

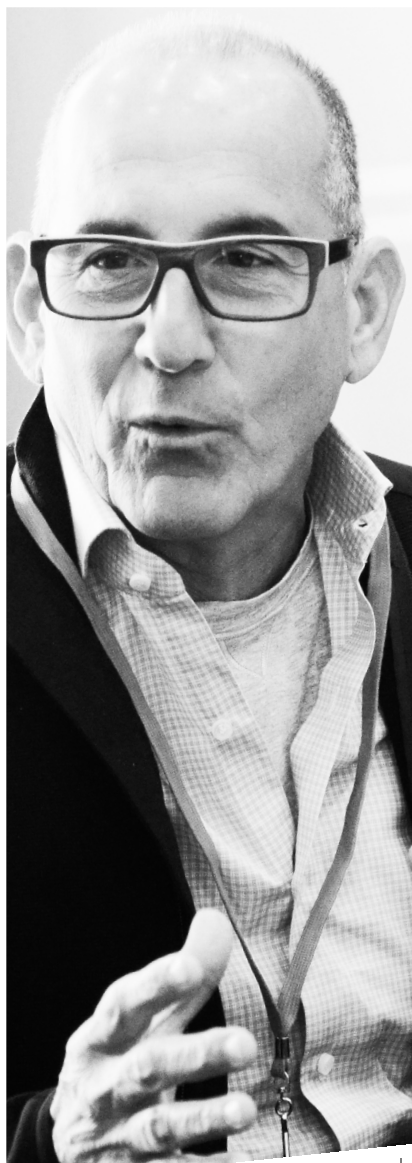
# *LABOR RELATIONS ROUNDTABLE*

HA4810/ILR4060

May 8, 2017

Ithaca, NY

Chaired by: David Sherwyn, ILR '86, JD '89



Cornell Institute for Hospitality Labor  
and Employment Relations



The Hotel School  
Cornell  
SC Johnson College of Business





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Cornell Institute for Hospitality Labor  
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Cornell  
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# AGENDA

## LABOR RELATIONS ROUNDTABLE

HA4810/ILR4060

Moderator: David Sherwyn, ILR '86, JD '89

Monday, May 8

ILR Conference Center

1:30 - 2:15 p.m.	Session 1: What does flexible labor in the gig economy look like?
2:15 - 2:25 p.m.	Break
2:25 - 3:10 p.m.	Session 2: Is labor pricing itself out of a job, given the rise in automation?
3:10 - 3:20 p.m.	Break
3:30 - 4:15 p.m.	Session 3: What is the place of unions in the 21st century?



## INDUSTRY PARTICIPANTS



**RACHEL ALEKS**

*Assistant  
Professor, ILR  
School, Cornell  
University*

Rachel Aleks is an assistant professor of labor relations at the Cornell University School of Industrial and Labor Relations (ILR). Her research interests include innovative union organizing and revitalization strategies, employee and member organizational commitment to unions, and alternative forms of worker representation. Aleks teaches courses on collective bargaining, the contemporary union movement,

and labor relations in the hospitality industry. Prior to attending graduate school, Aleks worked as a union organizer for the Service Employees International Union (SEIU). She received a Ph.D. in industrial relations and human resources from the University of Toronto, and a bachelor of commerce in international management from McGill University.



**RICHARD  
BENSINGER**

*Former Director of  
Organizing for the  
National AFL-CIO  
and Founder of  
the Organizing  
Institute*

Richard Bensinger is the former Director of Organizing for the national AFL-CIO and the founder of the Organizing Institute, which was created to recruit and train a new generation of union organizers. Richard has consulted for a number of international unions in the U.S. and Canada on organizing strategies, is the author of the book “Reaching Higher”, and is a featured speaker on ethics and labor relations to corporations and business associations.

Richard co-founded the Institute for Employee Choice with Dick Schubert the former president of Bethlehem Steel. The role of the Institute is to examine the ethical conduct of both unions and employers in the context of the organizing arena. Together they created a set of organizing principles for both employers and unions to follow during union representational campaigns.

