

Christian E. Hardigree

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EDUCATION:

Mercer University, Walter F. George School of Law
Juris Doctorate, specialization in Employment Law/Labor Management Relations, 1996

University of Nevada, Las Vegas, William F. Harrah College of Hotel Administration
Bachelor of Science in Hotel Administration, *cum laude*, 1993

ADMINISTRATIVE EXPERIENCE:

Metropolitan State University of Denver (January 2019 – present)

MSU Denver, the 3rd largest and the only open-access institution of higher education in Colorado with 18,000+ students offers more than 100 graduate and undergraduate degrees. Named the 3rd most innovative university in the West region by U.S. News and World Report in 2022, designated as a Hispanic Serving Institution (HSI), and awarded the Higher Education Excellence in Diversity (HEED) Award by INSIGHT Into Diversity for the past 8 years, MSU Denver serves the most diverse student population in the state with 50.6% BIPOC and 56% first generation. MSU Denver is also a First-Gen Forward Institution and 28th “Best for Vets” by *Military Times* (2021).

• ***Dean, School of Hospitality***

- Largest hospitality management program (@750 majors) in Colorado, nationally recognized for dedicated unique public/private state-of-the-art, LEED™ Gold certified learning spaces.
- Led transition to a free-standing school and developed/implemented departmental structures, school strategic plan and initiatives, deliverables, timeline, and outcomes.
 - Created university’s first differential workload policy, capitalizing on individual faculty strengths/interests and increasing scholarship (*unanimous vote of the faculty*).
 - Secured **over \$3,775,000 in external funds** to support the School of Hospitality
 - \$1,540,000 private gift to create the Gina & Frank Day Leadership Academy. *This signified the largest private gift in MSU Denver history at the time.*
 - \$1,000,000 contribution from public/private partnership.
 - Secured \$500,000 fee for administration of \$10,000,000 meeting/event incentive program for Colorado Office of Economic Development & International Trade.
 - Solicited and received additional gifts totaling over \$735,000.
 - Led faculty through curriculum redesign of 6 degrees/majors, 8 minors, and 9 certificates.
 - Created/launched a new degree, 3 concentrations, and 2 for-credit certificates.
 - Reorganization of Recreation from College of Health and Applied Sciences.
 - Led School’s reporting for Higher Learning Commission (HLC) accreditation visit.
 - Designed, launched, and funded diversity, equity, and inclusion initiative (DEI) to transition 80% of courses to utilize open education resources (OER) over five years.
 - Funded and focused significant resources on faculty grants, research incentives, travel, and development. Developed faculty mentoring program to enhance student retention and teaching effectiveness, including Effective Teaching Practices training (diversity & anti-racism cohorts) by the Association College and University Educators (ACUE), LMS change from Blackboard to Canvas, and creation of faculty internship program.
 - Institutional all-time highest student ratings of instruction (SRI) scores, Fall 2020.

- Increased black, indigenous, people of color (BIPOC) student population (+8.3%).
- Led campus-wide initiatives and committees, including the Faculty Diversity Resolution Task Force (co-chair), the MSU Denver Futures Team (co-chair), the Strategic Planning Team, the Faculty Workload Task Force, and the Safe Return Team Leader. Outcomes and recommendations include:
 - Changing faculty workload from 24-credits to 18-credits annual teaching load.
 - Designing First Year Tenure-Track Faculty Program.
 - Co-leader for development of university's *Strategic Plan 2030*, launched 01/2021.
- Restructured existing 35-member hospitality industry advisory board, developed new objectives and metrics, a data dashboard, and added several nationally renowned leaders.
 - Created new industry advisory council for the Day Leadership Academy.
- Established and expanded multiple channels of communication, including development of weekly ROGUE Kitchen livestream, monthly school e-newsletter, series of video segments for dual enrollment, marketing materials, social media, and student graduation videos.
- Led multiple facility expansion projects, new brewing lab for R&D, and technology enhancements to activate learning and engagement spaces, creating six hyflex spaces.
- Developed positions and hired a donor-named department chair, two program leads, career services coordinator, communications specialist, fiscal manager, academic adviser, and additional faculty and administrative support positions (16 of 17 hires identify as immigrant, female, international, Hispanic/Latino/a/x, LGBTQ+, and/or intersectional applicants).
- Enhanced a broad range of industry and community partnerships with engagement, including joining boards and councils of Colorado Hotel & Lodging Association Board of Directors; Colorado Tourism Office, Inclusivity in Travel Advisory Group; VISIT DENVER Board of Directors; Sage Hospitality's Inclusion, Diversity, Equity & Awareness (IDEA) group; Stonebridge Companies (Hospitality Excellence Initiative & prestigious Dimond Fellows); CHLA Workforce Development Council; and HLC @Metro, LLC.
- Completed the AACSU & American Academic Leadership Institute Becoming a Provost Academy, 2020-21; and the WICHE Western Academic Leadership Academy, 2021.

Kennesaw State University (June 2012 – December 2018)

A Carnegie R2, KSU is the 3rd largest university in the University System of Georgia with approximately 41,000 students, offering more than 90 undergraduate and 75 graduate degrees. KSU operates two metro Atlanta campuses while serving a student population that represents 44.6% BIPOC and 38% first generation students. KSU was recognized by the Carnegie Foundation with its Community Engagement Classification (2015), while also ranked a First-Gen Forward Institution (2019), and 58th "Best for Vets" by *Military Times* (2019).

