction for rural tourism planning and development: A case study in the southeast U.S.A.," ElSevier, Rosen School of Hospitality Management - UCF, Orlando, FL. (December 13, 2019 - December 16, 2019).

Sebby, A. (Presenter & Author), Jordan, K. (Author Only), 2019 Conference: The International Academy of Business and Public Administration Disciplines, "Rural tourism: A case study of limited stakeholder advocacy," Crown Plaza Hotel, Orlando, FL. (January 3, 2019 - January 7, 2019).

Brown, C. A. (Presenter & Author), Sebby, A. (Presenter & Author), 2017 Annual Conference of the International Society of Travel and Tourism Educators (ISTTE), "Sustainable higher education: A case study in creating deeper learning proficiencies in a hospitality and tourism management curriculum through experiential learning," ISTTE, College of Charleston, Charleston, SC. (October 15, 2017 - October 17, 2017).

Sebby, A. (Presenter & Author), Research Proceedings of the Southeastern, Central, and South American Federation 2016 Conference, "Tennessee Rural Tourism: 5 Best Practices of Social exchanges between DMOs, EDOs, and stakeholders," Auburn University, Auburn University, Auburn, AL. (February 2016).

Sebby, A., 3rd World Research Summit for Tourism and Hospitality and 1st USA-China Tourism Research Summit: Transforming Partnerships 2015, "Sustainable destination: Social exchange and trust," UCF Rosen College of Hospitality Management, UCF Rosen College of Hospitality Management, Orlando, FL. (December 2015).

Sebby, A. (Presenter & Author), 3rd World Research Summit for Tourism and Hospitality and 1st USA-China Tourism Research Summit: Transforming Partnerships 2015, "Strategically utilizing destination marketing organizations for the sustainability of cultural events," UCF Rosen College of Hospitality Management, UCF Rosen College of Hospitality Management, Orlando, FL. (December 2015).

Rode, C.R. (Presenter & Author), Bowles, J. (Author Only), Sebby, A. (Author Only), College Sport Research Institute, "New conferences, new venues: Football fans and destination image," College Sport Research Institute, Clemson University, Columbia, SC. (April 2015).

Sebby, A. (Presenter & Author), Research Proceedings of the Southeast Council on Hotel, Restaurant, and Institutional Education, "From Formation to Implementation: The Social Exchange between the DMO and its Stakeholders," Southeast Council on Hotel, Restaurant, and Institutional Education, University of Alabama, Tuscaloosa, AL. (March 2015).

Sebby, A. (Presenter & Author), University of Tennessee Retail, Hospitality, and Tourism Mangement Board of Advisors Meeting, "Measuring Destination Marketing Organizations' Efficiency," University of Tennessee, University of Tennessee, Knoxville, TN. (March 2013).

Sebby, A. (Presenter & Author), Southeast CHRIE Hospitality and Tourism Research, "Measuring Destination Marketing Organizations' Efficiency," Southeast CHRIE Hospitality and Tourism Research, Atlanta, GA. (February 2013).

Media Contributions

Internet

Zippia The Career Experts. (May 25, 2021).
The Wallet Hub. (August 5, 2020).
The Guide - Western North Carolina Events. (April 2020).
Wallet Hub. (October 28, 2019).
Wallet HuB. (June 27, 2018).
Wallet HuB. (June 18, 2018).

Newspaper

The Sylva Herald. (April 2020).
The Morganton News Herald. (April 2020).

Other

Inside WCU. (March 2020).

Grants

Club Management Association of America (CMAA)

Carolina's Foundation Grant

Sebby, A., CMAA World Conference, \$4,000.00, Funded. (January 2023).
Sebby, A., CMAA Chef's of the Carolinas, \$1,200.00, Funded. (August 2021).
Sebby, A., CMAA Chef's of the Carolinas, \$750.00, Funded. (March 24, 2020).

Carolina's Student Chapter Grant

Sebby, A., CMAA, \$1,000.00, Funded. (January 2023).
Sebby, A., CMAA, \$1,000.00, Funded. (November 25, 2020).

CMAA Student Chapter Grant

- Sebby, A., CMAA, \$500.00, Funded. (October 2022).
- Sebby, A., CMAA, \$1,575.00, Funded. (January 2022).
- Sebby, A., CMAA, \$1,000.00, Funded. (November 25, 2021).
- Sebby, A., CMAA, \$1,200.00, Funded. (January 2019).
- Sebby, A., CMAA, \$500.00, Funded. (May 2018).