Richard has worked with a number of International Unions in the U.S. and Canada to redirect priorities toward growth. His work has focused on designing industry wide or company wide organizing strategies; creating new organizing models; training of new organizers; and the restructuring of unions at the national and local level to create more effective growth oriented institutions.

In 2008 Richard resurrected an old hobby and began to produce documentary films which focus on union organizing campaigns and the abuse of immigrant labor. His films include “Looking the Other Way: Benefiting From Misery” which documents the abuse of immigrant workers by a Colorado construction company. The company sued Richard attempting to stop the release of the film. Richard is married to Virginia Diamond, has 3 children, Robby, Rachel and Jack, and resides in McLean, Virginia.







## INDUSTRY PARTICIPANTS



**MICHAEL  
D'ANGELO**

*Vice President,  
Labor Relations  
Hyatt Hotels  
Corporation*

Michael Dangelo is vice president of labor relations for Hyatt Hotels. Michael is a labor and employment attorney with 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 his recent appointment, Michael served as the area director of labor relations for Hyatt Hotels, where he supported the New York hotels as well as most of the northeast region on labor matters. Prior to that and since his graduation from New York Law School in 2000, Michael was in private practice with several boutique labor and employment law firms, where he represented both unions and management in a variety of labor-management relations issues.

Michael is also the co-chair of the American Hotel & Lodging Association's Labor Relations Council.



**ALAN MOMEYER**

*Vice President of  
Human Resources  
Emeritus for Loews  
Corporation*

Alan Momeyer is Vice President of Human Resources Emeritus for Loews Corporation. He is responsible for overall strategy and management of the human resource function for the New York-based diversified corporation consisting of Loews Hotels, CNA Insurance, Diamond Offshore Corporation and Boardwalk Pipelines. Alan has been with Loews since 1980.

Alan holds a Masters Degree from the University of Pittsburgh, and a Bachelors Degree from Pennsylvania State University. He is the author of numerous articles on personnel management.

Alan is the Chairman of the Board of JobsFirstNYC (JFNYC), an organization devoted to helping the workforce development agencies of New York find employment opportunities for 200,000 out-of-school and out-of-work young people.

Alan is former President of the Board of Directors of Community Access, a non-profit agency which provides housing and rehabilitation for over 2000 homeless mentally disabled citizens of New York. He is also former President and Board member of Just One Break, Inc. (JOB), an agency to employ disabled citizens, founded in 1947 by Eleanor Roosevelt, Orin Lehman, and Bernard Baruch. Alan is a member of the Board of Trustees at the University of Pittsburgh where he went to graduate school.

He is married to Janet Markoff, a partner in the legal search firm MLA Global, and they have a daughter Lily, 25 and a son Jack, 22. Lily works as a Sales Representative for Unidays in New York City, while Jack works for Yelp in San Francisco as an Account Executive.

Alan lives in Greenwich Village, New York City, and he always will.



## INDUSTRY PARTICIPANTS



DAVID SHERWYN,  
ILR '86, JD '89

*John and Melissa Ceriale Professor of Hospitality Human Resources, Academic Director of the Cornell Institute for Hospitality Labor and Employment Relations and Stephen H. Weiss Presidential Fellow School of Hotel Administration Cornell University*

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 (SHA), where 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. He previously directed the SHA Center for Hospitality Research (CHR). Prior to joining the School of Hotel Administration, Dave practiced management-side labor and employment law for six years. Dave has published articles in numerous journals, including: *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*. Dave teaches Business and Hospitality Law, a required class with more than 200 students, and also Labor Relations in the Hospitality Industry—a class co-taught with Cornell's ILR School. In his 17 years as a faculty member, Dave has received 15 SHA Teacher of the Year awards. In 2014 he was named a Stephan H. Weiss Presidential Fellow—Cornell's most prestigious teaching award. In 2002, Dave created and hosted the CHR's first hospitality industry roundtable and subsequently has hosted more than 20 roundtables. The success of this roundtable has led to development of numerous roundtables in other SHA disciplines.





