

2019 ILRAA Election Candidates



Steven Berg
BS '89
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

The skills I learned and the experiences I had at the ILR School have played an integral part in my growth both personally and professionally. I've made a commitment to give back to the school and have been an active participant in local alumni events, and interact with ILR candidates as an ambassador in the CAAAN program. I believe that serving on the Board will allow me to make an even more meaningful contribution to the success of the school.

My strong interpersonal and organizational skills, and experience with volunteer associations, are strengths that I'd bring to this position. As banking and finance counsel at a major international bank, I'm often called upon to consider disparate views of stakeholders and contribute to building consensus - skills which are critical in serving volunteer associations. In my local community, I've had significant involvement in volunteer youth sports associations, and possess a deep understanding of the keys to success for such associations.

Finally, I believe my years of experience in the finance industry allow me to bring a unique perspective to the Board, and position me to help encourage finance sector professionals to participate in, and play a greater role in, alumni activities.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

Strengthen job networking opportunities: In these challenging times where alumni may find themselves in between positions, it is critical to maintain a strong networking database so ILR can assist alumni in need. A more robust online database tool can be developed so that it is easier to reach out to fellow alumni who may provide strong leads to job opportunities. This would be a way to give back to those in need while also providing networking opportunities to all alumni.

Alumni Correspondence: While no doubt of critical importance, far too much alumni correspondence is in regard to making donations to the school. It would be a refreshing change if more correspondence could be targeted towards checking in on how alumni are doing, and asking them for input on how the Alumni Association could better serve them.

Increase targeting of young alumni with alumni events geared toward them and ramp up the mentoring program so that ILR can assist them with making a smooth transition into the workforce.

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Introduce quarterly gatherings of ILR alumni in Ithaca to help alumni maintain a deeper connection with the school.

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Jeff Bosley
BS '88
San Francisco, CA

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

ILR is a unique place where policy meets practice, and where negotiation and problem solving is learned through experience, not just talked about in lectures. The skills gained at ILR, and relationships formed on campus and through the alumni network, have been invaluable to me throughout my career. I have spent the last thirty years working in human resources, labor relations and labor and employment law, starting with internships through Cornell, my first professional job in human resources with Pepsi, and then over 25 years as a labor and employment attorney. I am currently a labor and employment partner at Davis Wright Tremaine LLP, and Partner in Charge of the firm's San Francisco Office. Since 2016, I have been a Fellow in the College of Labor and Employment Lawyers. I would welcome the opportunity to work with the Board to foster and maintain strong connections between current and future alumni and the ILR School, and to help preserve ILR's unique leadership position concerning the future of work. Having spent over 20 years on the West Coast, I also believe that adding geographic diversity to the Board would be helpful to ensure that all alumni stay and feel connected to ILR.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

The ILR Alumni Association can help foster lifelong connections to the school by:

- providing mentorship and networking opportunities for alumni looking to advance (or change) their careers and acquire new skills, and for students exploring options for careers or study after graduation;
- developing programming that connects alumni and faculty to discuss (or, more likely, debate) emerging issues such as the future of work, the impact of AI and other technologies in union and non-union workforces, use and application of data science and analytics in today's workplace, and the changing nature of the employment relationship;
- leveraging technology to ensure that all graduates have access to thought leadership by faculty and alumni, whether through podcasts, webinars, LinkedIn, Twitter or what's next; and
- providing opportunities through national, regional and local ILR sponsored events, or partnerships with other groups in which ILRies are active, for alumni to socialize, network, and reconnect with friends and faculty.

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Kyle Brewster
BS '14
Washington, DC

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

During my years at Cornell, although it was clear that the ILR School was a nationwide leader in the study of labor, I didn't fully grasp the level of influence that ILR faculty and alumni have throughout the world of work. It was during law school at Georgetown, through coursework and labor and employment work experiences at the government agency, union and law firm levels, that I came to realize that not only is ILR a sought after brand, but ILR alumni are also well-positioned in leading jobs at every turn. This is our strength as the ILR School, and I hope to serve on the ILR Alumni Board so that I can help bridge connections between our students and alumni in every sector of the world of work. I have seen firsthand the value of the ILR School's unique focus and interdisciplinary approach to the study of labor, and I am committed to collaborating with all segments of the ILR community to ensure that the ILR School stands ready for any and all challenges that it may face in the years to come.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

For many ILR students, graduation poses an exciting yet daunting opportunity. Some ILRies know exactly what they want to do with their lives professionally and have known for years. However, many have diverse interests, and aren't as sure. And even among those that think they know what they want to do, many don't know the best way to get where they want to go, or even change their minds along the way. I believe that realities like these make mentorship and organizations like the ILR Alumni Association so important. With that said, one specific way that the ILR Alumni Association could promote mentorship and provide additional support to alumni is to establish a peer-to-peer alumni mentorship program. I envision such a program working like this: (1) the ILR Alumni Association would work with the ILR Office of Alumni Affairs to recruit successful ILR alumni from diverse industries (labor, law, finance, HR, etc.) to serve as mentors; (2) ILR alumni seeking mentorship would have the opportunity to note their professional interests and aspirations; and (3) the ILR Alumni Association would take the mentees' expressed interests and match them with mentors who are respected in their fields and could help guide them in their professional journeys.



