

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY



CONVOCATION

MAY 2023

RUTGERS

School of Management
and Labor Relations



Twentieth Convocation

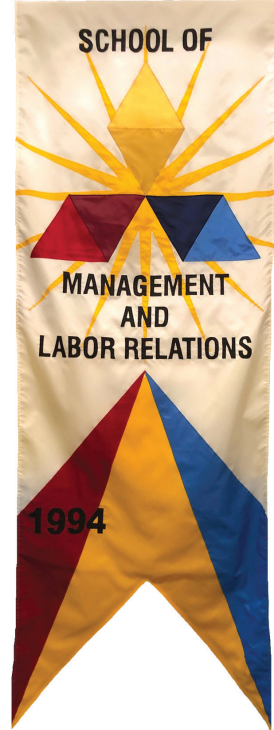
May 13, 2023

The SMLR Gonfalon

by John Burton Jr., *Professor Emeritus*
Rutgers School of Management and Labor Relations

The gonfalon for the School of Management and Labor Relations was designed to symbolize the mission of the school: to improve the relationship between management and labor in order to serve the public. The three colors used throughout the gonfalon represent the three parties interested in constructive employment relations: labor (red), management (blue), and the public (gold).

The inner set of triangles represents the common and sometimes ineffective interaction between labor and management and the consequences for the public. The shades of red, blue, and gold in the inner triangles are muted and dark. The role of the School of Management and Labor Relations is to improve the relationship. The School's contributions to the better relationship between management and labor and ultimately to the benefit of the public is symbolized by the multi-pointed explosion of gold that lies behind the triangles. The result of the school's contributions to the improved relationship between the participants in employment relations and to the public is shown in the outer set of triangles. The shades of blue, red, and gold in the outer triangles are bright and vivid.



The gonfalon was created in 1994 when the Institute of Management and Labor Relations was transformed into the School of Management and Labor Relations. Then Dean John Burton, Associate Dean Steven Director, and Assistant Dean Betty Lou Heffernan were responsible for the concept and general design of the gonfalon. Kevin Rau helped translate the concept into the final design.

SMLR Executive Leadership

Adrienne E. Eaton
Rebecca Greenbaum
Elaine Stroud
Tracy F.H. Chang
Mingwei Liu
Len Garrison

Dean
Associate Dean for Academic Affairs
Associate Dean for Finance and Administration
Associate Dean for Diversity, Equity, and Inclusion
Associate Dean for Research
Assistant Dean of Student Services

Order of Events

Presiding Officer: Adrienne E. Eaton, Dean, School of Management and Labor Relations

Processional	Mason Gross Brass Quintet
The National Anthem	Rutgers Glee Club
Welcome and Introduction of platform, special guests, and marshals	Adrienne E. Eaton, <i>Dean</i>
Greetings and Remarks to the Graduates	Francine Conway, <i>Chancellor-Provost Rutgers University–New Brunswick</i>
Remarks by Class of 2023 Student Speakers	Tiffany Adams <i>Master of Human Resource Management</i> Robert Lovich, Jr. <i>Master of Labor and Employment Relations</i>
“The Bells Must Ring” “On the Banks of the Old Raritan”	Rutgers Glee Club
Address by 2023 Convocation Guest Speaker	Shiloh Butterworth, BSLER’15 <i>Oregon Region Leader and Chief People Officer PAE Consulting Engineers</i>

Presentation of the Candidates

Ph.D. in Industrial Relations and Human Resources

Presented by:	Jessica Methot, <i>Program Director</i>
Assisted by:	Rebecca Tinkham, <i>Graduate Student Counselor</i>

Master of Labor and Employment Relations

Presented by:	Francis Ryan, <i>Graduate Program Director</i>
Assisted by:	Akhila Naik, <i>Assistant Teaching Professor, Labor Studies and Employment Relations</i>

