

Paulo Eduardo Ferreira de Souza Marzionna
5480 Wisconsin Ave., Apt. 829, Chevy Chase, MD 2815
607.379.8097 | pef35@cornell.edu

EDUCATION

Cornell University, Ithaca, NY

PhD Candidate in Industrial and Labor Relations expected May 2018

- Research on conflict management in the Brazilian financial sector and how institutional factors impact the adoption of Alternative Dispute Resolution methods.
- Dissertation Committee: Alexander Colvin (*Chair*), Rosemary Batt, Maria Lorena Cook.

MS in Industrial and Labor Relations

May 2016

- MS Thesis: *Complaining to the Ombudsman – Alternative Dispute Resolution in the Brazilian Workplace*

Fundação Getulio Vargas (FGV – EAESP), Sao Paulo, Brazil

Master in Business Administration

July 2009

University of Sao Paulo, Sao Paulo, Brazil

Bachelor of Laws

December 2006

RESEARCH INTERESTS

Conflict Management, Alternative Dispute Resolution, Workplace Bullying, Brazilian Labor Relations

RESEARCH EXPERIENCE

PhD Research

August 2012 – to date

- Negotiated access to several Brazilian companies and unions, in order to conduct interviews with management and union leaders.
- Analysis of archival data, companies' reports, unions newsletters and court decisions.

Graduate Research Assistant

August 2012 – January 2014

- Research Assistant to Professor Sarosh Kuruvilla on a project on transformation of the legal profession in the US.
- Research Assistant to Professor Harry Katz for the book "Labor Relations in a Globalizing World": research of international cases for text boxes.

TEACHING EXPERIENCE

Graduate Teaching Assistant

January 2014 – May 2016

- Teaching Assistant for the following courses: Introduction to Conflict Resolution and Negotiation; Labor Relations; Politics of the Global North; Labor and Employment Law (2 semesters).
- Holding review sessions and office hours; grading exams, papers, and exercises; elaboration of exam questions and hypothetical situations for papers (Labor and Employment Law); management of Blackboard and classroom technology.

Guest Lecturer

Lecture on *Ombudsman Offices and Workplace Conflict Resolution* for the Masters on Human Resources Management and Labor Compliance, at Fundação Getúlio Vargas, São Paulo, Brazil, October 2016.

CONFERENCE PRESENTATIONS

“Ombudsman Offices and Alternative Dispute Resolution in the Brazilian Workplace.” Presented in *Academy of Management Annual Meeting*, Atlanta, GA, U.S.A., 2017.

“Complaining to the Ombudsman – Alternative Dispute Resolution in the Brazilian Workplace.” Presented in the *European Doctoral Workshop in Industrial Relations*, Copenhagen, Denmark, 2016, in the *1st Annual Latin American Studies Program Conference*, Ithaca, NY, USA, 2016, and in the *XL EnANPAD*, Costa do Sauípe, Brazil, 2016.

“Alternative Dispute Resolution in Brazil: Individual Workplace Conflicts in Brazilian Companies.” Presented in the *67th LERA Annual Meeting*, Pittsburgh, PA, U.S.A., 2015.

“Anti-Union Culture and Union Avoidance Strategies: how American Employers Behave in Brazil.” Presented at the *AILR/LERA Best Papers Session in the 65th LERA Annual Meeting*, St. Louis, MO, U.S.A., 2013.

PROFESSIONAL EXPERIENCE

Banco Votorantim, São Paulo, SP, Brazil August 2007-May 2012

Labor Relations Analyst / Employment Lawyer (March 2010 – May 2012)

- Legal counseling and litigation support: management of employment lawsuits (approximately 1,000 lawsuits) and legal opinions for other departments, mainly Human Resources.
- Prepared several reports (managerial, accounting, operational risks, etc.) to the company’s board and internal and external audits.
- Led the elaboration of the department budget for 2012 and 2013.
- Reviewed regulations of internal incentive programs and mapped risks of existing procedures.
- Supported the analysis of bills for the Labor Law Subcommittee of FEBRABAN.
- Represented the company at the expatriates’ subcommittee of FEBRABAN (since 2008).

Human Resources Analyst / Business Partner (April 2008 – February 2010)

- Conducted the climate survey feedback for all employees and managers of the company in Santa Catarina State (6 unities and approximately 200 employees).
- Responsible for HR issues of international business units (USA, UK, Uruguay and Bahamas), including structuring policies for international employee transfers and expatriation process, and supporting in recruiting, remuneration, benefits, and performance assessment (until 2012).
- HR Business Partner for the Broker Dealer (department of 90 employees): advised management and participated in all HR processes.
- Elaborated and analyzed HR indicators to all the HR business partners, including headcount budget of the whole company.

Young Professional Program (August 2007 – April 2008)

- Job rotation through all areas of the company (*front, middle and back office*).

Federal Public Attorney's Office, São Paulo, SP, Brazil

Intern – Financial System and Money Laundering Crimes (October 2005 – December 2006)

- Wrote legal manifestations and reports.
- Conducted legal research and analysis of legal cases.

FEBRABAN – Brazilian Federation of Banks, São Paulo, SP, Brazil

Intern – Labor Relations (January 2005 – October 2005)

- Conducted legal research for monitoring bills and to support the sectorial collective bargain.

A. L. Thomé Advocacia (Law Firm), São Paulo, SP, Brazil

Intern – Employment Law (July 2004 – January 2005)

- Monitored employment lawsuits for clients such as HSBC, Citibank and Deutsche Bank.

LANGUAGES

Portuguese (Native), English (Fluent), Spanish (Advanced), and French (Basic).

RELEVANT COURSES

Student Mediator Training, *Scheinman Institute on Conflict Resolution*, Ithaca, NY – Aug 2016

RELEVANT ACTIVITIES AND PUBLICATIONS

- “Conciliation and Mediation Beyond the Labor Courts,” article in Portuguese published at *Jota.info* (Brazilian Legal Website) [<http://jota.info/consenso/conciliacao-e-mediacao-alem-da-justica-trabalho-10112016>]
- Co-Founder, Secretary (2013) and Director of Communications (2015) of Cornell Latin America Student Society (CLASS).

COMPUTER SKILLS

- Statistical software: Stata and JMP.
- General software: MS Word, Excel, and Power Point.
- Audiovisual production software: Audacity (podcast editing); iMovie (video editing).

MEMBERSHIPS AND ASSOCIATIONS

- LERA – Labor and Employment Relations Association
- AOM – Academy of Management
- ANPAD – Associação Nacional de Pós-Graduação e Pesquisa em Administração (Brazilian AOM)
- OAB – Ordem dos Advogados do Brasil (Brazilian BAR Association)