## STUDENT PARTICIPANTS



**JORDAN BAKST '17**

*ILR School  
Cornell University*

Jordan Bakst is a senior in the ILR School. Following graduation, he plans on pursuing his J.D. at Harvard Law School. Jordan serves as the senior class representative and chairman of the alumni affairs committee within the ILR Student Government Association. He also serves as executive chairman of the Cornell Peer Review Board and works in the ILR Office of Alumni

Affairs and Development. Jordan was drawn to ILR because of its multidisciplinary curriculum, esteemed faculty, and unique focus. His time at ILR has helped him grow in thought, learning to analyze problems from multiple perspectives, and as a leader. Ultimately, Jordan hopes to use his ILR background to pursue a legal career in labor and employment law.



**HALEY BANKS '17**

*ILR School  
Cornell University*

Haley Banks is a senior at the Cornell ILR School, minoring in law & society and involved in the Student Assembly Finance Commission, the Society for Economic Outreach, and Alpha Phi Sorority. Haley is attending law school next year, as her interests lie within the spheres of client relations, labor and employment law, and educational policy. She is seeking a profession that encourages her to analyze facts, apply logic to rules and precedents, and

fight for causes and clients in which she believes. She has work experience in both the private and not-for-profit settings, having worked for the Philadelphia World Affairs Council, Aramark, and JP Morgan Chase. Her passion for analysis and reform have led her to take internships in human resources, and now lead her to pursue a career as a corporate employment lawyer.





## STUDENT PARTICIPANTS



**GIOVANNA  
CAVAGNARO '17**

*School of Hotel  
Administration  
Cornell University*

Giovanna Cavagnaro, a senior in the School of Hotel Administration, was born and raised in Brazil. She moved to Alpharetta, Georgia, at the age of 15 in order to pursue a better education.

Within the school, Giovanna has been a teaching assistant for seven courses, focusing mainly on real estate and finance. Additionally, during her senior year, Giovanna has been engaged with writing an honors thesis on the hospitality industry's influence and responsibility within the sex trafficking industry. Outside of the hotel school, Giovanna is heavily involved with Christian communities in Ithaca, taking on several leadership roles on campus.

Giovanna feels privileged to have had diverse work experiences while at Cornell. During the school year she manages the human resources office for the College of Business. The summer of her freshman year she went to southern Italy, where she interned as a front desk agent at a luxury resort. The following summer she was a researcher for Israeli government agencies in Jerusalem, writing reports surrounding policies for people with disabilities. Her final summer as an undergraduate, she stayed in the U.S., interning for CBRE Hotels in Chicago. Upon graduating, Giovanna will be an analyst at LaSalle Hotel Properties, a real estate investment trust located in Bethesda, Maryland.



**ISABEL FORTUÑO  
'17**

*School of Hotel  
Administration  
Cornell University*

Isabel Fortuño is a senior in the School of Hotel Administration at Cornell University. Her undergraduate focus is services marketing and management with the purpose of entering the world of advertising. She has experience in a variety of fields, including hotel operations with Ritz Carlton, entrepreneurship and small

business management, and a fusion of advertising and digital consulting. At Cornell, Isabel has taken her knowledge of hospitality and applied it to her work as a student manager at the student union. After her graduation in May, she will be joining SapientNitro's client services team in Boston.







## STUDENT PARTICIPANTS



**MAHA GHANDOUR**  
'17

*ILR School  
Cornell University*

Maha Ghandour is a senior at Cornell University, pursuing a Bachelor of Science in industrial and labor relations with a minor in business. At Cornell, she has enjoyed being involved and engaged with the campus community. She has spent extensive time with the executive board terms of the Student Assembly, as the director of elections

(2016-2017), vice president of public relations (2015-2016), and chair of the communication committee (2015-2016). For next year, she looks forward to continuing her Executive Board by service as Director of Elections. She is also involved with Greek life, and is passionate about film.



