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.
Order of Events

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

Proccessional  Mason Gross Brass Quintet
The National Anthem  Rutgers Glee Club
Welcome and Introduction of platform, special guests, and marshals  Adrienne E. Eaton, Dean
Greetings and Remarks to the Graduates  Francine Conway, Chancellor-Provost Rutgers University–New Brunswick
Remarks by Class of 2022 Student Speakers  Jessica Lesniak Master of Human Resource Management
  Brittany Spanos Master of Labor and Employment Relations
“On the Banks of the Old Raritan”  Rutgers Glee Club
Address by 2022 Convocation Guest Speaker  Helen Crossen SMLR’99 ’00, NLAW’05 Managing Director, Onex

Presentation of the Candidates

Master of Labor and Employment Relations
Presented by: Francis Ryan, Director Master of Labor and Employment Relations Program
Assisted by: Akhila Naik, Director of Student Services Labor Studies and Employment Relations

Master of Human Resource Management
Presented by: David Ferio, Director Master of Human Resource Management Program
  Hadi El-Farr, Director Online Professional Master of Human Resource Management Program
Assisted by: Rebecca Tinkham, Student Counselor Master of Human Resource Management Program

Bachelor of Arts in Labor Studies and Employment Relations
Bachelor of Science in Labor and Employment Relations
Presented by: Francis Ryan, Director Master of Labor and Employment Relations Program
Assisted by: Amalia (Amy) Marchitto, Student Counselor Labor Studies and Employment Relations Undergraduate Programs

Bachelor of Arts in Human Resource Management
Presented by: Ryan Greenbaum, Director Human Resource Management Undergraduate Program
Assisted by: Shuenn (Grace) Tien, Student Counselor Human Resource Management Undergraduate Program

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

Jessica Lesniak, Master of Human Resource Management

Jessica Lesniak is receiving a master’s degree in human resource management with a concentration in HR Analytics. Born and raised in Hazlet, New Jersey, Jessica earned a bachelor’s degree from Rutgers SMLR in 2021, graduating summa cum laude. She double majored in human resource management and communication— specializing in organizational leadership—and minored in Spanish.

Throughout her time in the master’s program, she served as an executive board member for the Graduate Chapter of RUSHRM, worked as a teaching assistant for an undergraduate SMLR course in compensation and rewards, and worked as a Peer Ambassador for Rutgers SMLR Career Services since fall 2020. Additionally, she was on the winning team for the internal Fall 2021 Jim Chelius Case Competition with Currie & Brown, and represented Rutgers at the Virtual HR Invitational Case Competition hosted by The Ohio State University HR master’s program.

Driven by her interest in international cultures and desire to gain professional experience abroad, Jessica worked as an HR intern in Barcelona, Spain as part of a Summer 2019
Guest Speaker

Helen Crossen, Managing Director, Onex

Helen Crossen is a Managing Director at Onex, a Private Equity Firm, where she is responsible for portfolio talent and contributes toward the efforts to identify, create, and drive value creation at the portfolio companies with a focus on talent and organizations.

Helen serves on the board of the Craig Newmark Graduate School of Journalism at the City University of New York (CUNY).

Prior to joining Onex, Helen was Chief Administrative Officer at Annaly Capital, the largest mortgage real estate investment trust on the NYSE: NLY. She is also the founder and principal of Crosswyse, a human capital advisory and coaching firm.

As an HR Executive, Helen has worked with CEOs, executives, and professionals to help them achieve strategic organizational objectives and excel professionally. Helen’s experience includes working at IBM, General Electric, NBCUniversal and providing human capital advisory services in the tech start-up space. She has also clerked at the NFL and the Equal Employment Opportunity Commission (EEOC).

Helen holds a bachelor of arts and master’s degree in industrial relations and labor relations from Rutgers School of Management and Labor Relations and a juris doctorate from Rutgers University School of Law. She also holds a professional certificate from the International Coaching Federation (ICF) Accredited Coach Training Program (ACTP).
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 resources management career in pension administration, and later transitioned to compensation. Currently she is a Senior Compensation Analyst at NJIT. In her free time, Tracy is the current President of SMLR Alumni Association.

Meet the HRM Undergraduate Honors Graduate

Undergraduate HRM Departmental Thesis Honors students conduct an original research project under the supervision of a faculty advisor and a senior thesis committee.

Younes Baghdad-Brahim majored in human resource management (HRM) with minors in French and psychology. He completed his undergraduate thesis titled “The International Salience of Remittances” with support from his advisor, Joseph Blasi. Younes’ thesis discusses the implications of remittances worldwide, and provides suggestions for the direction research should follow in an attempt to analyze remittance expenditure. This thesis has earned Younes the distinction of highest honors within the undergraduate department, making way for his admission into the master’s program in human resource management (MHRM). Upon completion of his master’s degree in the summer of 2023, Younes intends to pursue a career in international business.

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 Associate Professor Jessica R. Methot.
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 Professor Naomi R Williams.

