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EDUCATION

J.D., State University of New York School of Law

Bachelor of Arts, William Smith College
Sociology

Foundations of Conflict & Dispute Resolution | New York University

PROFESSIONAL EXPERIENCE

Employment Practices Solutions, Inc.
Consultant

01/2026 – Present

Conduct investigations into complaints of workplace misconduct. Provide guidance to employers on sound personnel practices, policies, and procedures. Facilitate training programs on a broad range of employment laws and issues, including investigation procedures, harassment and discrimination prevention, DE&I, effective hiring, disciplinary action and other workforce policies and practices. Provide one-on-one coaching to employees and leaders post-investigation.

Cisco (Via Splunk Acquisition)
Global Senior Director, Employee Relations

01/2024 – 11/2024

Restructured employee relations (ER) function supporting 10,000 employees across North America and Europe, leading 6-person global team to deliver guidance on complex workplace investigations, conflict resolution, and performance management. Analyzed existing investigation processes, resulting in an enhanced ER framework aligned with regulatory standards. Partnered with C-suite, HRBPs, and employment counsel to ensure strategic alignment. Hired, trained, and mentored workplace investigators.

- Boosted investigation closures from 5% to 85% within 3 months, mitigating legal and reputational risk and improving employee experience. Created a culture of accountability by implementing Investigation SLAs and ensuring a consistent approach to case management.
 - Revitalized underperforming ER team in 2-4 months through targeted performance management strategies.
 - Strengthened ER framework by implementing analytics and reporting based on issue types and business lines, equipping HRBPs with actionable insights for strategic improvement.
 - Rebuilt employee confidence by collaborating with employee resource group (ERG) leaders to understand perceptions of previous experiences with the ER function, applying insights to address trust and transparency concerns.
 - Empowered managers to address performance issues, document challenges, and communicate goals by creating performance management training modules and delivering in-person training and 1:1 coaching.
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VMware (Via Broadcom Acquisition)

2021 – 2024

Global Senior Director, Employee Relations

Owned initiatives to rebuild trust in the ER function, leading global team of 15+ ER practitioners supporting global workforce of 40,000. Counseled senior leadership and HRBPs on sensitive workplace investigations, leveraging expertise in employment law, and HR compliance, to enhance the employee experience. Shaped and executed strategies to increase transparency, mitigate risks, and shift company culture, including founding ER Center of Excellence (COE), launching an ER case management system, and global disciplinary guidelines.

- Established and launched a virtual global learning platform to improve team knowledge of regional ER regulations (European workers' councils, India POSH Act, Americans with Disabilities Act).
- Analyzed high-risk ER processes and modified programs with insights from stakeholders to reduce risks.
- Improved metrics tracking and reporting by implementing *HR Acuity*, transitioning Excel to a robust, AI-enabled, ER case management system.
- Introduced a dedicated 4-person ER Operations team to manage reporting, and data analytics.
- Bolstered awareness of ER's mission, objectives, and values by implementing standardized investigation templates, launching transparent and comprehensive ER website, and enhancing engagement with ERGs and HRBPs.

Microsoft

2019 – 2021

Principal Corporate Counsel, Workplace Investigations

Led high-stakes workplace investigations during time of heightened social and global corporate scrutiny, specializing in managing complex cases involving senior executives and high-level escalations. Debriefed cases with C-suite leaders and HRBPs, providing actionable recommendations.

- Partnered with global ER teams to benchmark employment laws and workplace trends.
- Provided pro bono support on behalf of Kids in Need of Defense (KIND).

Bank of America – Merrill Lynch

2015 – 2018

Senior Vice President of Global HR Compliance

Drove design and launch of Global HR compliance framework during bank's federal consent decree post-2008 financial crisis. Built monitoring and testing programs targeting high-risk HR processes and conducted monthly and annual risk analyses to identify gaps across several HR functions. Recognized by Corporate Audit for designing quarterly risk-based HR control enhancements to test ~80 recruiters on key employment laws, ensuring regulatory compliance.

- Introduced exit interview process based on OCC Matters Requiring Action, improving risk identification across the Investment Bank.
- Implemented global HR regulatory change process to strengthen compliance with global laws (e.g., Title VII, FLSA, Foreign Corrupt Practices Act, pay equity regulations, GDPR, NLRB rulings, co-employment guidelines).

RBC Capital Markets

2013 – 2015

Director of Employee Relations

Advised C-level executives, HRBPs, and frontline employees on ER issues. Analyzed and reported on critical ER data. Managed U.S. and cross-border employee investigations.

LICENSE/CERTIFICATIONS

- Member, State Bar of Connecticut
- Panelist, American Bar Association

BOARD/COMMITTEE INVOLVEMENT / OTHER

- Board of Trustees Hobart & William Smith Colleges (2018 Convocation Speaker)
- Mentor, YearUp.org, Girls Who Code