Western Carolina University, Cullowhee, NC

Office of the Provost Academic Affairs

- Sebby, A., Professional Development Grant, 2022 Higher Ed Pedagogy Conference \$1,000.00, Funded. (February 3, 2022).
- Sebby, A., Intentional Learning Plan Grant, Faculty, CMAA World Conference \$3,000.00, Funded. (January 2022).
- Sebby, A., Intentional Learning Grant for CMAA Student Chapter \$20,000.00, Funded. (November 2021).
- Sebby, A., Intentional Learning Grant \$1,250.00, Funded. (February 7, 2020).
- Sebby, A., Intentional Learning Grant, Hospitality and Tourism Association, Faculty \$2,000.00, Funded. (January 21, 2020).

Student Government Association (SGA)

- Sebby, A., CMAA World Conference Travel for students, \$1,036.00, Funded. (January 2022).
- Sebby, A., Hospitality and Tourism Association Club SeaTrade World Conference Travel for students, \$8,755.00, Funded. (April 2020).

Chancellor's Travel Fund

- Sebby, A., \$1,200.00, Funded. (January 2019).
- Sebby, A., 5th World Research Summit for Tourism and Hospitality, \$1,200.00, Funded. (December 2018).
- Sebby, A., \$1,190.00, Funded. (February 2018).

Service – Western Carolina University

Committee Member

- Collegial Review Committee for MESH Department. (August 2022 - June 2023).
- Visiting Scholar Committee. (August 2021 - June 2023).
- HTM Recruiting Strategies. (September 2022 - May 2023).
- CMAA Student Chapter WCU Crowding Funding. (October 2022 - January 2023).
- COB Undgraduate Curriculum Committee Member. (August 2018 - June 2022).
- HTM Faculty Search Committee. (January 2021 - April 2021, January 2020 - April 2020, June 2018-December 2018).

High Hampton Partnership and Tuition Reimbursement Program. (June 2019 - March 2021).

COB Dean's Search Committee. (January 2020 - September 21, 2020).

School Curriculum Committee - MESH. (August 2017 - July 2019).

School Director Search Committee - MESH. (February 2019 - May 2019).

COB Dean's Faculty Advisory Committee. (September 2016 - May 2018).

Program Coordinator/Organizer

NC Center for Advanced Teaching HTM Partnership. (January 2022 - May 2023).

WCU HTM Facebook/Instagram. (September 2017 - May 15, 2023).

The Swag, Internship and Job Opportunitites. (April 30, 2022 - May 1, 2023).

HTM BSBA Curriculum redesign and faculty presentation to WCU Undergraduate Curriculum Committee. (August 24, 2022).

Hotel Cashiers Internship and Job Opportunities. (May 3, 2022).

Virtelle Hospitality, On-site visit of Element Hotel for HTM faculty. (August 2021)

HTM Curriculum redesign from BS to BSBA, Faculty Representative. (February 2019 - May 2021).

Program Organizer, COB/Biltmore Farms Panel Forum. (January 2018 - February 2018).

Biltmore Park Partnership, Beer and Wine Events, HT Certifications. (May 2017 - April 2019).

Task Force Chair/Member

High Hampton Partnership/Tuition Reimbursement Program. (April 2022 - June 2023).

Blackberry Farm, WCU HTM Faculty Liaison. (September 13, 2019 - June 30, 2023).

HTM Alumni Internship Bulletin Boards, Chair. (October 2022 - May 15, 2023).

HTM Open House Informational Presentation/Packets, Chair. (October 2022).

NC Career & Technical Education Summer Workshop, Speaker. (September 26, 2022).

Chair Process Review of Recruiting/Retention Strategic Plan for HTM 2022. (June 2022 - August 2022).

High Hampton Tuition Reimbursement, Member and Speaker, WCU Board of Trustees Breakfast. (April 2022 - June 2022).

Chair, Internship Presentation Coordinator, NCCAT. (June 2022 - August 16, 2022).

Southern Hospitality Internship Program, Sevier County, TN, Initial meeting and coordinator for HTM program. (2019-2023)

HTM Board of Advisors, Created Board of Advisors, organized and assisted with yearly meetings and newsletters. (May 2019 - April 21, 2023).

Chancellor's Development Task Force, Harrahs Cherokee Resort and Casino. (April 2019 - August 2019).

HTM Strategic Alingment with University and COB Strategic Plans. (April 11, 2019 – June 2019).

HTM Program Recruiter. (March 2017 - May 12, 2023).

Biltmore Park Partnership. (May 2017 - August 2019).

Integration of HT238 as P6 Perspectives. (August 2018 - December 2018).

COB Jobzology Assessment. (October 2016 - October 2017).

