CORNELL INSTITUTE FOR HOSPITALITY LABOR AND EMPLOYMENT RELATIONS

LABOR RELATIONS ROUNDTABLE
December 4, 2017

Chaired by: Richard Hurd and David Sherwyn, ILR ’86, JD ’89

ILR Conference Center, Ithaca, NY

The Hotel School
Cornell SC Johnson College of Business
AGENDA

HADM4810/ILR4060 LABOR RELATIONS ROUNDTABLE

Co-Chaired by: Richard Hurd and David Sherwyn, ILR ’86, JD ’89

Monday, December 4, 2017  ILR Conference Center

3:00 - 3:40 p.m.  Session 1: Automation: what are unions doing with the changing world of work?

3:40 - 4:20 p.m.  Session 2: Airbnb: A hotel industry disruptor, can unions and management work together to held the industry and its employees

4:20 - 5:00 p.m.  Session 3: The Trump Administration and a new NLRB: How will it affect the hospitality industry, what changes will we see to joint employer, micro units, quick elections, and card check
Michael D’Angelo is a labor and employment attorney and vice president of labor relations for Hyatt Hotels Corporation. Michael has substantial experience in traditional labor and management relations, including union organizing drives, NLRB representation proceedings, employer card check recognition and neutrality agreements, negotiations for collective bargaining agreements, and related court litigation. He also has extensive experience in complex employment litigation matters involving a wide variety of federal common law and statutory claims and previously represented and counseled Taft-Hartley Employee Benefit Funds. Prior to Michael’s current position, he served as the area director of labor relations for Hyatt, where he supported the northeast region. Michael graduated from New York Law School in 2000 and was in private practice with several boutique labor and employment law firms where, he represented both unions and management.

Michael serves as a Trustee on numerous Taft-Hartley Employee Benefit Funds in New York and Florida. He is the Co-Chairman of the American Hotel & Lodging Association’s Labor Relations Council and a member of the International Foundation of Employee Benefits Funds.
Emma George Ellsworth started her career as a labor leader and negotiator as a member of the campaign to organize graduate teachers at Yale University while getting her Masters Degrees. Since, she has been part of dozens of organizing campaigns at casinos, hotels, industrial laundries, and university cafeterias across the country. She has negotiated first contracts and successor contracts in a variety of industries including manufacturing, distribution, industrial laundries and the hospitality industry. She currently serves as the Staff Director for the New England Joint Board, a regional affiliate of UNITE HERE in the six New England States and New York where she also oversees the union’s organizing program. Ellsworth believes that labor and management are in a partnership that works most effectively when both parties believe in and embrace the goals and ambitions of the other. She was elected as a Vice President of Unite Here International Union in 2011. She lives in Orange, Massachusetts with her husband Tom and enjoys the outdoors.
Marcos Escobar has worked for Unite Here since 2003. He has worked all across the United States as a worker organizer, campaigner, and recruiter. He has spent the past 7 years creating and developing Organizing Beyond Barriers, which is a recruitment and leadership development program for the union. OBB brings together leaders from our membership, student leaders, and community leaders and trains them on either organizing or research skills by directly involving them in the active campaigns of the union.
Joseph Farelli practices in the areas of labor and employment law for both private and public sector clients. He is an expert in labor arbitrations having represented clients (employers and unions) in more than 5,000 disciplinary, contractual and interest arbitrations at AAA, PERB, NJSBM, FMCS and various industry-wide forums in almost every service and construction industry, as well as for public employees and non-profit organizations. He represents clients in labor and employment litigation in state and federal courts and bankruptcy proceedings, as well as in unfair labor practice proceedings and representation cases before the National Labor Relations Board (NLRB) and New York State Public Employment Relations Board (PERB).

He assists clients in drafting and negotiating collective bargaining agreements and advises them in labor and employment matters including compliance with federal, state and local laws and regulations, complaints or charges before human rights agencies, and employee discipline and counseling. He regularly reviews and prepares employment and separation agreements, stipulations, employee handbooks, employee policies and ethical practice code.

