

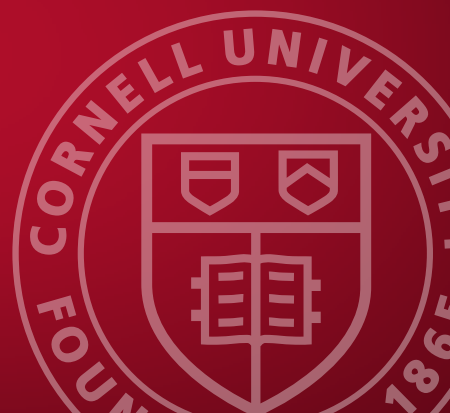
The Cornell Institute for Hospitality
— Labor and Employment Relations

School of Hotel Administration

HA 4810/ILR 4060 Student Roundtable

April 19-20, 2015

School of Hotel Administration



The Cornell Institute for Hospitality — Labor and Employment Relations



Research Engagement Students

The Cornell Institute for Hospitality Labor and Employment Relations was established as a platform for students, employers, employees, unions, and their advocates involved in the hospitality industry. The institute sponsors educational programs, research, and events dedicated to the modernization of labor and employment relations, labor and employment law, human resource management, and leadership in the hospitality industry.

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Become
Engaged



School of Hotel Administration

Agenda



HA 4810/ILR 4060 Student Roundtable

Chair: Dave Sherwyn

Sunday, April 19, 2015

7:00 - 9:00 p.m.

Reception

5th floor tower

Monday, April 20, 2015

5th floor tower

9:00 - 10:00 a.m.

Should unions stop negotiating work rules and focus on compensation and just cause exclusively?

10:10 - 11:10 a.m.

Minimum wage legislation and the hospitality industry

11:20 a.m. - 12:30 p.m.

Is the younger generation of employees really different? Should unions and employers alter their practices?

12:30 - 1:25 p.m.

Lunch (Taylor A&B)

Student Roundtable

1:30 - 2:10 p.m.

Is the younger generation of employees really different? Should unions and employers alter their practices?

2:15 - 3:00 p.m.

How should unionized employers and the union react to the rise in non-union select service and boutique hotels in major cities?

REQUIRED OPTIONAL

Industry Participants



Rachel Aleks

Assistant Professor
Labor Relations
Cornell University
ILR School

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 alternate 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 PhD in industrial relations and human resources from the University of Toronto and a bachelor of commerce in international management from McGill University.



John Ceriale P '16

Founder and President
Prospect Advisors

John Ceriale is the founder and president of Prospect Advisors, the exclusive hotel advisor on hospitality investments to the Blackstone Group. Between 1998 and 2004, Ceriale played a leading role in Blackstone's acquisition of several leading brands and properties, among them Wyndham Hotels and Resorts; iconic London properties Claridge's, Savoy, Berkeley, and Connaught; and Boca Resorts. In 2007, Ceriale played a leading role in Blackstone's acquisition of Hilton. He is also the founder of the London hotel brand, of which there are currently two properties—London NYC and London West Hollywood. In 2011, Ceriale served as advisor to the Blackstone Group's purchase of the historic Del Coronado Hotel in San Diego and Mint Hotels. Before founding Prospect Advisors in 1998, Ceriale was the senior vice president of operations for Westin Hotels and Resorts North America, where he oversaw the operations of 60 hotels and played an integral role in successfully reinventing the Westin brand. Prior to Westin, he spent four years at Fairmont Hotels and Resorts as executive vice president of operations. From 1980 to 1991, Ceriale served as general manager for several of Marriott Hotels and Resort's finest properties. Ceriale serves on the board of Blackstone-owned hospitality companies, La Quinta Inns and Suites and Hilton Hotels, and the Cornell University School of Hotel Administration's Dean's Advisory Board. In July 2011, he endowed the John and Melissa Ceriale Professorship of Hospitality Human Resources at Cornell's School of Hotel Administration. Ceriale earned a bachelor of arts in political science from Loyola College in Baltimore and a bachelor of science in hotel management from the University of Nevada Hotel School.

