Swathi Ravichandran, MBA, PhD

Assistant Professor
FLA
sravicha@kent.edu

Education

Ph.D., Foodservice & Lodging Management **2005**
Iowa State University
Understanding work behaviors and turnover intentions of students employed in university dining services

MBA, Business Administration **2002**
Iowa State University

B.Com, Commerce **2000**
University of Madras

Higher Education Work Experience

Associate Professor **8/2011 - present**
Kent State University, Kent, Ohio

- *Taught courses in the baccalaureate Hospitality Management degree program including Hospitality Legal Issues, Hospitality Marketing, Hospitality Human Resources Management, Hospitality Meetings Management, andStrategic Lodging Management*
- *Taught courses in the masters Hospitality and Tourism Management degree program including Hospitality Marketing, Hospitality Human Resources Management, Hospitality Meetings Management, andStrategic Lodging Management*
- *Developed and taught Hospitality Marketing online utilizing Blackboard Vista and Camtasia Studio®*
- *Established a program of research and published actively in peer-reviewed scholarly journals and presented regularly in I-CHRIE and ISTTE conferences*
- *Advised undergraduate students in Hospitality Management*
- *Served as Director of Master's Theses for students in Hospitality and Tourism Management*
- *Served as faculty advisor for KSU Chapter of Professional Convention Management Association (PCMA)*
- *Provided service to university, community, industry and supported on-going program growth and development*
- *Served on school and college advisory committees that advises the school director and dean of the college of Education, Health, and Human Services in addition contributing to reappointment, tenure, and promotion decisions*

Assistant Professor **8/2005 - 7/2011**
Kent State University, Kent, OH

- *Developed and taught courses in Hospitality Management including Hospitality Legal Issues, Hospitality Marketing, Hospitality Human Resources Management, Hospitality Purchasing, Hospitality Meetings Management,and Strategic Lodging Management*
- *Established a program of research and published actively in peer-reviewed scholarly journals and presented regularly in I-CHRIE and ISTTE conferences*
- *Advised students*
- *Started KSU chapter of PCMA and served as faculty advisor for the student group*
- *Provided service to university, community, industry and supported on-going program growth and development*
- *Appointed to graduate faculty status*

Research Associate **8/2004 - 7/2005**

Iowa State University, Ames, IA

- *Created and maintained project website*
- *Assisted with literature review, developing survey instrument, and planning workshops*
- *Assisted with entry of perceptual and financial data*

Other Professional Experience

Front Desk Supervisor **5/2003 - 5/2004**

Memorial Union Hotel & Conference Center, Ames, IA

- *Made hotel reservations and checked-in and checked-out hotel guests*
- *Communicated effectively with housekeeping, custodians, and other department staff*
- *Served hotel guests' needs during their stay and maintained high level of customer service*

Night and Weekend Manager **8/2002 - 8/2004**

Memorial Union Hotel & Conference Center

- *Planned, coordinated, and supervised daily activities of general service department including set up of meeting rooms and audio-visual equipment*
- *Assisted in hiring, training, supervising, and evaluating 20-25 employees*
- *Was accountable for successful evening and weekend operations*

Immigration Advisor **1/2001 - 8/2002**

International Education Services, Ames, IA

- *Developed and coordinated various multi-cultural programs*
- *Planned and conducted orientation sessions for incoming international students*
- *Checked in scholars, students, and post-doctoral fellows and prepated I-9*

Tourism Intern **5/2001 - 8/2001**

FTI North America, Orlando, FL

- *Prepared budget for 30 different bus tours covering different parts of the US, and Canada involving millions of dollars*
- *Approved invoices for payment; prepared final account summaries*
- *Corresponded with suppliers in the US and Canada regarding payment disputes*
- *Corresponded with the accounting head office located in Malta*

Publications

Ulicney, M., **Ravichandran, S.,** & Karpinski, A. (2014). Implementation of database marketing in the private club industry. *International Journal of Hospitality and Tourism Administration* (in press) 2014

Publication: *Journal Articles, Refereed*

Ravichandran, S. (2014, February 19). Why recruiting older workers makes sense. *Restaurant Hospitality.* Retrieved from http://restaurant-hospitality.com/blog/why-recruiting-older-workers-makes-sense 2014