His expertise extends to all aspects of internal union governance, including conduct of board and membership meetings, drafting of bylaws and constitutions, and overseeing election and ratification votes.

He trains associates in all aspects of labor law including labor arbitrations, grievance processing, collective bargaining, and prosecution and defense of unfair labor practice and improper practice charges before the NLRB, PERB, and PERC, as well as representation cases.

Prior to joining Pitta LLP as a Partner, Mr. Farelli was of counsel at Pryor Cashman, LLP and an Associate at the law firms of Herrick Feinstein, LLP and Manning, Raab, Dealy & Sturm.

He is currently an Adjunct Professor at New York Law School where he teaches Labor Relations Law and Employment Law.
Richard W. Hurd is associate dean for external relations and professor of labor studies at the Cornell University School of Industrial and Labor Relations (ILR). As a specialist on trade union strategy, he has been quoted widely in the national and international print and broadcast media on various labor issues. Hurd is co-editor of the International Handbook on Labour Unions: Responses to Neoliberalism, Rekindling the Movement, Organizing to Win, and Restoring the Promise of American Labor Law. His publications include, “Moving Beyond the Critical Synthesis: Does the Law Preclude a Future for U.S. Unions?,” “First Contract Arbitration and the Employee Free Choice Act: Multi-jurisdictional Evidence from Canada,” “Obama and the US Labor Movement,” and “Neutrality Agreements: Innovative, Controversial and Labor’s Hope for the Future.” Hurd earned his Ph.D. in economics from Vanderbilt University and is a former Brookings Institution economic policy fellow.
Participants

David Sherwyn (BS, JD, Cornell University) is the John and Melissa Ceriale Professor of Hospitality Human Resources and a Professor of Law at Cornell University’s School of Hotel Administration. In addition, he is the director of the Cornell Institute for Hospitality Labor and Employment Relations. Dave is also a research fellow at the Center for Labor and Employment Law at New York University’s School of Law and of counsel to the law firm of Stokes, Wagner. From 2006-2009, Dave was the director of the Center for Hospitality Research. Prior to joining the School of Hotel Administration, Dave practiced management-side labor and employment law for six years. Dave has published articles in, among others, the Northwestern Law Review, Stanford Law Review, UC Hasting Law Journal, Indiana Law Journal, Berkeley Journal of Labor and Employment Law, Fordham Law Review, University of Pennsylvania Labor and Employment Law Journal, and the Cornell Hospitality Quarterly. In the fall of each year, Dave teaches HA 3870: Business and Hospitality Law, a required class with more than 200 students. Each spring, Dave teaches HA 4810/ILR 4060: Labor Relations in the Hospitality Industry—a class co-taught and co-listed with Cornell’s Industrial and Labor Relations (ILR) School. In his 17 years as a faculty member, Dave has received 15 Hotel School Teacher of the Year awards. In 2014 he was named a Stephan H. Weiss Presidential Fellow—the most prestigious teaching award at Cornell University. In 2002, Dave conceived of, organized, and hosted the Center for Hospitality Research’s first hospitality industry roundtable. Since that time, Dave has hosted more than 20 roundtables. Because of the success of the Labor and Employment Law Roundtable, the School of Hotel Administration’s centers and institutes now host roundtables in each of the disciplines that are represented in the school.
Zahra Abdulhussein is a current junior from Orlando, Florida. I am in the School of Hotel Administration with an intended minor in Real Estate. I hope to have a career in hospitality real estate but I am also interested in Labor Relations. Outside of school I work at the Statler Hotel and love to spend my free time watching basketball and drawing.

ZAHRA ABDULHUSSEIN '19

Student

Hotel School
Cornell University
Sydney Allen is a senior studying Industrial and Labor Relations in Cornell’s ILR School. She is from Boston, Massachusetts. Aside from her ILR studies, Sydney is passionate about entrepreneurship. On campus, she is involved in Student Agencies, Inc. working in the real estate department. Sydney also serves as the Chief Customer Officer of RedRoute, a startup through Cornell’s eLab program.