Industry Participants



Kevin Hallock

Kenneth F. Kahn Dean and the Joseph R. Rich Professor of Economics and Human Resource Studies
Cornell University
ILR School

Kevin Hallock is the Kenneth F. Kahn Dean and the Joseph R. Rich Professor of Economics and Human Resource Studies in the Industrial and Labor Relations (ILR) School at Cornell University. Previous Cornell positions include chair of the Financial Policy Committee, the Donald C. Opatrny Chair of the University-Wide Department of Economics, and founding director of the Institute for Compensation Studies. Kevin is also a research associate at the National Bureau of Economic Research and on the board of directors of Society of Certified Professionals at WorldatWork. In 2013, he was elected a fellow of the National Academy of Human Resources. His current research is focused on labor markets, executive compensation, and plan design and mix of employee compensation. Kevin's work has covered a variety of topics including executive compensation, compensation design, discrimination, compensation of persons with disabilities, strikes, gender gap, job loss, link between labor and financial markets, the valuation of employee stock options, compensation of leaders of for-profits, nonprofits and labor unions, retirement, and quantile regression. He previously served as associate editor of the *Journal of Labor Economics and Economics Bulletin*. He is currently on the editorial board of the *Industrial and Labor Relations Review* and is on the advisory boards of the *Journal of People and Organizational Effectiveness* and *Compensation and Benefits Review*. Kevin earned a BA in economics from the University of Massachusetts at Amherst in 1991, a MA in economics from Princeton University in 1993, and a PhD in economics from Princeton University in 1995.



Richard Hurd

Associate Dean for External Relations
Professor of Labor Studies
Associate Director, CIHLER
Cornell University
ILR School

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 PhD in economics from Vanderbilt University and is a former Brookings Institution economic policy fellow.

Industry Participants



Michael Johnson

The Bradley H. Stone Dean
of the School of Hotel
Administration and E. M.
Statler Professor
Cornell University
School of Hotel Administration

Michael D. Johnson, the Bradley H. Stone Dean and E.M. Statler Professor of Cornell University's School of Hotel Administration, became the sixth dean of the school in 2006 after a distinguished 24-year career at the University of Michigan's Stephen M. Ross School of Business. Throughout his tenure, Dean Johnson has focused his efforts on investing in faculty, enhancing students' learning experiences, increasing diversity, building an effective fundraising organization, and growing the school's global platform, including a new dual-degree program (MBA and MMH) with the China Europe International Business School (CEIBS) in Shanghai, China. Through a combination of new programs within SHA and cross-college collaboration, Johnson has led the expansion and enrichment of academic programs, learning opportunities, and related career opportunities for both undergraduate and graduate students. Among these are: The Pillsbury Institute for Hospitality Entrepreneurship, the Center for Real Estate and Finance, and the Cornell Institute for Hospitality Labor and Employee Relations. In collaboration with the College of Human Ecology, the Cornell Institute for Healthy Futures will launch this year. Johnson serves as chair of the academic deans for Business at Cornell, as a member of the Entrepreneurship at Cornell board of governors, and as a member of the board of directors of eCornell.



Harry Katz

Interim Provost
Cornell University

Harry C. Katz is the interim provost at Cornell University. He received his PhD in economics from the University of California at Berkeley in 1977. From 1977 to 1985, Katz was a faculty member at the Massachusetts Institute of Technology (MIT). In 1985, he joined the faculty in the Industrial and Labor Relations (ILR) School at Cornell University, and in 2014, he was appointed interim provost. His major publications include the following: *Converging Divergences: Worldwide Changes in Employment Systems* (with Owen Darbshire); *Shifting Gears: Changing Labor Relations in the U.S. Automobile Industry*; *The Transformation of American Industrial Relations* (with Thomas Kochan and Robert McKersie); and *Telecommunications: Restructuring of Work and Employment Relations World-wide*. Katz was awarded the Terry Book Award in 1988 for *The Transformation of American Industrial Relations*—considered as the most significant contribution to the field of management by the Academy of Management. Since 2006, Katz has been a member of the United Auto Workers (UAW) Public Review Board.