R. J. Bukovac
BS '88
Chicago, IL

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

After a 30-year career in financial services, balancing a dual-career household, and raising two amazing daughters, I would like to give back to my community, my alma mater, and to organizations important to me. I have strong personal ties to ILR well beyond just being a graduate. My father-in-law was a long-time Professor of Labor Economics at the University of Illinois School of Labor & Employment Relations, and many close family friends have taught at ILR including Dr. Fran Blau, Dr. Larry Kahn and Dean Kevin Hallock. So volunteering my time and energy to serve on the ILRAA Board tops my list of post-retirement pursuits. But I'm not the traditional ILR alum in that I didn't pursue a career in the legal profession, human resources or academia and I haven't lived in New York State since I graduated in 1988. So I bring diversity of professional experience & perspective, a view from the Midwest and energy to the ILRAA Board that can strengthen the effectiveness of our alumni networking efforts. Last year I took charge of the North Shore Cornell Alumni Admissions Ambassadors Network, broadening alumni involvement and increasing Cornell's visibility with high school students and parents in our community.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

ILRAA could more thoroughly embrace the diversity of professional experiences and career paths by creating a richer mix of activities and broadening interactions that better engage, unite and leverage the strengths of our unique alumni base. Although many ILRies pursue careers in law or human resources, others find paths far afield of those two worthy professions. I explored emerging interests in economics and finance at Cornell beyond ILR's course offerings that ultimately led to a 30-year career in valuation consulting and investment management. A Cornell undergrad's ability to pursue academic interests across seven unique schools is unparalleled. Yet because I didn't follow a "traditional" post ILR track, I've often felt events and functions hosted by ILRAA weren't aimed at me. If I were selected to the ILRAA Board, I would work to make ILRAA more engaging and relevant for the widest swath of our alumni base, creating stronger bonds between us which in turn increases the likelihood that we network professionally and socially, continue to share touch-points in our lives beyond our days in Ithaca, and feel more connected to each other and the School. After all, we do share the greatest of commonalities - the experience of attending Cornell.

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Sue Castle
BS '06
Commack, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

ILR offers the world's premiere education and thought leadership in the rapidly evolving world of work, and I hope to serve on the ILRAA Board to connect our diverse alumni with each other, current ILRies and prospective students. Raised in a union household, we understood the importance of fighting for working families and our community, and I followed my older brother to ILR and a career in public service. Whether on campus, through internships, or later attending professional programs, ILR fostered collegiality and a sense of duty; as an ILRAA Board member I would advocate for a curriculum and programs that continue ILR's rich tradition.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

As Legislative and Political Coordinator for CSEA, one of New York's largest unions, I advocate for workers and build coalitions across the political spectrum. I feel that it is important to encourage and support ILRies who pursue not-for-profit work, as it can sometimes feel isolating navigating non-traditional job searches or working for smaller organizations. If elected, I would help forge a tighter network for alumni that would provide support for all, but particularly those of us on the not-for-profit path, and facilitate employment, internship, and volunteer opportunities for ILRies who recognize that "It Takes Work."

2019 ILRAA Election Candidates



Josh Cherry-Seto
BS '97
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I welcome the opportunity to re-join the Alumni Board which I served on in the early 2000s. I began my career as a union organizer and believe strongly in the ILR School mission of engaging all stakeholders, first amongst them the employees, in advancing the world of work. Especially with automation and growing inequality, equity in workplace matters more than ever. I now work in Private Equity with over 30,000 employees in our portfolio, providing ample opportunities to put ILR principles to work. I also have been a part of the nascent ILR Alumni Finance Council providing an affinity group to enrich the engagement of alumni in Finance with ILR and current students and faculty. As many as 30% of students seek careers in finance and can do more to prepare and support students, faculty and alumni in the industry. With the growth of responsible investing principles and ESG frameworks, ILR should be at the center of discussions in this industry and look forward to helping deepen engagement among all stakeholders.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School? The ILRAA's continued support, cultivation and integration of affinity groups, which has been an important focus these past few years, is critical. This allows a focus on particular ILR themes, such as Finance in my case, but equally so for Sports, Women, MILRSO, etc., to allow for tangible alumni opportunities to connect with other alumni, students and faculty.

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Bruce L. Cohen
BS '82
Citi

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

Although I have been actively engaged with Cornell in many different capacities I am at a point in my life where I would like to give even more of my time to Cornell. As a Human Resources leader, for Fortune 100 Companies for 30+ years, I have had the good fortune to apply my ILR experience in many different HR roles in New York, London and Tokyo, with my last ten years at Citi. My role at Citi afforded me the opportunity to work with many of my colleagues in the 100 countries where we have our people. These international experiences with different cultures and employment laws, along with my work partnering with business leaders to ensure we achieved our goals and priorities could be helpful to the ILR Alumni Board.

I have also been studying the implications of automation and other emerging technologies on the future of work and have implemented learning strategies to support employees impacted by automation in their pursuit of the many different technology and service oriented roles many companies need in greater numbers. At Citi, I led our campaign to establish an Innovation Center at Cornell Tech in NYC to foster cross function business problem solving for clients and to recruit outstanding Cornell students for roles in technology. My insights into these profound changes in the workplace could also be helpful to the ILR Alumni Board.

I have been so impressed with the quality of the ILR student body and have recruited a large number of ILR graduates over the years. I have a good sense of what companies are looking for and can help ensure ILR continues to evolve so that students continue to have the relevant skills necessary to succeed in the constantly changing world of work. The ILR Alumni Board has been a great catalyst of ideas over the years to support alumni. We need to continue to identify innovative ways to connect with all alumni and especially new alums who can benefit from continued support early in their careers.

It would be an honor to represent my fellow ILR alums on the ILR Alumni Board. I would really enjoy the opportunity to leverage my experiences as an HR leader, CAAAN recruiter, Cornell parent, and member of the Cornell Tech community to contribute to the continued success of our great institution.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

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I would like to see the ILR Alumni Board partner with the School to consider surveying recent alumni to learn how the school can support their career development and skill building.

To ensure the ILR Alumni Board is well connected to all alumni and especially the ILR Alumni chapters, each Alumni Board member could partner with each chapter to support their activities and seek input from their members.