Furthermore, Sydney engages in on campus research with Professor William Sonnenstuhl’s in ILR’s Organizational Behavior department. Her research has explored various topics within the workplace culture field. Moreover, Sydney serves as a teaching assistant for ILROB3730: Culture, Leadership & Beyond and HADM3135: Conversations with Entrepreneurs. Her TA experience has exposed her to new leadership challenges, which she both welcomes and appreciates.

This past summer, Sydney interned at EY in the People Advisory Services division, where she plans to return upon graduation.
Eric Baker is currently a senior in the Cornell School of Hotel Administration | Cornell SC College of Business. Eric is expected to graduate from the hotel school with a major in Hotel Administration and an undergraduate minor in Real Estate. At the hotel school, his coursework has incorporated a wide variety of practical experience in marketing, finance, real estate, food & beverage, and operations. During this past summer, Eric was in Asset Manager Intern at Starwood Capital, where he completed a number of valuations and research reports for their medical office building portfolio. Eric will be working at Starwood Capital as an asset manager full-time upon graduating in May of 2018. Prior to interning at Starwood Capital, Eric worked at the London Hotel in New York City where he performed quantitate sales analyses and serviced guests in front of house operations. He also has experience in finance and analyzing potential investment opportunities, as he worked for EnTrust Capital, a leading Hedge Fund in New York City. While most of Eric’s experience is in real estate and finance, he also participated in the roll-out of Creative Juice under Danny Meyer at Union Square Hospitality Group. Eric currently lives in New York City with his family, and he is very passionate about the real estate and hospitality industries.
Bryan “Bo” Belmer is a senior at Cornell University who grew up in Waukesha, Wisconsin. Bo is active in multiple clubs and organizations on campus including Greek life, Cornell Blockchain, and club athletics. Additionally, in his free time, Bo enjoys reading and studying different financial markets. He currently works as a contracted writer and consultant for an online stock brokerage / investing platform called DriveWealth. This past summer, Bo worked as an Investor Relations Summer Analyst for a hedge fund called S-III Opportunity Fund — located in New York City. Bo hopes to one day manage his own fund and attend business school as well.
Grace Bogdanove is a senior in the ILR school from Ithaca, New York. Her academic and professional interests are in the labor movement. She is particularly interested in the effects of multi-national corporations and anti-union legislation on labor. In the summer of 2016 she interned with the WNY Area Labor Federation, AFL-CIO and has since continued her work with the WNY ALF by managing all communications and political campaign efforts for the organization. She is also a research assistant at the Scheinman Institute, working on the “Bargaining for Better Schools” project. In addition to her passion for workers’ rights, Grace has been active in the human rights community since a young age. She has been an executive board member of Amnesty International at Cornell University since its re-establishment at Cornell in 2015, with her current position this year as President of the organization. She plans to become a union organizer upon graduating ILR this May and hopes to attend law school thereafter.
Samantha is a senior in the ILR school with a minor in Law and Society. Upon graduation, Samantha hopes to ultimately pursue a career in Labor and Employment Law where she hopes to advocate for marginalized interests and use her position of power to combat and influence change regarding systemic inequalities in management. On campus, Samantha is involved with a number of activities, like Urban Blaze Dance Team, ILR Student Advisory Board, and the Black Ivy Pre-Law Society, which she co-founded. In her free time, she enjoys fitness, traveling, and Shonda Rhimes.
Claire Coulter is from a small town near Pittsburgh, Pennsylvania. Going into college my main goal could be described by “I want to be in charge.” However, I hadn’t really spent much time thinking about what that meant and went to the College of Engineering because I was good at math. I took a year off of school years to get a better idea of what I really wanted, and when I came back I joined the hotel school because it accommodates my passion for feeding others. The food and beverage industry also provides an ever-changing work environment, which I find rewarding.

