

TASHLIN LAKHANI

Cornell University
Nolan School of Hotel Administration
SC Johnson College of Business
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ACADEMIC POSITIONS

Assistant Professor of Management and Organizations Cornell University, SC Johnson College of Business Nolan School of Hotel Administration <i>Covid-19 Extension, 2020-2021</i> Grailer Faculty Fellow, 2025-2026	July 2020-Present
Assistant Professor of Management and Human Resources The Ohio State University, Fisher College of Business <i>On Parental Leave 2017-2018 and 2019-2020</i>	August 2014-May 2020
Instructor, Department of Management and Human Resources The Ohio State University, Fisher College of Business	August 2013-July 2014

EDUCATION

Cornell University, ILR School, Ithaca, NY Ph.D., Industrial and Labor Relations	May 2014
<p><u>Dissertation:</u> “Similar, but different? Ownership Form, Human Resource Management, and Performance in Franchise Businesses”</p> <ul style="list-style-type: none">• <i>Winner of Ralph Alexander Best Dissertation Award, Academy of Management HR Division</i>• <i>Winner of the Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award, LERA</i>• <i>Winner of the Industry Studies Association Best Dissertation Award</i>	
Cornell University, ILR School, Ithaca, NY Master of Science, Industrial and Labor Relations	May 2011
<p>Queen’s University, School of Policy Studies, Kingston, ON Master of Industrial Relations</p>	
Wilfrid Laurier University, School of Business & Economics, Waterloo, ON Honors Bachelor of Business Administration (with High Distinction)	June 2005

AREAS OF SPECIALIZATION

Franchising, Ownership Structures, Service Sector, Hospitality Management, Strategic Human Resource Management, Labor Relations, Job Quality, International HRM, Research Methods

† Denotes student co-author at project initiation

JOURNAL ARTICLES

Maffie, M., and **Lakhani, T.** 2025. “[Human Resource Management in New Service Arrangements: Extending the Ability, Motivation, Opportunity \(AMO\) Framework into the Gig Economy](#)”. *Human Resource Management*. 64(5): 1263-1280.

Lakhani, T., Sherwyn, D., & Wagner, P. 2024. “[Same Words, Different Meanings - Same Courts, Different Leanings: How the Supreme Court’s Latest Religious Accommodation Holding Changes the Law and Affects Employers](#)”. *Cornell Hospitality Quarterly*. 65(4): 420-428.

Lakhani, T., & Ouyang, C†. 2022. “[Chain Affiliation and Human Resource Investments: Evidence from the U.S. Restaurant Industry](#)”. *Organization Science*. 33(6): 2209-2225.

Lakhani, T. 2022. “[How and Why Does Franchise Ownership Affect Human Resource Practices? Evidence from the U.S. Hotel Industry](#).” *ILR Review*. 75(2): 321-347.

Lakhani, T., Kuruvilla, S., & Avgar, A. 2013. “[From the Firm to the Network: Global Value Chains and Employment Relations Theory](#).” *British Journal of Industrial Relations*. 51(3): 440-472.

Hickey, R., Kuruvilla, S., & **Lakhani, T.** 2010. “[No Panacea for Success: Member Activism, Organizing and Union Renewal](#).” *British Journal of Industrial Relations*. 48(1): 53-81.

BOOK CHAPTERS

Tapia, M., & **Lakhani, T.** 2023. “Organizing Fast Food: Opportunities, Challenges, and the SEIU.” In Luis L.M. Aguiar and Joseph McCartin (eds.), *Purple Power: The History and Global Impact of SEIU*. Chicago: University of Illinois Press

Batt, R., **Lakhani T.**, Lee, J. E., & Ouyang, C†. 2020. “The Quality of Jobs in the Restaurant Industry.” In Paul Osterman (ed.), *Creating Good Jobs: An Industry-Based Strategy*. Cambridge: MIT Press.

Kuruvilla, S., & **Lakhani, T.** 2013. “Globalization and Employment Relations.” In C. Frege and J. Kelly (eds.), *Comparative Employment Relations in the Global Political Economy*. New York: Routledge.

INDUSTRY & TECHNICAL REPORTS

Lakhani, T. 2021. “[Understanding Human Resource Practices and Outcomes in Franchise Businesses](#).” Research Brief, *Cornell Center for Hospitality Research & Cornell Center for Innovative Hospitality Labor and Employment Relations*.

Batt, R., Lee, J. E., & **Lakhani, T.** 2014. “[A National Study of Employment Practices, Turnover, and Customer Service in the Restaurant Industry](#).” Industry Report.