- ***Founding Director and Professor (tenured in two Colleges) Institute for Culinary Sustainability and Hospitality, College of Health and Human Services Joint Appointment, Coles College of Business, Michael A. Leven School of Management, Entrepreneurship & Hospitality***

Reported directly to the Provost/EVPAA as created a new degree program and an Institute for Culinary Sustainability and Hospitality (2012 – 2015). Secured \$5,000,000 private gift commitment in 2015, re-naming ICSH to the Michael A. Leven School of Culinary Sustainability and Hospitality, and following institutional leadership and organizational changes, moved unit to University College (2015 – 2018). *This signified the largest private gift in KSU history.* Through development initiatives, secured \$4,200,000 in funding commitments (aggregate totaling over \$9,200,000 in total funding commitments in 5 years with no dedicated

development officer). Select leadership accomplishments for the Institute (2012 – 2015) and the Michael A. Leven School (2015 – 2018) included:

- Led collaborative creation and execution of strategic plan, vision, mission, values, created new degree and associated curriculum, and governing policies/procedures.
 - Grew program to @800 FTEs, exceeding 4-year projections *four-fold*.
 - Curricula design included 200 hours of community volunteerism recognized as innovative in the Carnegie Community Engagement Classification in 2015.
 - Developed Learning Communities and Living Learning Communities.
- Interdisciplinary collaboration with Exercise Science and Public Health degrees.
 - Programming with English (Food Writing), History (Food & Power in America), Psychology (Psychology of Wedding Planning), Marketing (Sustainable Marketing; Wine Marketing & Sales), Art (Starved & Stuffed – with the Zuckerman Museum of Arts), Chemistry (Fundamentals of Brewing), Geography (World Cuisines & Culture), and Nursing (Herbs as Medicine).
- Created articulation agreements for programs within the Technical College System of Georgia, and Prior Learning Assessment (PLA) for 80+ high schools.
- Hired, on-boarded, and led 54 faculty and staff (full time and part time) with 39 positions filled with female, immigrant, international, African-American, Latino/a/x, LGBTQIA, and/or disabled applicants, including representation from the Philippines, India, China, Iceland, Ghana, Thailand, Jamaica, Germany, and South Africa.
- Oversaw management/operations for the KSU Field Station (formerly Hickory Grove Farm), including 26 acres with a propagation house, hydroponic growing, hoop house, field growing, and orchard. Site for research/grants/courses with Biology, Engineering, Construction Management, Exercise Science, Public Health, Nursing, and Nutrition.
- Managed a complex array of state, agency, revenue, grant, and private funding.
- Supported consolidation initiatives with Southern Polytechnic State University (SPSU).
- Significant international engagement through Division of Global Affairs.
- Led accreditation reporting for School for Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) visit and program-related courses for AACSB.
- Led multiple design teams for creation of state-of-art learning spaces, including Academic Learning Center (\$47MM) and Hospitality/Culinary Lab building (\$10MM).
- Examined retention/progression/graduation data, determined success markers, developed early alert strategies and responses, and embedded student support services into the curricula as part of the Re-Imaging the First Year initiative, sponsored by the American Association of College and Universities (AACU) and the Gates Foundation.

University of Nevada, Las Vegas (January 1997 – June 2012)

UNLV, a Carnegie 'R1', is comprised of @31,000 students, offers more than 350 graduate and undergraduate degrees. As a designated a Hispanic Serving Institution ("HSI"), Minority Serving Institution ("MSI"), and an Asian American and Native American Pacific Islander-Serving Institution ("AANAPISI"), UNLV provides comprehensive wrap-around academic and student services tailored for the 64.9% BIPOC and 28.8% first generation populations. The William F. Harrah College of Hospitality houses 2800+ majors, 27% of whom are international students representing 49 countries. The Harrah College ranked as the #1 hospitality program in the U.S., awarding more degrees to minority students than any other hospitality program in the world (2012).

- ***William F. Harrah College of Hospitality***
Department Chair, Hotel Management (July 2010 – June 2011, July 2008 – December 2008)
Associate Dean for Strategic Initiatives, College of Hospitality (July 2007 – June 2008)
Associate Professor, tenured (July 2006 – June 2012) - Graduate Faculty status, 1999 – 2012.
Assistant Professor (January 2001 – June 2006); Tenure and promotion granted 2006.

Department included 25 full-time faculty, 14 graduate assistants, and 25+ part-time faculty, with degrees in Hospitality Management (1540 majors), Lodging & Resorts (99 majors), and Gaming Management (123 majors), along with other core classes. Select accomplishments included:

 - Developed incentive program to increase research and grants (increased output 68%).
 - Central liaison for College-wide Strategic Planning, Curriculum, and Organizational Structure Committees.
 - Prepared university's "Departmental Model Assessment Report" for the 2010 Northwest Commission on Colleges and Universities (NWCCU) Accreditation visit.
 - Managed departmental budgets, increased enrollment through targeted recruitment.
 - Mentored/evaluated faculty for promotion and tenure/PTR, staff for annual evaluations.
 - Developed proposal/pro forma for UNLV collaboration with the United Arab Emirates (UAE) for the UAE/UNLV Hotel College campus. Coordination with Singapore Campus
 - Assessed the viability for international campuses and/or visiting professor programs in South Korea, China, Russia, Japan, Australia, India, the Philippines, and Mexico.
 - Evaluator for RFP development of Innovation UNLV academic building, hotel and conference center project with \$25 million gift from Harrah's (\$200 million project).
 - Selected to serve on the Women in Lodging Executive Council for the American Hotel & Lodging Association (2007-2012).
- ***Associate Athletic Director, Community Development & Special Projects (Aug. 2009 – June 2010)***