Faculty of the School of Management and Labor Relations

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

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, 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

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

Ingrid Fulmer, Vice Provost for Faculty Advancement and Faculty Affairs (Rutgers–New Brunswick), Ph.D., Vanderbilt University, management-organization studies

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

Joo Hun Han, Ph.D., University of Maryland, business and management

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, Senior Director for Faculty Diversity and Inclusion, Rutgers-New Brunswick, Ph.D., University of South Florida, industrial-organizational psychology

Carla Katz, J.D., Seton Hall University

Maria L. Kraimer, Associate Dean for Diversity, Equity and Inclusion, 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, 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 Resource Management, Ph.D., 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

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

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, Associate Dean for Research, Ph.D., Massachusetts Institute of Technology, management

Francis Ryan, Director, M.L.E.R. 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

Todd E. Vachon, Director, Labor Education Action Research Network (LEARN), Ph.D., University of Connecticut, sociology

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

Paula B. Voos, Director, Undergraduate L.S.E.R. Programs, Ph.D., Harvard University, economics

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, Partnership for Working Families

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

Steve Swetsky, Executive Director, New Jersey Education Association (NJEA)

Chris Whalen, Executive Director, Health Professionals and Allied Employees

Charles Wowkanec, President, NJ AFL-CIO
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
Master of Human Resource Management

Nicholas Abou-Daoud
Diana Abouzeed
Aditi R. Aier
Vickie J. Almonte
Adriana H. Alvarado Lechuga
Joi Anderson
Nadav Idan Aronoff
Abraham Ayoola
Taalia Mumtaz Azharuddin
Sarah Barahona
Sneha Bardhan
Cameron Leigh Bashner
Sarah M. Belenky
Mengdi Cai
Ashley Castillo
Nancy Comninel
Vanessa Marie Connell
Shanese S. Corbin
Jennifer Coronato
Bianca D’Amore
Allison Dent
Rajvi Desai
Patrick J. Drum
Cristaliz Elizondo
Christine Endrawis
Lee Brett Falber
Keyi Fang
Jiaran Feng
Aaliyah E. Fuller-Hope
Shane S. Garry
Judith T. Geker
Elsa George
Sakshi Ghosh
Chelsea N. Gonzalez
Monika R. Gonzalez Rodriguez
Shahnee Unika Grant-Richardson
Lingxiao Gu
Jeffrey Ramon Hidalgo
Kunyu Huang
Amanda S. Huynh
Prasaniya Indrajeet
Iris Javier-Morales
Amanda E. Johansen
Alexandra N. Juliano
Aleksandra Kaczor
Rebecca Hope Kelly
Suneha Khan
Arya Khatu
Kaveesha Kodituwakku
Christopher A. Lanzarone
Thomas W. Leavy
Alexis Lerner
Jessica Robyn Lesniak
Irene Li
Jiatao Li
Zhaoyang Liu
Christina Liung
Vanessa Loyola
Keying Luo
Jacqueline Nicole Marro
Creasha Michele McCall
Lindsay R. Minuski
Luisa Neerschulte
Ivan Q. Opina
Isha K. Patel
Jada Savada Parker
Anelite M. Perez
Nicolette N. Polos
Anika A. Rao
Carolyn Rose Razzino
David J. Rich
Porchia Gottberg Rudanovic
Jessica Santos
Meghan M. Scaramia
Marcella Schoner
Amelia Malini Seepaul
Olivia L. Selmon
Shiyu Shen
Stephanie Stojanovski
Colleen Marie Stratton-Howard
Xiaqiao Sun
Jessica Tesloivic
Lorin Sherise Tompkins
Nicole E. Trucillo
Leishon O. Turner
Marlene I. Varela
Leslie Villalta
Alba Vivar
Christa Samuel Vretman
Tianfeng Wang
Xinyue Wang
Zhi Wang
Kieran Webster

Ke Xiang
Hantao Yang
Junyuan Zhang
Jiao Zhou
Jianyi Zhu
Christopher Scott Zigre
Morgan Zindulka

Master of Labor and Employment Relations
Joseph Almeida
Taciana Barcellona
Steven Andrew Boor
Janet A. Budge
Benito Camacho
Peyton Olivia Canna
Peter A. Cipparrulo
Yuchen Cui
Debra L. Dolgos
Angelica Flores-Valencia
Heba Ghannoum
Pierfrancesco Giannini
Danielle R. Gombas
Shan Harewood
Alice Judith Hernandez
Tatiana Elizabeth Horton
Bruce C. Howard
George Robert Janovsky, III
Anuradha Kadam
Michelle Krisza

Adriana Madison Kuryla
Dylan Adam Lantigua
Julia Rose McCaffrey
Flavia Miranda
Shakur Mozelle
Jean Cledor Myril
Cheryl Anne Powers
Jimmy Rivera, Jr.
Kaitlin Noel Salisbury
Madison Stella Sieloff
Brittany Dawn Spanos
Stephen Louis Stylianou
Monther Matthew Tadros
Enmanuel Thomas-Guerrero
Bienvenido Torres, Jr.
Luyao Wang
Angela White
Dylan Jeffrey Wilkinson
Ji Zheng
Jiawei Zheng

