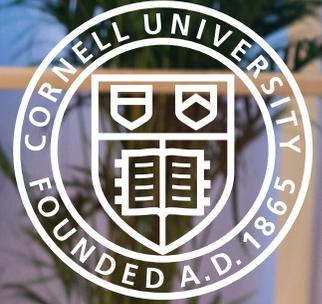
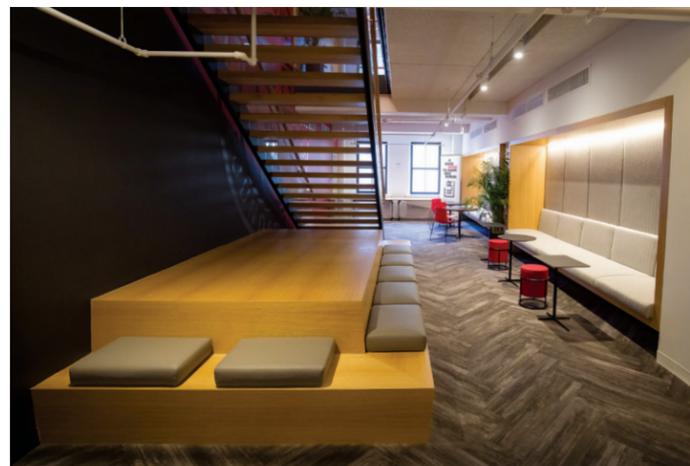


ILRIe

Alumni Magazine

SUMMER 2019





ILR's New York City location in the historic General Electric building at 570 Lexington Ave. opened in January. It includes the ILR NYC Conference Center and seven ILR institutes and programs: the Worker Institute, ILR Executive Education, the Scheinman Institute on Conflict Resolution, the Labor and Employment Law Program, the Institute for Compensation Studies, the Smithers Institute for Alcohol-Related Workplace Studies and the Institute for Workplace Studies. Nicole Smart, MPS '15, above, is shown in our new space, which also hosts members of nine units from across Cornell.



MESSAGE FROM THE DEAN

Dear Alumni, Parents and Friends,

First of all, let me say how honored I am to be the new dean of this incredible school. ILR and ILRies around the world have been at the heart of making the workplace better for millions of workers throughout the past eight decades. I am proud to be part of such an important mission and look forward to all the great work we will do together.

Whether you graduated this past May or in the 1940s, you are part of a lifelong community. Once you are an ILRie, you are always an ILRie. Each ILR generation stands on the shoulders of the one that came before it.

At graduation, I urged the Class of 2019 to show the world that it can bring positive change to the workplace. I urged our graduates to be brave, purposeful, kind and honorable. Those are ILR values that you, our alumni, demonstrate over and over again.

Your legacy as alumni is more important than ever. The pace of workplace change, raising profound questions about what the future of work will be, demands our very best. I am confident that, together, we will continue to transform the future of work, employment and labor, and help people across the globe live better lives.

All my best,

Alexander Colvin, Ph.D. '99

Kenneth F. Kahn '69 Dean

Martin F. Scheinman Professor of Conflict Resolution



Vicki Saporta '74

DRIVING IMPACT

VICKI SAPORTA

1974

A Lifetime of Contributions

Alumna endows social justice internship fund

A summer job with the Teamsters after her sophomore year changed the course of her life. Now, Vicki Saporta '74 is making it possible for others to have that same opportunity.

Through the Vicki Saporta Social Justice Internship Fund, "I hope to encourage students to follow their passions and see the difference they could make by working for a progressive, mission-driven organization," she said.

Before that transformative summer, Saporta planned to become a lawyer. Afterward, "I couldn't wait to work with the union. I even graduated a semester early to do so."

She spent nearly 20 years with the Teamsters, starting as a representative for the Western Conference. Next, she was an organizer for the international union, "organizing workers in all types of jobs all over the country."

Although she was on the road more than 200 days a year, "I loved the work and felt so fortunate to be able to do something where I was making a difference in workers' lives."

Saporta, director of organizing in her last 10 years with the union, was both the first woman organizer hired by the International Brotherhood of Teamsters, and the first woman organizing director of any international union.