Industry Participants



Eduardo Peñalver

Allan R. Tessler Dean and
Professor of Law
Cornell University
Law School

Eduardo M. Peñalver is the Allan R. Tessler Dean and Professor of Law at Cornell Law School. He is the sixteenth dean of the law school, a post he has held since July 2014. Previously, Dean Peñalver served as the John P. Wilson Professor of Law at the University of Chicago Law School. He received his BA from Cornell University and his law degree from Yale Law School. Between college and law school, he studied philosophy and theology as a Rhodes Scholar at Oriel College, Oxford. Upon completing law school, Dean Peñalver clerked for Judge Guido Calabresi of the United States Court of Appeals for the Second Circuit and at the Supreme Court for Justice John Paul Stevens. Dean Peñalver's scholarship focuses on property and land use, as well as law and religion. His work explores the way in which the law mediates the interests of individuals and communities. His book, *Property Outlaws* (co-authored with Sonia Katyal), explores the vital role of disobedience within the evolution of property law. His most recent book, *An Introduction to Property Theory* (co-authored with Gregory Alexander), was published in 2011. From 2006 to 2012, Dean Peñalver was a faculty member at Cornell Law School, and from 2003 to 2006 at Fordham Law School. He has also been a visiting professor at Harvard Law School and Yale Law School.



**Dave Sherwyn '86,
JD '89**

John and Melissa Ceriale Professor
of Hospitality Human Resources,
Academic Director of the CIHLER and
Stephen H. Weiss Presidential Fellow
Cornell University
School of Hotel Administration

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*, and the *Indiana Law Journal*. 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 13 Hotel School Teacher of the Year awards. In 2014 he was named a Stephen 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.

Industry Participants



D. Taylor

President
UNITE HERE!

D. Taylor was elected president of UNITE HERE! in November 2012 and has been a leader in the American labor movement for 34 years. His union experience began as a shop steward at Harvey's Restaurant in Washington, D.C., where he worked as a waiter in the 1970s. In 1981, he was hired by HERE, one of UNITE HERE's predecessor unions, to organize workers in the Reno/Tahoe area. He later moved to Las Vegas to help lead a citywide strike by the local HERE affiliate, the Culinary Workers Union. Mr. Taylor worked as an organizer during some of the Culinary Workers Union's most difficult moments, including the six-year strike at the Frontier Casino. During his tenure in Las Vegas, the Culinary Workers Union grew from 18,000 members to over 55,000 and achieved a positive, mutually beneficial relationship with most major gaming companies. The union and employers partnered to form the Culinary Training Academy in 1993, which has become one of the leading work training schools, moving more people from welfare to work in the country and any other institution in Nevada. Mr. Taylor was elected secretary-treasurer of the Culinary Workers Union in 2002. In 2004, Mr. Taylor was appointed as the gaming division director of UNITE HERE. He has led major campaigns in Las Vegas and Atlantic City, and has expanded the union's organizing in new markets such as Pennsylvania, Mississippi, Florida, and Indiana, as well as in tribal gaming. Mr. Taylor graduated from Georgetown University in 1980.



Paul Wagner

Adjunct Assistant Professor
Cornell University
School of Hotel Administration

Paul Wagner has been a trial attorney for over 20 years and has successfully litigated hundreds of cases, including class actions, throughout the U.S. and Mexico. He routinely defends claims involving every type of employment discrimination, wage and hour violations, ERISA, labor issues, non-competition agreements, civil rights violations, and executive compensation. He also specializes in the defense of commercial and intellectual property disputes and has broad experience in commercial, employment, labor and international arbitration forums. Paul has a national reputation for representing employers in collective bargaining negotiations and union campaigns.

Student Participants



Matthew Altebrando '15

Student
Cornell University
ILR School

Matthew Altebrando is a senior in the Industrial and Labor Relations School with a minor in business. Hailing from Long Island, New York, Matt's passion for innovative union organizing inspired him to pursue a degree at Cornell when he was in high school. Since coming to Cornell, Matt has gained a great deal of experience from his various ILR classes. After graduation, his goal is to work for a company where he can enhance all of his skills he was taught in his time here at Cornell. Outside of the ILR School, Matt was also a member of the men's varsity soccer team for two years. In his free time, Matt enjoys reading, traveling and learning new things.



