

SCHEDULE: Esports Research Network Conference 2025 (ERNC25)

last updated 24 Sept. 2025

Wednesday, 12 November 2025: Stream Host Date & Region – EMEA (University of Staffordshire, UK)						1
	Sydney	London	New York	Presentation Title	Presenters	
1	7:00 PM	8:00 AM	3:00 AM	ERNC25 Opening Remarks	Seth E. Jenny, Slippery Rock University of Pennsylvania	
2	7:30 PM	8:30 AM	3:30 AM	Exploring the Benefits of HADO for Physical Health	Cameron Vanloo, University of Staffordshire	
3	8:00 PM	9:00 AM	4:00 AM	STACKED: A Learning Ecosystem for Sustainable Team Growth in Esports	Enrico Strock, University of Agder	
4	8:30 PM	9:30 AM	4:30 AM	Understanding Game-Based Learning in Esports Education: A Study in Structure and Impact	Bubba Gaeddert, College of Esports	
5	9:00 PM	10:00 AM	5:00 AM	Sunset Chasers: Labour and Life of Game Service Workers	Magnus Andersen, Roskilde University	
6	9:30 PM	10:30 AM	5:30 AM	Nurturing the Next Gen Through Esports: The Evolution of Modern Skills and Modern Learners	Liam Dickinson, University Centre Barnsley College	
7	10:00 PM	11:00 AM	6:00 AM	Managing Players and Performance: Stress and Coping Among Professional Esports Coaches	Oliver Leis, Leipzig University	
8	10:30 PM	11:30 AM	6:30 AM	Psychology Practitioners in Esports: Challenges and Opportunities in Applied Practice	Oliver Leis, Leipzig University	
9	11:00 PM	12:00 PM	7:00 AM	The Competitive Esports Physiological, Affective, and Video Dataset	Maciej Behnke, Adam Mickiewicz University	
10	11:30 PM	12:30 PM	7:30 AM	E-concussion: An Investigation of the Representation of Head Impact Events and Concussion within Popular Sport-based Video Games	Isaac Lockett and Freja Petrie, Kingston University	
11	12:00 AM	1:00 PM	8:00 AM	"I think this could work." – Analytical Thinking and Performance in Esports	Christian Staedter, Gaming Science	
12	12:30 AM	1:30 PM	8:30 AM	Categorical Wild West: The Need to Establish Standards	Christian Staedter, Gaming Science	
13	1:00 AM	2:00 PM	9:00 AM	University of Mittweida Panel	Tobias M. Scholz, University of Agder	
	1:30 AM	2:30 PM	9:30 AM	University of Mittweida Panel	Tobias M. Scholz, University of Agder	
	2:00 AM	3:00 PM	10:00 AM	BREAK	BREAK	
	2:30 AM	3:30 PM	10:30 AM	BREAK	BREAK	