Reported directly to the University President and the Director of Athletics (AD), and served as a liaison for the President's office, the Office of Advancement, Athletics, and the Board of Regents. Select responsibilities and accomplishments included:

 - Coordination/administration of sport-specific fundraising programs, facilitated stewardship efforts for annual donors and the Rebel Athletic Fund (RAF) as well as to support VP of Advancement and Interim AD for major gifts (e.g., Mendenhall Basketball Practice Facility - \$11,700,000);
 - Primary point of contact for Regents, legislators and Chancellor with Athletics;
 - Coordinated special events, including Athletic Hall of Fame, Osher Lifelong Learning (OLLI) Speaker Series, Adopt-a-School programs, and Three Square Food Drive;
 - Led review and approvals (internally and NV Department of Motor Vehicle) for redesigned UNLV Rebel license plate, generating \$70,000+ annual revenue;
 - Created marketing and promotions on specific projects, including "Lights, please" video series, short films, "featured student athlete" announcements, and newsletter;
 - Senator on Faculty Senate and member of Intercollegiate Athletic Council.

Position eliminated in response to state budget cuts. Voted Dept. Chair, Hotel Management.
- ***Assistant President and Chief of Staff (October 2008 – August 2009)***

Selected by President David Ashley for this Presidential Cabinet position, a consolidation of three prior positions (Senior Advisor to the President, Chief of Staff, and Deputy to the President), and worked with the EVPAA/Provost to promote institutional goals, including:

 - Senior liaison for Nevada System of Higher Education Chancellor (Jim Rogers), Board

- of Regents, Faculty Senate Executive Board, and the President's Advisory Board;
 - Oversaw all institutional submissions to NSHE System Board of Regents.
 - Coordinated institutional communications regarding legislative funding.
 - Coordinated with VP for Strategic Communications on messaging and web communications related to budget reductions and legislative outcomes.
 - Liaison for the President on matters relating to the completion of the Capital Campaign (\$500,000,000 campaign goal, ultimately raised over \$535,000,000).
 - Managed the budget and staff for the Office of the University President.
 - Long-term project leadership included creation of an Ombuds position, creation of a "Stop the Tenure Clock" policy, evaluation of the Vegas Grand housing proposal, chairing the Veteran's Memorial Committee (creating first veteran's memorial site in Las Vegas), and coordinating/leading work related to the bi-annual Barrick Lecture Series (donor gift), the Brookings Institution West partnership, the Englestad donation (\$12,625,000), the Lincy Institute (\$14,000,000), and the Midtown project.
- Position eliminated in response to state budget cuts. Appointed to Athletics by President.

- ***Part-time Instructor, Harrah College of Hospitality (January 1997 – December 2000)***

PROFESSIONAL INDUSTRY EXPERIENCE:

Parnell & Associates (November 1997 – January 2020)

Senior litigation attorney/partner defending civil defense lawsuits totaling over \$100,000,000 in potential exposure with extensive experience in commercial premises liability, safety and security, employment discrimination, contract disputes, product defect, and construction defect litigation.

- Clients included the Venetian Resort Hotel Casino, the Palazzo, MGM Resorts International, the Mirage Hotel and Casino, Bellagio, Mandalay Bay Hotel and Casino, Caesar's Palace Resort and Casino, the Forum Shops at Caesar's, Simon Property Group, Beach Nightclub, Tropicana Hotel, Terrible Herbst, Sea Ray Boats, & Camden Properties.
- Appointed by the Nevada State District Court as a state arbitrator (2008 – 2012).

Independent Consultant/Expert Witness (2001 – current)

Consult/retained as an expert in human resource policies and procedures, diversity initiatives, compensation analysis, record retention, employee training, security/safety, and risk management.

Faux & Associates, P.C. (November 1996 - November 1997)

Worked primarily on cases involving construction defect litigation, contract law, labor law, corporate law, performance/payment bonds, sureties, and related issues.

Attorney General, State of Nevada, Gaming Control (May - July 1995)

Law clerk for Gaming Control division, engaged in extensive research and opinion writing for the Attorney General on gaming laws and related issues.

SELECTED REFEREED PUBLICATIONS AND PROCEEDINGS (full listing available):

Hardigree, C.E. (2018). Sustainability in Hospitality? How Legality and Authenticity Impact the Rationale for Integrating Sustainable Practices. *Boston Hospitality Review*, 6(2), <http://www.bu.edu/bhr/2018/06/06/sustainability-in-hospitality-how-legality-and-authenticity-impact-the->

[rationale-for-integrating-sustainable-practices/](#)

Youn, H., Woods, R., Zhou, X., & Hardigree, C.E. (2010). Restaurant Industry and Illegal Immigrants: An Oklahoma Case Study (Analysis of the Impact of the 2007 Oklahoma Immigration Reform Act on Labor Costs in the Restaurant Industry in Oklahoma). *Journal of Human Resources in Hospitality and Tourism*, 9(3):256-269.