Eric Bengyak '16

Student
Cornell University
ILR School

Eric Bengyak is a junior in the ILR School, with a graduation date of January 2016. In addition to his studies, Eric is a manager at Student Agencies, Inc., a student-run corporation consisting of eight different businesses. Eric is the general manager of Big Red Shipping & Storage, a premium full service storage company that serves the greater Ithaca and Tompkins County Area. As general manager, he is responsible for all P&L statements, strategy, operations, marketing, and human resource functions. Prior to his position at Student Agencies, Eric interned in the human resources departments of Polaris Industries, in Medina, Minnesota, and Heineken USA, in White Plains, New York. Additionally, he spent a summer as a ticket and sales intern for the Rockland Boulders, an independent minor league baseball team based in Pomona, New York. On campus, he has worked in the ILR Office of Career Services and Executive MBA Program in the Johnson Graduate School of Management. Eric is also a member of Cornell's Club Baseball Team and is Cornell Tradition Fellow.

Student Participants



Zach Berle '15

Student
Cornell University
School of Hotel Administration

Zach Berle is a senior in the Cornell School of Hotel Administration. He was initially a student in the ILR School, which is the basis for his interest in labor relations in the hospitality industry. Zach is from Westchester, New York, where he attended New Rochelle High School. Zach is president of the Board of Directors of the Student Management Corporation, which coordinates food purchasing and services for Greek organizations and independent living units at Cornell. He is vice president of the Club Managers Association of America student chapter and is a teaching assistant for the Club Management course, as well as Introduction to Global Hospitality Management, which is the school's first Massive Open Online Course, attracting over 13,000 students from over 180 countries. Formerly treasurer of the Sigma Alpha Mu Fraternity, Zach now works with a startup business, RedHead Wine, to compete in the Queens Entrepreneurship Competition and the Hospitality Business Plan Competition. Upon graduation in May, Zach will be immersing himself in New York City's fine-dining restaurant scene.



Corey Bogdan '16

Student
Cornell University
ILR School

Corey Bogdan is a junior in the ILR School, and is looking to round out his labor education with a minor in business, with a goal of pursuing a career in finance. This past summer, Corey interned with Ares Management, a large private equity firm. Within Ares, he rotated through the Direct Lending group and the Real Estate Private Equity group. This upcoming summer, Corey will intern for Barclays in Investment Banking. Additionally, Corey is president of the Cornell Society for Economic Outreach, a member of the Phi Kappa Psi Fraternity, and a member of the Cornell Men's Club Lacrosse team.

Student Participants



Davana Bolton '16

Student
Cornell University
School of Hotel Administration

Davana Bolton is a junior in the School of Hotel Administration, her primary interest in hospitality is food and beverage management. She has a passion for wine production and service, and her professional goals include earning a sommelier certification and working in some of the world's best wine-producing regions. In addition to piloting her own custom cake business in high school in Connecticut, she has worked at the Statler Hotel, Nantucket Yacht Club, and The Bay Club Company. This summer, she will be returning to The Bay Club to assist the VP of food and beverage with opening F&B outlets at new clubs. An avid ballroom dancer, Davana is the competition manager of Cornell's competitive ballroom team and organized the successful Cornell DanceSport Classic this past fall.



Alec Budow '15

Student
Cornell University
School of Hotel Administration

Alec Budow is a senior in the School of Hotel Administration at Cornell University, he will be graduating with a minor in real estate and a concentration in law. He is researching and writing a thesis examining irrationalities in New York City residential real estate pricing. Alec has served as a teaching assistant for courses in hotel operations, facilities management, real estate finance, and management communication. Alec first found an interest in hospitality as a front desk attendant, and pursued an education in real estate after working in hotel operations. His real estate experience includes marketing, leasing, and sales; development; and finance. His internship experiences have included work with Stellar Management, The Corcoran Group, Fortress Investment Group, and Deutsche Bank. Alec grew up in New York City, where he will begin his career in real estate in August.

Student Participants



Christine Cerialle '16

Student
Cornell University
School of Hotel Administration

Christine Cerialle is a junior in the School of Hotel Administration at Cornell University. Christine first became interested in the hospitality industry in high school. After working in hotel operations she decided to pursue the fashion industry. Christine has worked for TOM FORD in both their public relations and e-commerce department, as well as working as an editorial fashion intern for Travel & Leisure magazine. She is a member of Cornell's Thread Magazine and the Cornell Fashion Collective.