	Sydney	London	New York	Presentation Title	Presenters
14	3:00 AM	4:00 PM	11:00 AM	Introducing the Collegiate Esports Medical Support Model	Seth E. Jenny, Slippery Rock University of Pennsylvania; Michele Pye, Shenandoah University; Adam Antor, Ferris State University; Joanne DiFrancisco-Donoghue, New York Institute of Technology; David P. Schary, Winthrop University; Joey Gawrysiak, Syracuse University
15	3:30 AM	4:30 PM	11:30 AM	From Vision to Virtual Victory: Building CU Boulder's Alienware Buffalo Esports and Gaming Lounge as a Future-Ready Campus Hub	Becket Duncan, Adam Pallas and Danielle Rourke, University of Colorado Boulder
16	4:00 AM	5:00 PM	12:00 PM	AI in Collegiate Esports: Enhancing Practice, Play, and Competition	Ray S. Pastore, University of North Carolina Wilmington
17	4:30 AM	5:30 PM	12:30 PM	Ghouls 'n Ghosts at the Student Union: Collegiate Esports Pre-History in 1990s Tournaments	Matt Knutson, University of North Dakota
18	5:00 AM	6:00 PM	1:00 PM	Assessment of Hydration Status of Collegiate Esports Players	Trace Dominy, Thomas Andre, Brooke Gilmore, and Morgan Krupp, University of Mississippi
19	5:30 AM	6:30 PM	1:30 PM	The Weakest Link, The Greatest Opportunity: How Coaching in Esports Redefines Learning, Leadership, and Human Development	Bret Chapman, Yorkville University
20	6:00 AM	7:00 PM	2:00 PM	Corsair for Esports Business: Building Better	Katrina Keller, Corsair
21	6:30 AM	7:30 PM	2:30 PM	Aerobic Exercise Effects on Esports Reaction Time	William Fielding Belk, Arkansas State University
22	7:00 AM	8:00 PM	3:00 PM	Educational Leadership for Student Captains	Michael Cassens, University of Montana
23	7:30 AM	8:30 PM	3:30 PM	From Keyboard to Scalpel: A Systematic Review on the Role of Esports in Surgical Skill and Cognitive Training	Muhammad Ali Qureshi, University of Alberta; Ahmed Al-Amery, Alex Huynh, Abdalmuhaymen Ibrahim, and Hirday Josan, McMaster University
24	8:00 AM	9:00 PM	4:00 PM	Bracket Runner Game: A Game-based Learning Simulation to Teach Tournament Operations	Kurtis Homan, St. Cloud State University
25	8:30 AM	9:30 PM	4:30 PM	Time to ACT! Using Behavior Analytic Exercises Based on Acceptance and Commitment Therapy (ACT) to Improve Esports Player Communication	Jean Chance and Savannah Wilson, Florida Institute of Technology
26	9:00 AM	10:00 PM	5:00 PM	Predicting Performance Decline with Heart Rate Variability in College-Age Valorant Players	Nathan Rhea, Robert Calvert, Jason Tran, and Iona Pascual, University of the Pacific
27	9:30 AM	10:30 PM	5:30 PM	Systematic Review of Anxiety Indicators, Coping Mechanisms and Stress levels in Esports Athletes	Enzo Vinicius Lesniowski, University of Tsukuba
	10:00 AM	11:00 PM	6:00 PM	<i>BREAK</i>	<i>BREAK</i>
	10:30 AM	11:30 PM	6:30 PM	<i>BREAK</i>	<i>BREAK</i>

Thursday, 13 November 2025: Stream Host Date & Region – Asia-Pacific-(UNSW-Sydney, Australia)						3
	Sydney	London	New York	Presentation Title	Presenters	
28	11:00 AM	12:00 AM	7:00 PM	Public Policy Design Oriented Towards Venezuelan Electronic Sports	Gabriela León, Universidad Rafael Urdaneta	
29	11:30 AM	12:30 AM	7:30 PM	PANEL: Global Labs in Action: Platform Governance, Labor Precarity and Career Trajectories in Esports Ecosystems in China	Moderator: Yupei Zhao, Zhejiang University	
	12:00 PM	1:00 AM	8:00 PM	PANEL CONTINUED	PANEL CONTINUED	
30	12:30 PM	1:30 AM	8:30 PM	Analytic Hierarchy Process Weighted Logistic Regression Models for League of Legends	Ahmad Alif Kamal, Universiti Sains Malaysia	
31	1:00 PM	2:00 AM	9:00 PM	Analysis of Gaze Movement Changes in a Novice FPS Game Player Using a Low-cost Device and Software: A 10-day Observational Study	Inhyeok Jeong, Kochi University of Technology; Donghyun Kim, WEGO Company Co	
32	1:30 PM	2:30 AM	9:30 PM	Esports and Well-being: A Scoping Review and Future Research Directions	Hao Yaxuan, Hong Kong Shue Yan University; Xiaobo KE, The Education University of Hong Kong; Gu Yifei, Hong Kong Shue Yan University	
33	2:00 PM	3:00 AM	10:00 PM	The Dynamics of Player Identity and Community Formation in Competitive Esports Environments	Sandip P. Dhurat, SPD Innovative	
34	2:30 PM	3:30 AM	10:30 PM	Play to Belong: Library-Based Esports Hubs as Engines for Inclusive Participation and Leadership Development	Sara Roldan and Zachary McDaniel, San Diego State University	
35	3:00 PM	4:00 AM	11:00 PM	Yes or No? The Integration of Mobile Legends Bang Bang in Primary and Secondary Schools in Surabaya, Indonesia	Lastiko Endi Rahmantyo, Universitas Airlangga; Almira Fidela Artha, Universitas Airlangga; Viqi Ardaniah, Universitas Airlangga	
36	3:30 PM	4:30 AM	11:30 PM	An Empirical Study of Game Understanding Among Young Esports Players in China: A Comparative Analysis of FPS and MOBA Players	Yu Fang, The Guangdong Province Esports Association	
37	4:00 PM	5:00 AM	12:00 AM	Understanding Fan's Online Toxic Behaviors in Esports: A Perspective of Situational Action Theory	Gu Yi Fei, Hong Kong Shue Yan University; Ke Xiao Bo, The Education University of Hong Kong	
38	4:30 PM	5:30 AM	12:30 AM	Building Safer Digital Citizens Through Esports and Gamified Cyber Literacy	Ignat Bobrovich, Esports.NGO	
39	5:00 PM	6:00 AM	1:00 AM	Measuring the Social Impact of Small-scale Esport Events: A Mixed Methods Investigation	Raphael-Enea Prifti, The Hague University of Applied Sciences	
40	5:30 PM	6:30 AM	1:30 AM	IPK Esports® Methodology for Performance and Health Optimization in Professional Valorant Teams	Juan Carlos Anadrade, IPK Esports Academy	
	6:00 PM	7:00 AM	2:00 AM	BREAK	BREAK	
	6:30 PM	7:30 AM	2:30 AM	BREAK	BREAK	