**DANA GREENE** '17

*School of Hotel  
Administration  
Cornell University*

Dana Greene is a senior at Cornell University's School of Hotel Administration. Along with three of her Cornell peers, Dana recently won the inaugural Park Inn by Radisson INNovation Room competition. Dana and her team sought to redefine the guest experience at Park Inn hotels around the world by creating a grab-and-go food concept that replaces room service. The food concept, called Palette, features local and sustainable cuisine and incorporates technology that automates the payment process. During the competition, Dana and her

team traveled to Manchester, England, to meet with executives from Carlson Rezidor Hotel Group and immerse themselves in the Park Inn brand. In addition to her work with Park Inn, Dana has had summer experiences with the Mandarin Oriental as a catering intern, Wyndham Worldwide as a corporate hotel operations intern, and Siegel+Gale as a strategy intern. Each of these experiences allowed her to explore different areas of the hospitality industry and grew her interest in strategy, innovation, and branding.



## STUDENT PARTICIPANTS



**TYLER HANEY  
COLTON '17**

*School of Hotel  
Administration  
Cornell University*

Tyler Haney Colton is a senior in the Hotel School, with minors in real estate and information science. He plans to attend law school immediately following graduation, hoping to pursue a career in corporate law or as in-house counsel. At Cornell, Colton is actively

involved in the vocal performing arts as a member of an *a cappella* group and the men's chorus. Colton was also heavily involved in Cornell's orientation programming for two years and is an active member of Mortar Board/Der Hexenkreis Senior Honor Society.



**CATHERINE HILLIN  
'17**

*School of Hotel  
Administration  
Cornell University*

A native of northern New Jersey, Catherine Hillin specialized in business and finance in high school, which led her to apply to the Hotel School, where she is now a senior. She has spent her summers working at start ups in the food and beverage, sports, and technology industries. On campus,

she is involved in entrepreneurial organizations and Hotelies Serving Society. She also is a teaching assistant for financial accounting and culinary courses. She is interested in education law, specifically supporting the families of students with IEPs.





## STUDENT PARTICIPANTS

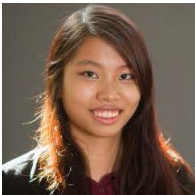


**LINDSAY HOLMAN**  
**'17**

*School of Hotel  
Administration  
Cornell University*

Lindsay Holman is a senior in the Hotel School from Queens, New York. She began her undergraduate career at Syracuse University in the School of Visual and Performing Arts majoring in communications in rhetorical studies. After transferring to the Hotel School in fall 2014, Lindsay has been involved

in a number of activities, including the the Black Women's Support Network and CU Tonight. During the summer months of 2016, Lindsay was a part of the executive excellence program at Saks Fifth Avenue. After completion of her degree, Lindsay wants to assume a role in marketing.



**YA XIN (CINDY)  
HUAN '17**

*ILR School  
Cornell University*

Ya Xin (Cindy) Huang is a senior at Cornell University School of Industrial and Labor Relations (ILR). In addition to labor relations, she is also interested in law and plans to attend law school in the future. Currently, she is researching the impact of a criminal record on an individual's life. She has done work with Esta R. Bigler, the director of the Labor and Employment Law Program, at ILR. Cindy has researched different state and county expungement and ban the box laws. She has also

created a resource packet about reentry programs. At Cornell, Cindy is active as a senior advisor in Project Hope, a fundraising organization that raises money to help provide school supplies for underprivileged children in China. She was previously the publicity chair for the organization and has since stepped down. Prior to Cornell University, Cindy attended Brooklyn Technical High School in Brooklyn, New York.







## STUDENT PARTICIPANTS



**ROBERT JOHNSON**  
'17

*ILR School  
Cornell University*

Robert Johnson is a senior at the School of Industrial and Labor Relations at Cornell University. During the summer of 2015, he worked in the ILR extension office in Buffalo, New York, analyzing data trends regarding racial disparities in the local labor market. From January until August of 2016, Robert worked for Walt Disney Parks

and Resorts as a professional intern in the labor relations department at Walt Disney World. In this position, he primarily supported the arbitration and agency response team. Presently, Robert is an intern writer with the *Cornell Chronicle*, which is the university's official news publication.