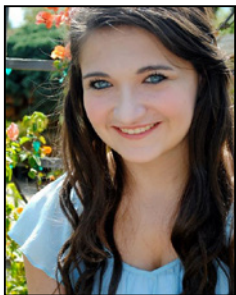


Sarah Coderre '15

Student
Cornell University
ILR School

Sarah Coderre is a senior in the ILR School. A native of Worcester, Massachusetts, she decided to come to Cornell specifically because of the ILR program. As a member of the Cornell Tradition Fellowship, Sarah has been active in both community service and professional work while at Cornell. She is currently a student manager for Cornell Catering and is a center program specialist at the Cornell Public Service Center. After graduation, Sarah plans to pursue a career in human resources. Having accepted a job offer in this field, Sarah will return to Massachusetts to work in the Human Resources Rotational Program at Liberty Mutual.

Student Participants



Amanda Cohen '15

Student
Cornell University
ILR School

Amanda Cohen is a senior in the ILR School from Chappaqua, New York. This past summer, she interned at Barclays Capital on the Human Resources Business Partner team supporting the technology department. Following graduation, she will join an 18-month HR rotational program at Barclays in New York City. On campus, Amanda has worked as a recruiting assistant in the ILR Office of Career Services, served as vice president of her social sorority, and as a peer mentor for ILR Ambassadors.



Alexandra Diamond '15

Student
Cornell University
School of Hotel Administration

Alexandra Diamond is a senior in the School of Hotel Administration. Coming from New York City, her career interests include travel, tourism, and event planning. Last summer, Alexandra worked at a travel management company developing a luxury travel online travel agency (OTA), as well as assisting the vacations department with luxury travel planning. She has worked as both an office clerk and a bartender in South Australia, where most of her family resides. At Cornell, Alexandra has spent the last year working as a teaching assistant for managerial accounting. In the future, she hopes to pursue her aforementioned career interests while getting the chance to travel the world.

Student Participants



Caroline Fallon '15

Student
Cornell University
ILR School

Caroline Fallon is a senior at Cornell University and will graduate from the ILR School in May 2015 with a Bachelor of Science degree and a business minor. She grew up in Cherry Hills Village, Colorado, skiing and enjoying the Rocky Mountains. Caroline interned for Pivotal Investment Partners in 2012 and spent the summer of 2013 in Ithaca as a research assistant for Professor J. Goncalo in the Organizational Behavior Department at Cornell. Most recently Caroline interned as a summer analyst for Bank of America's Merrill Edge Division in New York City. Of the many different aspects of the company she experienced, she was most interested in digital marketing. Throughout her Cornell career, Caroline has been involved in her sorority, Kappa Kappa Gamma, where she has held the leadership roles of new member chairman and corresponding secretary. She has also been elected to the Standards Committee of Kappa Kappa Gamma for three years, and in 2014 was elected to the Greek Judicial Board, which governs all of Cornell's Greek community. Caroline holds dual citizenship with the United States and Ireland and hopes to put that to use in a career with a global company. After exploring more of the world, she plans to move back to Colorado.



Erin Fong '15

Student
Cornell University
School of Hotel Administration

Erin Fong is a senior in the Cornell University School of Hotel Administration, where she is pursuing a Minor in Real Estate. Following graduation, she will be working as an investment analyst at Prudential Real Estate Investors. Her passion for real estate started with a class in real estate development, followed by classes in real estate law and finance. Erin's most recent work experience was at Wells Fargo, where she worked with the commercial real estate team on construction loan originations. Prior to that, she worked with the real estate development and planning team at NBC Universal to develop the Wizarding World of Harry Potter at Universal Studios Hollywood.

Student Participants



Christine Gabrellian '15

Student
Cornell University
ILR School

Christine Gabrellian is a senior in the ILR School, she is from New York City. She has always had a passion for argumentation and debate and the ability to view arguments from different perspectives. Her interest in history, law, and efficient workplace practices led her to learn more about the ILR School when she was pursuing college options. She has held various internships in the insurance division of a corporate law firm, as well as compensation consulting and asset management. Of Armenian descent, Christine has always appreciated her ancestral past dating back to the Armenian Genocide of the early 20th Century, when her family fled the former Ottoman Empire. Eventually settling in the United States, her grandfather founded his own commercial real estate development firm. With that background, the many students interested in Cornell was also a compelling factor encouraging her attendance here. Eventually, Christine plans on attending law school, although she does not know what type of law she wants to pursue. She is excited to continue her education and hopefully have the opportunity to live outside of the Northeast as well. In the meantime, she looks forward to the remainder of her senior year.