Master of Human Resource Management

Presented by:	David Ferio, <i>Graduate Program Director</i> Hadi El-Farr, <i>Online Graduate Program Director</i>
Assisted by:	Rebecca Tinkham, <i>Graduate Student Counselor</i>

Bachelor of Arts in Labor Studies and Employment Relations

Bachelor of Science in Labor and Employment Relations

Presented by:	Francis Ryan, <i>Graduate Program Director</i>
Assisted by:	Amalia (Amy) Marchitto, <i>Undergraduate Student Counselor</i>

Bachelor of Arts in Human Resource Management

Presented by:	Ryan Greenbaum, <i>Undergraduate Program Director</i>
Assisted by:	Shuenn (Grace) Tien, <i>Undergraduate Student Counselor</i>

Remarks by SMLR Alumni Association Tracy Ng, BAHRM’15

Recessional Mason Gross Brass Quintet

Reception on Livingston Lawn

University Speaker

Francine Conway, *Chancellor-Provost, Rutgers University–New Brunswick*

Dr. Francine Conway, a scholar and award-winning clinical psychologist widely recognized for her work in child psychopathology, was appointed Chancellor-Provost of Rutgers University–New Brunswick in July 2021.

Dr. Conway previously served as the Provost of Rutgers–New Brunswick. She is also a Distinguished Professor in the Graduate School of Applied and Professional Psychology, where she served as Dean from 2016 to 2020.

As Chancellor-Provost, Dr. Conway is leading the development of an Academic Master Plan which will chart the course for Rutgers–New Brunswick's future academic priorities, while enhancing the institution's reputation for academic excellence, world-changing research, and service that benefits its host communities, the State of New Jersey, the nation, and the world.

As provost, Dr. Conway embraced a commitment to building a diverse and inclusive environment for faculty, staff, and students, including recruitment of faculty from underrepresented demographics, and ensuring pathways to success for talented students from diverse and at-risk backgrounds.

Chancellor-Provost Conway is the Immediate Past-President of the National Council of Schools and Programs of Professional Psychology, where she led a campaign to enhance the curriculum in preparing psychologists to lead social change. She has also represented Rutgers University in two Big Ten academic leadership programs.

Dr. Conway is a graduate of Cornell University and Columbia University, and earned her doctoral degree from the Gordon F. Derner Institute of Advanced Psychological Studies at Adelphi University, where she later served on the faculty for 13 years.

Student Speakers

Tiffany Adams, *Master of Human Resource Management*

Tiffany Adams is receiving a master's degree in human resource management with a concentration in analytics. While attending Rutgers, Tiffany became involved in the Rutgers graduate student chapter of the Society for Human Resource Management (RU SHRM) where she served in various roles. In her most recent role as president, she led the chapter to recognition as a recipient of the Superior Merit Award acknowledged by the national SHRM organization. She also served as a teaching assistant under Professor Joseph McCune for an undergraduate talent acquisition class.

A native of Newark, New Jersey, Tiffany began her HR career in 2018 as a recruiting specialist working at a non-profit in New York City. While taking part-time evening classes at Rutgers, Tiffany worked full-time and gained valuable on-the-job experience at various organizations including the Bronx District Attorney's Office as a legal recruitment specialist, and Zoetis as an HR associate and workforce management analyst. Additionally, Tiffany has developed HR competencies in recruiting, shared services and operations, and HRIS (Workday).

Tiffany currently works full-time at Davis Polk Wardell, a law firm in Midtown as an HRIS specialist, and serves as a director for emerging professionals with the NJ SHRM Chapter

in Rockland County where she was recruited by Susan Russo, a fellow Rutgers MHRM alumna. Tiffany holds a bachelor of arts degree in international studies with a minor in Japanese from the University of Richmond, and also received a certificate of completion for an introduction to user design experience through the Rutgers Business School.

Robert Lovich, Jr., *Master of Labor and Employment Relations*

Robert Lovich, Jr. is receiving a master's degree in labor and employment relations. He earned a bachelor's degree in labor studies and employment relations from the School of Management and Labor Relations in 2021.