**SASHA KAUDERER-  
ABRAMS** '17

*School of Hotel  
Administration  
Cornell University*

Sasha Kauderer-Abrams is a senior at the School of Hotel Administration at Cornell University. Originally from Boston, Massachusetts, Sasha's family now resides in Englewood, New Jersey. Her focus has been rooted in food and beverage service, and starting at a young age she has had restaurant work experience in both the front and back of the house. Most recently, Sasha spent the summer working for a new Italian restaurant, Barano, located in Williamsburg, New York. There she was responsible for managing the

expenses and social media strategy. Her other experiences include working in the food and beverage department at the Grand Hyatt in New York City. This was a particularly interesting and exciting summer internship, as she experienced first-hand working with unions in the hospitality industry. Though her experience and passion lies within the food and beverage industry, Sasha is very interested in law and has taken many courses on that subject matter.





## STUDENT PARTICIPANTS



**RACHEL KESSLER**  
'17

*ILR School  
Cornell University*

Rachel Kessler is a senior at Cornell University in the School of Industrial and Labor Relations with a minor in business. An involved member of the Cornell community, Rachel is the vice president of external affairs for the Society of Women in Politics; is an active member of Kappa Alpha Pi, the selective pre-law fraternity on campus; and has served on the executive board of her sorority, Kappa Kappa Gamma. Additionally, Rachel has recently

joined ILR's Worker Institute as a research assistant to the diversity in entertainment project. Rachel has had experience in different business areas. After her freshmen year, she worked as a wealth management intern at Merrill Lynch and prior to her senior year, Rachel worked as a human resources intern at UBS on the campus recruitment team. Next year, Rachel will be attending Cornell Law School.



**CHRISTINA KIM** '17

*School of Hotel  
Administration  
Cornell University*

A native of Philadelphia, Pennsylvania, Christina Kim is a senior at the Cornell University School of Hotel Administration, with a concentration in law. Last year she studied abroad in Madrid, Spain, and learned about the European legal system to supplement her studies of the American legal system. She hopes to become a lawyer and will be attending law school

following a gap year after graduation. At Cornell she is a DJ of a weekly radio show at [cornellradio.com](http://cornellradio.com), a study abroad ambassador, and an event planner for Welcome Weekend. This past summer, she worked at a small corporate litigation firm in Philadelphia, where she assisted in trial preparation.



## STUDENT PARTICIPANTS



**MORGAN LEVY '17**

*ILR School  
Cornell University*

Morgan Levy is a senior in the School of Industrial and Labor Relations, with minors in applied economics & management and law. On campus, Morgan is the lead TA for HADM 2810: Human Resources Management, as well as a TA for ILROB 3730: Culture, Leadership & Change and HADM 1810: Intro to Management. She is also the vice chair of recruitment & public relations for the Student Activities Funding Commission (SAFC), a member of the Class of 2017 Convocation Committee, and

an active member in her social sorority, Alpha Phi.

Morgan has interned in several HR capacities at firms across the financial services and consulting industries, including Citi, Accenture, Apollo Global Management, and Manpower. Upon graduation, Morgan will be returning to Apollo Global Management, a leading alternative asset management firm, as a human capital analyst.



**DREW LORD '18**

*ILR School  
Cornell University*

Drew Lord is a junior in the ILR School from New Canaan, Connecticut. On campus, Drew is the president of the Interfraternity Council, the governing board of the fraternity system at Cornell. Formerly, Drew served as the president of Cayuga's Watchers, a 501(c) 3 nonprofit dedicated to mitigating the risks of high risk drinking

on Cornell's campus. Additionally, he is a campus tour guide, a teaching assistant, and a member of the Class of 2018 Convocation Committee. His career interests revolve around the intersections of business, government, and the media, which has led him to internships at the Huffington Post, the U.S. Senate, and JP Morgan Chase.







