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
Grailer Faculty Fellowship, 2025–2026
COVID-19 Tenure Clock Extension, 2020–2021

Assistant Professor of Management and Human Resources **August 2014–May 2020**
The Ohio State University, Fisher College of Business
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 the 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*

JOURNAL ARTICLES

Lakhani, T., & Gough, M. 2026. "Show Me the Money? Job Quality and Worker Outcomes in the Hospitality Industry." ***Cornell Hospitality Quarterly***.

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***.

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." ***American Bar Association 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 Restaurant Industry." ***Organization Science***. 33(6): 2209-2225.

Lakhani, T. 2022. "How and Why Does Franchise Ownership Affect Human Resource Practices? Evidence from the US Hotel Industry." ***Industrial and Labor Relations Review* (*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 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 Restaurants." In Paul Osterman (ed.), ***Creating Good Jobs: An Industry-Based Strategy.*** Cambridge: MIT Press.

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

INDUSTRY RESEARCH PUBLICATIONS

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.

Lakhani, T., & Tapia, M. 2015. **"**Seattle Says Franchisees Are Different." ***Jobs with Justice***.

Batt, R., Lee, J. E., & **Lakhani, T**. 2014. "A National Study of Employment Practices, Turnover, and Customer Service in the Restaurant Industry." Industry Report.

Lakhani, T., & Tapia, M. 2014. "Organizing the Fragmented Unorganized: An Examination and History of the Fast Food Movement." ***Perspectives on Work***, 18(1): 22-25, 106.

Hurd, R. W., & **Lakhani, T**. 2008. "Unions, Associations and Twenty-First Century Professionals." Research Report prepared for Union Network International, Nyon, Switzerland.

INVITED BOOK REVIEWS

Lakhani, T. Review of "Chains of Command: The Rise and Cruel Reign of the Franchise Economy" by Brian Callaci. Invited book review for ***ILR Review***.

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. 2012. Review of "Disintegrating Democracy at Work" by Virginia Doellgast. ***ILR Review***. 65(4): 1003-1005.

SELECTED RESEARCH IN PROGRESS

Maffie, M., **Lakhani, T**., & Sezer, O. "When Workers Have Alternatives: Gig Work, Employee Withdrawal, and High Commitment Human Resource Practices." Under review at *Journal of Management*.

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

Lakhani, T. "Ownership Structure, Workplace Governance, and Organizational Performance: Evidence from the Hotel Industry." Preparing for submission to the *British Journal of Industrial Relations*.

Lakhani, T., & Sherwyn, D. "The effects of *Groff v. DeJoy* on Religious Accommodation Litigation."

Lakhani, T. 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).

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, 2023. "The Next 100 Years: Hospitality Workforce of Tomorrow", Featured Speaker, **Cornell University Center for Hospitality Research Keynote Webinar**. eCornell Recording.

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. 2023. "Strategic Human Resource Management and Franchise Ownership." **SC Johnson College of Business, Research with Impact Series**. Recording.

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 University, School of Human Resources and Labor Relations**.

Organizer and Moderator 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.

"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.

"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.

"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." Accepted for the 19th Annual People & Organizations Conference, Wharton School of Business, Philadelphia, PA, September 2026.

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 Ted Teng '79 Dean's Teaching Excellence Award	**2026**
Cornell University Nolan School of Hotel Administration Grailer Faculty Fellowship	**2025**
Cornell University Nolan School of Hotel Administration Teaching Award for Best Undergraduate Elective Course	**2024**
Cornell University Nolan School of Hotel Administration Teaching Award for Best Sophomore Core Course	**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 *ICE* 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 Labor Market Outcomes." Alfred P. Sloan Foundation. (PI: Rosemary Batt). Awarded: $131,366. 2019.

"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." Rockefeller Foundation. (PIs: Rosemary Batt and John Hausknecht). Awarded: $199,967. 2013.

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

"Employment Practices of Multinationals in Comparative Context." Cornell University Institute for the Social Sciences Small Grant Program. (PI: Sarosh Kuruvilla). 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; Spring 2025; Spring 2026**

Teaching Award for Best Sophomore Core Course, Spring 2022

Franchising in the Hospitality Industry (Undergraduate) **Spring 2022; Fall 2022; Spring 2024; Spring 2025**

Teaching Award for 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, UNIVERSITY, & PROFESSIONAL ACTIVITIES

Selected Media Engagement

- Line managers as the linchpin in implementing corporate HR standards. Cornell Business News, September 2026.
- 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.

Executive and Industry Engagement

- **Executive Outreach**, including invited presentations, keynote webinars, and featured speaker engagements for the Cornell Center for Hospitality Research (CHR), eCornell, the Cornell Institute for Healthy Futures (CIHF), Hotel Ezra Cornell (HEC), and the SC Johnson College of Business (see Academic & Industry Presentations).
- **Conference Leadership**, including organizing and moderating executive and plenary sessions for the Cornell National HR in Hospitality Conference (2021-Present) (see Academic & Industry Presentations).
- **Executive Roundtables**, including participation in the Cornell Center for Innovative Hospitality Labor & Employment Relations (CIHLER) Annual Labor Management Roundtable (2021–Present) and the Annual Labor and Employment Law Roundtable (2020-Present).
- **Cornell Faculty Industry Immersion**, including visits to Miami hospitality organizations (January 2023) and Marriott Headquarters in Bethesda, MD (October 2023)

University Service

Cornell University

- **Faculty Representative**, Nolan School Dean Search, 2026
- **Faculty Advisor**, Professional Development of Women (Student Organization), Cornell University, 2026-Present
- **Planning Committee,** Cornell National HR in Hospitality Conference, 2021-Present
- **Faculty Participant,** Cornell Center for Innovative Hospitality Labor & Employment Relations (CIHLER), 2020-Present
- **Invited Featured Faculty Member**, "Chat with the Professor" Series, Nolan Office of Diversity and Inclusion, Cornell University, 2025
- **Undergraduate Faculty Advisor**, Nolan School of Hotel Administration, 2020-Present
- **Faculty Advisor**, Hotel Ezra Cornell, People & Culture and Impact & Inclusion Teams, 2021-Present
- **Faculty Participant**, Hotel Ezra Cornell, 2021-Present
- **Faculty Participant**, University and Nolan School Commencement Ceremonies, 2021-Present
- **Committee Member**, Nolan School HR Faculty Search Committee, 2021-2022

The Ohio State University

- **Committee Member**, MHR Distinguished Teaching Fellows Nomination and Selection Committee, 2018-2019

- **Committee Member**, Fisher College of Business Undergraduate Programming Committee, 2017-2018
- **Committee Member**, Labor Relations Advisory Group (University Level), 2017-2018
- **Committee Member**, MHR Human Resources Faculty Recruiting Committee, 2016-2018
- **Co-Chair**, MHR Speaker Series, 2014-2015; 2015-2017
- **Committee Member**, MHR Strategy Recruiting Committees (Chase Chair, Corporate Sustainability & Competitive Advantage, Corporate Innovation & Entrepreneurship), 2015-2016
- **Committee Member**, 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**, LERA Junior Faculty Consortium, 2021
- **Co-Chair**, LERA 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, Special Committee Member, Expected Graduation 2027)
- Vinh Le – Cornell University, Nolan School of Hotel Administration, SC Johnson College of Business (MS Student, Special Committee Member (Graduated 2023); PhD Student, Special Committee Member (Expected Graduation 2029)

Ad Hoc Reviewer

- *Organization Science*
- *Management Science*
- *Human Resource Management*
- *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