A New Jersey native, Rob enlisted in the United States Army at age 19 and served honorably for nine years. He was awarded many medals throughout his military career and had the opportunity to travel around the world and assist in many peacekeeping missions as a medical specialist.

After leaving the military, he worked at Saint Peter's Hospital for several years as a Corporate Health Technician, assisting doctors and providing medical services to executives and CEOs. He then worked at a contract research organization in the bioanalysis and mass spectrometry lab analyzing unknown drug compounds. Today, Rob is a global program manager for Labcorp, where he works with both the operations groups and clients. He focuses on logistics, management of studies, discussions on advancements in science, and working with clients' needs in getting much needed drugs out on the market. Rob has a 19-year-old daughter, who also attends Rutgers University and is currently majoring in human resource management.

Rob earned a certificate in conflict resolution and negotiation while attending Rutgers during his master's program. He is also an active member of the Rutgers Veterans House, RU Vets, RU LERA, American Legion, and Project Management Institute.

Guest Speaker

Shiloh Butterworth, *Oregon Region Leader and Chief People Officer, PAE Consulting Engineers*

Shiloh Butterworth is the Oregon Region Leader and Chief People Officer for PAE Consulting Engineers, overseeing the Oregon Region, Employee Experience, Learning & Development, and Operations for the company, along with serving on PAE's Board of Directors. He is also a Technical Advisor to the International Living Futures Institute (ILFI) as a champion and partner for organizational equity. Shiloh is a transformational thought leader on people, performance, organizational culture, and employee engagement. He is passionate about bringing servant leadership to the workplace to help others thrive.

Originally from Oregon, Shiloh graduated summa cum laude from Rutgers University with a bachelor's degree in labor and employment relations and a certificate in workplace diversity. He is also a decorated Combat Veteran, leading multiple Infantry Companies with the U.S. Army during Operation Iraqi Freedom, earning two Bronze Stars and the Valorous Unit Award. He retired from military service in 2015.

Shiloh is fond of sports, paddle-boarding, hiking and the outdoors, and spending time with his family.

SMLR Alumni Association Representative

Tracy Ng, *Class of 2015*

Tracy Ng is a proud alumna of the School of Management and Labor Relations, School of Arts and Sciences, and Douglass College who graduated with a bachelor of arts in human resource management, psychology and sociology. She started her human resource management career in pension administration, and later transitioned to compensation. Tracy enjoys volunteering in different alumni associations at Rutgers, and is currently the president of the SMLR Alumni Association.

Honor Awards

Undergraduate students who achieve a 3.70 GPA or higher within their majors receive an excellence pin and a certificate upon graduation. Undergraduate students who achieve a cumulative GPA of 3.70 or higher receive white or gold cords, and those who achieve a Thesis Honor are awarded a wedgewood blue and gold cord.

Master's students who achieve a 4.00 GPA within their course of study receive gold cords.

James R. Chelius Teaching Award

The James R. Chelius Award was created in memory of Jim Chelius, a beloved teacher, scholar, and mentor in the Department of Human Resource Management. HRM students nominate a recipient and the selection is made by a committee of HRM faculty. This year's teaching award goes to **Assistant Teaching Professor Kyra Leigh Sutton**.

Labor Studies and Employment Relations Teaching Award

The Labor Studies and Employment Relations Teaching Award recognizes the teaching excellence of a LSER faculty member. Undergraduates, graduate students and colleagues nominate a recipient and a selection is made by a committee of LSER faculty. This year's teaching award goes to **Assistant Teaching Professor Sheila M. Lawrence**.

Best Required Course Award

The Best Required Course Award recognizes a faculty member for excellence in the preparation and delivery of a required SMLR course that represents critical learning in the field, stimulates additional learning beyond the course, and enables students to apply what they have learned to further their career. Undergraduate and graduate students along with faculty nominate a recipient and the selection is made by a committee of SMLR faculty. This year's award goes to **Assistant Teaching Professor Hadi El-Farr**.