Hurd, R. W., & **Lakhani, T.** 2008. “[Unions, Associations and Twenty-First Century Professionals](#).” Report prepared for Union Network International, Nyon Switzerland.

INVITED ARTICLES & BOOK REVIEWS

Lakhani, T., & Tapia, M. 2015. “[Seattle Says Franchisees Are Different](#)”. *Jobs with Justice*.

Lakhani, T. 2015. [Review of “The Fissured Workplace: Why Work Became So Bad for So Many and What Can Be Done to Improve It”](#) by David Weil. *British Journal of Industrial Relations*. 53(1): 169-171.

Lakhani, T., & Tapia, M. 2014. “[Organizing the Fragmented Unorganized: An Examination and History of the Fast Food Movement.](#)” *Perspectives on Work*, Volume 18: pp. 22-25, 106.

Lakhani, T. 2012. [Review of “Disintegrating Democracy at Work”](#) by V. Doellgast. *Industrial and Labor Relations Review*. 65(4): 1003-1005.

SELECTED RESEARCH IN PROGRESS

Lakhani, T., Ouyang C., Chung, H., Batt, R. Line managers and frontline employee HR practices.

Maffie, M., **Lakhani, T.**, & Sezer, O. How gig work affects traditional jobs.

Lakhani, T. The effects of commitment and control HR practices on performance.

Lakhani, T. & Gough, M. Job quality and outcomes in hospitality.

ACADEMIC & INDUSTRY PRESENTATIONS

Lakhani, T., Ouyang, C., Chung, H., & Batt, R. “Managers as Conduits of Corporate Standards: Evidence from HR Practices in Fast Food Chains.” Presented at the Academy of Management Annual Meeting, Copenhagen Denmark, July 2025.

Lakhani, T. & Gough, M. “Towards a Multi-Dimensional View of Job Quality: Evidence from the Hospitality Industry.” Presented at the Academy of Management Annual Meeting, Copenhagen Denmark, July 2025.

Maffie, M., Lakhani, T., & Sezer, O. “Catching the Uber Flu”. *Invited presentation*, Cornell University Department of Communication, Ithaca NY. November 2024.

Lakhani, T., & Gough, M. “Job Quality: Determinants and Outcomes in Hospitality”. LERA 76th Annual Meeting/ILER 20th World Congress/FMCS National Labor-Management Conference, New York NY, June 2024.

Lakhani, T. “Chain Affiliation and Human Resource Investments”. *Invited presentation*, Cornell Center for Hospitality Research (CHR) Research Summit, April 2024.

Lakhani, T., Batt, R., Chung, H., & Ouyang, C. “Toeing the Line: Chain Influence, Line Managers, and the Enactment of Human Resource Practices for Frontline Employees.” 16th Annual People and Organizations Conference. Wharton School of Business, Philadelphia, PA. September 2023.

Lakhani, T. "Job Quality: Determinants and Outcomes in Hospitality". Research presentation as part of panel symposium on "The Current Upsurge in Worker Organizing and Activism in the U.S.: Flash in the Pan or a Transformational Moment for Building Worker Voice, Power, and Representation?" Academy of Management Annual Meeting, Boston MA, August 2023.

Lakhani, T., Batt, R., & Chung, H. "Toeing the Line: Chain Influence, Line Managers, and the Enactment of Human Resource Practices for Frontline Employees." Industry Studies Association Annual Meeting, Columbus OH, June 2023.

Lakhani, T. "Franchising, HR, and the Changing Legal Landscape". Moderator, Cornell National HR in Hospitality Conference. Phoenix, AZ. May 2023.

Lakhani, T., Batt, R., & Chung, H. "Toeing the Line: Chain Influence, Line Managers, and the Enactment of Human Resource Practices for Frontline Employees." **Invited presentation**, Cornell University ILR School Human Resource Studies Seminar, March 28, 2023.

Lakhani, T. "HR Opportunities in a Franchised World", "Tipping Strategies for Success", "Employer of Choice" (Plenary), Moderator, Cornell National HR in Hospitality Conference. Miami Beach, FL. June 2022.

Lakhani, T., & Batt, R. "Toeing the Line: Formal Requirements, Line Managers, and Organizational Routines for Human Resource Practices in Fast Food Franchise." 74th Annual Meeting of the Labor and Employment Relations Association, June 2022.