2019 ILRAA Election Candidates



Brian D. Dunn
BS '77, MBA '81
Tuckahoe, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I retired from a 35-year career in HR Consulting at the end of 2015. After a brief stint developing an HR function for the Vatican, I returned to full time retirement. For me that consists of teaching two classes in the ILR School, serving as a Director of public, private and non profit organizations, free lance consulting and expert witness work. I would like to serve on the ILR Alumni Board because I believe that our profession (and the world of work as a whole) are in the midst of a massive transition and that ILR graduates are in a unique position to help shape that transition in a very positive way. We must work across generations to meld the value of experience with the enthusiasm of the newly graduated. I hope that my experience in the classroom (and my presence in Ithaca) along with my varied experience in the profession will provide helpful insights to the Association.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

Relationships are built around where we live. We need to start the relationships between our soon-to-be graduates and alumni in the classroom (where the students live) and the workplace (where the graduates live). I see a glaring need for more real world expertise in the classroom and practical work experience for the students. We need to connect recent graduates with their fellow ILR alumni in the geographies, companies and/or professions where they work. We need to build relationships with students when they are captive in Ithaca and demonstrate the power and value of the ILR Alumni network once they graduate. Many of our alumni have so much to give and a willingness to do so. Our job as alumni leaders is to make that connection. I can attest based on my experience it is invaluable to both the alumni and the soon to be graduates.

2019 ILRAA Election Candidates



Richard S. Edelman
BS '75
Washington, DC

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

Because the ILR School shaped my career as a union-side labor lawyer I feel an obligation to help the Alumni Association support the School and to participate in planning about its future. I concentrated in Labor History and Labor Relations and I would be an alumni advocate for maintaining the School's strengths in those areas. Those courses continue to be of value to me as I teach several Labor History and Development of Labor Laws classes a year for union officers. My association with the School was strengthened after my son attended and graduated from ILR; and his time there demonstrated the continuing importance and vitality of the School. I believe that as alumni and as consumers of the School's services (including research and employment of graduates) we have an interest in maintaining the strength of the School and in ensuring that it can continue to fulfill its founding mission. Because of my participation in collective bargaining and mediation, and my longstanding relationships with my management counterparts and government agency officials, I believe I would be well-suited to work effectively with others who may bring different perspectives to their roles as Board members.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

As we progress through our careers, we experience various changes. After we graduate, we may not know how to get started. The direction we headed off into may turn out not be what we really wanted. An established position that seemed stable may unexpectedly become unstable. I believe the Alumni Association can best serve graduates by facilitating connections with other graduates at various stages of their careers; to help younger alumni find mentors and to help older alumni connect with others who can share their experiences and advice. The Alumni Association can also serve alumni as stakeholders who have a long-term interest in the School. We can express that interest to administrators and communicate with alumni about events and plans for the future of ILR.

2019 ILRAA Election Candidates



Jeni Fitzpatrick
BS '97
Cincinnati, OH

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

My Cornell education (BS ILR 1997, MBA 2003) has been a foundation for learning and growth throughout my career. I have spent 20 years focused on transforming HR and HR Technology with Microsoft, Bristol Myers, Chiquita, Workday and Convergys leading teams and organizations using the knowledge and lessons learned from the ILR school every day whether and prepared me for the challenge of a CHRO role of a global company of 120,000 employees.

I have served on the ILR Alumni Board for the last few years and believe continuing to serve is a great way to continue momentum, give back and ensure that we are thoughtful and inclusive as we engage ILR alums globally. My experience and point of view are a practical way to ensure that we intentionally and actively honor the broad reach and impact of our alumni population, which is critical to the success of the ILRAA across all demographics and geographies.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

Continuing to extend and engage the entire ILR community with opportunity listen, actively learn, add value, and share as we all navigate real issues and change in the future of work, workplaces, labor, technology, privacy and economics is key to sustaining and growing our relationship with ILR school through all phases of student and alumni life. Extending events, classroom options, panels, in-person and virtual opportunities to the entire community to connect and leverage the strength and experience of our students, professors and alumni in a new phase of the ILR school will be critical.

2019 ILRAA Election Candidates



Dolores Gebhardt
BS '81
White Plains, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

After a sixteen-year career as a labor and employment attorney, I shifted my primary practice to matrimonial law and civil appeals in 2000. Due to my skills in conflict resolution – learned at the ILR School – my transition was seamless. An employment attorney and a matrimonial attorney both deal with people in conflict over two fundamental areas of life: one's job and one's family. As a matrimonial attorney, I practice collaborative divorce, which uses mediation techniques that I first learned as an ILR student. As a long-time CAAAN volunteer, I have demonstrated to prospective ILR students how the depth and breadth of an ILR education will serve them in any future career – even one they might never envision during their four years in Ives Hall. In addition, through my work as a co-chair of the Matrimonial and Family Law Committee of the Women's Bar Association of the State of New York, I have influenced the enactment of legislation that has helped women and families in this State. I believe that my experience will assist the Board to reach female alumni and alumni who have careers outside of the world of work.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

As a past president of the Westchester Women's Bar Association and the White Plains Bar Association, and as a current officer of the Westchester County Bar Association, I know that it can be difficult to attract and retain members. I believe the ILR Alumni Association should expand its outreach to alumni in non-traditional careers and to younger alumni. We need to prove the relevance of the Alumni Association to these two groups. I have observed that younger people often lack experience in networking – the fine art of conversation is in peril, particularly in an age where emails, texting and Skype have largely supplanted face-to-face interaction. It is still the case that deals are done and job offers extended via direct interpersonal communication – and it all begins with old-fashioned networking. Alumni in non-traditional careers may believe that membership in the ILR Alumni Association is not relevant, meaningful or helpful to them. Networking events and programs dedicated to those in other careers will help both alumni groups reconnect with and reinforce their ILR roots.