Hardigree, C.E., Kincaid, C., Baloglu, S., & Brown, C.A. (2010). Academic Misconduct: A Study of Students' Self Report on Frequency and Perceptions. *Proceedings of the American Association of University Professors Annual Conference on the State of Higher Education*. Tab: Acad Misconduct, 1-9.

Hardigree, C.E., Cooper, R. (2010). Don't Let Bed Bugs Bite You in Court. *Proceedings of the 8th Annual Hospitality Law Conference, Houston, Texas*. Tab: Bedbugs, 1-24.

Werner, W., Feinstein, A.H., & Hardigree, C.E. (2007). The risk to the American fast food industry of Obesity Litigation. *The Cornell Hotel and Restaurant Administration Quarterly*. 48, 201-214.

Schmidgall, R.S., Woods, R.H. & Hardigree, C.E. (2007) Hospitality's Most Influential Scholars: Fifteen Years of Citation Analyses (1989-2004). *Journal of Hospitality and Tourism Education*, 19(2), 32-43.

Werner, W.B, Feinstein, A.H. & Hardigree, C.E. (2007). Overtime exemptions: the impact of the DOL's new regulations on the quickservice restaurant industry. *Electronic Journal of Hospitality Legal, Safety and Security Research*. <http://www.hospitalitylawyer.com/?PageID=61>

McCurry, S.D. & Hardigree, C.E. (2007). Bedbugs and Other Pesky Issues. *Proceedings of the Hospitality Law Conference, Houston, Texas*. Tab: Bedbugs and Other Pesky Issues, 1-12.

Hardigree, C.E. & Woods, R.H. (2006). Liability for Service of Unwholesome and Wholesome Foods. *FIU Hospitality and Tourism Review*, 32, 3.

Stahura, K. A., Tyrrell B., Apache, R. R., & Hardigree, C. E. (2005). An Introductory Investigation into Sport as a Vehicle for Moral, Ethical and Social Development: The Differences in Parents' and Athletes' Motivation in Elite versus Recreational Environments. *The Journal of Recreation and Leisure*. <http://yellow.byu.edu/~grayh/swdaahperd/swdjournal.html>

Werner, W. B., Hardigree, & C. E., Okada, S. (2005). Phantom Benefits: Reconsidering Mandatory Employment Arbitration. *Cornell Hotel and Restaurant Administration Quarterly*, 46(3), 363-375.

LaVetter, D. & Hardigree, C. E. (2005). Risk Management and Liability Issues for Youth Sports Camp Directors Hosting Camps on School Campuses. *The Journal for Youth Sports*, 1(1). 17-21.

Werner, W.B., Feinstein. A.H., and Hardigree, C.E. (2005). The Future of Obesity Litigation. *Journal of the Foodservice Symposium University*, 2(1), 41-49.

Hardigree, C., McCurry, S., & Comeaux, D. (2005). Taking Aim at Workplace Violence. *Proceedings of the Hospitality Law Conference, Houston, Texas*, Tab: Targeting Workplace Violence, 1-57.

Hardigree, C.E. Tyrrell, B., Swerdlow, S., & Rhoel, W. (2004) Sex Discrimination in the City: Perceptions of the Differences in Between Treatment of Men and Women in US Franchised Hotel Chains. *Proceedings of the 18th Annual International Society of Franchising Conference, Las Vegas, Nevada.*

Hardigree, C. E., Bernhard, B., Bybee, S. (2003) Sicknesses and Sanctions: The Exclusion of Pathological Gambling under the Americans with Disabilities Act. *Hospitality Lawyer on-line Journal*
<http://www.hospitalitylawyer.com/research/Volume2.asp>

Costen, W. M., Hardigree, C. E., & Testagrossa, M. (2003) Glass Ceiling or Saran Wrap? Women in Casino Management. *Gaming Research & Review Journal*, 7(2), 1-12.

Werner, W.B., Hardigree, C.E. & Okada, S. (2003) Defining the Risk of Terrorism for American Hotels. *Hospitality Lawyer on-line Journal*. <http://www.hospitalitylawyer.com/research/Volume1.asp>

Kincaid, C. & Hardigree, C. E. (2003). A Question of Drugs at the Queen's Table. *Proceedings of the 2003 North American Case Research Association (NACRA) Conference, Orlando, Florida*, 125 - 130.

Farrar, A., Hardigree, C., & Sammons, G. (2003). Demographic Differences in Perceptions of Sexual Harassment Among Hospitality Management Students. *UNLV Journal of Hospitality, Tourism and Leisure Science*. <http://www.unlv.edu/Tourism/HTL2003-1>

Cohen, M.R. & Hardigree, C.E. (2003). The New Security Gamble: Practical Advice to Deal With the Terrorist Threat. *Global Gaming Business*, 2(11), 18-21.

Woods, R. H., Fried, B., & Hardigree, C. E. (2002). Commentary on "Academic characteristics and faculty compensation in U. S. hospitality management programs". *Journal of Hospitality and Tourism Education*, 14(1), 9-12.

Perdue, J., Hardigree, C. E., & Woods, R. H. (2001). Are NACUFS managers satisfied with their jobs? *The Journal of the National Association of College and University Food Services*, 23, 28-36.