Outside of classes I’m the treasurer for Cornell’s Club Management Association of America (CMAA) student chapter, and am highly involved with the Marching Band and Pep Band here on campus.
Alex Flynn is currently a Junior in the Cornell School of Hotel Administration. At Cornell, he is pursuing a minor in Real Estate and a concentration in Entrepreneurship. He is passionate about hospitality and travel, and has interned in several food & beverage and hotel operations in New York, Miami, London, and Bangkok. He serves as Literary Chair of the Alpha Delta Phi, Cornell University’s oldest literary society.
Benjamin Gilman is a senior in the school of Industrial and Labor Relations pursuing a law and society minor. I am interested in labor and employment law with a special focus in the sports industry. I have pursued this interest through my coursework in unionization, discrimination, conflict resolution, economics of collective bargaining in sports and leadership and management in sports. Outside of the classroom, I am the Co-President of the ILR Sports Business Society, which is a student run organization focused on educating and preparing its members for career opportunities in sports. During the summer, I have completed internships with the Brooklyn Nets, Omnicom Group and Weinstein Carnegie Philanthropic Group. After college, I plan on attending law school to further pursue my interest in labor and employment law in the sports industry. In particular, I plan to study the possible classification of college athletes as employees, and their ability to unionize and collectively bargain.
Aaron Heller is currently a senior in the School of Hotel Administration. I am originally from North Miami, Florida. Growing up 10 minutes away from one of the most touristy, vacation destinations is what initially sparked my interest in the hospitality industry. Four years ago, I worked in operation in one of South Beach’s most prominent boutique hotels, The Gale South Beach and Regent Hotel. My time there was vital for my continued education within the Hotel School and industry. Since then, I’ve transitioned over to a real estate hospitality focus, and have completed the Hotel School’s Real Estate Minor. During my time at Cornell, I have worked within a REIT, private equity firm, and commercial real estate brokerage, all of which had a hospitality focus platform. On campus, I am a part of multiple organizations, such as the Cornell Real Estate Club, TAMID Israel Investment Group and Zeta Beta Tau Fraternity.
Edward Hurowitz is a junior in the SC Johnson College of Business at Cornell University. In addition to a major in Hotel Administration, he is pursuing a minor in Real Estate and a concentration in Finance, Accounting, and Real Estate. Eddie is a member of Cornell Hospitality Consulting, the Cornell Real Estate Club, and the Cornell Nightlife Hospitality Club.
Kathleen Joo is a student at Cornell University’s School of Hotel Administration. She intends to graduate in May of 2019, currently working towards a Bachelor of Science degree in Hotel Administration and a minor in Law & Society. Kathleen aims to pursue a career in brand marketing and potentially follow this with further legal studies in commercial law. She has grown up in both the United States and South Korea, therefore hoping to take experiences from both places in order to return to Seoul someday and revitalize the country’s cultural industry. Her work experiences range in exposure from the hospitality industry as a summer intern in the front department of InterContinental Seoul Parnas hotel to the legal industry as a summer clerkship intern in the foreign attorney sector at Jipyong law firm. At Jipyong, she has worked closely with KakaoGame for contracts regarding standards for consent in privacy policy and terms of service conditions as well as legal research using the WestLaw platform. If you would like to contact her, please feel free to at kj79@cornell.edu.
Miranda Kasher is a Junior in the School of Hotel Administration interested in design and development in the hospitality industry. She serves on the University’s Campus Planning Committee and works to enact and implement physical improvements to Cornell’s campus. Recently, she was involved in the Schwartz Center Plaza redesign completed in August. When she’s not looking for ways to redesign campus or in Statler doing work, you can find her hiking, painting, or organizing.
Adrienne Lee is a senior at Cornell University in the ILR School. This semester she is taking Labor Relations in the Hospitality Industry to gain hands-on learning experience working on a union organizing campaign and bargaining simulation with Professor Richard Hurd and Professor Dave Sherwyn. On campus, she is the Winter Intersession Coordinator at the ILR Office of Career Services and works on all aspects of connecting ILR students to winter break opportunities. She is also the Co-President of the Cornell Social Venture Club, an undergraduate business club seeking to create positive social impact through using economic capital, microfinance and impact investing. This past summer, she interned at AON Risk Solutions in the Global Client Networks department. She spent her time working with clients, international AON offices, and underwriters to ensure policies for all lines of business were successfully implemented for U.S. parent companies with operations abroad. Additionally, she conducted research on employer liability and worker compensation laws and policies for several countries of interest to clients. Prior to this experience, she has had internships at law firms such as Morgan, Lewis & Bockius LLP in the Labor and Employment practice group. There, she created a legal memorandum detailing key provisions of pay equity legislation and legislative proposals at the federal level and in nine states.
Spencer Liebowitz-Rothstein is a junior at Cornell University’s School of Hotel Administration, a specialized business school in the SC Johnson College of Business. Spencer is pursuing a minor in real estate and a concentration in finance, accounting, and real estate. His academic interests align with his work experience as he has interned as an analyst at both a real estate development firm and a small trading firm over the past two summers. Spencer is a member of the Cornell Hospitality Real Estate Club and the Alpha Delta Phi Fraternity. His day to day extracurricular activities primarily include involvement in the fraternity as the President. Beyond Spencer’s involvement in clubs and organizations, he is interested in fitness, technology, and environmental conservation.
Matthew Long is a Senior in the School of Hotel Administration and is originally from Palm Beach Florida. He began his collegiate career at George Washington University where he had the opportunity to intern on Capitol Hill during his freshman year. Matthew then transferred to the Hotel School where he has taken an interest in the human resources side of hospitality, taking classes in Training and Development and Conflict Resolution.