2019 ILRAA Election Candidates



Todd H. Girshon
BS '90
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I hope to serve on the Alumni Board in order to continue to give back to ILR in a greater and more meaningful way.

For more than 25 years, I have devoted my entire professional career to practicing workplace law exclusively on behalf of management at Jackson Lewis. As such, I have represented employers in litigation including trials, arbitrations, mediations, and other proceedings before various government agencies. On behalf of our law firm, I have coordinated marketing for our NYC office and have served on various committees over the years including our national Advisory Committee, which advises the firm's Board on strategic, operational and financial matters. I provide pro bono legal assistance to various non-profit educational organizations, including Change for Kids and the Harlem Educational Activities Fund, and have also served on the Board of the building in NYC that I live in with my family.

I am well suited to contribute to the Alumni Board's success because I am passionate about ILR. I particularly look forward to connecting with our faculty, alumni and students each year at the Groat and Alpern awards function. It would be a privilege to serve on the Board and to work on your behalf.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

All alumni should feel welcomed as part of the ILR community. Involving recent graduates is key to setting them on the right path for lifetime engagement with the school. New ILR alumni want support from existing alumni to launch their careers successfully and to obtain trusted guidance as their careers progress. The Alumni Association should be viewed as a valuable resource.

More networking opportunities for all alumni should be a goal of the Alumni Association. As we all know, ILR is a small tight-knit community at Cornell. Opportunities to reconnect with our classmates on a more regular basis, as well as opportunities to get to know alumni of all class years, as well as ILR faculty, administration and staff, would be extremely beneficial.

The Alumni Association should also continue to identify and provide the type of programming and other services that our alumni truly want, and to deliver them in ways that our alumni best connect with and respond to. By doing so, alumni will be better supported and want to become more involved and connected to ILR throughout their lives.

2019 ILRAA Election Candidates



Michelle Hanson
BS '11
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I hope to serve on the ILR Alumni Board because I am passionate about helping both current and soon to be Alumni have a smooth transition into the working world. I want to help create strong bonds with both groups so that they feel a sense of pride and gratitude towards the school, and want to maintain an active lifetime relationship. Working in admissions while attending ILR made me very knowledgeable about Cornell and student expectations. In my role as Vice President; Wealth Management Advisor at Merrill Lynch, I have become proficient in identifying my client's needs, developing strategies to meet their goals, and constantly following up to see if they have any lifestyle changes or if there is anything I can do to make their experience more pleasant. I would like to take these skills and use them to implement plans to better support and connect with our Alumni.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

To better support alumni and their lifelong relationship with the School, the ILR Alumni Association should have an active presence in the soon to be graduates lives before they leave Cornell. The Alumni Association can host more events for alumni and soon to be graduates to connect and have a better understanding of what they might expect as they move onto their careers. The Alumni Association can also use the employment data they collect from alumni to seek volunteers to be mentors for students looking to follow the same career path. Having a more one on one relationship may be more meaningful to the future graduates and inspire them to become an active alumnae.

2019 ILRAA Election Candidates



Ali Imrani
MILR '18
Eagan, MN

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I'm a proud ILR alum and will be humbled to take this opportunity for rising-up and doing more for the ILR Alumni at a collective level. My key strengths that I will bring to this position include cultural/ethnic diversity as well as bringing rich and global work experience to the board. I have worked in a variety of HR roles with global Fortune 500 companies that include Unilever, Nestle, GE, Johnson & Johnson and Ecolab. Having lived, studied and worked in Asia, Africa, Europe and USA has given me valuable experience of understanding how HR professionals can impact the business in a variety of diverse geographies and socio-economic environments. At the ILR school, I served as the VP for Student Development-ILR GSA, worked as 'TA Coordinator' directly reporting to the Director of Graduate Enrollment and taught Introduction to US Labor History to ILR undergraduates as Teaching Assistant. My personal and professional experience enables me to understand and focus on local and global challenges that the HR function face today. I will contribute to ILR Alumni Board's success by collaborating with the team to generate disruptive strategies to engage and develop ILR alumni that will further ILR School's mission.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

Engagement! That is key to keep the relationship alive. My personal story is when I was graduating from ILR, I received an email about joining the alumni association, so I joined. However, here in Minnesota, there is no chapter thus there was no further communication after I graduated. This experience of mine has given me an insight that is 'out-of-sight, out-of-mind.' Unless you are working in NYC that is in proximity from Ithaca or NYC campus, you lose touch-this even becomes more challenging for international alumni. I feel improvement in this area is critical to form a lifelong relationship. One idea that comes to my mind is having a communication channel for the ILR Alumni Association – kind of TED talks style. This has an underlying win-win approach- on one side it will give opportunity for the ILR Alumni to showcase and share their professional achievements while on the other end, it will help keep our alumni engaged and will strengthen our relationships globally.

2019 ILRAA Election Candidates



Gabriel D. Kaufman
BS '18
Cleveland, OH

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

Thank you very much for considering me for a position on the Alumni Board. The two strengths I bring to this role are my knowledge about ILR and my leadership experience at Cornell. Because I graduated last year, I am still very familiar with the school's academic and extra-curricular offerings and this familiarity strongly positions me to articulate ILR's uniqueness. Furthermore, while at Cornell, I served two terms as Chair of the University Assembly which gave me experience advocating for Cornell students, staff, and faculty and working closely with Cornell's administration. I hope to use these experiences to continue to support ILR and our fellow alumni.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

It is important that the ILR Alumni Association supports not only students *and* alumni, but also supports ILRies through our transition from students *to* alumni because this is the most critical period in our relationship with ILR. Currently, our Alumni Association does an excellent job preparing students for future career paths, but I think we can improve resources that offer guidance for students on how to take advantage of the learning and networking opportunities available after graduation.