Lakhani, T., and Rodriguez, J. "Better Businesses for Better Jobs." **Invited plenary panel discussion** with Jessamyn Rodriguez, Managing Director at Daily Provisions, Union Square Hospitality Group. Hotel Ezra Cornell, Ithaca NY, April 23, 2022.

Lakhani, T. "Learning from HR Practices in Hospitality and Healthcare." **Invited presentation**, Cornell Institute for Healthy Futures Roundtable: Workforce Challenges in Staffing and Engagement, Ithaca NY. April 11, 2022.

Lakhani, T. "Chain Affiliation and Human Resource Investments: Evidence from the Restaurant Industry". **Invited presentation**, MIT Sloan School of Management Institute for Work and Employment Relations (IWER) Seminar, October 2021.

Lakhani, T., & Batt, R. "How Do Franchise Brand Requirements Affect Pay and Working Conditions in Franchised Units? Evidence from the Fast-Food Industry." 73rd Annual Meeting of the Labor and Employment Relations Association, June 2021.

Lakhani, T. "Low-Wage and Gig Work During the COVID-19 Pandemic". LERA Webinar Series, May 2020, Co-Moderator.

Lakhani, T., & Ouyang, C†. "Chain Affiliation, Human Resource Investments, and Performance: Evidence from the U.S. Restaurant Industry." Academy of Management Annual Meeting. Boston, MA. August 2019.

Lakhani, T. "Human Resource Practices in Franchise Properties." **Invited plenary presentation**. Cornell National HR in Hospitality Conference, Las Vegas NV. March 2019.

Lakhani, T., & Ouyang, C†. "Chain Affiliation, Human Resource Investments, and Performance: Evidence from the U.S. Restaurant Industry". 11th Annual People and Organizations Conference. Wharton School of Business, Philadelphia, PA. September 2018.

Lakhani, T., & Batt, R. "Does Franchising 'Cause' Low Wage Work? Evidence from the Fast-Food Industry." Symposium on The Importance of Inter-Employer Dynamics for Employment Relations: Theory, Cases, and Implications for Workers. Labor and Employment Relations Association 70th Annual Meeting, Baltimore, MD. June 2018.

Batt, R., Lakhani, T., Lee, J. E., & Ouyang, C. "The Quality of Jobs in Restaurants." MIT Conference, In Search of the High Road: Meaning and Evidence. Boston, MA. April 2018.

Lakhani, T., & Batt, R. "Franchising, Job Quality, and the Role of Franchisors: Evidence from the U.S. Restaurant Industry." Symposium "Revisiting Franchising Research: A Multidisciplinary Conversation" at the Academy of Management Annual Meeting. Atlanta, GA. August 2017.

Lakhani, T., & Campbell, B. "Organizational Form and Human Capital Investments: Evidence from a Franchise System." SMS Special Conference: Strategic Human Capital, Management Practices and Performance. Milan, Italy. March 2017.

Lakhani, T., & Rosemary Batt. "The U.S. Restaurant Industry: Franchise Ownership and Its Effects on Human Resource Practices and Job Quality." Labor and Employment Relations Association 68th Annual Meeting, Minneapolis, MN, May 2016.

Lakhani, T. "Ownership Matters: The Relationship between Ownership Structure, Human Resource Practices, and Performance in a Franchise System". 7th Annual People and Organizations Conference (Roundtable). Wharton School of Business, Philadelphia, PA. October 2014.

Lakhani, T. "Ownership Matters: The Relationship between Ownership Structure, Human Resource Practices, and Performance in a Franchise System". Academy of Management Annual Meeting. Philadelphia, PA. August 2014.

Lakhani, T. "Organizing the Fragmented Unorganized: Lessons from the Fast-Food Industry." Labor Research & Action Network Annual Meeting. Washington, D.C. June 2014.

Lakhani, T. "Franchise Ownership and its Effects on Human Resource Practices and the Quality of Jobs in the Hotel Industry". Labor and Employment Relations Association 66th Annual Meeting, Portland, OR. June 2014.

Lakhani, T. "Our Business, Your Employees: The Management of Human Resource Systems in Franchise Businesses". Academy of Management Annual Meeting. Orlando, FL. August 2013.

Lakhani, T. "Our Business, Your Employees: The Management of Human Resource Systems in Franchise Businesses". Labor and Employment Relations Association 65th Annual Meeting, St. Louis, MO. June 2013.

Lakhani, T. "Ownership, Human Resource Practices and Labor Relations in the Hotel and Restaurant Industries." Labor Relations in the Hospitality Industry Roundtable. Cornell University School of Hotel Administration, Ithaca, NY. April 2013.