BOOK CHAPTERS:

Hardigree, C.E. (*under review*). Past, Present, and Future. In R.A. Brymer, R. Brymer, L. Cain, & M. Orłowski (Ed.), *Hospitality: An Introduction* 18th Ed. (pp. TBD), Dubuque, IA: Kendall/Hunt.

Upneja, A. and Hardigree, C.E. (2020). Epidemics, Pandemics, and Major Business Disruptions (*published Insert for addition to Chapter 3: Emerging Trends*). In R.A. Brymer (Ed.), *Hospitality: An Introduction* 17th Ed. (insert), Dubuque, IA: Kendall/Hunt.

Hardigree, C.E. and Oshins, M. (2019). Emerging Trends. In R.A. Brymer (Ed.), *Hospitality: An Introduction* 17th Ed. (pp. 25-40), Dubuque, IA: Kendall/Hunt.

Hardigree, C.E. (2016). The beverage industry. In R.A. Brymer (Ed.), *Hospitality: An Introduction* 16th Ed. (pp. 297-303), Dubuque, IA: Kendall/Hunt.

Hardigree, C. E. & McCurry, S.D. (2014). Law and ethics. In R. A. Brymer (Ed.), *Hospitality: An*

Introduction 15th Ed. (pp. 141-150), Dubuque, IA: Kendall/Hunt.

Hardigree, C.E. & McCurry, S.D. (2011). Law and risk management. In S. Pinard, *Introduction to Hospitality and Tourism Management: Hospitality Law and Ethical Considerations* (1st Ed.), IA: Kendall/Hunt.

Hardigree, C. E. & McCurry, S.D. (2011). Law and ethics. In R. A. Brymer (Ed.), *Hospitality: An Introduction* 14th Ed., Dubuque, IA: Kendall/Hunt.

Hardigree, C. E. & McCurry, S.D. (2008). In R. A. Brymer (Ed.), *Hospitality and Tourism: Law and Ethics* 13th Ed., Dubuque, IA: Kendall/Hunt.

Hardigree, C. E. & McCurry, S.D. (2006). In R. A. Brymer (Ed.), *Hospitality and Tourism: Law and Ethics* 12th Ed., Dubuque, IA: Kendall/Hunt.

Eade, V., Hardigree, C., Norman, E., Sammons, G., Werner, W., Woods, R., and Young, C. (2006). The future of HR in hospitality. In D. G. Rutherford (Ed.), *Hotel Management and Operations* (4th Ed.), New York, NY: Wiley.

AWARDED GRANTS AND REPORTS TO SPONSORS:

From Spores to Stores: Incorporating Sustainable Mushroom Cultivation into Farming Operations, Georgia Department of Agriculture Specialty Crop Block Grant, March 2018, \$35,000. Dr. Christopher Cornelison, Dr. Kyle Gabriel, Michael Blackwell, and Dr. Christian E. Hardigree.

Hardigree, C. E. (2016). Final Performance Report: Remineralization Project for Organic Agriculture Class for the Institute for Culinary Sustainability and Hospitality at Kennesaw State University. Presented to Georgia Department of Agriculture Specialty Crop Block Grant Program 2013, Nov 2016.

Remineralization Project for Organic Agriculture Class for the Institute for Culinary Sustainability and Hospitality at Kennesaw State University, Georgia Department of Agriculture Specialty Crop Block Grant, October 2013, \$35,000.00. Christian E. Hardigree.

The Sex Industry's Relationship to Hospitality and Tourism: A Strategic Plan Graduate Research Assistantship for 2010-2013, April 2010, \$36,000.00. Proposed by Dr. Barb Brents, Dr. Andrew Spivak, Dr. Lynn Comelia, and Dr. Christian E. Hardigree.

Brents, B., Jackson, C., Sahl, D., Woods, R., & Hardigree, C.E. (2008). AVN Adult Entertainment Expo 2008 Assessment Report, Summary of Results Evaluating Tourism Trends. Sin City Chamber Commerce.

Perceptions of Academic Misconduct by Students and Faculty: AIMs to Improve, November 2008, \$2,675.00. Proposed by Dr. Clark S. Kincaid, Dr. Christian E. Hardigree, and Dr. Seyhmus Baloglu.

Customer Attitudes About Terrorism in Hotels, February 2004, \$2,500.00. Proposed by William Werner and Christian E. Hardigree.

Werner, W. & Hardigree, C.E. (2004). Comparative Gaming Law Study: Review and Comparison of the

Gaming Policies, Laws and Regulations of Nevada, New Jersey and Switzerland. Presented to Ace Denken Research Institute.

A Comparative Gaming Law Study, Ace Denken Co., Ltd., October 2003, \$14,223.00. Proposed by William Werner and Christian E. Hardigree.

Food Safety Within the Field of Catering, USDA CSHEES Research Grant, June 2003, \$74,968.00. Proposed by Dr. Patti Shock, Dr. Deborah Barrash, Dr. Leslie Johnson, Dr. Christian E. Hardigree, Dr. Stowe Shoemaker, and Ms. Jean Hertzman.

The Problem Gambler in the Court System: A Survey of Las Vegas Attorneys, Seed Grant, November 2002, \$2910.00. Proposed by Drs. Bo Bernhard, Christian E. Hardigree, Shannon Bybee, and Ron Smith.