MATTHEW LONG
'18

Student

Hotel School
Cornell University
Shreya Mantrala is a senior at Cornell University’s School of Industrial and Labor Relations. She is a research assistant at The Scheinman Institute on Conflict Resolution, where she is involved with the Bargaining for Better Schools project; a multi-year assessment of labor relations in New York state public schools. Her interests include looking at effective union-management relations and understanding the differences of labor relations strategy between industries. As a former labor relations intern for NBCUniversal and Lockheed Martin, Shreya is looking to continue working in the field after graduation.
Apriele Minott is a senior in the ILR school with minors in business and law and society. I am from northern New Jersey and have aspirations of becoming a criminal defense attorney. I am currently the event coordinator for the Black Students United as well as the VP of programming for the Black Ivy Pre-Law Society. I am also a Kaplan Student Brand Ambassador, a server and hostess at Taverna Banfi in the Statler hotel, and a student assistant event coordinator for the Cornell Institute of Hospitality Labor and Employment Relations.

APRIELE MINOTT
’18

Student

ILR School
Cornell University
Heidi Myung is a junior at the school of hotel administration of Cornell University. After having taken classes oriented mainly around the managerial perspective of business, I was able to learn much more about the labor perspective from Labor Relations. My background also primarily revolved around the corporate world, such as banking, finance, and business development. Therefore, coming to understand how to such different worlds collide, is deeply interesting and a new experience for me.
Gregory Nelson is a senior at the ILR school and has focused his studies on Labor Law and History during his time at Cornell. He is also minoring in Spanish. Currently he is working on applying to law schools for the 2018-2019 school year and hopes to combine his passion for law with his passion for hospitality, as he has worked in the food and beverage industry for 6 years. In his free time he is part of the Phi Alpha Delta law fraternity, as its Programming Chair, and works on his buying and reselling eBay business.
CHRISTINA OH ’19

Christina Oh is a junior at the Hotel School. Growing up in one of the most diverse towns in New Jersey, I’ve always loved helping and meeting new people—which is why I chose hospitality. My career interest is in Human Resources and I am currently working as a HR Assistant at The Statler Hotel, a student-run hotel on Cornell campus. Through my experience taking a labor relations course this semester, I am learning a lot about the legal aspects of unionizing which is very important for management to create positive relationships with employees and the success of any company.