## STUDENT PARTICIPANTS



**BRYAN LUSTIG '18**

*School of Hotel  
Administration  
Cornell University*

Bryan Lustig hails from Hillsdale, New Jersey, which is 40 minutes away from New York City. Bryan is a junior at the School of Hotel Administration, where he is pursuing a minor in real estate. After graduation, he hopes to have a career in either analytics or hospitality real estate. As the treasurer

for Cornell Hotel Society—Collegiate Chapter, Bryan prepares budgets for all CHS-sponsored events and raises funds through fundraisers, donations, and vendors. This summer Bryan plans to intern in the revenue management division at Wyndham Worldwide (Hotel Group).



**ELENA MANDRY '18**

*School of Hotel  
Administration  
Cornell University*

Elena Mandry is a junior in the School of Hotel Administration at Cornell University, where she is concentrating in managerial leadership. During the academic year, Elena works as the lead teaching assistant for senior lecturer Mark McCarthy and as a student assistant in the School of Hotel Administration's Office of Student Services. In addition, Elena is the wines team assistant director for Hotel Ezra Cornell, an annual conference that is entirely student-run. As assistant director, Elena has overseen a team to train managers and servers, as well as working with the beverage director to select all of the wine served throughout

the conference. After completing a full-year term as vice president of her sorority, Phi Sigma Sigma, Elena has taken on the role of alumni chair. In her new role, she is working to vastly improve the engagement of alumni with the current sisterhood. For this summer, Elena has accepted an internship with the DoubleTree Hotel by Hilton in Philadelphia, where she will be working in the front office. She has previously interned with Starwood Hotels and Resorts in human resources at the W Times Square in NYC and in the rooms division at the Westin Times Square.





## STUDENT PARTICIPANTS



**AMANDA L.  
MORRISON '17**

*School of Hotel  
Administration  
Cornell University*

Amanda L. Morrison is a senior in the School of Hotel Administration from Midlothian, Virginia. She has a minor in real estate and a concentration in law. She is passionate about serving others and being a mentor to women of color. On campus, Amanda is a proud member of the Big Red Marching Band, and Alpha Kappa Alpha Sorority, Inc. She has worked

for Aramark and for White Lodging Services, and she is a teaching assistant for HADM 3550: Hospitality Facilities Management. During her spring 2016 semester she studied abroad in Milan, Italy, where she interned with Hotel Seeker, a startup asset management firm. After graduation, Amanda will start her career with Accenture Consulting, in New York City.



**JACK NOBEL '17**

*ILR School  
Cornell University*

Jack Nobel is a senior at Cornell's School of Industrial and Labor Relations, with a minor in inequality studies. He has worked as an undergraduate research assistant in the Office of Labor Education Research, where he analyzed collective bargaining agreements to measure the effect of collective bargaining on inequality. He

has also collaborated with professors and practitioners on projects that include child labor and disability in India and migrant work camps during the Great Depression. He is a Rawlings Presidential Research Scholar and is currently working on a senior honors thesis about international solidarity in union organizing campaigns.





## STUDENT PARTICIPANTS

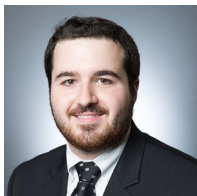


**VIRGINIA NORDER**  
**'18**

*ILR School  
Cornell University*

Virginia Norder is a junior at Cornell's ILR School. A native of Minnesota, she loves warm weather and being outside. She reports that her favorite food is

spaghetti, and she is interested in the sports management aspect of industrial and labor relations.



**KILIAN O'BRIEN '17**

*School of Hotel  
Administration  
Cornell University*

Kilian O'Brien is a senior in the School of Hotel Administration, with a concentration in managerial leadership. Upon graduating, he will pursue a career in hotel operations management. Kilian has over seven years of experience in the hospitality industry, including such diverse jobs as housekeeping at numerous hotels,

bussing tables, and home food delivery. From 2016 to 2017, Kilian served as treasurer of the Cornell Chapter of Hospitality Finance and Technology Professionals (HFTP). He also assisted in HEC 91 as a guest floor manager, and was excited to participate in the recently completed HEC 92.