2019 ILRAA Election Candidates

Adam Krisch
BS '15
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I hope to serve the ILRAA to give back to the school that was most impactful in my Cornell experience – my closest friends, most trusted mentors, and empowering faculty all roamed Ives Hall. While on campus, I contributed to many of ILR's signature programs, leading the Sports Business Society and working as a research assistant for the Global Labor Institute. I hope to combine these experiences with my professional work as a M&A consultant to bring an interdisciplinary perspective to board activities that reflects ILR's continued evolution advancing the world of work today and into the future. Furthermore, as a recent alumnus, I hope to showcase ways in which the board can engage and empower graduating students and recent alumni.

I look forward to applying my skills in project management, creativity, collaboration in pursuit of a long-term strategic vision, while integrating alumni association best practices gleaned from other committees on which I have previously served, including the 2015 Class Council, alumni boards of Beta Theta Pi and Cornell Fencing, and the alumni Interfraternity Council.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

With every graduation, the ILRAA has an opportunity to establish a new generation of committed alumni. However, many graduating students do not immediately see how they can engage with the school, and their energies are quickly consumed by personal and professional responsibilities.

To better create a path to postgraduate activity, I propose the ILRAA develop communications and programming around how to be an active alum, summarizing volunteer opportunities and providing an immediate course of action to give back time, talent and treasure. As alumni advance in their professional lives, providing various options with clearly defined time commitments will spur volunteering. Finally, building relationships between the ILRAA, ILR Student Services, and ILR student groups will be critical to guarantee that ILRAA is delivering content and connections that will be most impactful to students at every stage in their Cornell career.

As an ILRAA board member, I will consider these areas to be priorities, and adapt as necessary to the changing conditions of Cornell and the working world.

2019 ILRAA Election Candidates



Matt Koren
BS '12
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

Like some fellow ILR grads, my trajectory from Cornell to the working world was unique in that my ultimate career as a derivatives trader was not a natural career choice for most ILRies. Through volunteer efforts with the admissions office and other Cornell organizations, I'm constantly asked by perspective students the relevance of the ILR major today and its usefulness when applying for jobs after graduation. Of course, while trading is not what many ILR students ultimately envision as their career, ILR has provided me with many of the critical thinking and reasoning skills required for my job. I hope to be able to serve on the ILR Alumni Board to continue to educate prospective and current students the immense value in ILR, even for individuals that may ultimately want to work in finance or finance related fields.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

I believe constant yet relevant engagement is key. As a not too recent graduate, at times I feel disconnected from ILR and Cornell as a whole. Targeted and constant engagement through social networking (particularly Instagram and twitter), young alumni newsletters, and most importantly, regular social events will help keep alumni connected to ILR

2019 ILRAA Election Candidates



Dawn Levy-Weinstein
BS '88
Bronx, NY

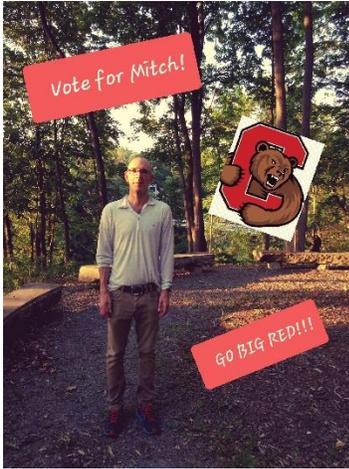
1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I have been a member of the ILRAA Board of Directors for the last 3 years and hope to continue in this role for another term. I have attended all board meetings since being elected, participated on the election committee and contributed to revision of the event planning guidelines. My most significant contribution to the ILRAA was founding the Women's Council, an affinity group of the ILRAA. As chair of the Women's Council I have planned professional development programs which are open to all ILR alumni and students. Previous events included panels on sexual harassment, pregnancy in the workplace, social media in the workplace, mentoring for women and career goals (rebalance, reinvent and redesign). We have also sponsored lectures by ILR professors Sam Bacharach (on leadership skills for women), Lisa Nishii (on diversity and inclusion) and Liz Karns who will be speaking on June 4th about the **lifetime costs of sexual assault**. **I am committed to continuing my work as a board member and as chair of the Women's Council. I welcome suggestions for future meetings, so feel free to reach out to me with any ideas you may have (dawnlw@optonline.net).**

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

The ILRAA exists to connect the ILR School's network of alumni. In order to strengthen the foundation of the ILRAA, it is essential to get ILR students and recent graduates involved in the ILRAA to foster a lifelong interest in and commitment to the alumni association. Mentoring is an effective way to offer guidance and support, therefore it is important for the ILRAA to offer more opportunities for both formal and informal mentoring by experienced alumni to ILR students and new graduates. This can be done by sponsoring networking and professional development events which are inclusive of students, faculty and alumni both on campus and regionally. Given more opportunities for networking, experienced ILR alumni will be able to connect with and share their knowledge, skills and expertise with students and other alums. As a member of the ILRAA Board of Directors, I will continue to help plan ILRAA events and encourage all ILR alumni to give back to the ILR community by mentoring other ILRies.

2019 ILRAA Election Candidates



Mitch Linnick
MILR '94
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

The ILR School gave me a great education and provided a wonderful career launching pad. I am eager to help ensure the ILR School continues to do that for others. ILR must remain relevant and leading-edge. I bring global work experience in technology, alliances, and services. I have diverse board and educational experiences including two prior terms on the alumni association board and degrees from Berkeley, LSE, and Cornell. Thank you for your vote and for the opportunity to serve.
Mitch

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

We need to connect with students before they graduate and provide an easy avenue to stay engaged. To that end, we need curated social media on the variety of platforms which students and recent graduates already embrace. Think Instagram, Snapchat, Twitter, LinkedIn and whatever comes next. We need to provide incentives/rewards for alumni-generated content and for staying connecting. Start before graduation, do not lose track, and provide reasons to keep in touch. Thank you for your vote and for the opportunity to serve. Mitch



2019 ILRAA Election Candidates

David Matthews
BS '87
Port Chester, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

David Matthews, (the ILR graduate and Human Resources professional: not the singer), has actively served on numerous boards and associations. He was an active board member of the Cornell ILR Alumni Association and served on the Membership, Strategic Planning, Communications and, Nominations Committees'. He was the Co-Chair of the 2005 Nominations and Elections Committee. David served on the Board for the Bergen County Urban League as the Treasurer and Chairman of the finance committee. He has also served on the Employer's sub-committee of the President's Committee on Employment of People with Disabilities. He currently serves on the board of the New York Musical Festival. Further, David has experience serving as President of the Board a Faculty Student Association.