Publication: *Online Publications*

Clem, T., **Ravichandran, S.,** & Karpinski, A. (2013). Understanding country club members' loyalty: Factors affecting membership renewal decisions. *FIU Hospitality Review* (revise and resubmit) 2013

Publication: *Journal Articles, Refereed*

Ravichandran, S. (2013, November 26). Sexual harassment: Can it happen in my restaurant? *Restaurant Hospitality.* Retrieved from http://restaurant-hospitality.com/blog/restaurants-often-vulnerable-sexual-harassment-char 2013
http://restaurant-hospitality.com/blog/restaurants-often-vulnerable-sexual-harassment-charges

Publication: *Online Publications*

Clem, T., **Ravichandran, S.,** & Karpinski, A. (2012, May). Understanding country club members' loyalty: Factors affecting membership renewal decisions. *In Proceedings of the 2nd Annual Advances in Hospitality & Tourism Marketing and Management, Corfu Island, Greece.* 2012

Publication: *Conference Proceedings, Refereed*

Suresh, S., Ganesan, P., & **Ravichandran, S.** (2012). Consumer expectations, attitude, and user occasion of wellness services and its effect on wellness center loyalty. *The IUP Journal of Marketing Management, 11*(2), 7-26. 2012

Publication: *Journal Articles, Refereed*

Suresh, S., **Ravichandran, S.,** & Ganesan, P. (2011). Understanding wellness center loyalty through lifestyle analysis. *Health Marketing Quarterly, 28*(1), 16-37. 2011

Publication: *Journal Articles, Refereed*

Suresh, S., & **Ravichandran, S.** (2010). Using lifestyle analysis to develop wellness marketing strategies for IT professionals in India. *Health Marketing Quarterly, 27*(1), 1-20. 2010

Publication: *Journal Articles, Refereed*

Ravichandran, S., & Suresh, S. (2010). Wellness positioning: Rationale for promoting Brand India.*International Journal of Hospitality and Tourism Administration, 11*(3), 200-217. 2010

Publication: *Journal Articles, Refereed*

Ravichandran, S., & Arendt, S.W. (2009). How to increase response rates when surveying hospitality managers for curriculum-related research: Lessons from past studies and interviews with lodging professionals*Journal of Teaching in Travel and Tourism, 9*(1), 47-71. 2009

Publication: *Journal Articles, Refereed*

Slevitch, E., **Ravichandran, S.,** Njite, D., & Park, Y. (2008, October). Environmentally-friendly practices in the U.S. lodging industry: Hotels' profiling and segmentation. *In Proceedings of the ISTTE Annual Conference.* Dublin, Ireland: ISTTE. 2008

Publication: *Conference Proceedings, Refereed*

Ravichandran, S., & Suresh, S. (2008, October). Wellness positioning: Rationale for promoting Brand India. *In Proceedings of the ISTTE Annual Conference.* Dublin, Ireland: ISTTE. 2008

Publication: *Conference Proceedings, Refereed*

Suresh, S., Ganesan, P., & **Ravichandran, S.** (2008). Behavioral segmentation of wellness clients. *Journal of Travel and Tourism Research, 8*(1), 131-150. 2008

Publication: *Journal Articles, Refereed*

Suresh, S., & **Ravichandran, S.** (2008, May). Assessing wellness quotient amongst back office employees in India. A report prepared for Union of Information Technology Enhanced Services (UNITES) Professionals. 2008

Publication: *Other*

Sharma, A., Sneed, J., & **Ravichandran, S.** (2007, July). Comparative Analysis of Small Hotel Geographic Clusters in Tanzania. *In Proceedings of the 61th Annual I-CHRIE Conference, Dallas, TX (pp. 425-432)*. Washington, DC: CHRIE 2007

Publication: *Conference Proceedings, Refereed*

Ravichandran, S., & Arendt, S.W. (2007, July). Increasing response rates when surveying hospitality managers for curriculum-related research: Lessons from past studies and interviews with lodging professionals*In Proceedings of the 61th Annual I-CHRIE Conference, Dallas, TX (pp. 357-364)*. Washington, DC: CHRIE 2007

Publication: *Conference Proceedings, Refereed*

Wohlsdorf-Arendt, S.W., **Ravichandran, S.**, & Brown, E. (2007). Hospitality and tourism journal matrix. *Journal of Hospitality and Tourism Education, 19*(2), 44-50. 2007

