

TASHLIN LAKHANI

Cornell University
Nolan School of Hotel Administration
SC Johnson College of Business
565F Statler Hall, Ithaca, New York 14853
lakhani@cornell.edu

ACADEMIC POSITIONS

Assistant Professor of Management and Organizations **July 2020-Present**
Cornell University, SC Johnson College of Business
Nolan School of Hotel Administration
Covid-19 Extension, 2020-2021
Grailer Faculty Fellow, 2025-2026

Assistant Professor of Management and Human Resources **August 2014-May 2020**
The Ohio State University, Fisher College of Business
On Parental Leave 2017-2018 and 2019-2020

Instructor, Department of Management and Human Resources **August 2013-July 2014**
The Ohio State University, Fisher College of Business

EDUCATION

Cornell University, ILR School, Ithaca, NY **May 2014**
Ph.D., Industrial and Labor Relations

Dissertation: "Similar, but different? Ownership Form, Human Resource Management, and Performance in Franchise Businesses"

- *Winner of Ralph Alexander Best Dissertation Award, Academy of Management HR Division*
- *Winner of the Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award, LERA*
- *Winner of the Industry Studies Association Best Dissertation Award*

Cornell University, ILR School, Ithaca, NY **May 2011**
Master of Science, Industrial and Labor Relations

Queen's University, School of Policy Studies, Kingston, ON **October 2006**
Master of Industrial Relations

Wilfrid Laurier University, School of Business & Economics, Waterloo, ON **June 2005**
Honors Bachelor of Business Administration (with High Distinction)

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

PEER REVIEWED JOURNAL ARTICLES

Lakhani, T., Ouyang, C†., Chung, H†., & Batt, R. 2026. “Line Managers as Conduits of Corporate Standards: Evidence from Human Resource Practices in Fast Food Franchise Chains.” *Human Resource Management*, Forthcoming.

Lakhani, T., & Sherwyn, D. 2026. “Accidents Will Happen: An Empirical Analysis of the Effect of the EFAA Shows the Error of Forcing Employees to Litigate Employment Claims”. *ABA Journal of Labor and Employment Law*, Forthcoming.

Maffie, M., & **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

Maffie, M., Lakhani, T., & Sezer, O "Gig Work and Worker Withdrawal in Traditional Employment Relationships". Revising for submission.

- *Best Paper Designation, Academy of Management Best Paper Proceedings (HR Division, 2026)*

Lakhani, T. "Ownership Structure, Employee Management, and Organizational Performance: Evidence from the Hotel Industry." Revising for submission.

Lakhani, T. & Gough, M "Show me the money? Job Quality and Worker Outcomes in the Hospitality Industry". Under Review, *Cornell Hospitality Quarterly*.

Multi-industry study of worker voice, equity, and mobility (with multi-university Worker Empowerment Research Network in collaboration with the U.S. Department of Labor). *Data analysis*.

ACADEMIC & INDUSTRY PRESENTATIONS

Invited Presentations (* presented by co-author)

Lakhani, T., and Gough, M. 2026. "Show me the money?" Job Quality and Worker Outcomes in the Hospitality Industry. **Cornell CHR Advisory Board Meeting**.

Maffie, M., Lakhani, T, & Sezer, O. 2024. "Catching the Uber Flu". **Cornell Department of Communication**.*

Lakhani, T. 2024. "Chain Affiliation and Human Resource Investments". **Cornell CHR Research Summit**.

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

Lakhani, T. 2022. “Learning from HR Practices in Hospitality and Healthcare.” **Cornell Institute for Healthy Futures Roundtable.**

Lakhani, T. 2021. “Chain Affiliation and Human Resource Investments: Evidence from the Restaurant Industry”. **MIT Sloan School of Management, IWER Seminar.**

Lakhani, T., & Ouyang, C†. 2021. “Chain Affiliation, Human Resource Investments, and Performance: Evidence from the U.S. Restaurant Industry.” **Renmin University of China, School of Labor and Human Resources.***

Lakhani, T. 2019. “Human Resource Practices in Franchise Properties.” Plenary presentation, **Cornell National HR in Hospitality Conference.**

Lakhani, T. 2013. “Ownership, Human Resource Practices and Labor Relations in the Hotel and Restaurant Industries.” **Cornell SHA Roundtable.**

Lakhani, T. 2013. “Similar, but different? Ownership Form, Human Resource Practices and Performance in Franchise Businesses.” **Cornell ILR ICL Seminar.**

Lakhani, T. 2012. “Franchising, Human Resources and Performance in the Hotel Industry.” **Cornell CHR Board Meeting.**

Lakhani, T. 2012. “Our Business, Your Employees: The Management of Employment Systems in Franchise Businesses.” **The Ohio State University, Fisher College of Business.**

Lakhani, T. 2012. “Our Business, Your Employees: The Management of Employment Systems in Franchise Businesses” **Michigan State School of Human Resources and Labor Relations.**

Moderator and Discussant Roles

“Taking Care of You: Mental Health and Well-Being Strategies for Burnt-Out HR Leaders”, **Session Moderator**, Cornell National HR in Hospitality Conference, Hollywood, FL. May 2026.