David has spent over 20 years championing cutting edge diversity initiatives for major organizations to include Citicorp, Nabisco Inc., KPMG LLP, Sequa Corporation and IBM. He would bring his expertise to assist the ILRAA in meeting diversity initiatives.

David's primary area of expertise is the development and implementation of proactive human resources and diversity strategies designed to address the challenges that organizations face in an increasingly competitive, global economy.

David's ILR education, professional background and active involvement with various organizations like the Board of Directors for the New York Musical Festival, put him in a good position to continue making valuable contributions to the goals of ILR and its diverse constituents.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

As a returning board member, [2003-2006, 2006-2009, 2011-2014, and 2014-2017], he has a lot of experience to offer to the school, the students and most importantly the alumni. With a range of experiences in both the private, public and non-profit sectors, David brings a unique perspective to alumni, the school and its students. David has put together numerous orientation events and initiatives. He is an expert in developing comprehensive orientation programs which will aid new alumni in participating in ILRAA events and programs and welcome them into their new roles as alumni

2019 ILRAA Election Candidates



Ryan J. McIntyre
BS '13
Bay Shore, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

Making the transition from student to alumnus a more active and engaging process would be my top priority if chosen to serve on the ILR Alumni Board. We all lead busy lives, but young alumni in particular are in constant motion trying to make their way in the world. For the past five years I've lived and worked in North Carolina. Although ILR had a substantial impact upon my career, shaping my decision to attend law school and practice worker's compensation law, I found it difficult to engage with the ILRAA from North Carolina as few, if any, events take place in this region and traveling far was not an option. Now that I live in New York, this experience motivates me to help the ILRAA Board meaningfully engage with young alumni across the country. As a young alum, I also hope to provide the ILR Alumni Board with insight regarding social media and digital marketing strategies that will enable and encourage other young alumni to attend events and connect with the ILRAA and the broader ILR alumni network.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

The best way to support new alumni is to offer a diverse range of opportunities to connect with the University, the ILR School, and fellow alumni. Although the ILRAA currently hosts multiple annual events, I believe we can do more. Each alumni has a unique relationship with the ILR program. For some, such as myself, ILR remains a cornerstone of their careers. For others, ILR affects the projects and causes they support. Since ILR alumni have varying life experiences, each will engage with the ILRAA in a different way. Some may enjoy networking at a happy hour or dinner, while others seek professional development programs or volunteer opportunities.

Since ILR instills many shared interests and values, alumni host and participate in events, both volunteer and professional, which are of interest to other alumni. If elected to the ILRAA board, I would support a program allowing alumni to publicize such events to the entire ILR network. Additionally, I would support ILRAA digital events that allow alumni to participate from anywhere in the world. All of this would help garner support for the matters our alumni care deeply about and foster beneficial relationships within the ILRAA network.

2019 ILRAA Election Candidates



Gregory Nelson
BS '18
Richmond, VA

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I am strongly interested in being on the ILR Alumni board for two reasons: 1) my presence will bring the voice of younger alumni to the Board and 2) I am located in the South East of the United States, which appears to be under represented. First, I believe that it is important to allow the voice of young, recent graduates, to have a place on the Alumni Board. I believe by being a member of the Board I could bring this voice and help the Board with new initiatives to target younger alumni. Also, I would bring the presence of an alumni who lives in Richmond, Virginia, where there doesn't seem to be much of a presence of the ILR alumni group, representative of the fact that much of the south is not included (evidenced by there being no local chapter). Additionally, I bring the perspective of a member of the LGBTQ community, where I believe my voice can be used to fight to ensure the Alumni Board focuses on diversity, not only within the board itself, but in working to ensure all alumni are active after graduation.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

In order to better support alumni after they graduate, I believe there should be alumni chapters as wide spread as possible. It is my hope that the ILR alumni could create another chapter in the South East of the U.S. Ensuring that alumni are close to a chapter, no matter where they are in the United States, creates a strong connection and expands ILR's presence. Including more of the south east would be a fantastic start in the growth of the ILR Alumni Association. Also, I think it is important that the ILR Alumni Association holds events that engage all alumni and not just a select group of them. Such ideas may include listening to alumni more about what events they would attend and how the school can better communicate with them after graduation. In order to ensure a lifelong connection between the school and its alumni, the alumni need to feel valued and know that their voice is being heard. Creating a strong personal connection with the alumni is the only way to ensure that they remain active members of the ILR alumni.