Lakhani, T. "Similar, but different? Ownership Form, Human Resource Practices and Performance in Franchise Businesses." Presented at the International and Comparative Labor & Collective Bargaining Workshop. Cornell University ILR School, Ithaca, NY. March 2013.

Lakhani, T., Kuruvilla, S., & Avgar, A. "From the Firm to the Network: Global Value Chains and Employment Relations Theory". 5th Annual People and Organizations Conference (Roundtable). Wharton School of Business, Philadelphia, PA. September 2012.

Lakhani, T. "Franchising, Human Resources and Performance in the Hotel Industry." Research presentation at the Center for Hospitality Research Board Meeting. Cornell University School of Hotel Administration, Ithaca, NY. April 2012.

Lakhani, T., Kuruvilla, S., & Avgar, A. "From the Firm to the Network: Global Value Chains and Employment Relations Theory". Paper presented at the BJIR 50th Anniversary Conference. London School of Economics, London, England. December 2011.

Lakhani, T. "Our Business, Your Employees: The Management of Employment Systems in Franchise Businesses". 4th Annual People and Organizations Conference (Plenary). Wharton School of Business, Philadelphia, PA. October 2011.

Hickey, R., & Lakhani, T. "Activism and Union Renewal: Britain and the USA". Paper presented at the International and Comparative Labor & Collective Bargaining Workshop. Cornell University ILR School, Ithaca, NY. April 2009.

AWARDS, GRANTS, & FELLOWSHIPS

Cornell University Nolan School of Hotel Administration, Grailer Foundation Fellowship	2025
Cornell University Nolan School of Hotel Administration Teaching Award for Best Undergraduate Elective Course, Spring 2024	2024
Cornell University Nolan School of Hotel Administration Teaching Award for Best Sophomore Core Course, Spring 2022	2022
Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award, LERA	2015
Industry Studies Association Best Dissertation Award, First Place	2015
Ralph Alexander Best Dissertation Award, Winner, Academy of Management, HR Division	2015
Labor and Employment Relations Association Susan C. Eaton Grant (\$2,000)	2014
Labor Research & Action Network Research Grant (with Maite Tapia) (\$6,000)	2014
ILR PhD Research Grant, Cornell University (\$1,000)	2013
Society for Human Resource Management (SHRM) Foundation Dissertation Grant (\$5,000)	2012
Seidman Prize for Research in Industrial Relations, Cornell University	2012
Benjamin Miller Scholarship, Runner-Up, Cornell University (\$1,000)	2011
Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellowship (\$20,000)	2011-2012
Benjamin Miller Scholarship, Runner-Up, Cornell University (\$1,000)	2010
Cornell Center for Hospitality Research (CHR) Research Grant (\$5,000)	2010
ILR MS Research Grant, Cornell University (\$600)	2010
Eleanor Emerson Fellowship, Cornell University	2008
Research Fellowship, ILR School, Cornell University	2007-13
Cameron-Wood Prize for Most Outstanding Academic Record, Queen's University	2006

R.S. McLaughlin Fellowship, Queen's University (\$10,000)	2005
Wilfrid Laurier University School of Business & Economics Gold Medal for Highest Overall Academic Standing	2005
Wilfrid Laurier University School of Business & Economics Convocation Banner Carrier	2005
Wilfrid Laurier University Dean's Honor Roll	2001-2005
Louise Carroll Memorial Award for Leadership, Wilfrid Laurier University	2005
BF Goodrich Award in Production, Wilfrid Laurier University	2005
Wilfrid Laurier University In-Course Scholarship for High Academic Achievement	2004
Winner of <i>ICE</i> Business Case Competition, Wilfrid Laurier University	2004
Proctor & Gamble Scholarship, Wilfrid Laurier University	2002-2003
Wilfrid Laurier Entrance Scholarship for Academic Achievement	2001
Ontario Scholar Award	2001
Thomas and Catherine McCormack Memorial Prize	2001
Maynard Kingsmill Watt Scholarship for Outstanding Academic Achievement	2001

RESEARCH TEAM GRANTS

“Franchising and Low Wage Work”. Russell Sage Foundation. (PIs: Rosemary Batt and Wilma Liebman). Awarded: \$136,950. 2016.

“Employment Practices, Turnover, and Customer Service in the Restaurant Industry” (PIs: Rosemary Batt and John Hausknecht). Rockefeller Foundation. Awarded: \$199,967. 2013.