Student

Hotel School
Cornell University
Jack Piegza is a junior in Cornell’s School of Hotel Administration. Around campus, I spend most of my time in Statler. I am particularly interested in hospitality real estate and boutique, eco-friendly hotels. I have spent the past few summers working in hotel operations and am passionate about travel and the hospitality industry. I am also a member of the Varsity Lightweight Rowing team here at Cornell. Most of my free time is spent down at the boathouse and out on Cayuga lake. As a native San Diegan, I grew up outdoors at the beach and in the mountains. This has led to a passion for the ocean and the environment. My favorite hobbies include surfing and spear fishing and I am interested in how sustainable, eco-friendly practices in the hospitality industries can make the outdoors more enjoyable for everyone.
Madelaine Rich is currently pursuing a Real Estate minor with a finance concentration, as well as a Law and Society minor. I am half Taiwanese, half American and moved from Hong Kong. I am interested in a career that allows me to explore the cross section between hospitality, real estate, and finance. I plan on attending graduate school, either for business or law school, hence my enrollment in this course. Outside of classes, I am involved in clubs on campus such as Smart Woman Securities, the Cornell Real Estate Club, and the Thai Boxing Club. On my own time I enjoy watching the NHL, reading, and traveling.
Zachary Rosenberg is a junior in the School of Hotel Administration at Cornell University. On top of my bachelor’s degree in Hospitality, I am a candidate for minors in both Real Estate and Information Science. Due to my passion for technology, I am designing a heavily IT-focused curriculum. I have worked with a number of organizations in the hospitality industry over the last five years; nevertheless, since middle school, I have been studying the computer and have experience in three programming languages. This past summer, I interned in operations & analytics for the startup ALICE, a hospitality operations platform aiming to connect all hotel departments to maximize operational efficiency. On a daily basis, I worked directly with the President and account executives to solve problems and answer questions through data. Throughout the summer, I took on projects such as revamping ALICE’s Salesforce database, establishing success probabilities for sellers, and designing a plan for the company’s residential strategy.
Derek Rosenzweig is a junior in the College of Arts and Science studying in the government department and minoring in business. At Cornell, Derek has primarily specialized in international relations and Southeast Asian politics. This past summer, Derek pursued his interest in real estate and hospitality as he interned with the acquisitions team at Highgate Hotels. After his summer experience, Derek wishes to continue learning and working in the real estate industry this upcoming summer. In the year prior to his internship at Highgate, Derek participated in the Cornell in Washington summer program where he took a course in public policy and served as a field fellow for No Labels, a bipartisan political organization co-founded by Jon Huntsman and Joe Lieberman. At Cornell, Derek is a Cornell University ambassador, brother of the Sigma Phi Society, and No Labels campus representative. Derek is from Harrison, New York and graduated in 2015 from the Hackley School in Tarrytown. He currently resides with his family in New York City. In his free time, Derek enjoys playing guitar, lacrosse, and golf.
Walter Salas is currently a Junior in the School of Hotel Administration at Cornell University. I was born in Lima, Peru and moved to Miami, Florida in 2005. My passion for Hotel Administration grew during my time in high school. I was involved in the Academy of Hospitality and Tourism offered in my school, and I graduated from the academy after completing 3 full years and a practical internship at the Intercontinental Hotel in Downtown, Miami.

Ever since, I have developed my interest in operations by working at the Westin Times Square New York and the St. Regis San Francisco. In these properties, I have been exposed to several departments, including Front Office, Food and Beverage, and Housekeeping. I currently work at Taverna Banfi in the Statler Hotel as a Student Restaurant Supervisor, where I have found a passion for Food and Beverage. My last internship experience at the Westin Times Square dealt with plenty of union rules, which proved to show the biggest influence in the relationships between management and associates. I quickly became interested in how unions can affect the hospitality industry, and hope to learn more about it as I pursue my passion in operations.

Through my journey at the School of Hotel Administration, I am looking forward to learning about future laws and policies that can impact operations both in hotels and restaurants. I am still finding my professional path, but so far, I have become quite interested in the multiple aspects of the hospitality industry. Working in New York City opened my eyes to policies and contracts that I had not previously been exposed to. I wish to learn more about this in my future studies.
Jonah Schiller is currently a senior in the School of Hotel Administration. I grew up in Jacksonville, Florida. After graduation, I will be working in Real Estate Brokerage with Eastdil Secured in their New York City office. I’m in a member of a fraternity on campus (Sigma Phi), as well as Cornell’s top club soccer team (Mundial FC). In my free time I enjoy playing golf, squash, and other sports. However, skiing is my favorite activity in the world. In previous summers, I worked in hotel operations, as well as in finance. After my internship at a hedge fund in the summer of 2016, I decided that I wanted to work with assets that were more tangible, which is how my interest in real estate came about. While I will not be going into operations, I decided to take this class because I think it’s a very interesting topic with relevance to any industry, especially real estate.
Annie Schwartz is a senior (class of 2018) at Cornell College of Business as an SHA student. Last summer, she worked for Midtown Athletic Club in Chicago as a hotel development intern. Midtown is a chain of high-end athletic clubs, and the Chicago club is adding their first hotel above the newly renovated club. Annie spent her summer preparing financial analyses including potential rate and occupancy scenarios and expense ratios. She participated in the construction and design meetings as well as sat in on interim construction financing meetings.