2019 ILRAA Election Candidates



Zachary L. Rubin
BS '12
Boston, MA

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

Since my ILR education served as a critical launching point for my subsequent educational and professional endeavors, I believe I am well-suited to promote the value of leveraging and further cultivating the specific skills taught at ILR as well as the foundational knowledge associated with the school's increasingly diverse – yet coherent – coursework. In addition to studying the school's core curriculum, I was fortunate to take courses in ADR, debate, and law, and I hope to foster connectivity within the ILR community across such broad disciplines.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

As an attorney experienced in traditional labor and cutting-edge issues of the modern workplace (e.g., I litigated a landmark federal case concerning employment protections for medical marijuana patients), I would focus efforts on providing an increasingly broad educational/post-graduate experience rooted in skills that will permit graduates to chart their own path while remaining connected to ILR's vital pedigree. As a Board member, I would apply the ILR skills I described in my answer to question #1 to foster engagement across ILR's diverse community. *I believe that the ILRAA should continue efforts to expand online resources, such as, but not limited to, the Alumni Bulletin and more frequent alumni-hosted webinars pertaining to a variety of disciplines.*

2019 ILRAA Election Candidates



Daniel Schudroff
BS '05
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I am hoping that my seventh election attempt is a charm! My experiences as an ILR undergraduate (Class of 2005) sparked a keen interest in workplace dispute resolution which I continued to explore at Brooklyn Law School (Class of 2008). Numerous ILR alumni helped me pursue my goal of becoming a labor and employment lawyer with Jackson Lewis P.C.

My interest in serving on the ILR Alumni Association Board of Directors is rooted in my desire to share my passion about ILR with fellow alumni, faculty, as well as current and prospective students. I am excited to offer my insights about ways to strengthen alumni involvement in ILR-sponsored programs – especially amongst recent graduates – through formal and informal mentoring arrangements as well as speaking engagements (including, for example, CLE or HRCI presentations) featuring ILR alumni.

It would be an honor to serve on the ILR Alumni Association Board of Directors. I have enjoyed meeting with some of you at the Groat and Alpern Celebrations. I also look forward to speaking with you about your ILR experiences.

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2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

The ILR Alumni Association's membership boasts leaders in almost every industry and profession imaginable. As a result, the ILR Alumni Association can continue to foster both informal and formal mentor/mentee relationships.

It would also be fantastic to take advantage of the new space in New York City to host "Class Of _____"-specific events, or even groups of classes (e.g. a wine and cheese event for the classes of 2003-2008).

Finally, the ILR Alumni Association should consider working with ILR Alumni Affairs to devise small, but tangible, gift opportunities (such as bricks outside Ives Hall, water fountains, etc.). These kind of "gag" gifts have the chance to encourage a wider array of alumni support and participation.

2019 ILRAA Election Candidates



Bob Schwartz
BS '67
Latham, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I have served as a CFO, COO and CEO of various companies where an ILR background was a great asset. In addition, I have extensive board experience. Having the "c" suite and board experience will help the Alumni Association achieve its mission.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

Important to relate the ILR experience to broader management and executive roles which may be aspirational for our graduates.

2019 ILRAA Election Candidates



Maria Sekas-Krum
BS '84
Garden City, NY

2. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

Maria Sekas-Krum, ILR '84. I am seeking election because I want to make a strong, meaningful contribution. It's my hope to leverage my relationships with ILR alumni, as well as diverse work and life experience, to build upon prior success and hard work of the ILR Alumni Board.

I have a deep commitment to our ILR School, having served on the ILR Alumni Board for three prior terms across three decades, and an appreciation for the history of the ILR school and ILR Board. That experience enabled me to revitalize the Long Island, NY alumni chapter. I co-founded the ILR Alumni-to-Alumni program, helped create the ILR Alumni job bulletin, solicited and posted jobs for alumni, provided internships, and organized numerous events.

I offer a range of professional perspectives matching our diverse alumni membership. Currently, I work as a consultant and executive search professional. I thrive on identifying superior talent, building teams and pipelines, and have worked directly with ILR alumni as both candidates and clients for many years. Previously, I worked in labor relations and corporate human resources at AT&T, General Electric, Praxair, and Citigroup. As the first college graduate in my immigrant family, I became a contributor to a unionized family manufacturing business.

I received an MBA in Marketing from NYU's Stern School of Business and worked in product management on Skippy Peanut Butter. My ILR education was the critical foundation for the diverse perspectives and experiences which I want use to benefit ILRies.

3. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I believe ILR Alumni Association should serve alumni throughout their lives, and that those needs change over time. In addition to the distinctive professional education and networking that ILR provides, the Alumni Board should develop and pilot turnkey activities that can be replicated in our regional chapters, providing face-to-face value added for members, as well as opportunities to connect and learn remotely. It is important to serve alumni wherever they are located and provide support for career moves, continuous learning, and connections to ILR Institutes and Cornell & ILR faculty. I would like to explore joint initiatives and training for alumni with the Cornell ILR Yan Tan Institute on Employment and Disability. As a student of how technology is opening the workplace, I'm interested in improving and increasing employment for the disabled, and volunteer in this area. Human resources and business decisions are

2019 ILRAA Election Candidates

increasingly data driven. It makes sense to explore an event on recent trends in analytics, and see what synergies are possible with the Cornell Tech program. Finally, I would use marketing training to evaluate survey data and conduct focus groups with ILR alumni to determine how best to suit their needs and offer a wide variety of programs.

Maria is married to Ted Krum, a graduate of the Cornell Tech program and data analytics consultant. They have one son, Philip, and reside on Long Island.

2019 ILRAA Election Candidates



Suzette Simon Rubinstein
BS '86
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

ILR provided me with the education and opportunities that have shaped my civic and professional life. I would be grateful for the opportunity to continue serving the ILRAA, and believe that my day-to-day experiences in guiding alumni and students give me a unique perspective in which to do so. An ILRAA Board member since 2016, I have served on the by-laws and elections committees, conducted an ILRAA webinar on career advice for seasoned professionals, served as a panelist for Student-Alumni Career Days and the ILR Women's Caucus Summit, and am involved in the ILR Women's Council, including as a speaker. I am also a proud ILR parent (Noah '22), Cornell Parents' Council member, CAAAN Chair, and Cornell Women's Network mentor. A 1986 ILR graduate and Fordham Law alumnus, I was an employment attorney at Jackson Lewis and Unilever prior to entering the legal recruiting field in 1994. I place attorneys globally as Executive Managing Director of The Artemis Group, and serve as career adviser to the Fordham Fashion Law Institute. Through my work and volunteering, I am in constant contact with ILR alumni and students, and regularly offer career counseling, applying my knowledge of the job market and trends, to ILR graduates in law, HR, compliance and related fields.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

