

# TASHLIN LAKHANI

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

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- 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*
- 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

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- 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

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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

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**Lakhani, T.,** Sherwyn, D., & Wagner, P. 2023. “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*. Forthcoming.

**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](#).” *Industrial and Labor Relations 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

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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

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**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

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**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.

## RESEARCH IN PROGRESS

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Nonstandard work and HRM [Title Removed] (with Maffie, M). Under review at *Organization Science*.

“Understanding the Role of Control Versus Commitment in the HR-Performance Relationship: Evidence from a U.S. Franchise System”. Working paper.

“Toeing the Line: Chain Requirements, Line Managers, and the Enactment of Human Resource Practices for Frontline Employees” (with Batt, R, Chung, H, & Ouyang, C). Preparing manuscript.

“Job Quality: Determinants and Outcomes in Hospitality” (with Gough, M). Preparing manuscript.

“Our Business, Your Employees: The Management of Human Resource Systems in Franchise Businesses”. Working Paper.

“Putting the ‘S’ Back into ESG: Public Companies Increased Focus on Diversity Reporting” (with McClean, E and Klein, F). Data collection phase.

“Multi-Industry Study of Worker Voice, Equity, and Mobility” (with multi-university Worker Empowerment Research Network (WERN) in collaboration with the U.S. Department of Labor. PIs: Thomas Kochan, John Ahlquist, Jacob Grumbach). Data analysis stage.

## ACADEMIC & INDUSTRY PRESENTATIONS

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Lakhani, T., & Gough, M. “Job Quality: Determinants and Outcomes in Hospitality”. Accepted presentation at the 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.” 16<sup>th</sup> 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.” 74<sup>th</sup> 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”. 11<sup>th</sup> 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 70<sup>th</sup> 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 68<sup>th</sup> Annual Meeting, Minneapolis, MN, May 2016.

Lakhani, T. "Ownership Matters: The Relationship between Ownership Structure, Human Resource Practices, and Performance in a Franchise System". 7<sup>th</sup> 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 66<sup>th</sup> 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 65<sup>th</sup> 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". 5<sup>th</sup> 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 50<sup>th</sup> 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**

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Cornell University Nolan School of Hotel Administration Teaching Award for Best Sophomore Core Course, Spring 2022	<b>2022</b>
Thomas A. Kochan and Stephen R. Sleigh Best Dissertation Award, LERA	<b>2015</b>
Industry Studies Association Best Dissertation Award, First Place	<b>2015</b>
Ralph Alexander Best Dissertation Award, Winner, Academy of Management, HR Division	<b>2015</b>
Labor and Employment Relations Association Susan C. Eaton Grant (\$2,000)	<b>2014</b>
Labor Research & Action Network Research Grant (with Maite Tapia) (\$6,000)	<b>2014</b>
ILR PhD Research Grant, Cornell University (\$1,000)	<b>2013</b>
Society for Human Resource Management (SHRM) Foundation Dissertation Grant (\$5,000)	<b>2012</b>
Seidman Prize for Research in Industrial Relations, Cornell University	<b>2012</b>
Benjamin Miller Scholarship, Runner-Up, Cornell University (\$1,000)	<b>2011</b>
Social Sciences and Humanities Research Council (SSHRC) Doctoral Fellowship (\$20,000)	<b>2011-2012</b>
Benjamin Miller Scholarship, Runner-Up, Cornell University (\$1,000)	<b>2010</b>
Cornell Center for Hospitality Research (CHR) Research Grant (\$5,000)	<b>2010</b>
ILR MS Research Grant, Cornell University (\$600)	<b>2010</b>
Eleanor Emerson Fellowship, Cornell University	<b>2008</b>
Research Fellowship, ILR School, Cornell University	<b>2007-13</b>
Cameron-Wood Prize for Most Outstanding Academic Record, Queen’s University	<b>2006</b>
R.S. McLaughlin Fellowship, Queen’s University (\$10,000)	<b>2005</b>
Wilfrid Laurier University School of Business & Economics Gold Medal for Highest Overall Academic Standing	<b>2005</b>
Wilfrid Laurier University School of Business & Economics Convocation Banner Carrier	<b>2005</b>
Wilfrid Laurier University Dean’s Honor Roll	<b>2001-2005</b>
Louise Carroll Memorial Award for Leadership, Wilfrid Laurier University	<b>2005</b>
BF Goodrich Award in Production, Wilfrid Laurier University	<b>2005</b>
Wilfrid Laurier University In-Course Scholarship for High Academic Achievement	<b>2004</b>
Winner of <i>ICE</i> Business Case Competition, Wilfrid Laurier University	<b>2004</b>

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

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“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

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### **Cornell University, Nolan School of Hotel Administration, Ithaca NY**

#### **Instructor**

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

<b>Instructor</b> , MHR PhD Professional Development Workshop, Various Topics	2015-2019
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### **Cornell University, ILR School, Ithaca, NY**

#### **Teaching Assistant**

Introduction to Collective Bargaining (Undergraduate)	Fall 2007, Spring 2008, Fall 2008
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### **Wilfrid Laurier University, School of Business & Economics, Waterloo ON**

#### **Teaching Assistant**

Managerial & Financial Accounting (Undergraduate)	Fall 2003-Spring 2004
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## INDUSTRY, ACADEMIC, & PROFESSIONAL SERVICE

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### 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

- 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, 21<sup>st</sup> 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, 9<sup>th</sup> 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, 20<sup>th</sup> 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, 9<sup>th</sup> Annual Labor Relations Roundtable (Virtual), Participant, March 2021.
- Cornell Center for Innovative Hospitality Labor & Employment Relations, 19<sup>th</sup> 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**

- 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, *Industrial and Labor Relations Review*, *Industrial Relations*, *British Journal of Industrial Relations*, *Production and Operations Management*, *Cornell Hospitality Quarterly*

## **AFFILIATIONS**

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