Dajana Gjoza '16

Student
Cornell University
School of Hotel Administration

Dajana Gjoza is a junior at Cornell's School of Hotel Administration. With her interest in event planning and entrepreneurship, she hopes to take the knowledge she's gained from her law classes to start her own business some day. On campus she is the assistant director of design for Hotel Ezra Cornell, where she oversees nine different teams. She is also an associate of the business department of the Cornell Daily Sun, where she plans and promotes various marketing campaigns on Cornell's campus. Additionally, she is a teaching assistant for Service Operations Management and serves as a campus ambassador for Hilton Worldwide. This summer Dajana will be interning at the Waldorf=Astoria in New York City as an events intern. Upon graduation she hopes to work in the hospitality industry and receive an MBA in management.

Student Participants



Adam Gottlieb '15

Student
Cornell University
ILR School

Adam Gottlieb is a senior at the Cornell ILR School. He has supplemented his ILR education by taking courses in the Johnson School and Dyson School. After graduation, Adam will be working in the advisory group at Perella Weinberg Partners, where he will help advise on M&A and restructuring transactions. On campus, Adam is a member of the Cayuga MBA Fund, a long short hedge fund with approximately \$5 million of assets under management. He also serves as a research assistant in the Dyson School and as a teaching assistant in the Johnson School, and he is a member of a social fraternity on campus.



Michael Grant '15

Student
Cornell University
ILR School

Michael Grant is a senior and a business minor in the Cornell University School of Industrial and Labor Relations (ILR). Michael transferred to Cornell after one year at the University of Southern California. Michael is a member of the Sigma Chi Fraternity, where he has held a number of positions including new member educator and alumni relations chair. Michael's post-graduation plans include law school after perhaps a couple of years in the workforce.

Student Participants



Corben Green '15

Student
Cornell University
ILR School

Corben Green is a student at Cornell University's School of Industrial and Labor Relations (ILR). Corben transferred to Cornell in his sophomore year after learning about the School of Industrial and Labor Relations in his class at the University of Maine. In the summer after his sophomore year, Corben worked at the Sisters of Charity Foundation in Cleveland, Ohio, where he served as the summer grant analyst, managing the Good Samaritan grant program. In the summer after his junior year, Corben worked at People United for Sustainable Housing (PUSH), a grass roots organization in Buffalo, which fights for economic and social justice as well as sustainable housing for the people of West Buffalo. Corben was also a community organizer and an analyst for PUSH, responsible for the organization's outreach and community response.

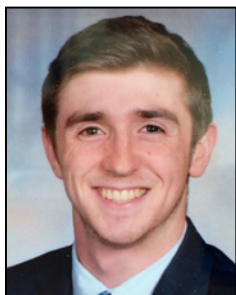


Cameron Griggs '15

Student
Cornell University
ILR School

Cameron Griggs is a senior at the Cornell University School of Industrial and Labor Relations (ILR). Cameron was drawn to the School of Industrial and Labor Relations because of the program's hands-on and applicable approach to academics. Currently, she is a general manager for Cornell Dining as well as a campus tour guide. Cameron plans to move to Seattle after graduation to work at Accenture as a management consulting business analyst.

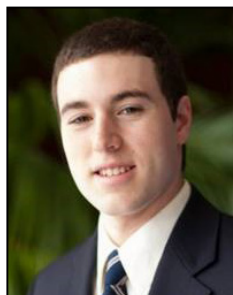
Student Participants



Benjamin Halper '15

Student
Cornell University
ILR School

Benjamin Halper is a senior at Cornell University's School of Industrial and Labor Relations (ILR). After graduation, Benjamin will be joining the asset management sector of JP Morgan Chase & Co. He is a member of Phi Kappa Psi Fraternity.

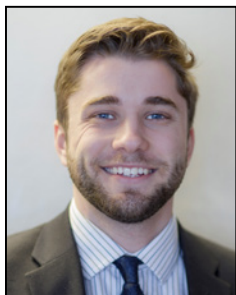


Michael Hassman '15

Student
Cornell University
School of Hotel Administration

Michael Hassman is a senior at the Cornell University School of Hotel Administration and the third sibling in his family to be a Hotelier. Michael was drawn to the School of Hotel Administration because of its undergraduate business curriculum and because his brother and sister are both alumni. Presently, Michael works for the Cornell Athletics Department Business Office and will soon begin working with Cornell Football during spring ball. This past summer Michael worked with Legends Hospitality at Yankee Stadium as a services intern, helping supervise the most premier club in the stadium. Michael decided to take a semester off instead of graduating early so he could work in the Athletics Department Business Office at the University of Virginia. While at Virginia, Michael was involved in the daily operations of the office and was responsible for the National Collegiate Athletic Association (NCAA) reports, helping reconcile accounts for the varsity teams and tracking fan spending at all athletics contests. After graduation, Michael plans to pursue a career in the sports industry.