“What Shapes Adoption and Outcomes of HR Management Practices in the Restaurant Industry?” (PIs: Rosemary Batt and John Hausknecht). CAHRS, Cornell University. Awarded: \$33,000. 2012.

“Employment Practices of Multinationals in Comparative Context” (PI: Sarosh Kuruvilla). Cornell University Institute for the Social Sciences Small Grant Program. Awarded: \$5,000. 2009.

TEACHING EXPERIENCE

Cornell University, Nolan School of Hotel Administration, Ithaca NY

Instructor

Human Resources Management (Undergraduate)	Spring 2021, Spring 2022, Fall 2022; Spring 2024
<i>*Winner of Best Sophomore Core Course, Spring 2022</i>	
Franchising in the Hospitality Industry (Undergraduate)	Spring 2022, Fall 2022; Spring 2024
<i>*Winner of Best Undergraduate Elective Course, Spring 2024</i>	

Hospitality Graduate Research Seminar (Graduate)

Fall 2021

The Ohio State University, Fisher College of Business, Columbus OH

Instructor

International Labor & Human Resource Management (Undergraduate)	Spring 2014-2020
Franchising (Undergraduate)	Spring 2015-2017
Labor Relations & Collective Bargaining (Undergraduate)	Spring 2014-2016
International HRM (Masters)	Spring 2019-2020
Labor Relations (Masters)	Spring 2019

The Ohio State University, Fisher College of Business, Columbus OH
Instructor, MHR PhD Professional Development Workshop, Various Topics
Cornell University, ILR School, Ithaca, NY
Teaching Assistant
Introduction to Collective Bargaining (Undergraduate)

2015-2019
Fall 2007, Spring
2008, Fall 2008

Wilfrid Laurier University, School of Business & Economics, Waterloo ON
Teaching Assistant
Managerial & Financial Accounting (Undergraduate)

Fall 2003-Spring 2004

INDUSTRY, ACADEMIC, & PROFESSIONAL SERVICE

Selected Media Engagement

- [Now even veterinarians are asking for tips — here's why you're suddenly being prompted everywhere you go.](#) Yahoo! Finance, Moneywise, September 2022.
- [People are still tipping generously, despite inflation.](#) Quartz, August 2022.
- [Is Starbucks hurting or helping baristas by making it easier to tip?](#) Quartz, May 2022.
- [Cornell Research: Key HR practices benefit franchisees, performance.](#) Hotel Business, December 2021.

Industry Engagement

- Cornell Center for Innovative Hospitality Labor & Employment Relations, 23rd Annual Labor and Employment Law Roundtable, Participant, New York NY. November 2025.
- “Marketing for HR: Communicating your Brand and EVP”, Session Organizer and Moderator, Cornell National HR in Hospitality Conference, San Diego, CA. May 2025.
- “Immigration Update”, Session Moderator, Cornell National HR in Hospitality Conference, San Diego, CA. May 2025.
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 11th Annual Labor Management Roundtable, Participant, Hollywood FL. March 2025.
- “Leading with People: HR’s Role in Elevating Hospitality Excellence”, Moderator, Cornell University Keynote Webinar. February 2025. eCornell Recording: <https://ecornell.cornell.edu/keynotes/overview/K022725a/>
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 22nd Annual Labor and Employment Law Roundtable, Participant, New York NY. November 2024.
- “Progressive vs. Conservative Landscape: What’s a National Employer to Do?”, Plenary Session Moderator, Cornell National HR in Hospitality Conference, Atlanta GA. May 2024.
- “Leveraging HR in a Franchised World”. Session Organizer and Moderator, Cornell National HR in Hospitality Conference, Atlanta GA. May 2024.
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 10th Annual Labor Relations Roundtable, Participant, Hollywood FL. February 2024
- Faculty Immersion Trips to meet with industry leaders/alumni and discuss industry trends: October 2023: Marriott International Headquarters, Bethesda MD; January 2023: Miami FL
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 21st Annual Labor and Employment Law Roundtable, Participant, Ithaca NY. September 2023.
- “Franchising, HR, and the Changing Legal Landscape”. Session Organizer and Moderator, Cornell National HR in Hospitality Conference, Phoenix AZ. May 2023.
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 9th Annual Labor Relations Roundtable, Participant, Delray Beach FL. March 2023