Bachelor of Science in Labor and Employment Relations
Prince Abimah
Andreas Alectoridis
Yelisabeth Alicea
Jessica E. Anaya
Virginia I. Arroyo
Tre Avery
Pablo Avila Tapias
Ritchie I. Barry
Abigail L. Bird
Shalene M. Bolan
Vincenzo J. Brigati

Joseph B. Buhler, Jr.
Nadale J. Buntin
Cristina Camardo
Nylson M. Campbell
Giselle A. Carballo
Thomas Daniel Carhuff
Aoxing Chen
Jana Christiano
Diana P. Cifuentes
Nicholas W. Cimillo
Jasmine T. Clarke

DM Double Major in School of Management and Labor Relations
John E. Cluley
Danielle Collins
Shawn B. Coval
Jeffrey D. Cowen
Jodiann M. Crawford
Vanessa Cruz
Zeida P. Cruz
Michael R. Daniel
Alyssa M. Decaro
Michael J. Decristofaro
Julianne Degilio
Kimberly S. Deleon-Diaz
Jacob Dichiara
Sarah N. Difrancesco
Christiana Doku
Quincy Douby
Sean C. Emenike
Vanessa Encarnacion
Juliana Fagundes-Barse
Lingling Fei
Brittany Feola
Brian P. Fitzpatrick
Best T. Fumador
Michelle P. Gavaglia
Gabriella V. Gelsos
Kyle Glorius-Patrick
Kiersten C. Gluck
C. Maximilian Godfrey
Avani Goyal
Ross N. Grigos
Merna Hamoud
Christine S. Harvey
Alyssa M. Hennigan
Alberto Hernandez
Nallize Hernandez
David W. Hughes
Adam E. Hunt
Aundre J. Hyatt
Mert Ibis
Sara J. Jablonowski-Kirk
Robert Johnson
George H. Johnson, Jr.
Shameen K. Jones, Jr.
Brad Kienzle
William M. Kushner

Timothy R. Lackner
Jade M. Leahey
Honfun Lee
Joseph E. Lieb
Miguel A. Loera
Katelyn M. Loftus
Morgan A. Lokuta
Rhonda C. Lyles
Ifeanyi L. Maijeh
Maria Mastroianii
Maryn A. Matisa
Donna L. Mccart
Boone T. McDermott
Miasha Melvin
Enikah Leyanah Miller
Tawana Moore
Katelyn R. Murray
Melissa A. Neary
Kerry Ngo
Scott A. Ninivaggi
Brian H. Nsubuga
Ugochukwu D. Nwaogwugwu
Sorcha H. O'Donnell
John B. O'Hara
Karen A. Orozco Huete
Cedrice V. Paillant
Nancy Pamula
Kishan P. Patel
Sylvie A. Pedreira
Aslin Pereira
Lasha T. Petree
Brianna E. Piccolo
Idalis M. Pineda
Mark Jude Polo, Jr.
Cynthia M. Pyram
Tyler M. Rapaport
Angelina Rivera
Gerilyn Ruiz
Ismeta Saint Clair
Salama Shani Saunders
Susanne M. Shuler
Monica Siegler
Drew T. Singleton
Jinyan Song
Dale Stanavich

DM Double Major in School of Management and Labor Relations
Bachelor of Arts in Labor Studies and Employment Relations

Kessawn Abraham
Nicole Arias
Riley Jane Ban
Mia Francesca Betancourt
Taj Amir Burgess
Helen Byeon Cho
Shail B. Desai
Saleena Shani Dodson
Jack Doherty
Dayzjohn Dunston
Frank Esposito
Jadeen Ashley Fennimore
Ben Hocky
Shvethaa Sri Jayakumar
Jamree Mustapha Kromah
Anhelina Mahdzyar
Zeno Jacopo Mazzucato
Jake Thomas Mcgowan
Aman Mir
Rachel Sierra Mroz
Elena Ann Nilsen
Collin Scott Nodoro
Ethan Corbett Rall
Matthew David Rosso
Harrison W. Rutkowski
Amber Rose Sauttner
Richard Paul Schiekofer
Christopher Leonard Scotto
John Ross Bingham
Haorui Cen
Jabir Chaudry
Chuchuan Chen
Deonna Forsythe
Iliana Rosa Petrillo
Emily Y. Yoon

Bachelor of Arts in Human Resource Management

Modioluwamu A. Adegbuyega
Amna Jamil Ahmed
Leslie Akaba
Estelle Akdemir
Aymen M. Aliamer
Michelle Ambrogio
Hunter Amin
Matthew J. Andrejco
Gerard Angelo
Raymer A. Arias
Jonathan Arnet
Nyre A. Arthur
Nikita Arya
Alimshtaba Asany
Rasha Aiman O. Ayraf
Stephanie Rumi Aydin
Younes E. Baghdad-Brahim
Juleen Baker
Madison K. Barnes
Jennifer F. Bauman
Emily V. Belizario
Carolina Banegas

DM Double Major in School of Management and Labor Relations
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<th>Name</th>
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<td>Theresa Beni</td>
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