Thursday, 13 November 2025: Stream Host Date & Region – EMEA (University of Staffordshire, UK)						4
	Sydney	London	New York	Presentation Title	Presenters	
41	7:00 PM	8:00 AM	3:00 AM	Policing Femininity in Competitive Gaming: A Feminist Ethical Critique of Gender Inequality in Professional Esports	Thao Nguyen Le, KU Leuven	
42	7:30 PM	8:30 AM	3:30 AM	Sustainability of Esports Performance: Physiological and Cognitive Training in Professional Players	Clément Thillier, Institut des Sciences du Sport-Santé de Paris - Université Paris Cité	
43	8:00 PM	9:00 AM	4:00 AM	Strategic Communication in Glocalised eSports: Culture Syncretism and Diplomacy through a Blue Ocean Lens	Yupei Zhao and Qingwen Zhu, Zhejiang University; Yue Meng-Lewis, The Open University	
44	8:30 PM	9:30 AM	4:30 AM	Health Characteristics and Habits of Norwegian Esports Athletes: A Prospective Cohort Study in the Good Game League Division 1–4	André Baumann, Gamers Performance / University of Bergen / Bredde-e-sport Alliansen (Grassroots Esports Alliance)	
45	9:00 PM	10:00 AM	5:00 AM	Evolution of the Lex Olympica and the Emergence of Esports Regulation	Leonid Shmatenko, 5Gambit Disputes / Heinrich Heine University Düsseldorf; Anastasiia Dulcka, Bär & Karrer / Columbia Law School	
46	9:30 PM	10:30 AM	5:30 AM	Whose Game Is It Anyway? Data Ownership, Protection, Ethics and Current Practises in Grassroots Esports Performance Analysis	Patryk Białowós, S.E.A. Dragons Esports Ltd	
47	10:00 PM	11:00 AM	6:00 AM	Reconceptualizing Sponsorship Authenticity in Esports: A Context-Sensitive Examination of Horizontal Marketing Partnership Authenticity (HMPA)	Viola Kopsch, Hamburg University of Technology	
48	10:30 PM	11:30 AM	6:30 AM	The Prevalence and Impact of Harassment on Women and Marginalised Genders in UK Esports	Jessica Hayburn, Leeds Beckett University	
49	11:00 PM	12:00 PM	7:00 AM	Coaching the Future: University Esports as a Training Ground	Martin Paučin, University of St. Cyril and Methodius in Trnava	
50	11:30 PM	12:30 PM	7:30 AM	Game Changer or GG? Esports Graduates' Perspectives on Career Prospects and Industry Impact	Daniel Dunn, University of Staffordshire	
51	12:00 AM	1:00 PM	8:00 AM	What is the Value of an Esports Legacy?	Josh Jarrett, University of Staffordshire; David Cumming, University of the Arts London	
52	12:30 AM	1:30 PM	8:30 AM	Prepare. – Academic Esports as an Inclusive and Adapted Educational Approach	Maj-Elin Milla Heigre, Prepare. Pedagogikk	
53	1:00 AM	2:00 PM	9:00 AM	The Underrepresentation of Women in Esports Leadership Positions: Exploring the Barriers and Facilitating Factors	Lucy Zhu, University of Northampton	
54	1:30 AM	2:30 PM	9:30 AM	Leadership in Esports – Business or Parenting?	Minna Kallinen-Kuisma, University of Jyväskylä	
	2:00 AM	3:00 PM	10:00 AM	BREAK	BREAK	
	2:30 AM	3:30 PM	10:30 AM	BREAK	BREAK	