The Impact of Strategic Human Resource Practices on Organizational-level Performance in the Hotel Industry, Seed Grant, September 2002, \$2740.00. Proposed by Dr. Cheri Young, Dr. Leslie Johnson, Dr. Christian E. Hardigree, Dr. Bill Werner and Songhee Chou (Ph.D. student).

SELECT ACADEMIC CONFERENCE & INDUSTRY PRESENTATIONS (full listing available):

Sampling of over 80 academic and industry presentations on topics including diversity and inclusion, workplace violence, risk management, premises liability, employment law, and litigation/trial practice:

Hardigree, C.E., Warner, T., & Carpender, B.T. (2022). “*Fireside Chat: A Deep Dive into Pandemic Contract Language*”, 22nd Annual Meetings Industry Council of Colorado Educational Conference and Tradeshow, MIC of Colorado, Denver, Colorado, March 2, 2022.

Hardigree, C.E. & Warner, T. (2021). “*Something Old, Something New, and Something...Legal. Contracts for Tomorrow and Beyond*”, September Educational Program, Meeting Planners International, Rocky Mountain Chapter, Denver, Colorado, September 23, 2021.

Hardigree, C.E. & Hilliard, T. (2019). “*Contract Disputes: You Be the Jury*”. Smart Monday, IMEX America, Las Vegas, Nevada, September 9, 2019.

Hardigree, C.E. (2018). “*It’s Not Easy Being Green: How To Achieve Sustainability in the Hospitality Industry*”. DRI’s Retail and Hospitality Litigation Seminar, Chicago, Illinois, May 3, 2018.

Hardigree, C.E. & Cotham, D. (2018). “*Deep Dive Part I: Meeting and Event Contract Litigation – You Be the Jury*” and “*Deep Dive Part II: Meeting and Event Contract Litigation – You Be the Jury*”. IMEX America, Las Vegas, Nevada, October 15, 2018.

Smith, D.N. & Hardigree, C.E. (2017). “*On the Plate and Beyond the Plate: Teaching Sustainability in Culinary and Hospitality Programs*”. International Council on Hotel, Restaurant, and Institutional Education (I-CHRIE), Baltimore, Maryland, July 26-28, 2017.

Barber, D. & Hardigree, C.E. (2016). “*The Top 100 Legal Cases*” for the 2016 Hospitality Law Conference, Hospitalitylawyer.com, Houston, Texas, February 24, 2016.

Hardigree, C.E. (2015). “*Landmark Lawsuits and Litigation: The Latest in Bed Bug Legal Activity*” for the Global Bedbug Summit, National Pest Management Association, Denver, Colorado, January 9, 2015.

Hardigree, C.E. (2014). “*Bed Bug Litigation*” for the Purdue Pest Management Conference, Purdue University, Indiana, January 7, 2014.

Hardigree, C.E. (2013). “*Managing Risk and Avoiding Lawsuits for Bed Bugs*” for the National Pest Management Association’s Bed Bug Forum II: The Future of the Bed Bug Conference, Chicago, Illinois, April 9, 2013.

Hardigree, C.E. (2011). “*Real Estate and Bed Bugs: The Liability Pitfalls*” for the National Association of Realtors Annual Conference, California, November 11, 2011.

Benoit, M., Burns, T., Ewing, L. & Hardigree, C.E. (2011). “*What Happens in Vegas...Hazards in the Gaming, Hospitality, and Entertainment Industries*” for the International Chartered Property Casualty Underwriters Society Annual Conference, Las Vegas, Nevada, October 25, 2011.

Lavetter, D., Stahura, K.A., Hardigree, C.E., and Nelson, K. (2010). *Negligent Screening of Volunteers in Youth Sports: Creating Fertile Ground for Sexual Predators*. Sport Entertainment and Venues Tomorrow Conference, University of South Carolina, November 17-19, 2010.

Hardigree, C.E., Kincaid, C., Baloglu, S., & Brown, C.A. (2010). “*Academic Misconduct: A Study of Students' Self Report on Frequency and Perceptions*” for the American Association of University Professors (AAUP) Annual Conference on the State of Higher Education, Washington, D.C., June 9, 2010.

SAMPLE PANELS, WEBINARS AND/OR PODCASTS:

Benedick, R., Hardigree, C.E., Pangilian-Johnson, N., Santa, G. (2022). Panelist on Women’s Leadership in Tourism & Hospitality for the Women of Influence & Impact Leadership Program, Colorado Women’s Chamber of Commerce, January 14, 2022.

Hardigree, C.E. (2021). Podcast for Hispanic Restaurant Association, with John Jaramillo, November 30, 2021.

Hardigree, C.E. (2020). Podcast for Camp Experience, Boost Power Podcast with Betsy Wiersma, July 24, 2020. <https://campexperience.com/podcast/boost-power-podcast>

Hardigree, C.E. (2020). Moderator “*Sustainability in Hospitality Businesses*” for the Lodo District Hospitality ‘Ted Talk’, Denver, Colorado, January 16, 2020.

Hardigree, C.E., Simpson, G., & Rivers, B. (2018). “*Contracts and Security Concerns*”. IMEX America, Las Vegas, Nevada, October 16, 2018.

Hardigree, C.E. (2018). “*Negotiating Contract Clauses – The Good, The Bad, and The Ugly, Part I*” and “*Negotiating Contract Clauses – The Good, The Bad, and The Ugly, Part II*”. Meeting Planners International Sunshine Education Summit, Ponte Vedra Beach, Florida, August 24, 2018.