Publication: *Journal Articles, Refereed*

Sharma, A., Sneed, J., & **Ravichandran, S.** (2007). Spatial analysis of small hotel activity in Tanzania. *International Journal of Contemporary Hospitality Management, 19*(7), 589-599. 2007

Publication: *Journal Articles, Refereed*

Ravichandran, S., & Gilmore, S.A. (2007). To empower or not to empower: The case of students employed in one Midwestern university dining services. *The Journal of Foodservice Management and Education, 2* 2007

Publication: *Journal Articles, Refereed*

Ravichandran, S., Gilmore, S.A., & Strohbehn, C. (2007). Organizational Citizenship Behavior research in the hospitality industry: Current status and future research. *Journal of Human Resources in Hospitality and Tourism, 7*(2), 59-78. 2007

Publication: *Journal Articles, Refereed*

Rravichandran, S., & Gilmore, S. A. (2006). Formation of Organizational Citizenship Behaviors in Students Employed in University Dining Services: Impact of Manager and Co-Worker Behaviors*Journal of Foodservice Business Research, 10*(2), 19-50. 2006

Publication: *Journal Articles, Refereed*

Presentations

Ravichandran, S., & Wang, P. (2013, July). Developing an evaluation model for theme park attractiveness: Application of Analytical Hierarchy Process. Poster presentation at the 67th Annual I-CHRIE Conference, St. Louis, MO. 2013

Type: *International Refereed*

Wang, P., & **Ravichandran, S.** (2013, July). A tale of two mice: Assessments of desire to visit Hong Kong and Shanghai Disney Parks. Poster presentation at the 67th Annual I-CHRIE Conference, St. Louis, MO. 2013

Type: *International Refereed*

James, A., & **Ravichandran, S.** (2013, July). Using lifestyle segmentation to develop hotel packages for staycation travelers. Poster presentation at the 67th Annual I-CHRIE Conference, St. Louis, MO. 2013

Type: *International Refereed*

Ozarslan, L., **Ravichandran, S.**, & Chuang, N. (2013, July). Understanding boutique hotel consumers through lifestyle segmentation. Poster presentation at the 67th Annual I-CHRIE Conference, St. Louis, MO. 2013

Type: *International Refereed*

Ravichandran, S. (2013, October). *Patient Protection and Affordable Care Act and its implications for restaurants*. Presentation for Cleveland-area restaurateurs at Fahrenheit, A Rocco Whalen Restaurant, Cleveland, OH 2013

Type: *Regional Invited*

Ravichandran, S. (2013, October). *Patient Protection and Affordable Care Act and its implications for restaurants*. Presentation for *Cleveland Independents – as association of locally-owned, independent restaurants*, Cleveland, OH 2013

Type: *Regional Invited*

Clem, T., **Ravichandran, S.,** & Karpinski, A. (2012, May). *Understanding country club members' loyalty: Factors affecting membership renewal decisions*. Stand-up presentation at the 2nd Annual Advances in Hospitality & Tourism Marketing and Management, Corfu Island, Greece. 2012

Type: *International Refereed*

Qian, R., & **Ravichandran, S.** (2012, July). *How can Hong Kong Disneyland visitor satisfaction affect future attendance after Shanghai Disneyland?* Poster presentation at the 66th Annual I-CHRIE Conference, Providence, RI. 2012

Type: *International Refereed*

Ravichandran, S., & Harris, R. (2012, July). *Casino member loyalty: Does participation in a loyalty scheme matter?* Poster presentation at the 66th Annual I-CHRIE Conference, Providence, RI. 2012

Type: *International Refereed*

Ravichandran, S., & Sneed, J. (2012, July). *Older workers' perceptions of training in foodservice organizations.* Poster presentation at the 66th Annual I-CHRIE Conference, Providence, RI. 2012

Type: *International Refereed*

Hammond, R., Gnilka, P.,**& Ravichandran, S.** (2011, July). *Relationship between perfectionism traits and stress for the millennial hospitality industry workforce*. Poster presentation at the 65th Annual I-CHRIE Conference, Denver, CO. 2011