Thursday, 13 November 2025: Stream Host Date & Region – Americas -(Slippery Rock University, USA)					5
	Sydney	London	New York	Presentation Title	Presenters
55	3:00 AM	4:00 PM	11:00 AM	Who Plays Collegiate Esports? A Comprehensive Demographic Analysis of VOICE-Affiliated Programs	Seth E. Jenny, Slippery Rock University of Pennsylvania; David P. Schary, Winthrop University
56	3:30 AM	4:30 PM	11:30 AM	What are the Benefits of (Collegiate) Esports? A Mixed-method Cross-sectional Exploratory Study	Seth E. Jenny, Slippery Rock University of Pennsylvania; David P. Schary, Winthrop University
57	4:00 AM	5:00 PM	12:00 PM	Esports and AI Agents	Joe McAllister, Insight Enterprises
58	4:30 AM	5:30 PM	12:30 PM	From Centralization to Adaptive Pathways: Rethinking Governance for the Olympic Esports Games	Tobias M. Scholz and Nepomuk Nothelfer, University of Agder
59	5:00 AM	6:00 PM	1:00 PM	Examining the Role of High School Esports in Student Academic Performance and Attendance	Jennifer Zimmerli, Rockhurst University
60	5:30 AM	6:30 PM	1:30 PM	From Trash Talk to Threats: Rethinking Platform Accountability for Toxicity in Online Games	Thomas Burelli and Gabriel Cadieux, University of Ottawa
61	6:00 AM	7:00 PM	2:00 PM	Playing with Privacy: A Critical Analysis of Data Collection in the Video Game Industry	Thomas Burelli and Gabriel Cadieux, University of Ottawa
	6:30 AM	7:30 PM	2:30 PM	BREAK - handover to MSU	BREAK - handover to MSU

Thursday, 13 November 2025: Stream Host Date & Region – Americas-(Michigan State University, USA)						6
	Sydney	London	New York	Presentation Title	Presenters	
62	7:00 AM	8:00 PM	3:00 PM	Seeing Into the Future: Opportunities and Challenges for Immersive Media in Esports Player and Fan Experiences	Maxwell Foxman ¹ , Shane Burrell ¹ , Vasil Arangelov ¹ , Amanda C. Cote ² , and Jeff Clements ¹ = University of Oregon ¹ ; Michigan State University ²	
63	7:30 AM	8:30 PM	3:30 PM	Local Platforms, Global Problems: Investigating Gender Inequality in Valorant Through a Private Discord Community in Brazil	Vitória Veiga and Raquel da Silveira, Federal University of Rio Grande do Sul - Brazil	
64	8:00 AM	9:00 PM	4:00 PM	Increasing Productive Communication Statements in Esports Players	Victoria German, ABA Technologies	
65	8:30 AM	9:30 PM	4:30 PM	Evolution of the Media Representation of Video Game Players Before, During, and After the Pandemic in Major Quebec Newspapers	Emy Chapleau, Université du Québec à Trois-Rivières	
66	9:00 AM	10:00 PM	5:00 PM	The Impact of Esports Programs on Player's Health and Well-being in Quebec, Canada	Emy Chapleau, Université du Québec à Trois-Rivières	
67	9:30 AM	10:30 PM	5:30 PM	The Effects of the Teaching Interactions Procedure on Esports Coaches Feedback Delivery	Alyson Mary Intihar, Florida Tech	
	10:00 AM	11:00 PM	6:00 PM	BREAK	BREAK	
	10:30 AM	11:30 PM	6:30 PM	BREAK	BREAK	