“Building Your Marketing and Branding Expertise”, **Session Moderator**, Cornell National HR in Hospitality Conference, Hollywood, FL. May 2026.

“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.

“Leading with People: HR’s Role in Elevating Hospitality Excellence”, **Panel Moderator**, Cornell University Keynote Webinar. February 2025. eCornell Recording:
<https://ecornell.cornell.edu/keynotes/overview/K022725a/>

“Progressive vs. Conservative Landscape: What’s a National Employer to Do?”, **Plenary 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.

“Franchising, HR, and the Changing Legal Landscape”. **Session Organizer and Moderator**, Cornell National HR in Hospitality Conference, Phoenix AZ. May 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/>

“Better Businesses for Better Jobs.” **Plenary Moderator**, with Jessamyn Rodriguez, Managing Director at Daily Provisions, Union Square Hospitality Group. Hotel Ezra Cornell, Ithaca NY, April 23, 2022. eCornell Recording: <https://ecornell.cornell.edu/keynotes/view/K042322/>

“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.

“Low-Wage and Gig Work During the COVID-19 Pandemic”. LERA Webinar Series, May 2020, **Co-Moderator**.

Academic Conference Presentations

Maffie, M., Lakhani, T., & Sezer, O “Catching the Uber Flu: How Gig Work Shapes Worker Behavior in Traditional Jobs”. Academy of Management Annual Meeting, Philadelphia PA, July 2026.

Lakhani, T. “Commitment or Control? Ownership, Employee Governance, and Performance in the Hotel Industry.” LERA 78th Annual Meeting, Minneapolis MN, May 2026.

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

Lakhani, T., & Gough, M. “Job Quality: Determinants and Outcomes in Hospitality”. LERA 76th Annual Meeting/ILERA 20th World Congress/FMCS National Labor-Management Conference, New York NY, June 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., & 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., & 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., & 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., & 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., 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., 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 2021, Fall 2022;
Spring 2024; Spring 2025, Spring 2026

**Winner of Best Sophomore Core Course, Spring 2022*

Franchising in the Hospitality Industry (Undergraduate)

Spring 2022, Fall 2022; Spring 2024
Spring 2025

**Winner of Best Undergraduate Elective Course, Spring 2024*

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

2015-2019

Cornell University, ILR School, Ithaca, NY

Fall 2007, Spring

Teaching Assistant

2008, Fall 2008

Introduction to Collective Bargaining (Undergraduate)

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

- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 12th Annual Labor Management Roundtable, Hollywood FL. April 2026.
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 23rd Annual Labor and Employment Law Roundtable, New York NY. November 2025.
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 11th Annual Labor Management Roundtable, Hollywood FL. March 2025.
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 22nd Annual Labor and Employment Law Roundtable, New York NY. November 2024.
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 10th Annual Labor Relations Roundtable, Hollywood FL. February 2024
- **Participant**, Faculty Immersion Trips to meet with industry leaders/alumni and discuss industry trends: October 2023: Marriott International Headquarters, Bethesda MD; January 2023: Miami FL

- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 21st Annual Labor and Employment Law Roundtable, Ithaca NY. September 2023.
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 9th Annual Labor Relations Roundtable, Delray Beach FL. March 2023
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 20th Annual Labor and Employment Law Roundtable, Ithaca NY. September 2022.
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 9th Annual Labor Relations Roundtable (Virtual), March 2021.
- **Participant**, Cornell Center for Innovative Hospitality Labor & Employment Relations, 19th Annual Labor and Employment Law Roundtable (Virtual), December 2020.

University Service

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

Professional Service

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

Graduate Student Advising

- Findley McSevney – Cornell University (ILR School, MS Student, Committee Member, Expected Graduation 2027)
- Vinh Le – Cornell University (Nolan School, MS Student, Committee Member, Graduated 2023)

Ad Hoc Reviewer

- *Organization Science*
- *Management Science*
- *ILR Review*
- *Industrial Relations*
- *British Journal of Industrial Relations*
- *Production and Operations Management*
- *Human Resource Management Journal*
- *Cornell Hospitality Quarterly*

AFFILIATIONS

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