Doctoral Student Teaching Excellence Award

The Doctoral Student Teaching Excellence Award recognizes doctoral students for delivering meaningful, engaging, and inclusive learning environments and creating innovative teaching approaches or content within SMLR. The Ph.D. Program Director nominates eligible doctoral students, and upon review of the nominees' supporting materials, the Dean, Department Chair, and Ph.D. Program Director make the final selections. This year's teaching awards go to **Ph.D. students Cheng Huan (Jerry) Liu and Jiyoon Park.**

Faculty of the School of Management and Labor Relations

Vikrant K. Advani, J.D., Rutgers University; M.A., Rutgers University, labor and employment relations

Eric Blanc, Ph.D., New York University, sociology

Joseph R. Blasi, Ed.D., Harvard University, sociology of organizations

Dana Britton, Chair, Department of Labor Studies and Employment Relations, Ph.D., University of Texas at Austin, sociology

William Brucher, Ph.D., Brown University, history

Nichelle Carpenter, Ph.D., Texas A&M University, industrial/organizational psychology

William Castellano, Ph.D., Rutgers University, industrial relations and human resources

Tracy F.H. Chang, Associate Dean for Diversity, Equity and Inclusion, Ph.D., University of Iowa, sociology; M.B.A., New York University

Rosemarie Cipparulo, J.D., Rutgers University

Doug Coffey, M.B.A., St. John's University, finance

Ashley Conway, M.A., American University, organizational development and change

James M. Cooney, J.D., University of Miami

Sheri Davis, Ph.D., Emory University, American studies

Lindsay Yasmin Dhanani, Ph.D., University of Central Florida, industrial/organizational psychology

William Dwyer, M.L.I.R., Rutgers University, labor and industrial relations

Adrienne E. Eaton, Dean, Ph.D., University of Wisconsin, industrial relations

Hadi El-Farr, Director, Online M.H.R.M. Program, Ph.D., University of Leeds, human resource management

Jie (Jasmine) Feng, Ph.D., University of Wisconsin, management and human resources

David A. Ferio, Director, M.H.R.M. Program, A.B.D., Stevens Institute of Technology

Janice Fine, Ph.D., Massachusetts Institute of Technology, political science

Rebecca Givan, Ph.D., Northwestern University, political science

Rebecca Greenbaum, Associate Dean for Academic Affairs, Ph.D., University of Central Florida, business administration

Ryan Greenbaum, Director, Undergraduate H.R.M. Program, M.B.A., Oklahoma State University, business administration

Christopher Hayes, Ph.D., Rutgers University, American history

Charles Heckscher, Ph.D., Harvard University, sociology

Lawrence Houston III, Ph.D., Pennsylvania State University, industrial-organizational psychology

Hazel-Anne M. Johnson-Marcus, Ph.D., University of South Florida, industrial-organizational psychology

Bill Kane, Ph.D., Fielding Graduate University, organizational development and change

Carla Katz, J.D., Seton Hall University

Maria L. Kraimer, Ph.D., University of Illinois at Chicago, business administration and human resource management

Douglas Kruse, Ph.D., Harvard University, economics

Sheila Lawrence, Ph.D., Rutgers University, applied statistics and sociology/demography/quantitative analysis

Barbara A. Lee, Ph.D., Ohio State University, higher education administration; J.D., Georgetown University

Tamara L. Lee, Ph.D., Cornell University, industrial relations; J.D., Chicago-Kent College of Law

Mingwei Liu, Associate Dean for Research, Ph.D., Cornell University, international and comparative employment relations

Xiangmin (Helen) Liu, Ph.D., Cornell University, human resource studies

Anne-Michelle Marsden, M.S., Florida State University, human sciences

Carmen Martino, M.A. Rutgers University, labor studies

Joseph McCune, Ph.D., Michigan State University, industrial/organizational psychology