In 1995, concerned that "tactics we had developed to encourage employers to bargain in good faith were

being used against abortion providers," she left to champion a new cause, becoming president and CEO of the National Abortion Federation, an organization she served for 23 years.

"Again, it was a place where I could make a difference – this time, by ensuring women could access safe, legal reproductive health care," she said.

When hiring for entry-level positions, she recalled, she favored students who had followed their passions and sought out internships. "Knowing that many students can't afford, or don't think they can afford, a nonprofit internship, I wanted to level the playing field," she said.

Since retiring last year, Saporta, a lifelong sailor and former member of the Cornell sailing team, is pursuing another mission-driven passion – working to save the Chesapeake Bay.

She looks back fondly on her ILR days, which exposed her to "women role models like Jean McKelvey and Alice Cook, who worked well past retirement doing meaningful work that made a difference."

A 1993 recipient of the Groat Award, Saporta has served on the ILR Alumni Association Board of Directors, the ILR Dean's Advisory Council and the President's Council of Cornell Women.

Among other awards, in 2015 she received the ACLU's highest honor, the Roger Baldwin Medal of Liberty, recognizing a lifetime of contributions to civil liberties.

HOLLY WALLACE AND ED BAUM

1981

Bringing Forward the Possibility of Cornell

For Edwin “Ed” Baum ’81 and his wife, Holly Wallace, Cornell is a family tradition – one with deeper roots than they knew.

Both of Ed’s siblings, Howard Baum (CALS ’79) and Ellen B. Rabinowitz (CHE ’85), also graduated from Cornell. So, too, did Ed and Holly’s daughter, Claire Wallace Baum (ILR ’16), sister-in-law, Ellen Z. Baum (A&S ’80), and nephew, Eric Baum (A&S ’15).

“When my siblings and I attended Cornell’s statutory colleges, state support was significantly greater than it was by the time Claire attended,” Ed said. “We realized there was a tremendous need to make available to today’s students the benefits my family enjoyed a generation earlier.”

Ed is a partner at Perkins Coie and Holly is managing director and senior financial adviser at Merrill Lynch.

To honor the Baum family’s Cornell connection, Ed and Holly created the Baum-Wallace Family Scholarship in 2014.

The scholarship is awarded to

students active in the New York Metro chapter of the Network for Teaching Entrepreneurship, whose advisory board Holly chairs. Priority is given to students enrolling in ILR, but the scholarship can be used elsewhere at Cornell if no network student is admitted to ILR in a given year.

The Network for Teaching Entrepreneurship teaches startup business skills to ignite the entrepreneurial mindset in students from under-resourced communities. Students create their own

business plans and businesses, and present, defend and compete for funding much like competitors on the “Shark Tank” reality TV series.

Ed and Holly, along with their daughter and nephew, accompany some 40 network students on summer field trips to campus.

“For most of these students, it’s their first university experience,” Ed said. “We’ve brought the possibility of Cornell, and what a university like Cornell can



Holly Wallace and Ed Baum '81

offer, to the forefront of their minds and made it a potential reality.”

Turns out, Ed’s family wasn’t the only one with ties to Cornell.

“On the flip side, we’ve brought Network for Teaching Entrepreneurship to the attention of the ILR School and established a partnership that is paying enormous dividends for the students.”

For Nicole Oliveira (A&S ’20), the scholarship “made attending Cornell something I could seriously consider.” And, it allowed her to explore “interests I either did not know about or could not afford prior to coming to college,” she said. “It has been continuously reassuring to know someone cares about my educational progress, and to put a face to the generous help I am receiving.”

“WE REALIZED THERE WAS A TREMENDOUS NEED TO MAKE AVAILABLE TO TODAY’S STUDENTS THE BENEFITS MY FAMILY ENJOYED A GENERATION EARLIER.”

— Ed Baum

Two years ago, while cleaning out her late mother’s home, Holly discovered that two of her ancestors were Cornell alumni: Samuel Colver Gist Sr., Class of 1876, and his son, Samuel Colver Gist Jr., Class of 1920, who ran in the Southern California Republican congressional primaries of 1945, losing to Richard Nixon.