Hilliard, T. & Hardigree, C.E. (2018). “*Black Hats and White Hats: Meeting Law and Liability from Both Sides*” for the Georgia Society of Association Executives, San Destin, Florida, May 30, 2018.

Hardigree, C.E. (2017). “*The Three E’s of Sustainability*” for the Atlanta Foodservice Expo, Cobb Galleria Convention Center, Atlanta, Georgia, September 18, 2017.

Hardigree, C.E., Brooks, A., & Hall, C. (2017). “*Fireside Chat: Attracting, Hiring, and Retaining Top Culinary Talent*” for the MISE Conference, Grand Hyatt Buckhead, Atlanta, Georgia, August 20, 2017.

Hardigree, C.E. (2017). “*The ‘Ick’ Factor: Hotel Disasters Handled*” for the Georgia Society of Association Executives, Macon, Georgia, June 1, 2017.

Hardigree, C.E. (2015). “*The Need for Sustainability*” for the Atlanta Foodservice Expo, Georgia World Congress Center, Atlanta, Georgia, October 19, 2015.

Hardigree, C.E. (2015). “*True Tales of Near Disaster & Unexpected Triumph: The Bumpy Path to Sustainability*” for the National Restaurant Association Education Sessions, National Restaurant Association, Chicago, Illinois, May 16, 2015.

Hardigree, C.E. (2015). “*Sustainability and the Impact on Tourism*” for the Annual Winter Chautauqua on Tourism, Georgia Innkeepers Association, Dalton, GA, March 2, 2015.

Hardigree, C.E. (2014). “*Campus Conversation: Integrating Sustainability*” for the Office of Sustainability at Auburn University, Auburn, Alabama, October 14, 2014.

Hardigree, C.E. (2014). “*Sustainability and the Future of Hospitality and Food Service Industries*” for the Hospitality, Tourism, and Event Management Forum at College of Coastal Georgia, Brunswick, Georgia, October 21, 2014.

Hardigree, C.E. (2014). “*Green Practices to Achieve Youth and Millennial Loyalty*” panel presentation with Laura Seydel Turner and Hudson Riehle for the National Restaurant Association, May 18, 2014.

Hardigree, C.E. (2011). “*Are You at Legal Risk Due to Bed Bugs?*” for *Lodging* magazine, July 2011.

Mitchell, S., Hardigree, C.E., Sears, B. , Tyler, W. (2010). “*Bed Bugs – Separating Fact from Fiction*” for the American Hotel & Lodging Association, national webinar, September 28, 2010.

SELECTED ADVISORY AND BOARD MEMBERSHIPS (full listing available):

- Esports/Gaming Advisory Council, Colorado Department of Higher Education, March 2022 – present.
- CHLA Colorado Workforce Recruitment Program Advisory Committee, January 2022 – present.
- Colorado Tourism Office, Inclusivity in Travel Advisory Group, created new modules for Colorado Concierge certificate focused on diversity, equity, and inclusion, November 2020 – 2021.
- VISIT DENVER Board of Directors, October 2020 – present.
- Colorado Tourism Office, Leadership Journey Advisory Council, February 2020 – present.
- Colorado Hotel Lodging Association, Board of Directors, January 2019 – present.

- HLC @ Metro, LLC, Board Member, December 2019 – present.
- College of Coastal Georgia Hospitality Program Advisory Board, October 2019 – present.
- Denver International Airport Concessions RFP Community Evaluator, Oct. 2019 – March 2020.
- Day Leadership Academy, Advisory Council, chair, April 2019 – present.
- Hospitality Industry Leadership Council, co-chair, January 2019 – present.
- Cobb County Education Consortium, Summer 2018 – 2019.
- KSU/Brian Jordan Center of Excellence & Professional Development, board member, 2016-18.
- Compost Story Launch Team Strategic Partner, Kiss the Ground, 2017 – 2018.
- ConServe Sustainability Advisory Council, National Restaurant Association, 2013 – 2017.
- Sustainability Task Force for Camp Twin Lakes, Board Member, 2014 – 2018.
- Marietta Schools Culinary Arts Pathway Advisory Board, 2013 – 2018.
- Women’s Leadership Center, Coles College of Business, Kennesaw State University, 2013 – 2018.
- Women in Lodging Executive Council, American Hotel & Lodging Association, 2007 – 2012.
- American Bar Association Advisory Panel, member, Spring 2012 – 2014.
- Southern Nevada Health District Advisory Board, Spring 2010 – June 2012.
- Southern California Bed Bug Task Force Advisory Board, Fall 2010 – 2015.
- UNLV Institute for Security Studies, advisory board, 2008 – 2010.
- CSUN Student Government Legal Support Services, UNLV, legal adviser, 2003 – 2020.
- Phi Alpha Delta, pre-law academic fraternity, faculty adviser, 2003 – 2009.