Student Participants



Marcus Hill '16

Student
Cornell University
ILR School

Marcus Hill is a recent transfer student from Dutchess Community College to Cornell University's School of Industrial and Labor Relations (ILR). After high school, Marcus decided to postpone his college plans so he could travel through the U.S. and volunteer for the nonprofit, Habitat for Humanity. During this time, he visited 39 states and worked on a variety of projects with other nonprofits. In addition to his service-related work, Marcus worked on a commercial fishing boat in Dutch Harbor, Alaska, which was a very challenging, yet rewarding experience as it helped finance his Cornell education.

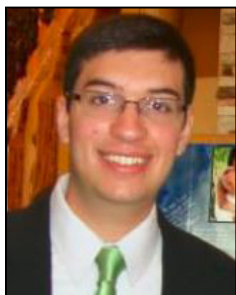


Iana Jacks '15

Student
Cornell University
School of Hotel Administration

Iana Jacks is a senior in the Cornell University School of Hotel Administration, with a concentration in law. She is a Cornell Tradition fellow and currently the president of the National Society for Minorities in Hospitality (NSMH). Previously, she was the co-director of special events. After graduation, Iana plans to pursue a career in event management and experiential marketing, her passion since high school. Iana's first job was at Party City and since then, she has had several event-related internships—Row NYC, Greater Philadelphia Tourism Marketing Corporation (GPTMC), Cornell Catering, and 3d PR and Marketing. Iana is also considering law school, but wants to postpone that decision until she has a few years' experience in the workforce.

Student Participants



Karl Khambatta '15

Student
Cornell University
School of Hotel Administration

Karl Khambatta is a senior at the Cornell University School of Hotel Administration and a graduate of the Culinary Institute of America. Karl is a member of the Hospitality Leadership Development Program at Cornell and also works in the front of the house and the kitchen for the Statler Hotel's restaurant, Taverna Banfi. In addition, Karl is involved with Cornell Hospitality Consulting and is working on a project that focuses on customer feedback within the restaurant industry. Karl's immediate plan after graduation is to secure a position as an assistant manager, but hopes to open his own restaurant in the near future.



Sohil Khurana '15

Student
Cornell University
ILR School

Sohil Khurana is a senior in the Cornell University School of Industrial and Labor Relations (ILR). On campus, he is involved in the Cornell Organization for Labor Action, the Student Assembly Communications Committee, the Class of 2015 Convocation Committee, the Cornell International Affairs Society, and the Tarana South Asian A Cappella. Last summer, Sohil was a policy intern in the Division of Labor Relations and Worker's Compensation at the Office of the Attorney General for the State of Connecticut. He conducted policy research and drafted formal legal opinions on issues such as Employee Retirement and Income Security Act (ERISA), federal preemption, and statutory retirement benefits regarding teachers and unionized employees. Additionally, he has also interned at the United States Superior Court, where he conducted research on federal preemption of state laws regarding privacy and civil liberties. Sohil plans on attending law school, focusing on corporate law and financial regulatory policy.

Student Participants



Maegan Krieger '16

Student
Cornell University
School of Hotel Administration

Maegan Krieger is a junior at Cornell University's School of Hotel Administration. Maegan is involved in the Cornell University Sustainable Design club (CUSD) and is a lead on the project team, responsible for four people completing the Leadership in Energy and Environmental Design (LEED) neighborhood development certification for Cornell's Tech Campus. Maegan also works at the Park Foundation in Ithaca and is a sustainability intern for the foundation, helping them complete their Green Plus and LEED for commercial interiors certifications. On the weekends, she is the rink assistant at Cornell's Lynah Rink. Maegan plans to graduate in 2016 after a semester in Australia studying sustainability.