Faculty Advisor

CMAA Student Chapter. (February 2020 - June 30, 2023, August 2016 - August 2019).

COB Open Houses, Faculty presentations for HTM program. (2016-2023)

Harrah's Recruitment/Retention meeting with Harrah's HR team. (May 2, 2023).

Hospitality Tourism Association, Created student club. (August 2016 - May 2021).

Eta Sigma Delta. (2020, 2019).

Alpha Sigma Omega, NU. (September 2019 - May 2020).

Professional Service

Committee Member

Jackson County Tourism Development Association, Community and Visitor Engagement Committee, Product and Experience Development Committee, Sylva, NC. (March 2020 - June 30, 2023).

Board of Advisors AB Technical CC, Asheville, NC. (September 2016 May 2019).

Biltmore Park Wine/Beer Educational Events Meeting, Asheville, NC. (August 2017).

AB Technical Community College Articulation Agreement, Asheville, NC. (October 2016 - August 2017).

Hospitality and Tourism Career Pathways, Asheville, NC. (October 2016 - May 2017).

Reviewer

International Journal of Hospitality Management - Elsevier, Amsterdam.

(January 24, 2023 - April 5, 2023).

(July 25, 2022 - September 10, 2022).

(December 12, 2021 - January 30, 2022).

(June 21, 2021 - July 27, 2021).

Journal of Hospitality and Tourism Management, New York, NY. (April 28, 2021 - August 13, 2021).

Guest Speaker/Interaction with Industry

North Carolina Career and Technical Education, Guest Speaker, (August 2022).

North Carolina Center for the Advancement of Teaching. (April 2018).

Buncombe County Human Resource Hospitality Association-Guest Speaker, Asheville, NC. (September 28, 2017).

State of Tennessee Department of Tourism Development and selected DMO directors, Interaction with Industry, Knoxville, TN. (March 2016 - May 31, 2017).

State of Tennessee Department of Tourism Development Tourism Toolkit report, Knoxville, TN. (January 2014 - May 2014).

University of Tennessee Retail, Hospitality, and Tourism Management Board of Advisors Presentation, Knoxville, TN. (March 2013).

Senior Capstone Project – Client Projects

Virtelle Hospitality, Asheville, NC. (January 2023 - May 2022, January 2022 - May 2022).

828 Printing and Escape Room, Sylva, NC. (January 2021 - May 2021).

Muse Knoxville, TN, Knoxville, TN. (January 2021 - May 2021).

Diaz Restaurant Group, Asheville, NC. (September 2020 - December 2020).

Asheville Rooftop Bar Tours, Asheville, NC. (February 1, 2020 - May 24, 2020).

Jack's 47, Asheville, NC. (February 1, 2020 - May 17, 2020).

Highland Brewing, Asheville, NC. (January 2019 - May 2019).

Whiteside Brewing, Cashiers, NC. (January 2018 - May 2018).

School Service

Student Recruitment - Western Region of NC, Buncombe (110) (Asheville Christian Academy), Buncombe (110) (Asheville High School), Cherokee (200) (Murphy High School), 3 teachers served. (March 2017 - May 2018).

North Carolina Regional DECA Competition - Judge for Hospitality and Tourism - 125 K-12 students served. (October 2016).

Teaching – Western Carolina University

Directed Student Learning

HTM Internship Coordinator/Advisor. (January 2017 – June 2023)

Undergraduate Honors Project or Thesis Advisor, HTM. (August 2016 – June 2023).

Expert Panel Advisor for Doctoral dissertation. (May 2018 - August 2018).

Directed Individual/Independent Study Advisor, HTM. (August 21, 2017 - December 8, 2017).

Courses

BA 133 - Introduction to Business

HT 130 - Hospitality & Tourism Service Industry

HT 238 - Travel and Tourism

HT 283 - Hospitality Apprenticeship

HT 336 - Club Management

HT 432 - Hospitality Supervision

HT 436 - Tourism Planning & Development

HT 437 – Bar and Beverage Operations

HT 438 - Capstone: Hospitality & Tourism Management Strategies

HT 483 - Internship

HT 484 - Internship

MGT 300 - Introduction to Management

Non-Credit Instruction

Guest Lecturer

Haynesville High School, 30 participants. (October 10, 2018).

Biltmore Farms Human Resources - HT meeting, 35 participants. (February 1, 2018).

Murphy High School, 255 participants. (May 19, 2017).

Highlands School, 21 participants. (May 3, 2017).

Asheville Christian Academy, 20 participants. (April 20, 2017).

Conference, Western Carolina University, LEAD: Tourism, 200 participants. (February 27, 2017 - February 28, 2017).