Friday, 14 November 2025: Stream Host Date & Region – Asia-Pacific-(UNSW-Sydney, Australia)						7
	Sydney	London	New York	Presentation Title	Presenters	
68	11:00 AM	12:00 AM	7:00 PM	Notes on eSports and Sports Broadcasting	Jéssica Barbosa Ferreira, Wanderley Marchi Júnior and Larissa Jensen Vilarinho, Universidade Federal do Paraná	
69	11:30 AM	12:30 AM	7:30 PM	Netnography as a Tool to Achieve Sustainable Development Goals (SDGs): Reflecting Strategies for Esports Organizations	Leonardo Colares Castro and Patrícia Rafaeli Lopes, Unisinos Business School	
70	12:00 PM	1:00 AM	8:00 PM	Gamer Identity and Professionalization in Santiago de Chile: Stories and Representations of the Competitive Gaming Community of Valorant	Joaquin Caviedes Paul, Universidad Alberto Hurtado	
71	12:30 PM	1:30 AM	8:30 PM	Game On Legal: Governance, AI, and Hybrid Models Transforming Esports in Latin America	David Alonso, GameMetron	
72	1:00 PM	2:00 AM	9:00 PM	Understanding Emotional Regulation and Cognitive Fatigue in Collegiate Esports Athletes During Training: A Mixed-Methods Exploration	Elsa Brais-Dussault, Fédération québécoise de sport électronique	
73	1:30 PM	2:30 AM	9:30 PM	Examining the Gap of Women's Leadership in Esports: A Comparative Study with Global Sports Governing Bodies	Sam Schelfhout, Sacred Heart University; Tanya Jones, California State University, Fullerton	
74	2:00 PM	3:00 AM	10:00 PM	Reorganizing Streamer Attribute Concepts: A Theoretical Classification Adapted to Esports Livestreaming	Jiarui (Jerry) Zhang, Universiti Putra Malaysia; Lucy Zhu, University of Northampton	
75	2:30 PM	3:30 AM	10:30 PM	"One Random OWL Match Every Day: Day 133" Reddit as a Place of Commemoration and Recollection of the Overwatch League	Maria Ruotsalainen, University of Jyväskylä	
76	3:00 PM	4:00 AM	11:00 PM	Understanding Hostile Behavior in Competitive Play	Maria Ruotsalainen, University of Jyväskylä; Mikko Meriläinen, Tampere University	
77	3:30 PM	4:30 AM	11:30 PM	Listen to the Coaches: Practitioners' Perspective on the Relevance of Selected Cognitive Skills and Assessments for Esports Performance	Egemen Mancı, Izmir Democracy University; Firat Özdalyan, University of Izmir; Arnd Gebel, University of Potsdam; Çağdaş Güduç, Izmir Dokuz Eylül University; Erkan Günay, Manisa Celal Bayar University; Seth E. Jenny, Slippery Rock University; Notger G. Müller, University of Potsdam; Fabian Herold, HMU Health and Medical University Erfurt	
78	4:00 PM	5:00 AM	12:00 AM	Parallel Play: Exploring the Similarities in Participation Between Esports and Traditional Sports	Miikka Sokka, Kwok Ng and Pasi Koski, University of Turku	
79	4:30 PM	5:30 AM	12:30 AM	Digital Gaming and Physical Activity Relationship Scales: Validity and Reliability	Kwok Ng, University of Turku; Miikka Sokka, University of Turku; Pauliina Husu, UKK institute; Sami Kokko, University of Jyväskylä; Pasi Koski, University of Turku	
80	5:00 PM	6:00 AM	1:00 AM	E-sports and Social Sustainability: A Private Law Approach	Emanuela Maio, University of Parma (Italy)	
81	5:30 PM	6:30 AM	1:30 AM	The Global Goal: Cultural Signatures in the Psychology of Competitive eFootball Players	Kanupriya Rawat, Kazimierz Wielki University	
82	6:00 PM	7:00 AM	2:00 AM	UNSW Sydney Esports Showmatch	UNSW Sydney Esports Showmatch	
	6:30 PM	7:30 AM	2:30 AM	Showmatch Continued	Showmatch Continued	
	7:00 PM	8:00 AM	3:00 AM	BREAK	BREAK	
	7:30 PM	8:30 AM	3:30 AM	BREAK	BREAK	