The ILR Alumni Association seeks to connect and engage alumni of all ages and at all stages of their lives and careers. In recent years, the ILRAA has successfully established affinity groups to further engage alumni, including the Women's, Minority, and Finance Councils, to complement ILRAA geographic chapters. Continued support for affinity groups, personal and enthusiastic outreach to recent graduates by alumni, and greater engagement with students who will become alumni will further increase alumni participation. The ILRAA can also facilitate a more active career mentorship program by pairing students and recent graduates with seasoned alumni based upon career affinities, geography and/or shared interests. Lastly, we can do even more outreach to ILR students, including: introducing career panels at the ILR School in the Spring in addition to our Fall panels; encouraging alumni attendance at select ILR student group events to discuss the ILRAA; and greater outreach to ILR student leaders to facilitate involvement in the ILRAA upon graduation. The goal of all of the above is to foster a culture whereby ILR graduates will seamlessly and meaningfully participate in alumni activities as a matter of course, and at various stages of professional and personal development.

2019 ILRAA Election Candidates

2019 ILRAA Election Candidates



Tom van Haaren
MILR '11
France

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

ILR deserves an alumni board that represents the character of the school and its multi-disciplinary approach. I hope to bring an international perspective to the Board that will create diverse connections for students and research, especially in the areas of Corporate Social Responsibility and Sustainable Business. ILR should be at the forefront of the world of work – whether this is exploring how to protect migrant laborers in supply chains or developing technology to ensure safe access to hard-earned wages.

As an expat, I truly believe that cross-cultural experiences greatly increase the chances of success in life. My unique outlook having worked in factories in small villages in Asia to the HQs of the largest companies in the world will benefit the Board and the greater ILR community. If chosen to serve on the Board, I would work with others to establish more international engagements for the school and work to establish an ILR Abroad chapter. These opportunities on the frontiers of the workplace will truly set ILR apart in its endeavor to advance the world of work.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

As time and distance separates each class from the ILR school, the Association's ability to engage with alumni becomes harder and harder. However, technology and our shared experiences in Ithaca can help us stay connected and enhance our personal and professional lives. Being an ILR abroad, there's even more of a disconnect with many of the programs that take place in Ithaca or New York. The ILRAA can and should leverage tech to bridge this gap and provide ILR content across the globe via webinar or podcast.

Beyond tech solutions, alumni would benefit from opportunities to enhance their professional profile by being featured in interviews, publications, webinars, career exchanges, mentoring, and/or other options that suit their capabilities. Other features such as an "Ask-a-Faculty" section or harnessing the competitive, yet friendly spirit of ILR alumni in contests or challenges could be something work looking at. One of my first priorities would be to work my fellow board members to explore new avenues for alumni to participate and engage with ILR content – wherever they find themselves in their careers.

2019 ILRAA Election Candidates



Matthew Varble
BS '00
Tampa, FL

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I believe after nearly 20 years of working as a hands on practitioner in the field of Labor & Employee Relations that I bring a perspective of what ILR can do for students who choose to pursue a career path specifically in the field of Labor Relations Management. I also believe that I adequately understand what Companies are looking for in order to attract and retain the right type of talent and can perhaps offer guidance or input on how to best situate students preparing to enter the workforce upon graduating from ILR.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

I believe Alumni engagement can be an important aspect to increasing or strengthening the relationship that graduates have with the school. More specifically, I think the school has increase their engagement through electronic outreach. As the creator and group owner of the ILR group on LinkedIn with over 3,000 current alumni, I believe I can also better partner with communicating about school initiatives through that platform as well.



Daniel Zinn
BS '08
New York, NY

1. Describe the reasons you hope to serve on the ILR Alumni Board. What strengths would you bring to this position? How are you suited to contribute to the ILR Alumni Board's success?

I've had the privilege of watching my father (Don Zinn, BS ILR '76) help shape the future of the alumni association through his service on the board for almost 20 years. His pending retirement from the board has ignited in me a desire to pick up the torch and bring a fresh voice and perspective. My path since graduating over ten years ago has been far from "traditional", though upon reflection this should never have come as a surprise seeing as I was one of the very few who, in fact, did not love to read. Having spent a year living abroad in China (while working for IBM) and two months traveling throughout the USA on a motorcycle with nothing but some spare change, the clothes on my back, and a toothbrush, I've come to learn what drives people from all sorts of different backgrounds. I like to hear peoples' stories and connect people together. Not only will serving on the ILR Alumni Board allow me to stay connected to the school that I owe so much to and drive change for the future, but I look forward to helping others launch their successes in life in the same way.

2. Each year Cornell and ILR welcome graduates into a new phase of their lives as alumni. What can the ILR Alumni Association do to better support alumni and their lifelong relationship with the School?

One of the biggest lessons that I learned during my four years in the ILR School is that, as much as you may try, it's impossible to do everything by yourself. Having a support structure, leaning on others who share similar goals and thought processes, and learning from those who may challenge you to think differently are all key components to success – both in school and throughout our lives. It is in this way that the ILRAA has the power to work wonders by facilitating these types of a relationships among its alumni base.

We live in a hyper-connected world where physical boundaries no longer govern our ability to communicate or work productively together. I see day in and day out that the future of work is changing – and it is changing fast. Nearly 50% of today's jobs are estimated to be gone in the next 10 years, and graduates may find themselves vying for careers that have not yet even been invented. Technology is changing every facet of life, and it's on us to embrace these changes in order to provide the necessary support to our alumni and foster a lifelong relationship and bond with the School.