Jessica R. Methot, Director, Ph.D. Program, Industrial Relations and Human Resources, University of Florida, organizational behavior

Christopher Michael, Ph.D., City University of New York, political science; J.D.,
City University of New York School of Law

Akhila Naik, J.D., City University of New York School of Law

Julie Peters, Director, James B. Carey Library, M.L.I.S., Rutgers University

Danielle Phillips-Cunningham, Ph.D., Rutgers University, women's and gender studies

Yana van der Meulen Rodgers, Ph.D., Harvard University, economics

Ralph Rodriguez, Ph.D., Temple University, human resource management

Peter Rokkos, J.D., Boston University

Saul Rubinstein, Ph.D., Massachusetts Institute of Technology, management

Francis Ryan, Director, MLER Program, Ph.D., University of Pennsylvania, history

Tobias Schulze-Cleven, Ph.D., University of California, Berkeley, political science

Lisa A. Schur, Ph.D., University of California, Berkeley, political science; J.D.,
Northeastern University

Susan J. Schurman, Ph.D., University of Michigan, higher adult and continuing
education

Scott E. Seibert, Ph.D., Cornell University, organizational behavior

Marilyn Sneiderman, M.S.S.W., University of Wisconsin, community organizing
and women's studies

Michael C. Sturman, Chair, Department of Human Resource Management, Ph.D.,
Cornell University, industrial and labor relations

Kyra Leigh Sutton, Ph.D., Ohio State University, labor and human resources

James Terez, M.B.A., New York University, accounting; M.A., Rutgers University, English

Christopher To, Ph.D., New York University, management

Todd E. Vachon, Ph.D., University of Connecticut, sociology

Michelle Van Noy, Ph.D., Columbia University, sociology and education

Paula B. Voos, Academic Program Director, L.S.E.R. Programs

Naomi R Williams, Ph.D., University of Wisconsin, history

SMLR State Advisory Council Members

Robert Asaro-Angelo, Commissioner, NJ Department of Labor and Workforce Development

Allison “Sonie” Barger, Chief Financial Officer, Mathematica

Kenneth Brahl, Senior Director of Labor Relations, Ravitz Family Markets

Lisa C. Charles, Arbitrator & Mediator

Aaron Fichtner, President, New Jersey Council of County Colleges

Thomas P. Giblin, Business Manager, International Union of Operating Engineers Local 68

Frank Giuliano, General Counsel, The Okonite Company

Lauren Jacobs, Executive Director, PowerSwitch Action

Brandon McCoy, Vice President for State Partnerships, Center on Budget and Policy Priorities

Erica Smiley, Executive Director, Jobs with Justice

Mark Stanwood, Director, NJ School Administrator Residency Program, New Jersey Association of School Administrators

Chris Whalen, Executive Director, Health Professionals and Allied Employees

Charles Wowkanech, President, NJ AFL-CIO

Convocation Marshals

Melissa Daniel, BALSER’00, MLER’01

Janice DiLella, MLER’10, MHRM’11

Sean Jackson, BAHRM’22

Sandra McLachlan, BALSER’98 and MLER’04

Quadria Tankard, BSLE’13, MLER’15

"THE BELLS MUST RING"

Richard Hadden

March, men of Rutgers
Down the field today.
March to another score,
Forward to the fray;
Fight, men of Rutgers
As in days gone by
Fight! For the Scarlet Flag over the rest must fly.

Keep Rutgers colors to the fore
For they must win so fight, fight, fight!
And we'll advance some more to score,
The Rutgers flag flies high tonight, alright, alright
We'll fling the Scarlet Banner out,
And Rutgers men will fight, fight, fight, fight, fight;
The bells of Queens each victory shout
The bells of Queens must ring tonight.