“We were motivated to create the scholarship by my family’s connection to Cornell,” Ed said. “Then, we discovered that Holly’s family goes back to one of the university’s earliest classes. For us, that brought things full circle.”

“It was meant to be,” said Holly.



“IT HAS BEEN CONTINUOUSLY REASSURING TO KNOW SOMEONE CARES ... AND TO PUT A FACE TO THE GENEROUS HELP I AM RECEIVING.”

— Nicole Oliveira (A&S ’20)

ILR's future and glorious past were celebrated this April by more than 300 people at the annual Groat and Alpern Awards at The Pierre in Manhattan.

Dean Alex Colvin reminded alumni from the past eight decades that the school is in a unique position to help lead the thinking on pressing societal issues such as employment in the global economy, the role of artificial intelligence in the workplace and the #MeToo movement.

As a community, ILRies celebrated the school's heritage, its forward path and two of our most outstanding graduates. Carolyn Richmond '91 received the Judge William B. Groat Award. Chair of the Hospitality Practice Group at Fox Rothschild, Carolyn represents and counsels employers in restaurants, hotels and other hospitality industry workplaces. Diane Rosen '78 won the Jerome Alpern Award. Of counsel at Ortol Rosenstadt LLP, Diane specializes in real estate and corporate transactions.

GROAT & ALPERN AWARDS 2019



From left, Martin Scheinman, '75, M.S. '76, and Laurie Scheinman



From left, Dr. Jeffrey H. Richmond, A&S '92, MD '96, Dr. Stephen Richmond, A&S '59, Carolyn Richmond '91 and Marjorie Richmond.



From left, Harold Tanner '52, and Jerry Alpern '49, MBA '50.



From left, Angel Metellus, MPS '19, Dennis Alvarado, MPS '18, and Elizabeth Student, MPS '19.



From left, Oliver Rosen '17, Marc Brossman '75, Diane Rosen '78 and Amanda Rosen '12.



**SCHOOL OF
INDUSTRIAL AND
LABOR RELATIONS**

More than 400 people graduated from ILR in May. Dean Alexander Colvin joined students on the Arts Quad as they assembled with thousands of other Cornellians for the traditional march into Schoellkopf Stadium.



NEW FACULTY

The retirements of many senior professors, leaders in their fields and people whose teaching has influenced thousands, is opening the door to the school's fourth wave of faculty hiring.

Renewing the faculty is an opportunity to hire scholars studying exciting new topics and to diversify the faculty while developing the next generation of academic leadership at ILR.



Dina Bishara
International and Comparative Labor
Ph.D., George Washington University



Tristan Ivory
International and Comparative Labor
Ph.D., Stanford University



Rebecca Kehoe
Human Resource Studies
Ph.D., Cornell University



Alice Lee
Conflict Resolution, Organizational Behavior
Ph.D., Columbia University



Tejasvi Nagaraja
Labor Relations, Law and History
Ph.D., New York University (arriving July 2020)



Tae-Youn Park
Human Resource Studies
Ph.D., University of Minnesota



Seth Sanders
Economics
Ph.D., University of Chicago



Jaylexia Clark '19

INTERNATIONAL LEARNING

A semester at University College Dublin was a life-changing experience for Jaylexia Clark '19.

She was among ILR School juniors and seniors studying abroad in the fall 2017 ILR/UCD Semester in Dublin Program. It immerses students in Irish culture and educates them about international labor relations, including hot-button issues such as Brexit, through classes at the Lochlann Quinn School of Business at UCD.

In the Dublin program, students earn ILR School credits through three required classes – “European Industrial Relations and Human Resource Management,” “Multinational Enterprises in the Global Economy” and “Irish History.” The students also take one or two electives from an ILR School-approved list of courses.

Clark attended a three-day meeting with European Union representatives at the European Parliament in Brussels. A second

field trip, to the European University Institute in Florence, Italy, was added to the program in 2018.

Clark said the UCD experience builds on and goes beyond lectures, classroom discussions and field trips. She made lasting friendships with her professors and European classmates, she met students from all over the world during UCD social programs and she savored weekend trips across Ireland and other European countries.