Friday, 14 November 2025: Stream Host Date & Region – EMEA (University of Staffordshire, UK)						8
	Sydney	London	New York	Presentation Title	Presenters	
83	8:00 PM	9:00 AM	4:00 AM	"Are We Even Playing the Same Game?": A Critical Review of Genre Taxonomy in Esports Research	Joshua Lindsey, University of Staffordshire	
84	8:30 PM	9:30 AM	4:30 AM	Holistic Leadership in Esports Coaching the Changing Landscape of Esports Coaching	Cameron Vanloo, University of Staffordshire; Zuzanna Hejduk-Mostowy, Fundacja Sportu Pozytywnego / Positive Sport Foundation	
85	9:00 PM	10:00 AM	5:00 AM	Questioning and Situating the Sportification of Esports	Tom Brock, Manchester Metropolitan University; Mark R. Johnson, University of Sydney	
86	9:30 PM	10:30 AM	5:30 AM	Health Among Esports Players: A Cross-National Survey Study	Oliver Leis, Leipzig University	
87	10:00 PM	11:00 AM	6:00 AM	Esports Uncensored Between Digital Governance Power and the Jurisprudence of the European Court of Human Rights	Nesligul Deniz Kolasinli, Bahcesehir University; Giorgia Bevilacqua, University of Vanvitelli	
88	10:30 PM	11:30 AM	6:30 AM	Optimizing Performance and Well-Being in Esports: A Psychological Training Protocol	Andrea Caputo, Giuseppe Vercelli and Claudio Giovanni Cortesel, University of Turin	
89	11:00 PM	12:00 PM	7:00 AM	Streaming, Media, Fan Communities, and Audience Engagement in Esports: Growing a Sustainable Community in Africa	Gabriel Atsu Sikanku and Kenechukwu Okeke, Esports Africa News	
90	11:30 PM	12:30 PM	7:30 AM	The Lower-Bracket Effect: Does Playing More Matches Increase the Win Chance in PUBG?	Espen Sjoberg, Kristiania University College of Applied Sciences	
91	12:00 AM	1:00 PM	8:00 AM	Esports Hit the Big Time: What Organisational and Reputational Problems Face Esports at the Olympic Esports Games 2027 and Beyond?	Rory Summerley, London South Bank University	
92	12:30 AM	1:30 PM	8:30 AM	Charisma in Temporary Teams: The Role of Leadership in Semi-Professional eSports Team Players' Career Development	Dinara Tokbaeva, Jönköping International Business School (JIBS)	
93	1:00 AM	2:00 PM	9:00 AM	Emotional Wellbeing in Esports: A Comparative Study of Professional and Amateur Players Using Adapted Clinical Assessment Tools	Heather Jean Greer, S.E.A Dragons Esports	
94	1:30 AM	2:30 PM	9:30 AM	Sustainable Esports to Develop Interdisciplinary Solutions for Challenges in the AI-Mediated Digital Transformation of Society	Brian McCauley, Jönköping International Business School; Tobias M. Scholz, University of Agder	
	2:00 AM	3:00 PM	10:00 AM	BREAK	BREAK	
	2:30 AM	3:30 PM	10:30 AM	BREAK	BREAK	