- “The Next 100 Years: Hospitality Workforce of Tomorrow”, Featured Speaker, Cornell University Center for Hospitality Research Keynote Webinar. March 2023. eCornell Recording: <https://ecornell.cornell.edu/keynotes/overview/K030823/>
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 20th Annual Labor and Employment Law Roundtable, Participant, Ithaca NY. September 2022.
- “HR Opportunities in a Franchised World”, Session Organizer and Moderator, Cornell National HR in Hospitality Conference. Miami Beach, FL. June 2022.
- “Tipping Strategies for Success”, Session Organizer and Moderator, Cornell National HR in Hospitality Conference. Miami Beach FL. June 2022.
- “Employer of Choice” (Plenary), Session Organizer and Moderator, Cornell National HR in Hospitality Conference. Miami Beach FL. June 2022.
- “Better Businesses for Better Jobs.” Moderator. Invited plenary panel discussion with Jessamyn Rodriguez, Managing Director at Daily Provisions, Union Square Hospitality Group. Hotel Ezra Cornell, Ithaca NY, April 2022. eCornell Recording: <https://ecornell.cornell.edu/keynotes/overview/K042322/>
- “Learning from HR Practices in Hospitality and Healthcare.” Invited presentation and discussant, Cornell Institute for Healthy Futures Roundtable: Workforce Challenges in Staffing and Engagement, Ithaca NY. April 2022.
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 9th Annual Labor Relations Roundtable (Virtual), Participant, March 2021.
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 19th Annual Labor and Employment Law Roundtable (Virtual), Participant, December 2020.
- “Human Resource Practices in Franchise Properties.” Invited plenary presentation. Cornell National HR in Hospitality Conference, Las Vegas NV. March 2019.
- “Ownership, Human Resource Practices and Labor Relations in the Hotel and Restaurant Industries.” Presentation at the Labor Relations in the Hospitality Industry Roundtable. Cornell University School of Hotel Administration, Ithaca, NY. April 2013.
- “Franchising, Human Resources and Performance in the Hotel Industry.” Research presentation at the Center for Hospitality Research Board Meeting. Cornell University School of Hotel Administration, Ithaca, NY. April 2012.

University Service

- Cornell Annual National HR in Hospitality Conference, Planning Committee, 2021-Present
- Cornell Center for Innovative Hospitality Labor & Employment Relations (CIHLER), Member/Participant, 2020-Present
- Cornell University Nolan SHA, Undergraduate Faculty Advisor, 2020-Present
- Cornell University Hotel Ezra Cornell (HEC), Faculty Advisor to People & Culture and Impact & Inclusion teams, 2021-Present
- Cornell University Nolan SHA, HR Faculty Search Committee, 2021-2022
- OSU MHR Distinguished Teaching Fellows Nomination and Selection Committee, 2018-2019
- OSU Fisher College of Business, Undergraduate Programming Committee, 2017-2018
- OSU Labor Relations Advisory Group (University Level), 2017-2018
- OSU MHR Human Resources Faculty Recruiting Committee, 2016-2018
- OSU Co-Chair MHR Speaker Series, 2014-2015; 2015-2017
- OSU MHR Strategy Recruiting Committees (Chase Chair, Corporate Sustainability & Competitive Advantage, Corporate Innovation & Entrepreneurship), 2015-2016
- OSU MHR Doctoral Alumni Planning Committee, 2015-2016

Professional Service

- Labor and Employment Relations (LERA) Founding Member of the Hospitality Industry Council, 2024-Present
- Industry Studies Association (ISA), Annual Conference Track Chair, Labor Markets, Organizations, & Employment Relations Research Stream, 2020-Present
- Industry Studies Association Annual Conference PDW Faculty Mentor, 2022, 2023
- Labor and Employment Relations (LERA) Junior Faculty Consortium, Co-Chair, 2021
- Labor and Employment Relations Work and Human Resources Network, Co-Chair, 2015-2020
- Academy of Management Human Resources Division Ralph Alexander Best Dissertation Award Committee, Member, 2019
- Industry Studies Association Early Career Development Committee and Professional Development Workshop, Co-Organizer, 2015-2018
- Academy of Management Human Resources Division Ralph Alexander Best Dissertation Award Committee, Chair, 2015-2016
- Academy of Management Annual Meeting, Human Resources Division Doctoral Consortium Panelist, 2013, 2014, 2015
- Ad Hoc Reviewer, *Organization Science, Management Science, ILR Review, Industrial Relations, British Journal of Industrial Relations, Production and Operations Management, Cornell Hospitality Quarterly, Human Resource Management Journal*

AFFILIATIONS

Academy of Management, Industry Studies Association, Labor and Employment Relations Association, Society for Human Resource Management