RU, Rah, Rah;
RU, Rah, Rah,
Whoo-Rah, Whoo-Rah;
Rutgers Rah

Up Stream Red Team
Red Team Up Stream
Rah, Rah, Rutgers Rah

Keep Rutgers colors to the fore
For they must win so fight, fight, fight!
And we'll advance some more to score,
The Rutgers flag flies high tonight, alright, alright
We'll fling the Scarlet Banner out,
And Rutgers men will fight, fight, fight, fight, fight;
The bells of Queens each victory shout
The bells of Queens must ring tonight.

Alma Mater

"ON THE BANKS OF THE OLD RARITAN"

Howard Newton Fuller, Class of 1874

From far and near we came to Rutgers,
And resolved to learn all that we can:
And so we settled down,
In that noisy college town,
On the banks of the old Raritan

Refrain:

On the banks of the old Raritan (my friends)
Where old Rutgers evermore shall stand,
For has she not stood
Since the time of the flood,
On the banks of the old Raritan

Then sing aloud to Alma Mater
And keep the scarlet in the van'
For with her motto high
Rutgers name shall never die
On the banks of the old Raritan

Class of 2023

Ph.D. in Industrial Relations and Human Resources

Su Chen

Dissertation: Making adaptations or making changes? The influence of founding TMT imprints on post-succession TMT membership dynamics and the moderating effects of outside CEOs' work experiences

Xueqing Fan

Dissertation: Individual pay-for-performance and performance variation

Hao Gong

Dissertation: Falling down or bouncing back: Essays on Dynamics involved in the team learning from setbacks process

Jungook Kim

Dissertation: Three empirical essays on the impact of broad-based share compensation and workplace experience

Hanbo Shim

Dissertation: Understanding the construct and measure of job performance over time

Eugene Son

Dissertation: The Impact of Changes in Organizational Gender Diversity on Employee and Organizational Outcomes

Bulin Zhang

Dissertation: What if you are managed by the algorithm? Effects of trust in and knowledge of a ride-hailing platform on drivers' job performance through a social exchange perspective

Master of Human Resource Management

Lady Alexandra Acuna

Tiffany Adams

Lynette Adomako-Kwapong

Munazza Alamdar

Olivia Marie Ambriano

Taylor Ann Anepete

Milagros Y. Araujo

Janelle Safia Atwell

Michael Bataglio

Isha Bhargava

Rohith Reddy Birudavolu

Geraldine Junie Boisrond

Ashley R. Byrne

Melani J. Camacho

Ife I. Campbell

Olivia A. Caputo

Yvette Rebecca Carmichael

Patrick Chan

Momna R. Cheema

Xingyi Chen

Prashanthi Mahalaxmi Cherukupalli

Quadeisha Daniels

Jordanna Das

Anabelle Espinal Demetrios

Sarina Deperi

Gaurav Deshpande

Alida M. Dudley

Christine Elizabeth Duggan

Alexander C. Eposito

Megan Rose Frederick

Samantha E. Gardocki

Anthony M. Gerbino

Bryan C. Gomez

Claudia Guevara

Yihan Guo
Jennifer N. Holt
Sungchul Hwang
Wayne T. Hylton
Alise Isaac
Jiawei Jiang
Shivani Karne
Parneet Kaur
Anjana Khatwani
Yash Khurana
Laura Knecht
Amy E. Lacorte
Jasana Lamichhane
Stephany M. Lazo Fernandez
Dong Hee Lee
Grace Lee
Xicheng Li
Pengyang Liu
Jeffrey John Lodholtz
Jiajun Lyu
Xavier Malloy
Desiree A. McSulla
Ivonne J. Medrano
Ritchie Mehra
Elizabeth Charlotte Miller
Rachelle Wander Mitchell
Kaitlyn Mooney
Sanchali Mukherjee
Jeremy Myers
Nathan Joseph Nassif
Kenechi O. Nnajiolor
Nicolette Rose Noto
Seunghee Oh
Kelsey Ann O'Hara
Saloni Pal