Type: *International Refereed*

Jaworksi, C., & **Ravichandran, S.** (2011, July). *The impact of training, employee benefits, and incentives on job satisfaction and commitment in part-time hotel employees*. Poster presentation at the 65th Annual I-CHRIE Conference, Denver, CO. 2011

Type: *International Refereed*

Cometa, L., & **Ravichandran, S.** (2011, July). *Consumer perceptions of green extended-stay hotels*. Poster presentation at the 65th Annual I-CHRIE Conference, Denver, CO. 2011

Type: *International Refereed*

Clem, T., & **Ravichandran, S.** (2010, July). *Influence of behavioral and emographic factors on country club member retention.* Poster presentation at the 64th Annual I-CHRIE Conference, San Juan, Puerto Rico. 2010

Type: *International Refereed*

Ulicney, M., **Ravichandran, S.** (2010, July). *Implementation of Database Marketing in the Country Club Industry*. Poster presentation at the 64th Annual I-CHRIE Conference, San Juan, Puerto Rico. 2010

Type: *International Refereed*

Ravichandran, S. (2009, October). *Experiential learning in the field of event planning*. Poster session presented at the University Teaching Council Annual Conference, Kent, OH. 2009

Type: *Local Non-Refereed*

Slevitch, E., **Ravichandran, S.**, Njite, D., & Park, Y. (2008, October). *Environmentally-friendly practices in the U.S. lodging industry: Hotels' profiling and segmentation.* Stand-up presentation at the 2008 Annual International Society of Travel and Tourism Educator's Conference, Dublin, Ireland. 2008

Type: *International Refereed*

Ravichandran, S., & Suresh, S. (2008, October). *Wellness positioning: Rationale for promoting Brand India.* Poster presentation at the 2008 Annual International Society of Travel and Tourism Educator's Conference, Dublin, Ireland. 2008

Type: *International Refereed*

Slevitch, E., & **Ravichandran, S.** (2008, July). *Segmenting and profiling environmentally conscious "green" lodging consumers.* Poster presentation at the 62nd Annual I-CHRIE Conference, Atlanta, GA. 2008

Type: *International Refereed*

Ravichandran, S. (2008, May). *Instructional Pedagogy.* Round Table facilitator at the 2008 International Symposium on Sport, Exercise, and Leisure: Scholarship of Curriculum and Instruction, Shijiazhuang, China. 2008

Type: *International Refereed*

Ravichandran, S. (2008, May). *Model for teaching a Hospitality Meeting Planning course.* Stand-up presentation at the 2008 International Symposium on Sport, Exercise, and Leisure: Scholarship of Curriculum and Instruction, Shijiazhuang, China. 2008

Type: *International Refereed*

Ravichandran, S. (2008, May). *Model curriculum for a Master of Science degree in Hospitality and Tourism.* Stand-up presentation at the 2008 International Symposium on Sport, Exercise, and Leisure: Scholarship of Curriculum and Instruction, Shijiazhuang, China. 2008

Type: *International Refereed*

Ravichandran, S. (2008, May). *Segmenting and profiling wellness clients based on behavior and lifestyle factors.* Stand-up presentation at the 2008 International Symposium on Sport, Exercise, and Leisure: Scholarship of Curriculum and Instruction, Shijiazhuang, China. 2008

Type: *International Refereed*

Ravichandran, S., Parsons, J., & Petrovic, A. (2008, March). Intern today, meeting planner tomorrow: Strategies for increasing student involvement in the meetings & events industry. Presentation at the MPI Mid-America Conference, North Canton, OH. 2008

Type: *Regional Invited*

Ravichandran, S., & Scheule, B. (2007, April). *Model for teaching an event and meeting management course in cooperation with hospitality operations.* Stand-up session presented at the Great Lakes Hospitality and Tourism Educators Conference, Charleston, IL. 2007

Type: *Regional Refereed*

Sharma, A., Sneed, J., & **Ravichandran, S.** (2007, July). *Comparative Analysis of Small Hotel Geographic Clusters in Tanzania.* Stand-up session presented at the 61st Annual I-CHRIE Conference, Dallas, TX. 2007

Type: *International Refereed*

Ravichandran, S., & Rajaram, R. (2006, May). *Tips for new faculty.* Panel discussion presentation at the 17th Annual Wakonse Conference on College Teaching, Shelby, MI. 2006