## STUDENT PARTICIPANTS



**MIGUEL PALINES**  
'17

*ILR School  
Cornell University*

Miguel Palines is a senior in the School of Industrial and Labor Relations, pursuing a minor in business. A native of Brooklyn, he attended Regis High School in New York City. On campus, Miguel has played for the sprint and varsity football teams. He has also been involved in the Student Assembly and the ILR student government. Currently,

he serves as an equity research associate for the Cayuga Fund. This past summer, Miguel was a summer analyst at Bank of America Merrill Lynch in the healthcare group. Upon graduation, Miguel will be working as a risk management analyst at J.P. Morgan Chase in New York City.



**EVELYN QUISPE** '17

*School of Hotel  
Administration  
Cornell University*

Evelyn is a senior in the Hotel School pursuing a Bachelor of Science in Hotel Administration, with a minor in Portuguese and Brazilia Studies and a concentration in law. She is interested in the Food and Beverage industry, particularly with technology's role within the industry. She also hopes to pursue law school in a few years. Evelyn has experience working with F&B tech startups. She worked on

Venga's Business Development team as an intern and was exposed to many multi-unit restaurant groups. Evelyn also worked as a Content Curator Intern for Flavour, now renamed Dine App. Evelyn also has experience in guest services in large operations, and interned for NBC this past summer at the Rio 2016 Olympics.





## STUDENT PARTICIPANTS

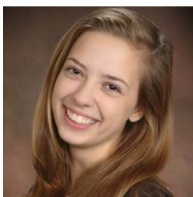


**OLIVER ROSEN '17**

*School of Hotel  
Administration  
Cornell University*

Oliver Rosen is a senior at Cornell University, majoring in industrial and labor relations with a minor in business. He has interned at Numina Capital Management, an event-driven hedge fund, where he worked primarily on valuing yield-oriented, tax-efficient entities. He has also spent two summers working for J.P. Morgan Chase's investment banking division. First, in the corporate finance advisory group, he continued his work with tax-efficient transaction structures while also building a traditional corporate

finance skill set. Then, he worked in the mergers & acquisitions group, which he will be joining full time after graduation, focusing on sell-side deals to financial sponsors. Although most of his work experience is in financial services, in his time at Cornell he has concentrated thematically on the intersection of finance, employment law, and public policy. During his senior year he has focused on alternative dispute resolution and negotiation, both in contract formation and administration.



**EMILY  
SCHUPBACH '17**

*School of Hotel  
Administration  
Cornell University*

As a senior in Cornell University's School of Hotel Administration, Emily Schupbach is developing useful business skills applicable to the hospitality industry. Through her experience in the industry within hotels, restaurants, casinos, and technology, she has worked in leadership, marketing, and communication. As executive board leader for several clubs—including VP of marketing for Cornell University Allergy and Asthma Awareness and VP of outreach for BEARS, a mentoring program—she has managed groups of varying size. In her time at Cornell, she has taken several courses aimed at improving written and oral communication. For two years she

has participated in the marketing team for Hotel Ezra Cornell (HEC), helping to ensure consistency in the re-branding strategy implemented last year. The brand renovation included the HEC logo and nearly all brand standards to better reflect the changing hospitality industry. In the process, her communication skills have become more direct, succinct, and refined, and she has learned to provide powerful, persuasive arguments. She also has refined these skills as a teaching assistant for Management Communications II, and she has conducted research with a communications professor the effect of nonverbal communication on service in the hospitality industry.





## STUDENT PARTICIPANTS



**EMILY SHAPIRO '17**

*ILR School  
Cornell University*

Emily Shapiro is a senior in the Industrial and Labor Relations school at Cornell. Following graduation, Emily will be working for Accenture in their New York City office. Emily was drawn to ILR because of its unique curriculum which matched her passion

for business, human resources, and law. Currently, Emily serves as Chairperson of the Cornell Peer Review Board. Ultimately, Emily hopes to use her ILR background to pursue a successful career in human resources.