“It was a great opportunity to learn more about international labor relations and grow as a person,” said Clark. “I returned from Dublin with a deeper understanding of Europe and how it compares with the U.S., and where I want to go with my career.”

Clark said a conversation she had with a taxi driver in Dublin was a turning point in her semester. “He took pride in knowing that he was offering safe and reliable transportation because Ireland has vehicle insurance and

maintenance laws that protect the taxi industry and its customers,” she said. “That chance meeting helped me look beyond the broader concepts and understand how labor laws impact real lives.”

The Dublin program, launched in 2007, was the first international study abroad program ILR offered, said Brigid K. Beachler, managing director of ILR Off-Campus Credit Programs.

“When we were designing the program, we wanted to create an opportunity for students to continue learning about ILR issues, but from a comparative and international perspective,” Beachler said.

“Our students recognize that there are interesting and important political, economic and social issues affecting Ireland and Europe right now and they want to take this unique opportunity to study there.”

Cornell Program Named for Bacharach

Every two years, a cohort of university leaders takes part in a year-long premier training program, Leading Cornell. This spring, the university-wide program was renamed for Professor Samuel Bacharach, who reflects here on his ILR experience.

I came to Cornell over 40 years ago as a first-generation college graduate. I had some savvy that I gained growing up in New York City, but I had no particular expertise in leadership.

Despite rumors to the contrary, I have never been the most academically gifted genius at Cornell. But the truth is, I wouldn't have been able to survive at Cornell and at the ILR School — with its unique student body, its outstanding faculty, its illustrious alums and its varied constituents — without having the survival skills of political and managerial competence.

ILR was the testing ground for many of my ideas about leadership.

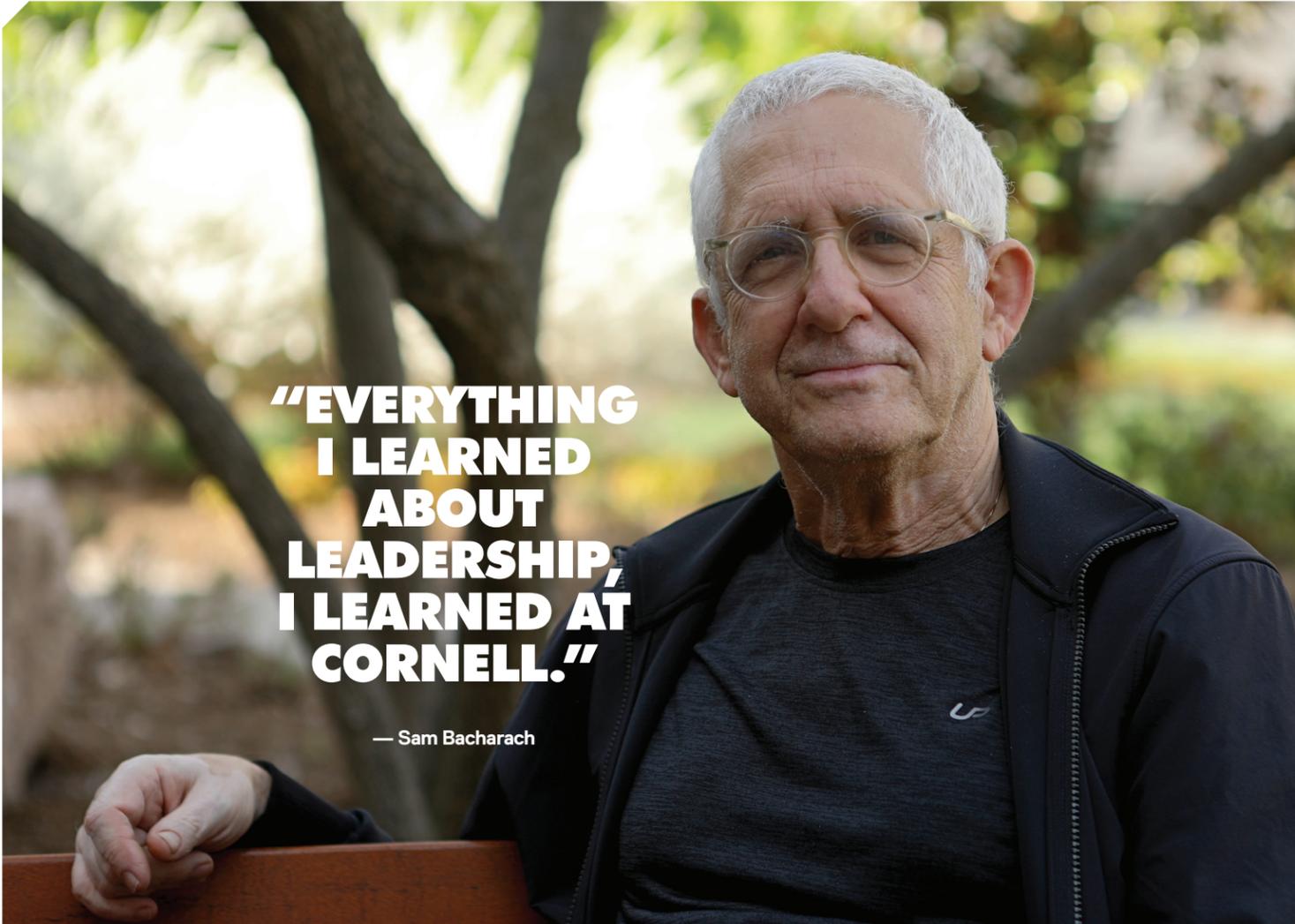
Moving ideas and pushing agendas in complex organizations demands that leaders — not just at the top, but leaders at all levels of the organization — work with others, see where they're coming from and find creative solutions.