Shivani Patel
Jennifer Marie Patrick
Rachel Elena Pavoni
Nadia Persaud
Daniella A. Pontoriero
Stefanie Lynne Powers
Ethan Racsock
Arianna Reuter
Stephanie M. Reyes
Marcelina Rigoli
Maria Robles
Adrianna R. Rodeiro
Samantha Rosamilia
Jessica B. Saini
Beenal N. Shah
Shazia Sheikh
Reema A. Sheth
Morgan A. Shinkunas-Pascale
Remy N. Sirc
Lauryn Siu
Sydney Catherine Smallwood
Lindsay P. Steinbach
Ishah Tariq
Amy M. Thompson
Vincent Tirri
Mariani Torres
Heath D. Traugh
Itixa Vaghani
Jasmine A. Van Note
Tamika Seobhan Washington
Elizabeth Laura Jane Watts
Makayla A. Wilson
Caitlin Wojacek
Isabel V. Wood-Quinones
Jose A. Yumiguano

Master of Labor and Employment Relations

Matthew A. Aramayo
Pablo Avila Tapias
Heather M. Beson
Oshlynn Sharee Brown
Ryan Joseph Scordas
Bridget C. Foster
Nancy Gomes-Carvalho
Shona A. Grimes
Alberto Hernandez

Olivia V. James
Caulene M. Lee
Robert D. Lovich
Rhonda C. Lyles
Kaitlyn Tayler Marut
Madeline I. Maysonet Scavo
Rukiya McArthur
Marisa Miller
Victoria Donise Morris

Derek Joseph Pierri
Sherron T. Randall
Spencer John Shimek
James J. St. Angelo
Leah R. Thomas

Enmanuel Thomas-Guerrero
Karla Vazquez Digiovanni
Alan Williams
Anthony D. Williams

Bachelor of Science in Labor and Employment Relations

Rose Adu
Yelisabeth Alicea
Kenia Y. Anariba
Iman J. Anwar
Luke J. Arabia
Alex M. Arbeitman
William G. Arias-Urena
Maria Arnao
Irene Arroyo
Virginia I. Arroyo
Brianna Ascioffa
Holly L. Auerbacher
Jeanette Ayala
Jacob R. Bean
Masiyah R. Blue
Shalene M. Bolan
Tamika D. Boykin
Emma B. Brogan
Kassondra M. Brown
Sydney A. Brown^{DM}
Ireland P. Burke
Leandra M. Cain
Brendan J. Cashman
Kattie K. Castro
Sarah Christiansen
Diana Patricia Cifuentes
Nicholas W. Cimillo
Shanelle J. Colmon
Sofia Cortes-Gonzalez
Thomas Geoffrey Scovel Cramer
Aron M. Cruickshank
Jaime A. D'Ambrosio
Lawrence B. Davenport
James J. Davidson
Alyssa M. DeCaro
Julianne Degilio
Eridiz Diaz
Quincy Douby

Al-Tariq Dunson, Jr.
Sean C. Emenike
Shiloh Estacio-Touhey
Juliana Fagundes-Barse
Yuli Feng
Dante Figueroa
Marc A. Gore
James M. Grosso
Sarah M. Hanasewych
Zainab Hashmi^{DM}
Yongting He^{DM}
Joshua Heck
Jad Hijazi
Barbara E. Horne
Deion L. Jennings
Darius Johnson
Lajhon D. Jones
Liala A. Joseph
Carlo W. Kalisch-Cellai
Mac Kenzie C. Karlin
John F. Kennedy
Delin Kong^{DM}
Vijaya V. Kothari
Saahb Kular
Christopher R. Lackner
Misty Lammons
Brielle Lasecla
Cynthia Lewis
Rosa Angelica Limaymanta
Zheyuan Lin
Zhaoli Liu
David Logan
Shakeel Malik
Sophia A. Mandraccia
Maria Belen Marin-Carabajo
Jacob A. Marshall
Damon J. Matthews
Boone T. McDermott