**KAYLA SHERWYN  
'17**

*School of Hotel  
Administration  
Cornell University*

Kayla Sherwyn is a senior in the School of Hotel Administration, with a concentration in marketing. An involved member of the Cornell community, Kayla is an active member in her sorority, Kappa Kappa Gamma, and Hotel Sales and Marketing Association International. Additionally, Kayla has been teaching assistants for the courses human resources and service

operations. Upon graduation, Kayla will be working as a market associate for Expedia. Kayla has spent her past three summers doing the following internships: food and beverage intern at the Waldorf-Astoria in New York, innovation and guest satisfaction intern at The Beverly Hills Hotel in Los Angeles, and marketing and sales intern for Commune in New York.





## STUDENT PARTICIPANTS

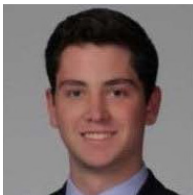


**BIANCA  
VISCUSI '18**

*ILR School  
Cornell University*

Bianca Viscusi is a junior in ILR, with minors in business administration and law and society. A native of Niskayuna, New York, Bianca is involved on campus, serving as vice-president of finance for Class Councils and as senior marketing associate for the Cornell Daily Sun. Bianca was selected to serve on Cornell's Hearing and Review Board, which determines outcomes of alleged violations of Cornell's Code of Conduct. In addition, Bianca is the director of chapter facilities, as well as the assistant director of marketing, for her sorority, Alpha Phi. She has served as an orientation leader, a Greek mover & shaker, an ILR peer mentor,

and an ILR ambassador. During summer 2016 and winter 2017, Bianca serves as legislative intern for United States Senator Charles E. Schumer, the U.S. Senate Minority Leader. She previously worked in internal audit and compliance at the NYS Division of Criminal Justice Services. Bianca has always had an interest in hospitality; she began working at the largest hospitality company in upstate New York at age 14 and continues to do so during school breaks. Bianca is interested in entrepreneurial pursuits and invented and obtained a pending patent for a medication delivery service.



**JOHN PATRICK  
WEYMER '18**

*School of Hotel  
Administration  
Cornell University*

A junior in the School of Hotel Administration, John Patrick Weymer is a native of Ellicott City, Maryland, where he grew up with his parents and two older sisters. John plans to

concentrate in either finance and real estate or law in the Hotel School. After college he plans to attend law school and work in corporate law.





## STUDENT PARTICIPANTS



**PAIGE  
WOLGEMUTH '17**

*School of Hotel  
Administration  
Cornell University*

Paige Wolgemuth is a senior in the School of Hotel Administration. She has been actively involved on campus, holding executive board positions in both her sorority, Alpha Phi, and the Hotel School organization, Female Leadership in Hospitality. Upon graduation she plans to pursue marketing opportunities in food &

beverage. She has previously interned for EDITION Hotels as a brand intern, where she worked for two summers, and LDV Hospitality, where she worked as a management Intern. In addition, Paige works on campus as a student administrative assistant in the Cornell Institute for Hospitality Labor and Employment Relations.



**ALEX XIAO YANG  
MA '18**

*ILR School  
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Alex Xiao Yang Ma is a junior at Cornell University, majoring in Industrial and Labor Relations and pursuing minors in business and economics. In summer 2017, he will be working for United Technologies Aerospace Structure as a human resources intern, with a focus on union avoidance and recruitment. After graduation, he is looking to enter law school by 2022 to pursue a career in labor and employment law. Currently, he is a Labor and Climate Change Research Fellow for the Workers Institute where he conducts research on just transition policy and union density in power plants throughout New York State (including

coal, natural gas, hydro-power, wind, solar, and nuclear). In addition, he is a member of Cornell Lion Dance, a cultural performance group focused in martial arts, as well as Pi Delta Psi, an Asian interest fraternity on campus. In the past, he has interned for UNITE HERE! Local 2 as a corporate strategy research intern and for Ithacash, a startup developing a local currency for the city of Ithaca, as a human resources intern. His goal as of now is to have a better understanding of current labor relation dynamics in the hospitality and service industry and contrast it to the blue-collar manufacturing industry.









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