This is what I tried to achieve during my career at Cornell — from working on dean searches to coming up with potential avenues of grant funding to putting in place a new master's degree program in New York City. By just trying to get anything

done in this complex system of a university, by necessity, I became a leadership expert. I had learned something about moving agendas.

“Agenda moving” is the overall theme of the Cornell program that trains Cornell's high-potential administrative leaders.

Everything I learned about leadership, I learned at Cornell, and I could not be more honored to have Mary Opperman, vice president and chief human resources officer at Cornell, name the capstone leadership training program after me.



“EVERYTHING I LEARNED ABOUT LEADERSHIP, I LEARNED AT CORNELL.”

— Sam Bacharach



“I do not believe there is a program in America that better prepares you for a career in public service than Cornell’s ILR School.”

DRIVING IMPACT
**JOSH
LAFAZAN**

2016

“ILR Prepares You For Life”

When an emergency hits in Nassau County, Long Island, it’s the law: an American Sign Language interpreter must be part of the announcement.

Nassau’s 32,000 deaf and hard-of-hearing people can now learn as soon as everyone else what’s going on in their community.

It all circles back to ILR.

“Many ILR professors changed my life, but Thomas Golden’s impact was felt immediately,” said Josh Lafazan ’16, sworn into office as a county legislator in 2018.

Lafazan took Disability Employment Policy with Golden, executive director of ILR’s K. Lisa Yang and Hock E. Tan Employment and Disability Institute.

“My life will never be the same.” Golden, Lafazan said, “explained to me that if I was going to pursue public service, that I must always make fighting for people with disabilities my priority.”

Golden helped Lafazan draft the bill, which passed 19-0 to become law in 2018.

Lafazan got his start in politics when he was elected to the student council as a first-grader.

He entered ILR intent on a career in public service.

“I was often asked why I didn’t choose a college in Washington, D.C., or become a government major. The answer is quite simple: I do not believe there is a program in America that better prepares you for a career in public service than Cornell’s ILR School.”

Lafazan hopes his brother, Aaron Lafazan ’22, gets to know some of the people who impacted his life at ILR.

“Professor Nishii expanded my mind as a learner, and I am a better man today because I took her diversity and inclusion course. It was Professor Nishii who helped me develop a strong academic foundation in understanding institutional racism, systems of privilege and inequities in society, and she has strengthened my commitment to fighting for fairness as a legislator.”