Friday, 14 November 2025: Stream Host Date & Region – Americas-(Michigan State University, USA)					9
	Sydney	London	New York	Presentation Title	Presenters
95	3:00 AM	4:00 PM	11:00 AM	Cultivating success: Administrators' Perspectives on the Acquisition, Maintenance, and Growth of Collegiate Esports Sponsorships	Andrew J. Wilson ¹ , Vasil A. Arangelov ² , Amanda C. Cote ³ , Maxwell Foxman ² , Shane L Burrell, Jr. ² , Jeff Clements ² ; St. Mary's University (TX) ¹ , University of Oregon ² , Michigan State University ³
96	3:30 AM	4:30 PM	11:30 AM	Shaping the Future of Esports: Comparing Philosophies, Labor and Infrastructure in Collegiate Programs	Maxwell Foxman ¹ , Amanda Cote ² , Andy Wilson ¹ , Vasil Arangelov ¹ , Bri Sonner ¹ , Jeffery Fricke-Waters ² ; University of Oregon ¹ , Michigan State University ²
97	4:00 AM	5:00 PM	12:00 PM	Being 'Woman Enough' in Esports: Authenticity, Gatekeeping, and Trans Inclusion in Competitive Gaming	Burcu Gumus, Aarhus University
98	4:30 AM	5:30 PM	12:30 PM	From Play to Placement: Leveraging eSports for Inclusive Talent Acquisition	Manuela Sachse and Jessica Melzer, Westsächsische Hochschule Zwickau
99	5:00 AM	6:00 PM	1:00 PM	Enhancing In-Game Communication in Collegiate Esports: A Behavior-Analytic Intervention Using Discriminative Cues	Adrienne Lafond, Florida Institute of Technology
100	5:30 AM	6:30 PM	1:30 PM	Behavioral Performance Coaching: Advancing Collegiate Esports Through Behavior	Adrienne Lafond and Savannah Wilson, Florida Institute of Technology
101	6:00 AM	7:00 PM	2:00 PM	GROUPIES AND STANS: Examining Community Sentiment to Feminised Fan Practices in League of Legends Esports	Tina Tian Sang, unaffiliated; Adeline K. Piercy, University of Alberta
102	6:30 AM	7:30 PM	2:30 PM	Beyond Competition: Preparing College ESports Players and Enthusiasts for Careers	Angela Macias, California State University Dominguez Hills
103	7:00 AM	8:00 PM	3:00 PM	Female Esports Fans, Transparasocial Relationships, and Community Dynamics	Sofia Anerousis, Boston University
104	7:30 AM	8:30 PM	3:30 PM	Technocultural Understanding of an Esports Queer Future	Leonardo Colares Castro, Unisinos University
105	8:00 AM	9:00 PM	4:00 PM	How to Get Somebody Jumpin': Music, Community, and Canon in Modern Esports Titles	Ryan Thompson, Michigan State University
106	8:30 AM	9:30 PM	4:30 PM	Play by the Rules: An Overview of Ethics and Significance in Esports	Jean Chance, Florida Institute of Technology
107	9:00 AM	10:00 PM	5:00 PM	Women of Color's Experiences in Video Game Culture	Amandah Altamirano, California State University San Marcos
108	9:30 AM	10:30 PM	5:30 PM	The Co-Op Catalyst: Reimagining Esports Infrastructure to Address Social Isolation, Workforce Gaps, and Global Digital Transformation	Gina Johnson, APU Esports Student / iGameUSA Founder & Board President
109	10:00 AM	11:00 PM	6:00 PM	The Ancients' Guide to Esports Production: Manufacturing the Spirit of Competition from Antiquity to League of Legends	Kevin Wong, Harvard University
110	10:30 AM	11:30 PM	6:30 PM	Closing Remarks	Seth E. Jenny, Slippery Rock University of Pennsylvania; Tsubasa Shinohara, University of Tsukuba



Online ERN Conference 2025: Digital Global Experience

Time Zone Notes during the Conference:

- **Sydney** is 11 hours ahead of London and 16 hours ahead of New York
- **London** is 11 hours behind Sydney and 5 hours ahead of New York
- **New York** is 16 hours behind Sydney and 5 hours behind London

Suggested Time Zone Converter Website:

<https://www.timeanddate.com/worldclock/converter-classic.html>