Type: *National Non-Refereed*

Ravichandran, S. (2006, November). *Wakonse Teaching Conference.* Poster session presented at the University Teaching Council Annual Conference, Kent, OH. 2006

Type: *Local Non-Refereed*

Ravichandran, S., and Gilmore S. Segmenting and profiling wellness tourists. Council on Hotel, Restaurant and Institutional Education Annual Conference. Crystal City, VA. July. 2006

Type: *International Refereed*

Ravichandran, S., and Gilmore S. Are hospitality programs able to prepare students for the lodging industry? Understanding perceptions of hospitality program directors and hotel managers. Council on Hotel, Restaurant and Institutional Education Annual Conference. Crystal City, VA. July. 2006

Type: *International Refereed*

Ravichandran, S., and Gilmore, S. Student employee perceptions of employee relations at university conference centers. 10th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism. Myrtle Beach, SC. January. 2005

Type: *International Refereed*

Ravichandran, S., and Gilmore, S. Job search patterns of undergraduate hospitality students. 10th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism. Myrtle Beach, SC. January. 2005

Type: *International Refereed*

Ravichandran, S., and Gilmore, S. Service Quality Gaps at Select University Conference Centers in the Mid-West. 9th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism. Houston, TX. January. 2004

Type: *International Refereed*

Ravichandran, S., and Gilmore, S. Do lodging operations courses meet industry needs? Reviewing the role of internships. Council on Hotel, Restaurant and Institutional Education Annual Conference. Philadelphia, PA. July. 2004

Type: *International Refereed*

Service

Member, PCMA Faculty Task Force **2014 - 2014**

Type: *International*

Editorial Board, Journal of Hospitality Human Resources Management **2014 - present**

Type: *International*

Member, Student Awards Committee **2013 - present**

Type: *University*

Advisory Board, Office of Diversity Outreach and Development **2013 - present**

Type: *College*

Coordinator, Hospitality Management B.S. & Hospitality & Tourism Management M.S. **2013 - present**

Type: *University*

Member, PCMA Student Advisory Group **2013 - 2014**

Type: *International*

Member, Marketing Committee, I-CHRIE **2013 - 2013**

Type: *International*

Member, ACPHA Reaccrediation Site Visit Team Member **2013 - 2013**

Type: *National*

Member, Search Committee for Two Academic Advisors **2012 - 2012**

Type: *College*

Member, Graduate Assistant Guidelines Committee **2012 - 2012**

Type: *College*

Reviewer, International Journal of Hospitality and Tourism Administration **2011 - present**

Type: *International*

Reviewer, Tourism Management **2011 - present**

Type: *International*

Reviewer, Journal of Quality Assurance in Hospitality and Tourism **2011 - present**

Type: *International*

Member, College Advisory Committee **2011 - present**

Type: *College*

Member, Faculty Advisory Committee **2011 - present**

Type: *Department*

Search Committee - Member **2010 - 2012**

Type: *Department*

Associate Editor and Co-Chair, Tourism, Leisure, and Recreation Track for 2010 I-CHRIE Conference **2010 - 2011**

Type: *International*

Member, Board of the Refereed Papers Committee, I-CHRIE 2010 Conference **2010 - 2011**

Type: *International*

Member, Scholarship Review Committee **2010 - 2010**

Reviewed scholarship applications for IACC Conference Center Industry Award and Future Leaders Award

Type: *International*

Member, Center for International and Intercultural Education **2010 - 2011**

Type: *College*

APac CHRIE **2009 - 2009**

Reviewed proposals for research presentations and poster sessions for the national conference

Type: *International*

Graduate Student Research Conference in Hospitality and Tourism **2009 - 2011**

Reviewed proposals for research presentations for the spring national conference

Type: *International*

Reviewer, International Journal of Hospitality Management **2009 - present**

Reviewed articles in expertise area
Type: *International*

Member, FLA Curriculum Committee **2009 - 2010**
Reviewed curricular proposals within the School of Foundations, Leadership, and Administration
Type: *Department*

Chair, Search Committee **2009 - 2010**
Hospitality Management Tenure-track faculty search committee
Type: *Department*

Member, PCMA Faculty Task Force **2009 - 2010**
Type: *International*

Member, International Council on Hotel, Restaurant, and Institutional Education (ICHRIE) **2009 - present**
Type: *International*