“Professor Ehrenberg will forever be one of the most important people in my life. It was Professor Ehrenberg who helped me clarify both my personal and professional goals, and taught me lessons about life that transcend the classrooms of Ives Hall.”

Ian Schachner, associate director of ILR Undergraduate Admissions, guided Lafazan as he began his senior year. “I was uncertain as to what my future would look like, or what my next step in life would be. It was Ian who helped evaluate my passions and skill set, and ended up steering me toward pursuing graduate education.” Lafazan graduated from Harvard with a master’s degree in education policy and management.

Lafazan’s deep well of energy comes “from an appreciation that every single day is precious, and that life can be taken away from you at any moment.” A week before his senior year, his car was totaled when he was broadsided on Long Island.

“Somehow, I walked away without a scratch. I remember thinking that I was not satisfied with the impact I had made on the world, and that I would work diligently each day to make a difference that would far outlast my time here on Earth. Each day as a legislator, I work to fulfill this promise I made.”

Lafazan is high energy. “My father loves to remind me that the only thing that is truly unlimited in this world is our own energy.”

“However, when I really run out of gas, I love to watch old campaign clips from 2012. To see the footage of adults in my community articulating support for me, then a teenager, I tear up every time. It re-inspires me to get back up and get to work,” said Lafazan, elected to the Syosset Board of Education as an 18-year-old.

Lafazan has a long list of ILR individuals who inform his work, which has resulted in an anti-bullying website, a substance abuse prevention app and a substance abuse hotline.

He mentions Senior Lecturer Lee Adler, who taught him how labor issues are argued in U.S. Supreme Court, and Associate Professor Adam Seth Litwin, who taught him about collective bargaining.

The school that is helping him make a positive impact as a legislator, Lafazan points out, goes beyond the realm of knowledge and career.

“ILR prepares you for life.”



Nassau County residents, some of them directly impacted by Lafazan-led legislation to facilitate communication between Nassau police and deaf and hard of hearing motorists, celebrated the law’s passage.

Students joined alumni, faculty and staff at the Groat & Alpern Awards. It was an opportunity to network with fellow ILRies.



DEAR FELLOW ALUMS,

“Ignite Alumni Engagement, One ILRie at a Time” – that is the mission of the ILR Alumni Association (ILRAA). I hope you’ll join us in energizing chapters and affinity groups, connecting with recent graduates, embracing graduate program alumni and elevating communications through our social media sites.

At ILR’s new Midtown headquarters, located at 570 Lexington Ave. in New York City, the ILRAA Board of Directors met in June to discuss strategies and tactics for mobilizing alumni. We also watched with pride as recent graduates shared their Cornell ILR experiences with incoming first-year students.

As president of the ILRAA Board of Directors, I encourage every ILR alum to get involved by connecting with one another, students and the school. Our talented executive committee includes Beth Florin, M.S. '85, Susan Panepento '85, Marty Schmelkin '91 and Jasen Nhambiu '93. We’d love to hear from you and help channel your passion for ILR into active participation in the organization. So, bring your ideas, skills and creativity!

Together, we can make the ILR experience even more meaningful. #FromIvesWeRise

Jordan Berman '95
 President, ILR Alumni Association
 jordan@ofc.tv



Jordan Berman '95, President



I left the event feeling very proud to be an ILRie, which I think is a common theme among students. The event incites a certain pride about being connected to such a unique major, and subsequently, to such dynamic and exceptional people,” said Nick Martin '19.

SAVE THE DATE

Alumni Association chapter events and contacts can be found at www.ilr.cornell.edu/alumni.

- OCT 4-5 Cornell Homecoming
- APRIL 23 Groat and Alpern Awards
- JUNE 4-7 Reunion Weekend



Members of the Class of 1969 celebrated their 50th anniversary at Reunion.

ILRie is produced by ILR Communications and Marketing. Contributors include Dave Burbank, Bill Davis, Carly Fuller, Clark Jones, Chris Kitchen, Brian Pappalardo, Sandi Mulconry and Jesse Winter.



ILR School

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Night view from ILR in NYC