Looking at numbers and analyzing trends based on numbers is incredibly interesting to Annie. This is one way she likes to look at the world, how it is changing, and how people are reacting to the change. She uses this to help think of creative business strategies. The best part of this analysis, according to Annie, is then figuring out how to adapt to the people’s wants and needs based on changes in trends. Annie has a strong passion for business development, strategy, and creative thinking.
Jenna Steele is a current Junior in the Hotel School, I am focusing my studies on Real Estate and Finance. Recently I have worked at Christie’s Auction House, AKAM Living Services, and Avison Young. I am involved on campus working as the VP of Marketing for the Cornell Real Estate Club, serving as Alumni Relations Chair for Sigma Delta Tau, and working as a Teaching Assistant for the following courses: Finance, and Principles of Hospitality Real Estate.
Monica Su is a current junior at Cornell’s School of Hotel Administration. Her experience working in restaurants and retail stores throughout high school fueled her interest in hospitality. She has found particular interest in finance and real estate through her studies in Statler Hall. Beyond the walls of Statler, Monica stands as a member of the Mutual Investment Club of Cornell (MICC). For the past three semesters, she was an analyst for both the Healthcare and Tech, Media and Telecommunications (TMT) sectors. Alongside her teammates, she researched, valued, and pitched companies of interest, such as Akamai and Welltower. This semester, she looks forward to joining the Real Estate sector. Her interest in real estate led her to become a Sales and Operations intern at Happy Host, a luxury Airbnb management startup. In addition to exploring NYC real estate, she handled Airbnb listings for clients and responded efficiently to ad hoc situations to meet clients’ expectations. This summer, Monica also interned at SABR Capital Management, a small investment bank. At SABR, she became familiar with the finance business through participating in investor meetings, watching live deals, and witnessing a client’s IPO and listing on the NASDAQ. Next summer, she will return to New York City to further her career development as a financial analyst for Nomura Securities’ Investment Banking Division.
Togo Tamura is a junior in the Hotel School with a focus in hotel operations and management as well as pursuing a minor in International Relations. He is currently involved in Cornell Hotel Society, Collegiate Chapter as the Vice President of Professional Development, The Statler Hotel as the Student Front Office Manager, and the Club Managers Association of America (CMAA) Cornell Chapter as Vice President. He is also involved with Hotel Ezra Cornell and a member of the Delta Phi (Llenroc). He has spent summers working at the Coral Beach & Tennis Club in Bermuda as the Rooms & Finance intern as well as at the Statler Hotel. He has also worked in multiple food & beverage outlets at Grand Hilton Seoul, Zelen Bulgarian Restaurant, UCC Coffee Store in Tokyo, and Mac’s Cafe. Togo is from Tokyo, Japan and enjoys playing volleyball and cooking in his spare time.
Eric Thakor is a senior in the College of Agriculture & Life Sciences double majoring in Biology & Society and Applied Economics & Management. I was born in Tokyo, Japan and lived all over Asia for the first five years of my life before moving to Greenwich, CT where I attended school. I became extremely interested in biology in high school, and decided I wanted to study it in college. I added the AEM major my sophomore year in order to explore the business side of healthcare and biotechnology. My previous summer internships have married these two fields in some capacity; two summers ago I worked at a biotech venture capital fund, and this past summer I worked in healthcare investment banking. After graduation, I will be joining a startup biopharmaceutical company based in New York City. I will be working in a business development role, where I expect I will get a lot of exposure to the world of biotechnology and pharmaceuticals. On a separate note, I elected to take HADM 4810 purely because I was curious about the subjects my friends were studying. Labor relations and the hospitality industry are two realms I knew absolutely nothing about, and I am excited to broaden my perspective through this class.
Zac Torng is a junior at Cornell born raised in Portland Oregon. I am studying industrial and labor relations and pursuing a business minor. In the classroom, I have developed interests in organizational behavior, human resource management, and conflict resolution. Outside the classroom, I volunteer with the Cornell University men’s ice hockey team as a hockey operations intern. In the future, I would like to find a way to combine my academic interests with my passion for building effective teams both in athletic and professional settings.
Andrew Trevenen is currently a senior in Cornell University’s School of Hotel Administration with a minor in real estate. He has an array of experience in both the hospitality and real estate sectors. Previously, he has held positions as an acquisitions summer analyst at Fortuna Realty Group as well as a marketing internship at the Australian Hotel Chain, Metro Hotels. After graduation, Andrew hopes to work in hospitality real estate/development to combine his passion for both fields.