^{DM} Double Major in School of Management and Labor Relations

Ceire Q. McMullen
Daniel Melnick
Diana Mendoza
Kevin Michael^{DM}
Valery Miranda-Chinchilla
Katelyn R. Murray
Gregory S. Napolitano
Kerry Ngo
David J. Nichols
Sawyer Q. Obropta
John B. O'Hara
John Owens
Melany N. Panama
Michael A. Parrillo
Sonny Pezzella
Nabil M. Rafiq
Nicholas A. Raimo
Naya N. Ressaissi Vialva
Ana Reyes
Adam David Richland

Melissa K. Rivera
Alex M. Rosengarten
Katherine A. Rowley
Dalma L. Santana
Orliz A. Schmidt^{DM}
William Charles Sheehan
Awa Sidibe
Vibha Singh
William W. Smith
Cameron J. Spencer
Erin Elizabeth Sprague^{DM}
Michelle A. Sze
Chrysologue P. Tapsoba
Savana V. Trueb
Suheda Turunc^{DM}
Wenxu Wang
Isaiah C. Washington
Nijae Wooden
Elena L. Zambrowski

Bachelor of Arts in Labor Studies and Employment Relations

Elizabeth B. Ali
Nicole Arias^{DM}
Mia F. Betancourt
Cris Cambara
Hansly Cenescar
Sebastian Michael Chiaramonte^{DM}
Kavyasree Chigurupati
Abigail Mary Clemson
Ethan P. Fain
Mohamed Guessous
Fanya Sophia Hoffman
William Nicholas Janzer
Christopher W. Johnson

Michelle Ann Kafer
Kyle H. Lightner
Caleb Aaronjacob McConnell
Una M. McLaughlin
Brianna Maria Montañez
Icisy Kiera Sadler
Brett Singer Sandler^{DM}
Patrick J. Seeney
Lisbeth Veras Encarnacion
Patrice M. Ward
Micah Anson Wood
Kayannah Tanae Yates

Bachelor of Arts in Human Resource Management

Nicole J. Abolafia
Ariba Ahmed^{DM}
Nimrah Ahmed
Leslie Akaba
Taylor Aldredge
Ayman M. Aliamer

Victor R. Almonte Maloon
Johann Ishmael I. Alo
Lena H. Aly
Anum Anwar Deu
Isha Asad
Daniel Au

^{DM} Double Major in School of Management and Labor Relations

Adriana K. Ayala	Madeline R. Epifano
Douglas A. Bartlett	Aslihan N. Erdemir
Mia Beiman ^{DM}	Troy Estelle
Jessica Lynn Beneducci	Anneury V. Familia
Marvin J. Bernardo	Nadine Fersi
Makenna Beyer	Alondra Filpo
Devon Britton ^{DM}	Lauren E. Fischer ^{DM}
Mahogany A. Bullock	Brynn Valerie Fletcher
Rachel M. Burke	Sophia C. Francullo
Christina Caba	Fangling Fu
Daniel Cabrera ^{DM}	Peter S. Ghaly
Cathryn M. Cardinale	Ava Ginefra
Matthew Carey	Ana Sophia Giner
Courtney N. Carr	Omar Gomez
Rachael Carrión ^{DM}	Armando J. Gonzalez
Katelyn Centeno	Briana D. Gould
Kishan R. Chauhan	Taylor E. Gravesande
Dior W. Chen	Nicholas Grossi
Enyi Chen	Chengwei Gu
Kehan Chen	Jiaxu Guo
Siyi Chen	Samantha L. Gural
Yangkai Chen ^{DM}	Ashley R. Guzman
Zeja Chen	Sarah Habib
Ziyun Chen	Matthew Hanna
Maria A. Chowdhury	Joseph Hayek
Kristen Chung	Yueran He
Rebecca E. Cohn	Yujing He
Lavanya Collapancheri Rajagopalan	Farah Helmi
Tarek Constantine	Jennifer M. Horn
Melissa M. Cordova	Baochan Huang
Christina Corrao	Jiayan Huang
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