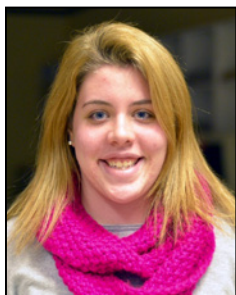


Danielle Kronenfeld '15

Student
Cornell University
ILR School

Danielle Kronenfeld is a senior at Cornell University's School of Industrial and Labor Relations (ILR), where she is minoring in business. Danielle began career in human resources two years ago when she was an intern at Lacoste. While at Lacoste, she was a recruiter for boutique sales associate and management positions. This past summer, Danielle interned at Morgan Stanley's Human Resources Department in the campus recruiting division, focusing on improving the firm's recruitment strategies on core college campuses. After graduation, she will be engaged at Morgan Stanley full time for a two-year Human Resources Analyst Rotational program. At Cornell, Danielle is a senior information specialist/campus tour guide as well as the vice president of New Member Education for Pi Sigma Epsilon Sales Marketing and Management Fraternity. Previously, she was the vice president of alumni relations. Danielle is also an active member of the Society for Human Resource Management, ILR student government, and Sigma Delta Tau Sorority.

Student Participants



Kathrine Morin '15

Student
Cornell University
ILR School

Kathrine Morin is a senior at Cornell University's School of Industrial and Labor Relations (ILR). While at Cornell, Morin has been building her human resources experience. Previously, she was a labor relations intern at Walt Disney Parks and Resorts, where she was responsible for supporting contract negotiations, and grievance and arbitration preparation. Prior to her internship at Disney, Morin served as the government relations intern for GTECH S.p.A., an Italian company active in the gaming business and the license holder for the Italian National Lottery. During her time at GTECH, Morin worked closely with the Political Action Committee and was responsible for developing the annual publication. After graduation, Morin plans to relocate to Texas, where she has accepted a position at Bell Helicopter as a human resources associate.

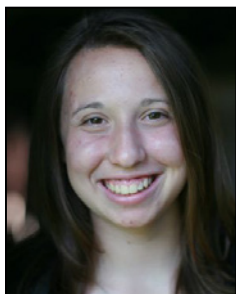


Raul Munoz '16

Student
Cornell University
School of Hotel Administration

Raul Munoz is a student at Cornell University's School of Hotel Administration. Raul decided to enroll at Cornell after attending a sports and entertainment marketing conference and on the strength of Cornell's academic reputation. Because of Raul's interest in sports and entertainment, he worked for Cedar Point Amusement Park and the El Paso Chihuahuas minor league baseball team. Raul is also interested in law and is considering law school in the near future.

Student Participants



Talia Nusbaum '15

Student
Cornell University
ILR School



Uche Onoh '15

Student
Cornell University
ILR School

Talia Nusbaum is a student at Cornell University's School of Industrial and Labor Relations (ILR), class of 2015. Last spring, Talia studied abroad at the University of Cape Town, South Africa, completing a service learning program. While in South Africa, Talia volunteered at Trashback, a recycling technology company, where she was responsible for research and proposals. In addition, she completed an independent semester-long project from which she created an incentive system for informal waste collection. During school breaks, Talia clerks for the law firm of Woods Oviatt Gilman, located in Rochester, N.Y. At the firm, Talia manages all aspects of foreclosure processes, including drafting legal documents, billing, pleadings, calculating payoff and reinstatement figures, and communicating with county officials. In the summer of 2012, Talia spent two months in Addis Ababa, Ethiopia teaching English to first, second, third, and fourth graders at Fresh and Green Academy, a school for underprivileged children. At Cornell, she is involved with the Cornell Organization for Labor Action (COLA), which partners students with local workers to support workers' rights.

Uche Onoh is a senior at Cornell University's School of Industrial and Labor Relations (ILR). He has previous experience in client relations and community outreach. His post-graduation plans include consulting and law school.

Student Participants



Raanee White '15

Student
Cornell University
School of Hotel Administration

Raanee White is a senior at the Cornell University School of Hotel Administration. Because of her interest in food and beverage operations, Raanee accepted a culinary internship with Aramark at the Field Museum of Natural History in Chicago during summer 2014. Currently she is the director of community service for Cornell's chapter of the National Society for Minorities in Hospitality (NSMH). After graduation, Raanee plans to pursue a career in catering, and restaurant food and beverage operations.

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