SAMPLE LIST OF HONORS/AWARDS (full listing available):

- Senior Teaching Fellow, UNLV Faculty Institute, 2012.
- Inducted into Global Outsourcing Association of Lawyers (GOAL), February 2012.
- Sam & Mary Boyd Distinguished Professor for Service Award, Harrah Hotel College, 2011.
- Nominated as Mountain State Super Lawyer, November 2011.
- Inducted into the Academy of Hospitality Industry Attorneys, April 2011.
- Teaching Faculty Fellow, UNLV Faculty Institute, 2011.
- Sam & Mary Boyd Distinguished Professor for Teaching Award, Harrah Hotel College, 2010.
- Nominated for the UNLV Alumni Association’s Outstanding Faculty Member Award for 2010.
- Teaching & Learning Center Faculty Fellow, 2007.
- Who’s Who Among America’s Teachers, 2005, 2006, 2007, 2008 and 2009.
- CSUN Faculty Excellence Award, 2004-2005, UNLV Student Government.
- HMD Professor of the Year, 2002-2003, UNLV Student Hotel Association.
- Outstanding Educator, 2002, Sigma Kappa Sorority.
- Accommodating Disabled Students Award, Learning Enhancement Services, 2002.
- American Jurisprudence Award – Criminal Law, Mercer University, 1993.

SELECTED RELEVANT AND RECENT COMMITTEE WORK:

- Faculty Diversity Resolution Task Force, co-chair (October 2020 – present).
- Faculty Workload Task Force (January 2021 – present).
- Provost’s Cabinet/Academic Affairs (A+) Leadership Council (Spring 2019 – present).
- Budget Recommendation Committee, Dean Alternate (August 2020 – present).
- University Policy Advisory Council Steering Committee (Spring 2020 – present).
- University Policy Committee (Spring 2020 – present).

- Digital Measures Advisory Group (Spring 2019 – present).
- COVID-19 Crisis Response Team (March 2020 – April 2022).
- Roadrunner Safe Return (RSR) Communication Coordination Committee (May 2020 – August 2021).
- Roadrunner Safe Return Vaccine Subgroup (March 2021 – December 2021).
- Vaccine Prioritization Recommendations to President Work Group (January 2021 – March 2021).
- MSU Denver Strategic Planning Committee (from Futures work) (September 2020 – July 2021).
- MSU Denver Futures Committee, co-chair (May 2020 – September 2020).
- Return to Campus Safer - Contingency Planning Committee (April 2020 – May 2020).
- MSU Denver Executing Limited Face-2-Face Courses in Fall Planning Committee (May 2020).
- Classroom to Career (C2) Hub Planning Committee (Spring 2019 – September 2021).
- Planning Committee, National Conference on Undergraduate Research (NCUR), KSU, 2018.
- University College Strategic Planning Committee, KSU, 2017 – 2018.
- Annual Year of Study Advisory Committee, Division of Global Affairs, KSU, 2015 – 2018.
- Committee of the Chair's Promotion and Tenure Review, Chair, KSU, 2017 – 2018.
- President's Economic Development Team, KSU, 2012–2016.
- Prior Learning Assessment (PLA) Coordinator, KSU, 2015 –2018.
- Department Liaison, Coaching Outside the Lines, Student Athletics, KSU, 2014-2018.

MEMBERSHIPS, LICENSES, AND PROFESSIONAL DEVELOPMENT:

- WICHE Western Academic Leadership Academy, 2021.
- AACSU & American Academic Leadership Institute Becoming a Provost Academy, 2020-21.
- Access Denver Alumnae, Leadership Foundation, Denver Metro Chamber of Commerce, 2020.
- Member of the Academy of Hospitality Industry Attorneys (AHIA), 2011 – present.
- Licensed to practice law in Nevada and U.S. District Court, District of Nevada, 1998 –present.
- Licensed to practice law in Georgia, 1996 – present; Member of the State Bar of Georgia.
- Actively engage in relevant and updated teaching and administrative development, including areas related to accreditation, recruiting diverse faculty/staff, workplace performance, facilitated leadership, retention/progression/graduation and enrollment management.
- Complete a minimum of 15 hours of CLE annually (330+ hours in total), targeting programs in support of my academic leadership in higher education, free speech, diversity/equity/inclusion, licensing, intellectual property, anti-human trafficking, crisis management, and risk management.

COMMUNITY ENGAGEMENT/INVOLVEMENT

- Planning Committee for Divas of Law Charity Auction for Nevada Homeless Children (\$74,500).
- Doctor/Lawyer Softball Charity Tournament benefiting UMC Children's Miracle Network (\$33,700). Chairman for the 15th Annual Tournament, raising the most money in the history of the event.
- Served on organizational committees for various events, including Food for Thought, Three Square Food Bank Series of Food Drives; UNLV Student Veteran's Memorial; Phi Alpha Delta Shade Tree Donation Drive, Neighborhood Graffiti Clean-up, and Clothing Drive for Child Haven; National Society of Minority Hotelier's Putt-Putt Tournament; Boyd School of Law Gaming Law Golf Tournament.
- Big sister to two amazing young women (Faith and Hope) for Big Brothers Big Sisters of America.

PERSONAL INTERESTS/HOBBIES

I enjoy spending time with my family. Chris and I have been married for 16 years and have two sons (16 and 14) and a daughter (11). An experienced scuba diver, I also enjoy riding horses, gardening, and

collecting original works of art from local artists. A voracious reader, I regularly read and discuss topics associated with leadership and motivation, as well as news articles, magazines, and the occasional suspense thriller. I also enjoy making Low Country favorites for friends and family, cheering youth and collegiate sports (particularly when my kids are participating), and playing with our Great Dane, Grace.