Student

Hotel School
Cornell University
Rachel Weintraub is a junior in the ILR School at Cornell University. She studies workplace issues, and is pursuing a career in the Human Resources domain. In addition to completing core ILR requirements, she is also pursuing the Business, History of Capitalism, and Judaic Studies minors. Her campus activities include serving on Executive Board of Cornell’s Society for Human Resource Management (SHRM) chapter, participating in ILR Women’s Caucus meetings, and being part of Cornell Hillel’s cultural committee. This past summer, Rachel interned in the HR department at Univision, America’s #1 Spanish-language broadcast media company. She acted as a liaison between the program leaders and 30 person intern cohort across four offices, supported the talent acquisition team in recruiting for open positions, and completed an independent Turnover Analysis report for the sales department. Rachel hopes to continue working in the HR field, while broadening her experience across industries, company sizes, and HR functions. She is grateful for the opportunity to enroll in HADM 4810 and take part in this roundtable program!
Phoebe Weiss is a senior studying Hotel Administration at Cornell. She is from Greenwich, Connecticut and is passionate about the Hospitality Industry and Healthcare.

On campus, Phoebe is involved in the Cornell Elderly Program, where she visits a local Senior Living Community in Ithaca, and EARS. Empathy, Assistance, and Referral Service (EARS) is a peer-led counseling and training program open to all members of the Cornell Community.

This past summer Phoebe interned at Brookdale Senior Living and hopes to pursue a career upon graduation in the Senior Living Industry as she feels that it blends her two passions (hospitality and healthcare) into one.

To get in touch with Phoebe, she can be reached at pew39@cornell.edu or 203-517-7355
Kayleigh Yerdon is a senior in the School of Industrial and Labor Relations, with a major in ILR and a minor in Business. She currently works as an undergraduate research assistant in the Organizational Behavior Department of ILR, studying discrimination and hiring trends with Professor Ifeoma Ajunwa. Last summer, she worked as an intern in the Labor and Employment Department at Proskauer Rose in New York City and she is hoping to attend law school in the fall. In her free time, Kayleigh is a writer and part-time content creator for a startup financial technologies company. She loves to run and is also active in her Greek chapter on campus.
Alex Zalesne is a senior in the ILR School, with a minor in business. I was born in Philadelphia, but moved to South Carolina in fourth grade where I still live today. My interests include playing sports like soccer, basketball and golf, watching Philadelphia sports, reading, and dancing. On campus, I serve as co-president of the Cornell ILR Sports Business Society, a club focused on helping students connect their passion for sports with alumni in the industry. In addition to SBS, I also serve as the President of Cornell Mundial club soccer team. Additionally, I am a member of the Sigma Phi Society, a fraternity on campus. I have spent my previous summers interning at the Democratic National Committee and at the Owen Steel Company. After college, I plan on working in the sports industry. I took this class because while I will not be working in the hotel industry so collective bargaining in this sector may not be directly applicable, I think the arguments and skills this class teaches are relevant in most of the business world.