Member, International Society of Travel and Tourism Educators (ISTTE) **2008 - 2009**
Type: *International*

Member, Undergraduate Council **2008 - 2009**
Type: *College*

Chair, FCS Curriculum Committee **2008 - 2009**
Type: *Department*

Member, EHHS Marketing Committee **2008 - 2010**
Discussed strategies to improve visibility and hence increase enrollment in the College of Education Health and Human Services
Type: *College*

Member, FCS Handbook Review Committee **2007 - 2008**
Type: *Department*

Member, Technology Advisory Council **2007 - 2008**
Type: *College*

KSU Chapter of PCMA **2007 - present**
Faculty Advisor for KSU Chapter of Professional Convention Management Association
Type: *Department*

Member, Professional Convention Management Association (PCMA) **2006 - present**
Type: *International*

Member, International Association of Conference Centers (IACC) **2006 - present**

Type: *International*

Member, International Council on Hotel, Restaurant, and Institutional Education (ICHRIE) **2005 - 2007**

Type: *International*

Member, Ohio Hotel & Lodging Association **2005 - present**

Type: *State*

Member, Faculty Advisory Committee and Graduate Studies Committee **2005 - 2009**

Type: *Department*

Member, FCS Scholarship Committee **2005 - 2007**

Type: *Department*

Advisory Board, HM Advisory Board **2005 - present**

Type: *Department*

Member, Ad Hoc Faculty and Staff Development Committee **2005 - 2006**

Type: *College*

CHRIE **2005 - present**

Reviewed proposals for research presentations and poster sessions for the summer national conference

Type: *International*

Article Review, Journal of Foodservice Business Research **2005 - 2005**

Reviwed articles for a special issue of the journal on Human Resources Issues in Foodservice Management

Type: *International*

Advisory Board, HM Advisory Board Marketing Sub-committee **2005 - present**

Created Marketing survey and administered to HM majors to gather data on student demographics, and decision-making process for selecting major; coordinated meeting and conference calls; coordinated visits to local high schools and met with prospective students

Type: *Department*

Member, Phi Upsilon Omicron **2004 - present**

Phi Upsilon Omicron-Family and Consumer Sciences National Honors Society

Type: *National*

Member, Beta Gamma Sigma **2002 - present**

Business - National Honors Society

Type: *National*

Grants

PI, Older workers' perceptions of training in foodservice organizations **2013 - present**

Collaboration with: Swathi Ravichandran

Submitted: $2,500.00 Status: Awarded

Awarded: $2,500.00 (0 0)

University Research Council - Basic Research

Co-Investigator, Multidimensional Perfectionism and Burnout Among the Millennial Hospitality Industry Workforce: Differences Among Perfectionists and Tests of a Stress Mediation Model **2012 - 2013**

Collaboration with: Rhonda Hammond

Submitted: $5,000.00 Status: Pending

EHHS Internal Seed Grant - Basic Research

Co-Investigator, Multidimensional Perfectionism and Burnout Among the Millennial Hospitality Industry Workforce: Differences Among Perfectionists and Tests of a Stress Mediation Model **2011 - 2012**

Collaboration with: Rhonda Hammond

Submitted: $5,000.00 Status: Not Funded

EHHS Internal Seed Grant - Basic Research

PI, Pay it Forward Grant **2010 - present**

Submitted: $5,000.00 Status: Not Funded

Corporation for National and Community Service - Service

PI, Farris Family Fellowship **2008 - present**

Workforce development in the knowledge industry through wellness

Collaboration with: Swathi Ravichandran

Submitted: $24,000.00 Status: Not Funded

Kent State University - Basic Research

PI, Are hospitality programs preparing graduates for the lodging industry? Understanding perspectives of hospitality program directors and hotel managers **2006 - 2006**

Collaboration with: Swathi Ravichandran

Submitted: $2,500.00 Status: Awarded

Awarded: $2,500.00 (05 2006)

Research and Graduate Studies - Basic Research

PI, Summer Research Award **2006 - 2006**

Are hospitality programs preparing graduates for the lodging industry? Understanding perspectives of hospitality program directors and hotel managers

Collaboration with: Swathi Ravichandran

Submitted: $6,500.00 Status: Not Funded

Research and Graduate Studies, Kent State University - Basic Research